

APPENDIX



Social Impact Assessment

BORDER TO GOWRIE REVISED DRAFT ENVIRONMENTAL IMPACT STATEMENT

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Abbreviations

ABS	Australian Bureau of Statistics
ACH Act	<i>Aboriginal Cultural Heritage Act 2003</i> (Qld)
AEP	Australian Exceedance Probability
AIP Plan	Australian Industry Participation Plan
AL Act	Acquisition of Land Act 1967 (Qld)
AMP	Accommodation Management Plan
ARTC	Australian Rail Track Corporation
ASGS	Australian Statistical Geography Standard
BNTAC	Bigambul Native Title Aboriginal Corporation
CCC	Community Consultative Committee
CEMP	Construction Environmental Management Plan
Ch	Chainage
CHMP	Cultural Heritage Management Plan
CRG	Community Reference Group
CSQ	Construction Skills Queensland
DAF	Department of Agriculture and Fisheries
dB (A)	Decibel levels weighted to approximate the way the human ear hears
DD&WM	Darling Downs and West Moreton
DDHHS	Darling Downs Health and Hospital Service
DES	Department of Environment and Science (Qld)
DESBT	Department of Employment, Small Business and Training (Qld)
DITRDCA	Department of Infrastructure, Transport, Regional Development and Communication and the Arts (Commonwealth)
Draft OEMP	Draft Outline Environmental Management Plan
DSDILGP	former Department of State Development, Infrastructure, Local Government and Planning
DSDSATSIP	Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships
DSDTI	Department of State Development, Tourism and Innovation

DTATSIPCA	Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts (previously DSDSATSIP)
DTMR	Department of Transport and Main Roads
DFVO	domestic and family violence orders
EIS	Environmental Impact Statement
FTE	Full time equivalent
G2H	Inland Rail Gowrie to Helidon Project
GP	General practitioner
GRC	Goondiwindi Regional Council
Ha	Hectare
ICN	Industry Capability Network
IDD	Inner Darling Downs
IEO	Index of Education and Occupation
IRSAD	Index of Relative Socio-Economic Advantage and Disadvantage
LGA	Local Government Area
m	metre
MDC	Material Distribution Centre
mm	millimetres
NS2B	Inland Rail North Star to Border
NSC	National Skills Commission
NSW	New South Wales
P&C	Parents and Citizens Association
PAA	Priority Agriculture Area
PHIDU	Population Health Information Data Unit
PHN	Primary Health Network
PM	Particulate Matter
QAS	Queensland Ambulance Service
QBA	Queensland Beekeepers' Association Inc
QFES	Queensland Fire and Emergency Services
QGSO	Queensland Government Statisticians Office

QLD	Queensland
QPS	Queensland Police Service
QR	Queensland Rail
RDA	Regional Development Australia
RFB	Rural Fire Brigade
RSIS	Regional Skills Investment Scheme
RUMP	Road Use Management Plan
SA	Statistical Area
SAL	Suburbs and Localities
SDD	Southern Darling Downs
SDPWO Act	<i>State Development and Public Works Organisation Act 1971 (Qld)</i>
SEIFA	Socio Economic Index for Areas
SES	State Emergency Services
SIA	Social Impact Assessment
SIA Guideline	<i>Social Impact Assessment Guideline</i>
SIMP	Social Impact Management Plan
SQW	Skilling Queenslanders for Work
STEM	Science Technology Engineering and Mathematics
TAFE	Technical and Further Education
TMP	Traffic Management Plan
TRC	Toowoomba Regional Council
USQ	University of Southern Queensland

Summary

This Social Impact Assessment (SIA) has been prepared as part of the Inland Rail New South Wales (NSW)/Queensland (QLD) Border to Gowrie Project (the Project) revised draft Environmental Impact Statement (EIS).

The purpose of the SIA is to identify how the Project may affect local and regional communities, and how Australian Rail Track Corporation (ARTC) will work with stakeholders to mitigate negative social impacts and enhance Project benefits.

The objectives of the SIA are to:

- Identify potentially impacted communities, having regard to all potential social impacts throughout the Project's life
- Enable potentially impacted stakeholders and communities to provide inputs to the SIA
- Develop a comprehensive baseline of social characteristics against which potential Project-related changes can be assessed
- Provide a detailed assessment of likely social impacts and benefits, including their significance to stakeholders and communities during each stage of the Project
- Provide a Social Impact Management Plan (SIMP) and monitoring strategy to support adaptive management of social impacts and opportunities for the Project to benefit local communities.

Following public notification of the draft EIS in 2021, the SIA was revised to:

- Respond to public and agency submissions to the draft EIS
- Respond to the additional information requests received from the Coordinator-General
- Reflect the results of engagement with stakeholders submission of the draft EIS
- Provide updated social baseline data (e.g. populations, demographic characteristics, social infrastructure provision, labour availability, unemployment, housing conditions and health), and reflect changes to social conditions in the assessment and mitigation measures
- Assess the revised reference design and optimised construction schedule for any changes to social impacts
- Consider changes to the regional context as relevant to cumulative social impacts
- Revise the SIMP to reflect stakeholder inputs, changes to the social baseline, the updated assessment, and ARTC commitments.

Stakeholder engagement

The SIA engagement process was designed to ensure the involvement of a broad range of stakeholders. SIA engagement activities were integrated with the Project's community and stakeholder consultation process for the Project design development and draft EIS. This included participation in community information sessions throughout the SIA study area, meetings with ARTC's Southern Darling Downs (SDD) and Inner Darling Downs (IDD) Community Consultative Committee (CCC) and meetings with business groups. Additional SIA-specific stakeholder engagement included a community survey as part of the scoping stage, workshops, meetings and interviews as part of the impact assessment stage, and community workshops and meetings with Councils to inform development of mitigation strategies.

Following public notification of the draft EIS between January and May 2021, submissions of relevance to the SIA were analysed and the draft SIA was revised. ARTC has continued to engage with a range of

stakeholders including Traditional Owners, landowners, Councils and government agencies to inform the revision of the EIS.

The results of stakeholder engagement are documented in Section 6. Key issues identified by stakeholders that are considered in the SIA include:

- Impacts on cultural landscapes and local character
- Impacts of property acquisition and property severance on the use and amenity of properties, including impacts on the productivity and management of farms and agribusinesses
- Impacts of Project construction works and operations on rural amenity
- Changes to connectivity, within and between properties, and on the road network
- The potential for Project traffic to use school bus routes, leading to safety issues
- Potential for the Project to have negative impacts on property values
- The importance of local and Indigenous participation in Project employment and the Project supply chain
- Impacts of changes to flood patterns on homes, farms and agricultural land
- Potential to impact on local housing access, in the context of very low rental housing availability
- Potential to draw skilled workers from local businesses and services, in the context of low unemployment rates
- The value of Project opportunities to local and regional businesses
- Effects of Project-related stress on mental health, and need for information and support for affected residents
- Impacts of noise, vibration, and air quality changes on amenity or community wellbeing
- Impacts of construction on groundwater access for farms and businesses
- The need for legacies that benefit local communities.

Social baseline

The Goondiwindi Local Government Area (LGA) is a primarily agricultural region located in the south-west Darling Downs. The main towns are Goondiwindi, Inglewood and Texas, where nearly three quarters of LGA residents live. The balance of residents live in smaller townships, including Yelarbon, or on rural properties. Goondiwindi is the main services centre and a transport hub for the southwest Darling Downs and the northern tablelands in NSW. Inglewood is a smaller service centre supporting communities further north.

Toowoomba LGA is home to both city and rural communities, and occupies a large region west of the Toowoomba Range, some 130 kilometres (km) west of Brisbane. The city of Toowoomba is the main administrative and regional centre for the Northern and Western Darling Downs.

The Goondiwindi LGA's population totalled approximately 10,310 people in 2021, a decrease of 328 people or 3.1 per cent since 2016. By comparison, the Toowoomba LGA's population in 2021 was 173,204 people, an increase of 12,425 people or 7.7 per cent since 2016. The total population for the SIA study area (Toowoomba and Goondiwindi LGAs) was approximately 183,514 people in 2021.

Generally, minor changes in population numbers were seen in most towns and localities between 2016 and 2021, however Yelarbon saw a decrease of approximately 51 people or 14.7 per cent (to 313 people) and Brookstead saw a decrease of 16.2 per cent during the five year period (to 182 people). The urban areas of Kingsthorpe and Westbrook saw increases of 15.6 per cent and 13.6 per cent respectively.

The SIA study area's communities have a strong sense of place, with the rural qualities of the townships and landscapes forming an intrinsic part of each community's character and identity. SIA engagement indicates that local community members value a rural lifestyle and the area's rural character. Features that support local quality of life include a clean and healthy environment, affordable housing, privacy, access to local services and community events, and strong community networks.

Potentially impacted communities include rural localities with sparse populations, and towns with populations ranging from approximately 300 people to 3,300 people.

The largest of the potentially impacted communities considered by the SIA was Westbrook, which had 4,408 people in 2021, with the population primarily concentrated in the urban area some 10 km from the Project. Pittsworth and Gowrie Junction had the next largest populations, with populations of 3,300 and 2,242 people respectively, followed by Kingsthorpe with 2,159 people.

Brookstead (182 people), Gowrie Mountain (222 people) and Yelarbon (313 people) had the smallest populations of the localities. Nearby rural localities had populations ranging from 21 people in Canning Creek to 346 people in Wellcamp.

Key features of the social baseline that are relevant to local sensitivity to social impacts and benefits include:

- Indigenous populations are more highly represented in some communities in the SIA study area than is typical for Queensland
- Both LGAs and more than half of the potentially impacted communities recorded higher median ages than the Queensland median
- Income levels were differentiated by proximity to Toowoomba, with areas such as Brookstead, Gowrie Junction, Gowrie Mountain and Westbrook having higher median household incomes than the Queensland median, while the rural areas had lower median incomes
- Socio-Economic Indices for Areas (SEIFA) scores indicate the potential for socio-economic disadvantage in areas near the Project footprint, including near Yelarbon, Inglewood, Pittsworth, Millmerran, Southbrook and Kingsthorpe
- Rental vacancy rates in all relevant postcodes are currently extremely low, with very limited capacity to provide housing for Project workers without displacing other residents
- Police and emergency service agencies are well organised and coordinated to respond to major project construction, but services may be strained by large or rapid increases in demand
- Health facilities and services in potentially impacted communities are small in scale, with limited capacity to absorb additional demands
- At the regional level, both the Toowoomba LGA and Goondiwindi LGA are relatively well supplied in terms of labour skills and education according to the SEIFA Index of Education and Occupation
- There were 6,868 construction industry workers living in the Toowoomba LGA in 2021, which was an increase of 633 workers since 2016. The construction industry was also relatively strong in the Goondiwindi LGA, with 363 construction workers in 2021, up by 13 workers since 2016
- The SIA study area is experiencing labour and skills shortages across a wider range of industries and services, in common with many Queensland regions
- Residents have no access to public transport in the Goondiwindi LGA and are heavily reliant on private transport.

The recent long drought affecting South East and South West Queensland, as well as flooding and COVID-19 restrictions, have affected families and businesses throughout Queensland. The two local

Councils indicated that local communities had not been seriously affected by COVID-19 or associated restrictions, however labour mobility, tourism businesses and housing availability had been affected during the pandemic.

Social benefits and opportunities

The Project would result in social benefits, primarily in relation to employment, training and business supply opportunities for residents and businesses in the SIA study area.

Social benefits during construction include:

- Employment opportunities in Project construction for up to 900 personnel, including local people and groups that are disadvantaged in the labour market
- Opportunities for Traditional Owners to work on Country
- Potential training and career pathway development for young people, Indigenous people and unemployed people in the SIA study area
- Significant opportunities for local, regional and Indigenous businesses (including construction, transport or logistics businesses) to participate in the Project's construction supply chain
- Benefits to local businesses from increased trade from workers based at non-resident workforce accommodation facilities, and from supply opportunities offered by the non-resident workforce accommodation provider
- Financial benefits for landowners who lease or sell land to the Project for use during construction
- Community facility upgrades as part of Community Wellbeing Plan delivery.

Longer term, Project benefits during operations include:

- An improvement in telecommunications capacity and digital connectivity for residents and businesses near the Project corridor
- Improvements to the safety of road-rail interfaces on the existing brownfield rail corridor of some 68.0 km
- Direct permanent employment for 10 to 15 full time equivalent (FTE) personnel associated with the Operations stage, some of whom may be drawn from the SIA study area
- Catalysing further development of industrial and transport-related infrastructure in the Goondiwindi LGA and Toowoomba LGA, including potential intermodal facilities or rail associated industries that will sustain employment and business activity for the long-term
- Potential to improve the agricultural industry's access to freight transportation and stimulate business and industry development. This may include the Toowoomba Trade Gateway, as well as faster transport of grain from the region to markets via sidings to GrainCorp facilities
- Reduced freight truck movements on local and State road networks
- Potential for legacy values from Project investments in local communities.

EIS Appendix Y: Economic Impact Assessment includes an assessment of estimated community benefits including crash cost savings, cost savings from environmental externalities and road decongestion benefits, as well as freight benefit savings. The economic benefits assessment estimates that the Project is expected to provide a total of \$703.26 million (\$2022 present value terms) in incremental benefits to the Project area (at a 7 per cent discount rate). This consists of \$539.91 million in freight benefits and \$163.35 million in community benefits over a 50-year analysis period.

Additional benefits would accrue at State and national levels as described in EIS Appendix Y: Economic Impact Assessment.

Social impacts

The Project has potential to result in the following social impacts.

Construction

During the Construction Works stage, the Project's potential social impacts include:

- Effects on Aboriginal cultural landscapes or heritage values, by adding additional infrastructure to natural and rural landscapes, potentially affecting feelings of connection to Country
- Land acquisition requiring a current estimate of approximately up to 30 households to relocate from within the Project footprint, however this number may change following consultation between the Department of Transport and Main Roads (DTMR) and directly impacted landowners
- Stress and anxiety related to the property acquisition process and/or fears about Project impacts on property use and amenity, environmental qualities, or potential for changes to flooding risks
- Anxiety regarding the potential for property values to decrease as a result of Project impacts (e.g. noise and visual amenity factors) with any changes to property values variable depending on actual or perceived impacts, as well as factors unrelated to the Project
- Noise, dust and increased traffic related to construction activities and sites may affect residential amenity while works are near homes and businesses, with any impacts resulting from laydown areas and bridge construction sites lasting for longer periods
- Construction activities and sites may impact on local character
- Community cohesion may be reduced through displacement of residents, physical severance between properties, disruption to the road network and/or, potentially, community conflict
- Potential for noise from construction activities to exceed the relevant criterion at Yelarbon State School, Brookstead State School and Southbrook Central State School, which could impact on the learning environment of the schools
- Potential for construction noise impacts on community facilities in Yelarbon, Pampas, Brookstead and Pittsworth
- Potential for construction noise to affect the amenity of hotels and shops in Yelarbon and Brookstead, and a motel and club in Pittsworth
- Potential to affect tourism visitation levels, if tourists are deterred by road works or construction works
- Potential for impacts on town character is possible with the location of the Project's non-resident workforce accommodation facility near Millmerran, Inglewood and Yelarbon. These facilities are proposed to be largely self-sufficient, but workers may access shops or hotels while they are staying locally.
- While the Project will provide access to paramedic or equivalent medical response services, and will encourage workers to use telehealth services, some additional non-resident demand on local health services is anticipated. The nature of demand on health services may also differ due to the younger demographic of the workforce.
- Potential for impacts on rental housing availability in Goondiwindi, Millmerran, Pittsworth, Inglewood and/or Toowoomba, if workforce accommodation facility demands are not managed

- Impacts on the use and management of agricultural land, including severance of land parcels, intrusion on farm infrastructure, temporary disruptions to access to landholdings, impacts on water access. For example, disruption to dams, groundwater bores or pipelines, and impacts to on-farm and off-farm movements including the ability to move machinery, stock and supplies across the corridor
- Based on ARTC consultation to date, acquisition of land currently accommodating three cattle grazing properties, two transport businesses, one welding business, and one cropping farm, all of which are located between Millmerran and Athol. No businesses in the Goondiwindi LGA were identified as likely to relocate or close as the result of land acquisition for the Project's construction and operations.
- Construction labour demand may contribute to shortages in specific trades and labour, including farm labourers and tradespeople, particularly if a number of major projects are constructed during the same period.

Operation

Impacts of the Project's operation as part of the Inland Rail program include:

- Level crossings will result in periodic disruptions to traffic, including potential to delay emergency vehicles
- The quiet rural amenity of properties near the Project may be impacted by rail freight noise and changes to scenic amenity
- Changes to landowners' movements across properties and across the corridor that commenced during the Construction Works stage will continue
- Potential for rail noise to affect the learning environment of the Brookstead State School
- Potential for rail noise to affect the amenity and use of the Yelarbon and District Soldiers Memorial Hall, Yelarbon Fire Station, Brookstead Park, Pampas Memorial Hall, Pampas Rural Fire Brigade (RFB) Shed and the Pittsworth Assembly of God/Harvest Life Church
- The presence of a freight rail line may increase the risk of road/rail accidents and rail fatalities, resulting in social impacts for individuals, families, communities and rail staff
- Buildings that are impacted by changes in peak water levels under the 1% Annual Exceedance Probability (AEP) event that exceed the flood impact objectives include dwellings, a shed and grain silos. Changes to flooding patterns may affect feelings of security, the amenity of homes, and the use and condition of sheds, silos and other infrastructure on affected properties.

Changes to social impacts as the result of changes to the reference design

In the time since the 2021 draft EIS was publicly notified, the Project's reference design has been revised in response to engagement with key stakeholders (including landowners, communities, Contractors, Councils and technical authorities), assessment of field-verified survey data and review of design optimisation opportunities. Design changes include:

- The vertical alignment has been updated to comply with a maximum gradient of 1 in 80, to improve bulk earthworks in areas of challenging terrain, and achieve better safety outcomes at road rail interfaces via additional grade separations
- Removal of road rail crossings from McDougall's Road (with alternative access provided via Cremascos Road), Hall Road (with alternative access provided by connecting road reserves in Hall Road to Bellevue Road), and Lindenmayer Road (no longer impacted due to horizontal alignment change at Millmerran)

- Replacement of seven level crossings with grade separations (Bybera Road, Heckendorf Road, Gilgai Lane, Commodore Peak Road and Scraggs Road, Owen Scrub Road, and Athol School Road)
- Passive level crossings that are now proposed to be active level crossings, including Kooroongarra Road, Paton Road, Nicol Creek Road, Millwood Road, Harris Road (involves a road redesign within Pampas), Mann Silo Road and Linthorpe Valley Road
- Inclusion of a pedestrian crossing across the Project footprint in Yelarbon
- Upgrading new stock route corridors at Yelarbon and Millmerran Inglewood Road to a minimum of 60 m, along with upgrades to the Kildonan and South Kurrumbul Road stock route interfaces
- Horizontal alignment changes i.e. the Millmerran Alternative Alignment (described in Chapter 2: Project Rationale) which avoids impacting on DA Hall's farming operations, and other minor horizontal alignment changes to shift the alignment closer to the road corridor where short-stacking issues have been resolved to minimise impacts on lots
- Two 20 hectare (ha) non-resident workforce accommodation sites (one at Inglewood and another at Yelarbon) are included in the temporary Project footprint to accommodate the Project construction workforce requirements. A third non-resident workforce accommodation site is required in the Millmerran area, for which the Contractor is currently undertaking feasibility assessments to identify the optimal location for the facility.
- The site previously proposed for a non-resident workforce accommodation facility in Turallin has been included in the Project footprint as the Turallin Facility. The proposed land use remains subject to negotiations between the Contractor and the Bigambul Native Title Aboriginal Corporation (BNTAC) as the landowners.
- ARTC is proposing to construct a Material Distribution Centre (MDC) in Whetstone, as described in Chapter 2: Project Rationale..

Compared with the draft EIS reference design, the design refinements presented for the draft EIS add the following social benefits:

- The removal of road rail crossings in favour of the provision of alternative accesses and grade separated crossings will decrease the potential for road-rail accidents, and also decrease the frequency of traffic delays due to passing trains
- Replacement of seven passive level crossings with active level crossings will improve safety for motorists and other road users
- Reconsideration of embankment heights and grades will potentially reduce impacts on scenic views
- Provision of the pedestrian crossing in Yelarbon will enable north-south connectivity in the town
- The connectivity of impacted stock routes will be improved
- Impacts on Doug Hall and Co's intensive agribusiness operations and their employment levels will be avoided
- The potential for a non-resident workforce accommodation facility to impact on amenity or traffic patterns in the Turallin area is removed, with alternative uses (e.g. a laydown area or plant nursery) likely to have lesser impacts.

Changes to negative social impacts as the result of design refinements and the inclusion of Whetstone MDC include:

- One additional landowner would be affected by partial property acquisition as the result of the Alternative Millmerran Alignment.

The mitigation measures detailed in the revised draft EIS are considered adequate to address the minimal change in negative social impacts as the result of the revised reference design.

Social impact management

The SIA includes a SIMP, which outlines the objectives, outcomes and measures for mitigation of social impacts, and measures intended to enhance Project benefits and opportunities. The SIMP includes an introduction describing SIMP implementation, five management sub-plans:

- Community and stakeholder engagement
- Workforce management
- Housing and accommodation
- Health and community wellbeing
- Local business and industry.

The SIMP also includes a monitoring and reporting framework, outlined as part of the below SIMP summary.

SIMP Introduction

The SIMP's introduction describes:

- The SIMP development process
- Inland Rail's social performance program
- SIMP implementation, including responsibilities and timeframe
- Mitigation and management of operational impacts
- Partnerships and agreements developed by ARTC with stakeholders
- Stakeholders' opportunities to influence Project design and mitigation measures
- The adequacy of proposed mitigation measures
- Links to State and Local government planning.

SIMP Sub-Plan Summary: Community and Stakeholder Engagement

This SIMP sub-plan describes how the Project will communicate and engage with community members and other stakeholders throughout the Project's Detailed Design and Construction Works stage as part of the Inland Rail program. Further detail regarding the Project's Community and Stakeholder Engagement Management Plan, which reflects SIMP objectives, is presented: Draft Outline Environmental Management Plan.

The objectives of the Community and Stakeholder Engagement Plan are:

- Establish and maintain engagement mechanisms that build relationships between ARTC and its stakeholders
- Support mitigation of impacts on amenity, community cohesion and local character through stakeholder engagement and delivery of local community programs in partnership with community and government stakeholders
- Enable adaptive management of impacts on amenity, connectivity and community values during construction.

This sub-plan describes the communication tools, engagement measures (such as regular liaison with landowners, the Community Reference Group (CRG) to be established for the Construction Works stage and stakeholder meetings, specific engagement actions to be implemented in each Project stage, and the responsibilities for community and stakeholder engagement.

The sub-plan includes a monitoring and reporting framework for community and stakeholder engagement and describes how stakeholder inputs will be incorporated in ongoing development and implementation of SIMP measures.

Upon the completion of the Construction Works stage, the Project will be commissioned as part of the Inland Rail network. Before the completion of the Construction Works stage, ARTC and/or its Contractor will develop community and stakeholder engagement strategies for the Commissioning stage and the first three years of operations, in accordance with ARTC's established practices.

SIMP Sub-Plan Summary: Workforce Management

The workforce management sub-plan describes how the Project will maximise training and employment opportunities for residents in the SIA study area, manage the potential for impacts on other industries, and support workforce wellbeing.

ARTC aims to maximise employment opportunities for residents within the Goondiwindi and Toowoomba LGAs (SIA study area) and surrounding areas by:

- Facilitating skills development opportunities to build regional capacity in construction and rail operations
- Building partnerships with training providers to strengthen workforce skills in the SIA study area, and reduce the potential for cumulative impacts to draw labour and skills from other businesses
- Requiring the Contractor to employ locally, with a focus on opportunities within the SIA Study Area, as well as opportunities for the surrounding regional communities located within 125 km. The Contractor will also be required to implement workforce training and diversity inclusion strategies.

ARTC is committed to a minimum employment target of 15.0 per cent, sourced from within the SIA study area (Toowoomba LGA and Goondiwindi LGA). This target is intended to ensure the Project enables employment opportunities for SIA study area residents. ARTC's aspiration is for its Contractors to exceed this employment target, should local labour capacity at the time of Project delivery support this without a significant adverse impact to other local industry or supply chains.

ARTC will require local and Indigenous employment participation targets in contracts for construction works and will work with Contractors to achieve agreed outcomes. In recognition of existing skills and labour shortages in the SIA study area, ARTC will also engage with key stakeholders to monitor labour draw to enable corrective action if required.

In 2019, ARTC established the Inland Rail Skills Academy, which is a collection of strategic projects and partnerships funded by Inland Rail that aim to:

- Increase the number of skilled local people eligible for employment on Inland Rail and associated regional industries
- Increase school student awareness and capability by connecting students with industry best practice
- Create opportunities for local businesses to participate in new supply chains
- Equip Inland Rail employees with world-class skills.

Inland Rail Skills Academy initiatives include targeted local training and business capacity building programs that are being developed in cooperation with community, Council and Government stakeholders.

SIMP Sub-Plan Summary: Housing and Accommodation

The Housing and Accommodation sub-plan describes the measures that ARTC will undertake to mitigate potential impacts on housing and accommodation access in the SIA study area, and support management of the Project's temporary non-resident workforce accommodation facilities.

The Project proposes the provision of three temporary non-resident workforce accommodation facilities. Proposed suitable locations have been identified near Yelarbon and Inglewood. These sites are part of the Project footprint. A third site for a non-resident workforce accommodation facility will be identified in the Millmerran area by the Contractor, in consultation with Toowoomba Regional Council (TRC) and other stakeholders.

Provision of workforce accommodation facilities will minimise the potential for Project personnel's housing demands to affect local housing access, and also minimise demands on short-term accommodation that could otherwise affect tourists' access.

ARTC will require its Contractor to provide an Accommodation Management Plan (AMP) for ARTC's approval, monitor any impacts on housing or accommodation, and modify accommodation management strategies if the potential for negative impacts is identified. Measures within the AMP will include avoiding Project use of rental housing if the rental housing market remains tight, and engaging with local short-term accommodation providers regarding their capacity to offer accommodation to Project workers while avoiding displacement of other visitors.

The construction and provision of additional accommodation for the operational workforce is not proposed as part of the Project given the small workforce required for operations.

SIMP Sub-Plan Summary: Health and Community Wellbeing

The Health and Community Wellbeing sub-plan addresses the potential for impacts on community facilities and services, community safety and mental health, and the potential for impacts on community wellbeing due to changes to local amenity, community cohesion or local character.

The Health and Community Wellbeing sub-plan complements the range of management measures provided in the revised draft EIS to mitigate impacts on environmental qualities, the road network, amenity and safety. It includes:

- Measures for cooperation with community and government organisations to maintain the amenity of community facilities and local access to services
- Measures to minimise Project demands on health services
- Cooperation with police and emergency services
- Measures addressing mental health
- Reference to the Project's safety measures, including with respect to contagious diseases.

Additionally, a detailed Community Wellbeing Plan will be developed by the Contractor in cooperation with key stakeholders during the Detailed Design stage and include:

- Initiatives to upgrade community facilities
- Placemaking initiatives to offset impacts on local character, and/or support recreation or tourism initiatives
- Projects to support community cohesion and resilience
- Cooperation with health, police and emergency services.

SIMP Sub-Plan Summary: Local Business and Industry Content

The Local Business and Industry Content sub-plan addresses the potential for Project impacts on businesses including farms, agribusinesses and tourism-related businesses, and describes ARTC's commitments to ensuring that local and regional businesses benefit from the Project.

ARTC's planning will be guided by an aspirational target of 15.0 per cent of the value of Project procurement to be spent with businesses that are located within the SIA study area.

The Project will also ascribe to a minimum benchmark of 3.0 per cent Indigenous procurement by 2027/28, as referenced in the Commonwealth Indigenous Procurement Policy's organisation-based requirements (National Indigenous Australians Agency, 2020).

ARTC is working with directly affected landowners to develop and implement property-specific measures to mitigate impacts on agricultural land uses, and is committed to ongoing cooperation with all directly affected landowners and those adjacent to the Project footprint to minimise Project impacts.

ARTC will consult further with tourism-related businesses in potentially impacted communities when the Project's detailed design is confirmed regarding potential impacts on tourism businesses (related to e.g. the road network or local character) and work with tourism stakeholders to minimise or offset impacts on tourism businesses.

ARTC has prepared an Australian Industry Participation Plan (AIP Plan) for the Inland Rail Program, which identifies how Australian entities, particularly business operating within the Goondiwindi and Toowoomba LGAs and nearby LGAs, will be provided full, fair and reasonable opportunity to bid to supply goods and services to the Project.

This will include engagement and communication activities and capability building programs for local and Indigenous businesses and social enterprises to be delivered as part of the AIP Plan and within the Inland Rail Skills Academy.

SIMP monitoring and reporting

The SIMP includes a monitoring and reporting program to:

- Track and enable reporting on delivery of measures that mitigate social impacts or increase community benefits
- Collect data on the effectiveness of mitigation and benefit enhancement measures
- Support identification of corrective actions to improve the effectiveness of management measures.

Monitoring and reporting will be a joint responsibility between ARTC and Contractor, with the Contractors to collect data to report on the delivery and outcomes of each sub-plan.

Proposed roles for TRC, Goondiwindi Regional Council (GRC) and the Project's CRG in SIMP implementation and monitoring are also provided.

ARTC will track SIMP implementation and review performance measures quarterly (where information is available), to facilitate continual improvement of strategies and practices.

SIMP implementation will be reported to the CRG at each meeting and a report against performance measures will be presented to the CRG, TRC and GRC annually during construction.

ARTC will review the SIMP annually during the Construction Works stage, and where necessary update it based on monitoring results, including stakeholder feedback.

1. Introduction

1.1 Purpose of the Social Impact Assessment

Australian Rail Track Corporation (ARTC) proposes to construct and operate the Inland Rail New South Wales (NSW)/Queensland (QLD) Border to Gowrie Project ('the Project').

This Social Impact Assessment (SIA) has been prepared as part of the Project's Environmental Impact Statement (EIS), in accordance with the draft EIS Terms of Reference and the *Social Impact Assessment Guideline* (SIA Guideline) (Department of State Development, Infrastructure, Local Government and Planning (DSDILGP), 2018a). The purpose of the SIA is to identify how the Project may affect local and regional communities, and how ARTC will work with stakeholders to mitigate negative social impacts and enhance Project benefits. In addition, the SIA seeks to meet the Coordinator-General's additional requirements, dated 4 January 2022.

The objectives of the SIA are to:

- Identify potentially impacted communities, having regard to all potential social impacts throughout the Project's life
- Enable potentially impacted stakeholders and communities to provide inputs to the SIA
- Develop a comprehensive baseline of social characteristics against which potential Project-related changes can be assessed
- Provide a detailed assessment of likely social impacts and benefits, including their significance to stakeholders and communities during each stage of the Project
- Provide a Social Impact Management Plan (SIMP) and monitoring strategy to support adaptive management of social impacts and opportunities for the Project to benefit local communities.

Following public notification of the draft EIS (which was during 23 January to 4 May 2021), the SIA was revised to:

- Respond to the additional information requests received from the Coordinator-General
- Respond to public and agency submissions to the draft EIS
- Reflect the results of engagement with stakeholders since submission of the draft EIS
- Provide updated social baseline data reflecting changes to social conditions, including populations, demographic characteristics, housing availability and labour force characteristics
- Assess the revised reference design and optimised construction schedule for any changes to social impacts
- Consider changes to the regional context as relevant to cumulative social impacts
- Revise the SIMP to reflect stakeholder inputs, changes to the social baseline, the updated assessment, and commitments.

1.2 Project location

The Project is a section of the proposed Inland Rail freight route connecting metropolitan Melbourne to Brisbane. The Project consists of approximately 217.48 kilometres (km) of new dedicated single track,

open access freight railway between the NSW/QLD border and Gowrie, in Queensland. This will include 7 km of standard gauge rail and 210.48 km of dual gauge rail. The Project will comprise 68.00 km of existing (brownfield) rail corridor and requires 149.48 km of new (greenfield) rail corridor.

The Project commences at the NSW/QLD border, the median line of the Macintyre River, approximately 18 km to the south east of Goondiwindi near Kurumbul. From this crossing point the alignment heads in a northerly direction for approximately 7 km before joining the Queensland Rail (QR) South Western Line to the east of Kildonan, within the existing rail corridor. The Project continues within the South Western Line rail corridor for 46.8 km through Yelarbon and towards Inglewood before turning off and becoming a greenfield alignment near Whetstone. The Project will upgrade this section to a dual gauge track. The alignment skirts the hills to the west of Inglewood, and then follows a new corridor that is approximately parallel to Inglewood-Millmerran Road until joining the Millmerran Branch Line, within the existing rail corridor, between Millmerran and Yandilla.

The Millmerran Branch Line is regarded as being operational, however it is disused south of Brookstead due to track damage sustained in the 2011 floods. The Project will upgrade 21.22 km of track within the Millmerran Branch Line to a dual gauge track. Within the Millmerran Branch rail corridor, the Project crosses the Condamine River floodplain with its three main watercourses – Grasstree Creek, Condamine River South Branch and Condamine River Main Branch. The alignment continues via Pampas and Brookstead and deviates from the Millmerran Branch Line at Yarranlea.

The rail corridor is greenfield from this point for the remaining 44.36 km and runs along the northern side of the Gore Highway, passing on the northern side of Pittsworth. The alignment then follows a north-easterly direction passing through the north-western side of Southbrook. From here the alignment follows a more northerly direction as it passes through Athol and to the west of the Toowoomba Wellcamp Airport, through the Wellcamp Industrial Precinct. The alignment passes to the west of Gowrie Mountain and crosses the Warrego Highway before connecting to the Gowrie to Helidon (G2H) section of the Inland Rail between Leeson Road and Draper Road, on the south eastern outskirts of Kingsthorpe.

The Project is located within the local government areas (LGAs) of Goondiwindi and Toowoomba and is located within the Darling Downs Region. North of Southbrook, the Project is also located within the South East Queensland Region. Key permanent and temporary features of the Project are presented in Table 1.1. Potentially impacted communities are identified in Section 4.2.2 and are discussed in detail in Section 5.1.3.

Large areas of land within and near the Project footprint have been cleared for pasture, agricultural production, the development of towns and rural localities, establishment of linear infrastructure (railways, highways and powerlines), and other development activity (e.g. Commodore Mine, Toowoomba Wellcamp Airport and surrounds). Land tenure throughout the SIA study area is predominantly freehold, with exceptions including State land, leasehold land, land affected by native title rights and interests, reserve land, and oil and utility easements.

ShapingSEQ 2023 (Department of State Development, Infrastructure, Local Government and Planning (DSDILGP), 2023) is the statutory regional plan for the South East Queensland region. Relevant to the Project, ShapingSEQ 2023 identifies Inland Rail as a region-shaping infrastructure priority for the State. ShapingSEQ 2023 also identifies agricultural land (Class A and Class B) and IAAs as regionally significant natural resources to be protected from loss and fragmentation.

The northern extent of the Project is located within the west sub-region of South East Queensland, which contains South East Queensland's major rural production and regional landscape areas. The sub-region is identified to be characterised by a predominantly regional and rural lifestyle, with a reputation as being one of the most fertile farmlands in the world. ShapingSEQ 2023 outlines the western sub-region's role as the western gateway, connecting South East Queensland to the rural areas of Darling Downs and South Burnett and providing critical freight connections between northern NSW and the southern states.

The sub-region is identified as an emerging national and global-oriented economy leveraging major investments in airport, logistics and freight infrastructure.

Within ShapingSEQ 2023, the Western Gateway is identified as a regional economic cluster supporting significant agricultural and resource activities and priority sectors of manufacturing, transport and logistics, and health and knowledge. The Western Gateway regional economic cluster is strategically located as the gateway to the west and at the intersection of three national highways (Warrego Highway, Gore Highway and New England Highway). The ongoing development of the Toowoomba Wellcamp Airport, Toowoomba Enterprise Hub (Charlton–Wellcamp Enterprise Area), Toowoomba Second Range Crossing (now part of the Warrego Highway), as well as long-term investments, such as the Inland Rail Program, will further strengthen this regional hub.

The Project is one of the interconnecting projects that make up the Inland Rail Program. The Project connects directly to the North Star to Border (NS2B) project in the south and the G2H project in the north-east. Chapter 2: Project Rationale provides more detailed discussion regarding the relationship of the Project to other projects within the Inland Rail Program.

Table 1.1: Key permanent and temporary features of the Project

Aspect	Description
Permanent features	
New track	<ul style="list-style-type: none"> 217.48 km of new single track railway (trains travelling in both directions share the same track) Rail infrastructure and corridor will initially be constructed for 1,800 metre (m) long trains..
Rail corridor	<ul style="list-style-type: none"> Establishment of approximately 149.48 km of new rail corridor and utilisation of approximately 68.00 km of existing rail corridor
Crossing loops and turnouts	<ul style="list-style-type: none"> Crossing loops are places on a single line track where trains in opposing directions can pass each other. Five crossing loops are proposed, each 2,200 m in length Turnouts that tie-in to QR's existing South Western line and Millmerran Branch Line will be incorporated as part of the Project
Bridges	<ul style="list-style-type: none"> Bridges to accommodate topographical variation, crossings of waterways and other infrastructure
Drainage	<ul style="list-style-type: none"> Reinforced concrete pipe culverts and reinforced concrete box culverts. Scour protection measures will generally be installed around culverts to avoid erosion
Rail crossings	<ul style="list-style-type: none"> Rail crossings including level crossings, grade separations/rail or road overbridges, occupational/private crossings
Ancillary works	<ul style="list-style-type: none"> The construction of associated rail infrastructure including maintenance sidings and signalling infrastructure Ancillary works including works to level crossings, signalling and communications, signage and fencing, drainage works, and installation or modification of services and utilities within the rail corridor

Aspect	Description
Construction features	
Land	<ul style="list-style-type: none"> ▪ The land required for the Project will comprise a corridor with a minimum width of 30 m. Wider sections of corridor are required to accommodate earthworks, drainage structures, rail infrastructure, access roads and fencing. ▪ The corridor will be of sufficient width to accommodate the infrastructure currently proposed for construction including the crossing loops.. ▪ The temporary footprint encompasses land needed to safely and efficiently construct the Project, including provision for the Whetstone MDC ▪ Temporary access tracks will be used to access construction sites. Where possible they will be retained to serve as rail maintenance access roads during the operation of the Project ▪ Construction of temporary workspace, site offices and laydown facilities.
Embankments and cuttings	<ul style="list-style-type: none"> ▪ Embankments and cuttings will be required along the length of the alignment
Borrow pits	<ul style="list-style-type: none"> ▪ Identification, establishment and lawful use of borrow pits for the sourcing of construction materials
Accommodation	<ul style="list-style-type: none"> ▪ Construction, use and decommissioning of temporary non-resident workforce accommodation facilities

2. Legislation, policy and guidelines

On 16 March 2018, the Coordinator-General declared the Project to be a ‘coordinated project for which an EIS is required’ under Section 26(1)(a) of the *State Development and Public Works Organisation Act 1971* (Qld) (SDPWO Act).

The Project was also referred to the Minister for the Environment under the *Environment Protection and Biodiversity Conservation Act 1999* (Cth) and was determined to be ‘a controlled action’ requiring an EIS due to likely impacts on matters of national environmental significance.

The Project EIS addresses the requirements of the SDPWO Act and the *Environment Protection and Biodiversity Conservation Act 1999* (Cth) under the Assessment Bilateral Agreement between the Australian Government and the State of Queensland.

The Project’s SIMP, which forms part of ARTC’s Social Performance Program, is also underpinned by broader legislative and policy drivers including but not limited to the *National Agreement on Closing the Gap* and the *Australian Jobs Act 2013* (Cth). Where specific policies are relevant to the Project or the baseline social environment, these are also discussed in Section 5.

2.1 State Development and Public Works Organisation Act 1971

The SDPWO Act aims to facilitate ‘timely, coordinated and environmentally responsible infrastructure planning and development to support Queensland’s economic and social progress’ (Queensland Government, 2017). The SDPWO Act provides for the appointment of a Coordinator-General representing the Queensland Government, and gives the Coordinator-General powers to (among other things) declare a Project to be a ‘coordinated project’, evaluate an environmental impact statement for a coordinated project, and evaluate proposed changes to coordinated projects.

The final Terms of Reference for the Project were finalised and issued by the Coordinator-General in November 2018. The Terms of Reference set out the matters to be addressed in an EIS for the Project under the SDPWO Act. Further, as the Project is being assessed under the assessment bilateral agreement between the Commonwealth of Australia and the State of Queensland, the Terms of Reference also set out the requirements for the assessment of the EPBC Act controlling provision.

The SIA has been conducted in accordance with the final Terms of Reference for the Project provided and the Coordinator-General’s SIA Guideline (DSDILGP, 2018a) as discussed below. The SIA also considers local and regional planning objectives as discussed in Section 2.5.

2.2 Social Impact Assessment Guideline

The Coordinator-General published the SIA Guideline, pursuant to the *Strong and Sustainable Resources Communities Act 2017* (Qld). The SIA Guideline is a non-statutory guideline for non-resource projects subject to an EIS under the SDPWO Act or the *Environmental Protection Act 1994* (Qld).

The SIA Guideline requires that the type, level and significance of the Project’s social impacts (both negative and positive) must be analysed and described, based on the outcomes of community engagement, social baseline studies and impact analysis processes, and considering the potential changes to key aspects included in the social baseline study as a result of the Project. This should include assessment of the potential scope and significance of impacts at the local and regional level including cumulative impacts. Key factors for consideration include:

- Population and demographic changes

- Impacts on how people live, work, play and interact on a day-to-day basis, including impacts on lifestyles and amenity, and access to housing
- Community values and/or the way communities function
- Culture, history, and ability to access cultural resources
- Impacts on communities' access to, and quality of, infrastructure, services and facilities
- Impacts on communities' quality of life including liveability and aesthetics, as well as the condition of their environment (for example, air quality, noise levels, and access to water)
- Impacts on communities' physical safety, exposure to hazards or risks, and access to and control over resources
- Changes to livelihoods, for example, whether peoples' jobs, properties or businesses are affected, or whether they experience advantage/disadvantage
- Communities' physical and mental health and wellbeing, as well as their social, cultural and economic wellbeing.

Community and stakeholder engagement is required to commence at an early stage of the draft EIS process involving stakeholders that include affected land holders, local residents, community groups, Traditional Owners, State and local government agencies, non-government organisations, and local businesses as well as traditionally underrepresented stakeholders including Indigenous people. This is discussed in Section 6.

The Project is part of a larger program that has inter-regional, State and national social impacts and benefits, which requires a clear focus on the cumulative effects of the Inland Rail Program and other relevant major projects.

This assessment addresses the SIA Guideline as outlined in Table 2.1. The SIA Guideline requires management plans for community and stakeholder engagement, workforce management, housing and accommodation, health and community wellbeing, and local business and industry, which are provided in Section 8.

With respect to the Project lifecycle, the Project has a design life of 100 years, so the impacts of Project decommissioning cannot be foreseen and are not discussed in the SIA.

Table 2.1: Compliance with Social Impact Assessment Guideline 2018

Guideline requirement	SIA Section
Consideration of the Guideline's key matters, for the full life cycle of the Project	Section 3
Description of a meaningful, inclusive and transparent engagement process with potentially impacted communities and stakeholders during the development of the SIA	Section 6
Analysis of the nature and scope of the Project	Section 4.1
Analysis of potentially impacted communities and the sensitivity of the social environment	Sections 4.2.2, 5.1 to 5.7
Development of a social baseline that includes demographic indicators, community values and history, community health and wellbeing, key industries, the local and regional workforce, access to social facilities and services, and housing and accommodation	Section 5.1 to 5.7
Assessment of social impacts and opportunities across all relevant issue categories, for each stage of the Project lifecycle, including cumulative impacts	Sections 7 and 9
Integration with the draft and revised draft EIS process, including consideration of the social consequences of technical matters assessed in other parts of the revised draft EIS	Sections 3.5, 7.1 and 7.4

Guideline requirement	SIA Section
Provision of a SIMP which documents the management measures that address potential negative impacts and capitalise on positive opportunities and includes a monitoring and reporting framework.	Section 8

2.3 National Agreement on Closing the Gap

In March 2019, a formal Partnership Agreement on Closing the Gap was established between the Commonwealth Government, State and Territory governments, the Coalition of Aboriginal and Torres Strait Islander Peak Organisations and the Australian Local Government Association. This enabled shared decision making with Aboriginal and Torres Strait Islander peak representatives to develop a new *National Agreement on Closing the Gap* (Department of the Prime Minister and Cabinet, 2020). The National Agreement has 19 national socio-economic targets across 17 socio-economic outcome areas.

National targets that guide ARTC's contributions to Closing the Gap include:

- Aboriginal and Torres Strait Islander students achieve their full learning potential
- Aboriginal and Torres Strait Islander youth are engaged in employment or education
- Strong economic participation and development of Aboriginal and Torres Strait Islander people and communities.

Project contributions to Closing the Gap will be supported by Indigenous employment and business participation targets as described in Section 7.2, continued engagement with Traditional Owners, Indigenous community members and Indigenous organisations, and Inland Rail Skills Academy initiatives which are targeted to and inclusive of Aboriginal and Torres Strait Islander people.

ARTC has formal agreements in place to support Project outcomes for Indigenous people, including a Statement of Commitment with BNTAC, and Cultural Heritage Management Plans with the Bigambul People, the Western Wakka Wakka People and Endorsed Aboriginal Parties. ARTC is also developing Indigenous Land Use Agreements with Traditional Owner groups.

ARTC is committed to developing genuine relationships with Aboriginal and Torres Strait Islander people, organisations and businesses, and to embedding and practicing meaningful cultural safety with its employees and stakeholders.

2.4 Australian Jobs Act 2013 (Cth)

The primary objective of the *Australian Jobs Act 2013* (Cth) is to provide full, fair and reasonable opportunity to Australian entities to bid for the supply of goods and services to major Australian projects. The Act requires the development and implementation of an Australian Industry Participation Plan (AIP Plan) for eligible projects (including Inland Rail) with capital expenditure of \$500 million or more.

Proponents of major projects are required to demonstrate compliance with their approved AIP Plan, throughout the project's development and operations stages.

ARTC has established local employment and local business participation targets for the Project, as detailed in Section 7.2.2. The Project will develop an AIP Plan and report on its implementation in accordance with the *Australian Jobs Act 2013* (Cth).

2.5 State, regional and local plans and policies

The objectives of State, regional and community plans as relevant to community values and priorities in potentially impacted communities are outlined below.

2.5.1 State Planning Policy

The *State Planning Policy* (DILGP, 2017) identifies 17 State interests relating to land development with five key themes:

- Liveable communities and housing
- Economic growth
- Environment and heritage
- Safety and resilience to hazards
- Infrastructure.

State interests for liveable communities that must be considered in making or amending a planning scheme and designating land for community infrastructure include (in summary):

- Providing for quality urban design that reflects and enhances local character and community identity
- Providing attractive and accessible natural environments and public open spaces that are functional, accessible and connected
- Facilitating vibrant places and spaces, diverse communities, and good neighbourhood planning and centre design
- Facilitating the provision of pedestrian, cycling and public transport infrastructure and connectivity within and between these networks
- Planning for cost-effective, well-located and efficient use of community facilities and utilities.

2.5.2 Darling Downs Regional Plan

The Project is located within the southern and eastern areas of the Darling Downs Region. The *Darling Downs Regional Plan* (Department of State Development, Infrastructure and Planning (DSDIP), 2013a) was released in October 2013 to resolve competing State interests on a regional scale by delivering regional policy aimed at achieving specific regional outcomes. The Plan provides strategic direction and policies to deliver outcomes for the region's most important issues affecting its economy and the liveability of its towns. The regional policies aim to 'protect priority agricultural land uses while supporting co-existence opportunities for the resources sector' and 'provide certainty for the future of towns'.

The Queensland Government has committed to reviewing all statutory plans that are older than five years). The current Plan recognises the productive and resource-rich attributes of the Darling Downs Region including prime agricultural land and extensive mineral deposits. It also recognises that the region has some of the state's best assets, with high value scenic and natural amenity, vibrant towns and strong communities underpinned by a diverse range of cultural values.

The Plan highlights the importance of strengthening inter-regional linkages to facilitate the movement of commodities and to allow shared opportunities in terms of employment, accommodation, infrastructure and service delivery. The ShapingSEQ 2023 also identifies opportunities to leverage rail infrastructure to boost economic development in the region, including facilitating opportunities for intermodal facilities east of Goondiwindi and within the Charlton Wellcamp industrial precinct.

2.5.3 ShapingSEQ

ShapingSEQ 2023 (DSDILGP, 2023) is the statutory regional plan for the South East Queensland region. Relevant to the Project, ShapingSEQ 2023 identifies Inland Rail as a region-shaping infrastructure priority for the State. The Project is located within the western sub-region of South East Queensland, which is an area identified within ShapingSEQ 2023 as the western gateway, connecting South East Queensland to the rural areas of Darling Downs and South Burnett and providing critical freight connections between northern NSW and the southern states. The sub-region is identified as an emerging national and global-oriented economy leveraging major investments in airport, logistics and freight infrastructure.

ShapingSEQ 2023 sets out key outcomes and strategies to achieve the plan's vision to 2046, set out under the five key themes of:

- **Goal 1: Grow:** Sustainably accommodating a growing population, ensuring that SEQ responds effectively to both the anticipated growth and demographic changes
- **Goal 2: Prosper:** Positioning the SEQ region for success in the global economy, creating a globally competitive and diverse economy that builds upon existing strengths whilst fostering new industries and sectors. Identifying, protecting and growing economic opportunities and synergies within and between Regional Economic Clusters, including the Western Gateway (the intersection of three national highways), the Toowoomba Wellcamp Airport, the Charlton Wellcamp Enterprise Area, Toowoomba Bypass, Inland Rail and potential future intermodal facilities
- **Goal 3: Connect:** The intent to be a region of accessible and interconnected communities that moves people and freight seamlessly, efficiently and sustainably to maximise community and economic benefits with key improvements to the integrated regional transport system, including supporting delivery of the Inland Rail, which is identified as priority region-shaping infrastructure.
- **Goal 4: Sustain:** Protect and nurture the regional biodiversity network and manage regional landscapes, including recognition of Traditional Owners' cultural knowledge and connection to land and sea in planning
- **Goal 5: Live:** Living in better designed communities through improved design and placemaking outcomes and developing and promoting great places to support the sub-region's liveability, prosperity, sense of identity and community, including Toowoomba city centre.

2.5.4 Surat Basin Regional Planning Framework

The *Surat Basin Regional Planning Framework* (Department of Local Government and Planning, 2011) is a non-statutory regional planning instrument that was published to set directions and establish principles to inform future decision-making and policy relevant to the Surat Basin in the midst of strong resource sector growth. The purpose of the *Surat Basin Regional Planning Framework* is to inform and align the Australian, State and local government strategic planning agendas and regional policies responsible for land-use planning, service delivery and infrastructure provisions within the Surat Basin.

The *Surat Basin Regional Planning Framework* identifies the Western Corridor, located between Brisbane and Toowoomba, as having substantial capacity, infrastructure investment and service capability to support strong residential and employment growth. It also recognises that the capacity for the Western Corridor to capture growth linked to activity in the Surat Basin will be significantly influenced by the quality of rail freight connections, particularly, the upgrading of freight corridors through the urban area of Toowoomba.

2.5.5 Regional Development Australia Darling Downs South West Roadmap

The Australian Government established Regional Development Australia (RDA) to help set up committees that seek to strengthen economic development in regional areas of Australia.

The *RDA Darling Downs South West Regional Roadmap* (RDA, 2014) notes that Darling Downs and South West region is one of the most dynamic and diverse growth areas in Australia and is a major contributor to the Queensland economy, with key issues for the region being connectivity and infrastructure investment. To achieve the vision for the region, the *RDA Darling Downs South West Regional Roadmap* has identified the following regional priorities:

- Social infrastructure including health facilities and community and cultural centres
- Local Government planning reforms and certainty of funding
- Connectivity
- Diversifying local economies
- Infrastructure supporting connectivity, community vitality and regional economic development.

The *RDA Darling Downs South West Regional Roadmap* identifies the need for important new infrastructure including Inland Rail.

2.5.6 Corporate Plans

The *Goondiwindi Corporate Plan –2024-2028* (Goondiwindi Regional Council (GRC) 2024) sets Council's vision for the region and provides a strategic framework that supports GRC's role in providing the foundation for the quality of life enjoyed by its communities..

The 2024-2029 Corporate Plan (TRC, 2024) sets TRC's strategic vision, along with performance indicators to measure progress on supporting a safe, healthy and engaged region. The Plan recognises the region as a significant road, rail and air freight up and is underpinned by the four focus areas or goals of people, place, prosperity and performance. The Plan recognises recent significant advances in the planning and construction of region-shaping infrastructure, including Toowoomba Wellcamp Airport, the Toowoomba Bypass and Inland Rail.

In February 2021, TRC launched its Toowoomba Region Futures Program, which is expected to be finalised in 2025 and will deliver a new Toowoomba Region Planning Scheme, a Toowoomba Region Growth Plan and a Toowoomba Region Infrastructure Plan.

In addition to these corporate plans, each council's relevant local government planning scheme sets the intent to manage growth and change within their respective LGA, setting out land use intent and development controls to regulate future development.

Priorities of particular relevance to the SIA as identified in these corporate plans and local government planning schemes are summarised in Table 2.2.

Table 2.2: Local planning context

Corporate Plan priorities	Planning scheme priorities
Goondiwindi Region	
<ul style="list-style-type: none"> ■ A welcoming, engaged and resilient community supported by quality community infrastructure and services ■ A region known for its prosperous rural economy and innovation 	<ul style="list-style-type: none"> ■ Promote a compact settlement pattern and access to employment and services in towns ■ Identify future urban growth opportunities, such as the town of Goondiwindi

Corporate Plan priorities	Planning scheme priorities
<ul style="list-style-type: none"> ▪ A sustainable, well managed and healthy region for today and future needs ▪ An engaging and transparent Council providing community leadership and quality service delivery 	<ul style="list-style-type: none"> ▪ Allocate sufficient land for industry diversification and development in the towns of Goondiwindi, Inglewood and Texas ▪ Recognise and protect natural economic resources such as productive rural land while promoting opportunities for further economic diversification in these areas ▪ Protect and enhance biodiversity values to support a healthy ecosystem that underpins the liveability and prosperity of the region ▪ Maintain the character and vibrancy of town centres ▪ Promote the diversification of housing products
Toowoomba Region	
<ul style="list-style-type: none"> ▪ Promoting a vibrant, safe, healthy and engaged region creating opportunities for people to connect and belong ▪ Plan, build and maintain the infrastructure needed to sustainably support lifestyle and growth, valuing local environments, natural assets and rich agricultural land whilst promoting sustainable and innovative place management practices ▪ Economic, social advancement and advocacy ▪ 	<ul style="list-style-type: none"> ▪ Safe, convenient and attractive suburban neighbourhoods and centres ▪ Self-reliant and self-contained qualities of rural towns are retained and enhanced ▪ Planning for social and cultural infrastructure, which is well located and accessible, flexible and adaptable ▪ Equitable access to affordable, suitable and good quality housing ▪ Public open space provides a mixture of passive and active recreation opportunities ▪ Valuing and sharing the diverse cultural heritage and intergenerational knowledge and skills

2.5.7 Millmerran and Pittsworth Community Actions Plans

Community action plans have been developed in partnership between residents and TRC to guide future growth and development in Millmerran and Pittsworth.

The *Millmerran Community Growth Action Plan Economic Development Strategy* (TRC, 2015) identified five actions that the Millmerran community agreed should be the priority for collaborative action, being:

- Opportunities for non-traditional methods for Year 11 and 12 schooling
- Potential opportunities that may develop from the Inland Rail Program
- Developing a unique tourist attraction, capitalising on the town's location on the Gore Highway
- Investigating additional water sources to support agricultural growth
- Investigate potential opportunities resulting from proposed solar farm projects.

Other key priorities include town beautification, tourism development and promotion, retaining and developing new industry, and fostering economic and social wellbeing.

The *Pittsworth Community Growth Action Plan* (TRC, 2017) was developed in partnership between Pittsworth residents and the TRC. The Pittsworth community's two key priorities are:

- Investigate increased tourism opportunities to increase visitation to Pittsworth

- Investigate opportunities to better support place making initiatives and beautification projects in Pittsworth to enhance the appearance of town.

An additional three priority actions were identified as follows:

- Increase the supply of suitably zoned residential land to meet existing and future demand
- Identify business and investment opportunities for Pittsworth in relation to the Toowoomba Wellcamp Airport, Toowoomba Bypass, Inland Rail and Toowoomba Trade Gateway
- Develop a Master Plan for the Pittsworth Aerodrome to facilitate additional use and extra hangar/storage space.

2.5.8 Project alignment to plans and policies

The Project's alignment to local and regional planning outcomes is shown in Table 2.3.

Table 2.3: Project alignment with planning context

Document	Alignment with planning priorities
State Planning Policy Themes	<ul style="list-style-type: none"> ■ Project use of brownfield and alignment minimises impacts on the liveability of local communities ■ Support for regional economic growth, for the long term ■ Provision of freight rail infrastructure
Darling Downs Regional Plan (DSDIP, 2013a)	<ul style="list-style-type: none"> ■ Strengthening inter-regional linkages to facilitate the movement of commodities ■ Development of opportunities for employment and infrastructure ■ Provision of rail infrastructure to leverage economic development
ShapingSEQ 2023	<ul style="list-style-type: none"> ■ Support for economic opportunities and synergies within and between Regional Economic Clusters ■ Support for the development of interconnected communities that move freight efficiently ■ Recognition of the regional biodiversity network
Goondiwindi Corporate Plan 2024-2028 (GRC, 2024) and Goondiwindi Region Planning Scheme 2018 (GRC, 2018)	<ul style="list-style-type: none"> ■ Support for a strong and sustainable regional economy, and for the growth of industry and business activities ■ Respect for the balance between the development of built infrastructure and the conservation of natural and cultural resources ■ Project generally avoids town centres
Toowoomba 2024-2029 Corporate Plan and Toowoomba Regional Planning Scheme 2012	<ul style="list-style-type: none"> ■ Support for an enhanced freight transport system ■ Enhancement of the region's position as a major freight distribution centre ■ Design minimises impacts on natural economic resources such as productive rural land and forestry ■ Support for opportunities for economic diversification ■ Project generally avoids town centres
Millmerran Community Growth Action Plan (TRC, 2015)	<ul style="list-style-type: none"> ■ Enables opportunities that may develop from the Inland Rail Program ■ May support the retention and development of industry
Pittsworth Community Growth Action Plan (TRC, 2017)	<ul style="list-style-type: none"> ■ Supports business and investment opportunities in relation to the Toowoomba Wellcamp Airport

Two areas of misalignment with local planning priorities include:

- Potential to negatively affect productive rural land, which has been addressed through the design process to minimise impacts on agricultural land
- Potential to affect character and scenic landscapes near the Project footprint, which will be addressed by minimising vegetation clearance where possible in specific areas, a Rehabilitation and Landscaping Management Plan for areas within the Project footprint, and designing infrastructure (such as structures, embankments/cuttings, viaducts and bridges) in accordance with an integrated design process with regard to landscape character and views.

Stakeholders' opportunities to influence Project design and mitigation measures, and the adequacy of proposed social impact mitigation measures are discussed further in Section 8.1.7 and 8.1.8.

3. Methodology

This section describes how the SIA was conducted, including:

- Engagement with stakeholders and communities to identify the scope of potential social impacts and benefits, and ensure community views and knowledge are considered in the SIA
- Defining the SIA study area and the scope of assessment
- Developing a social baseline that combines quantitative and qualitative data, to provide a profile of existing social conditions in local and regional communities against which Project-related changes can be assessed
- Assessing the likelihood, nature and distribution and potential social impacts and benefits, and evaluation of their significance for social conditions and stakeholders
- Considering the results of EIS technical studies with a bearing on social impacts and benefits
- Assessing the potential for cumulative social impacts of multiple projects
- Developing management measures that avoid, reduce or offset social impacts, and maximise Project benefits
- Evaluating the significance of social impacts and benefits.

3.1 Stakeholder engagement

The purpose of SIA engagement is to ensure that directly affected stakeholders and other community members have the opportunity to provide informed input to the social baseline, impact assessment and mitigation measures. SIA engagement principles are shown in Table 3.1.

Table 3.1: SIA engagement principles

Principles	How achieved
SIA is informed by the views of directly affected stakeholders	<ul style="list-style-type: none"> ■ The views of community members who may be affected by the Project's impacts or benefit from Project opportunities are represented in the SIA. The results of ARTC's engagement with Traditional Owners, directly affected landowners, businesses, government agencies and other key stakeholders are incorporated in the SIA.
SIA engagement is inclusive of all interested stakeholders	<ul style="list-style-type: none"> ■ Access to SIA engagement was available and accessible through the SIA community survey, community information sessions, Community Consultative Committee (CCC) meetings, workshops and interviews
Stakeholders are able to provide informed inputs to the SIA	<ul style="list-style-type: none"> ■ Stakeholders have access to information about the Project through face to face and online options, including access to EIS team members to discuss social and environmental implications, as the basis for providing their inputs

SIA engagement was integrated with ARTC engagement processes for the Project, through SIA team participation in community information sessions to speak with residents, land holders and business owners, and attendance at CCC meetings to provide information about the SIA scope, process and the preliminary findings of the SIA. The SIA also incorporates the results of ARTC's stakeholder engagement.

A profile of SIA stakeholders and their key issues is provided in Section 4.4. SIA-specific engagement is detailed in Section 6.1.5 and included:

- Community surveys with residents in the Queensland LGAs through which Inland Rail would pass

- Meetings with TRC and GRC managers to discuss community concerns, potential social impacts and benefits, and mitigation and management measures
- Discussions with community members including landowners and members of community groups as part of community information sessions
- Workshops with community organisations and government agencies to discuss social infrastructure access and community concerns about the Project
- Meetings and interviews with Traditional Owners
- Meetings with organisations representing businesses in affected communities
- Meetings with the Coordinator-General
- Workshops with government departments to discuss preliminary findings and mitigation measures.

The results of stakeholder engagement have been incorporated throughout the SIA.

The Revised draft SIA has considered the results of public and agency submissions to the draft EIS, as detailed in Section 6.4, and the results of ARTC's continued engagement with landowners, community members, and local and State government representatives regarding SIA findings and mitigation and enhancement strategies, as described in Section 6.1.6.

3.2 Scoping

The purpose of the SIA scoping process is to identify potentially impacted communities and define the focus for assessment. The scoping process identified potentially impacted communities and matters to be assessed by considering:

- Statutory requirements for the SIA
- The stakeholder profile and stakeholder inputs of relevance to the SIA
- The nature and scale of the Project, including associated infrastructure, and its interactions with stakeholders and communities as informed by:
 - Consultation with landowners and other residents living near the Project
 - Native Title rights and interests and other interests held by Indigenous people
 - The Project's interactions with the settlement pattern, including urban and rural centres, land uses and infrastructure.
- The scope of potential social impacts and benefits throughout the Project lifecycle, based on experience with infrastructure projects
- The location of other projects in the region that may contribute to cumulative social impacts over time.

Following consideration of these factors, the SIA study area was defined (Section 4.2) and potential impacts and benefits to be assessed were identified. The outcomes of the scoping process are summarised in Section 4.5.

3.3 Social baseline

Investigations undertaken to develop the social baseline included research and analysis of:

- Potentially impacted communities' histories, land uses and settlement pattern
- Population size, characteristics and growth

- Housing and accommodation availability and affordability
- Community values
- Community health and safety
- Employment, labour force and skills
- Business and industry
- Infrastructure provision including physical infrastructure and social infrastructure (community facilities, services and networks).

Stakeholder engagement outcomes assisted to define community values and validate research findings. The baseline includes a summary of social indicators against which quantitative changes in social conditions can be measured.

During 2023, the SIA was revised to include analysis and provision of updated data including:

- Population sizes for LGAs and potentially affected communities, demographic characteristics and the prevalence of long-term health conditions, using Australian Bureau of Statistics (ABS) Census of Population and Housing 2021 (referred to in the SIA as the ABS Census 2021) (ABS, 2021)
- Indigenous populations, labour force participation and health conditions (also derived from ABS Census 2021)
- Regional population estimates and projections, based on the most recent (2023) estimates by the Queensland Government Statisticians Office (QGSO)
- The availability and cost of housing, including ABS Census 2021 data, QGSO data (2023) and SQM Research data on housing availability and cost (2022 and 2023)
- Regional labour force characteristics, based on ABS Census 2021 data, ABS Labour Force and Unemployment data (2022) and the National Skills Commission's (NSC) Small Area Labour Markets data (2022, current at 2023)
- The number and type of businesses based in the Toowoomba LGA and Goondiwindi LGA, based on QGSO analysis (2022)
- Labour force data including Census 2021 data, construction industry workforce estimates, QGSO Regional Profiles, Australian Industry Group National Skill Needs Survey (2022), National Skills Commission analysis of skills shortages (2022) and Construction Skills Queensland (CSQ) reports (2021 and 2022)
- Social infrastructure provision (2023).

3.4 Impact assessment

Impacts were assessed for the Project's Construction Works and Operations stages.

Following public notification of the draft EIS and consideration of submissions, the draft SIA was revised to respond to submissions.

A summary of the assessment methods and data sources is provided in Table 3.2. The SIA includes assessment of potential cumulative impacts as described in Section 3.6.

Following assessment as outlined below, the significance of social impacts and benefits was evaluated, using the assessment matrix (likelihood and consequence) from the *NSW Social Impact Assessment Guidelines* (NSW Department of Planning and Environment, 2017) (Table 9.1), as an equivalent assessment matrix is not published as part of the SIA Guideline 2018.

Table 3.2: SIA Assessment Methods

Social domains	Assessment method	Data sources	Rationale
Community and stakeholder views	<ul style="list-style-type: none"> Stakeholder analysis SIA scoping process Community and stakeholder engagement Analysis of stakeholder engagement inputs Analysis of community values 	<ul style="list-style-type: none"> Primary data: information on community views and values collected through stakeholder engagement (community survey, community information sessions, meetings and interviews, community and business forums), and through submissions to the draft EIS Secondary data: Regional and Community Plans 	<ul style="list-style-type: none"> Stakeholder inputs are central to SIA Regional and community plans provide an overview of community values, informed by extensive stakeholder engagement Submissions to the EIS contribute views and values at the individual, business and/or community level
Settlement pattern	<ul style="list-style-type: none"> Identify population distribution and key social indicators in the SIA study area Identify and describe the location of potentially impacted communities and land uses, and the physical and social connections between them Analysis of planning context Compare the Project footprint and activities to the baseline to identify potential changes to social characteristics Identify potential negative impacts on the use and amenity of properties and communities 	<ul style="list-style-type: none"> Primary data: corridor scan (physical and via aerial maps), stakeholder engagement Secondary data: Planning Schemes, Regional Plans, Regional Transport Plan, and research on the potential for infrastructure projects to change property values as referenced 	<ul style="list-style-type: none"> Scanning the corridor enables identification of communities, localities and features that may be impacted Planning schemes and regional plans identify the current and likely future of land uses

Social domains	Assessment method	Data sources	Rationale
Population, housing, employment and skills	<ul style="list-style-type: none"> Demographic analysis and research Model potential impacts on population, housing and labour demand based on population Projections, current labour force profile and Project workforce estimates 	<ul style="list-style-type: none"> Primary data: Project workforce estimates and accommodation plans Secondary data: ABS Census 2021 and ABS Census 2016, QGSO Regional Profiles and population projections, SQM Research, NSC, other sources as referenced 	<ul style="list-style-type: none"> The Project's estimates of workforce numbers are key inputs to the assessment ABS Census 2021 provides the most consistent and reliable demographic data available for a large number of indicators, and is supplemented by a range of other government and industry data sources
Social infrastructure	<ul style="list-style-type: none"> Profile the provision and where known, the capacity of social infrastructure servicing local and regional communities Consult social infrastructure providers to identify specific local vulnerabilities, potential impacts on social infrastructure, community capacity to address social impacts, and strategies to reduce impacts and enhance Project benefits Model potential impacts on social infrastructure as a result of workforce influx, and describe the potential for the Project to affect social infrastructure functions, either directly or indirectly 	<ul style="list-style-type: none"> Primary data: stakeholder engagement outcomes, social environmental scan outcomes and population modelling Secondary data: QGSO Regional Profiles, desktop research of various websites and databases as referenced 	<ul style="list-style-type: none"> A combination of sources is required to identify the distribution and where known, capacity of social infrastructure

Social domains	Assessment method	Data sources	Rationale
Community values (e.g. amenity, cohesion, community identity)	<ul style="list-style-type: none"> Community survey and supplementary engagement to identify community values Analysis of values identified in community and regional plans and reports Identify Project design and management measures relevant to community values Describe the potential for Project impacts to affect community values 	<ul style="list-style-type: none"> Primary data: stakeholder engagement outcomes, Project design and management measures Secondary data: community and regional plans 	<ul style="list-style-type: none"> Stakeholder inputs are a key source for identification of community values Regional and community plans provide an overview of community values
Health and wellbeing	<ul style="list-style-type: none"> Consultation and research to identify community health and safety status Consultation with social infrastructure providers to identify any changes to facilities' access or amenity that could affect community wellbeing or safety Consideration of changes to social conditions and the physical environment that may affect human health, community wellbeing or community safety 	<ul style="list-style-type: none"> Primary data: Stakeholder engagement outcomes and survey results Secondary data: ABS Census of Population and Housing 2016 and 2021, Population Health Information Data Unit (PHIDU) data, EIS assessments of air quality, noise and vibration, traffic impacts, visual amenity and water quality 	<ul style="list-style-type: none"> Stakeholder inputs are a key source for identification of community health determinants and potential impacts on social infrastructure ABS Census provides consistent data on socio-economic health determinants PHIDU provides specialised datasets relating to health status
Business and Industry	<ul style="list-style-type: none"> Analysis of the distribution, type and size of business in local communities, and profiling of regional businesses with relevant capabilities Engagement with businesses to identify opportunities for participation in the Project 	<ul style="list-style-type: none"> Primary data: stakeholder engagement outcomes Secondary data: QGSO Regional Profiles, ABS data and other sources as referenced 	<ul style="list-style-type: none"> Stakeholder inputs are a key source for identification of potential impacts on businesses ABS data and other data as referenced provide insights into the distribution of businesses

Table 3.3 provides information on the reliability of data used in the SIA.

Table 3.3: Data quality summary

Data type/set	Source	Currency	Reliability
Demographic data	ABS Census of Population and Housing	2021	Very good. Minor variances in totals due to ABS rounding procedures. Validity of data sets in smaller communities varies
Population Projections	Queensland Government Statistician's Office	2023	Good. Medium series projections are used in this report. Lower or higher series projections may eventuate
Housing data	ABS Census of Population and Housing	2021	Good. Effect of cumulative impacts and future social/economic trends on housing markets is uncertain
	SQM Research	2023	
	Real Estate Institute of Queensland	2021	
Public Health Information Development Unit (PHIDU)	ABS Census of Population and Housing (ABS, 2021) and other sources as referenced	Variable, as referenced – 2018 and 2021	Variable, as referenced
Social infrastructure provision	Stakeholder feedback and various research sources	2023	Good, verified in stakeholder engagement. Potential for gaps in capacity data due to changing needs
Labour force	ABS Census of Population and Housing 2021 (ABS, 2021), Department of Education Small Business and Employment Labour Market Portal - NSC	2021, 2022	Good, but subject to seasonal fluctuations and under-representation of rural unemployment
Research references	As referenced	Various	Variable, as referenced

3.5 Integration with Environmental Impact Statement findings

Changes to the biophysical environment, infrastructure or land use may result in social impacts including impacts on amenity, health, safety or sense of place. The SIA integrates the relevant findings of EIS chapters and technical reports as outlined in Table 3.4.

The SIA refers to mitigation measures identified in The Draft Outline Environmental Management Plan, but does not replicate strategies that are detailed elsewhere (e.g. noise and air quality mitigation measures).

Table 3.4: Links to EIS findings

Impact area	Relevant findings	EIS Section	SIA Section
Various	<ul style="list-style-type: none"> Description of Project 	Chapter 5: Project Description	Various
Land use and tenure	<ul style="list-style-type: none"> Existing and proposed land use and planning designations Properties to be acquired 	Chapter 8: Land Use and Tenure	7.1.1, 7.1.2, 7.5.1
Cultural heritage	<ul style="list-style-type: none"> Impacts on Indigenous cultural heritage and cultural heritage management provisions Impacts on non-Indigenous cultural heritage 	Chapter 19: Cultural Heritage and EIS Appendix Z: Non-Indigenous Cultural Heritage Survey Report	7.1.1, 7.1.6
Economic impact assessment	<ul style="list-style-type: none"> Economic impacts 	EIS Appendix Y: Economic Impact Assessment	7.2.1, 7.2.4, 7.5.4
Stakeholder engagement	<ul style="list-style-type: none"> Outcomes of Project and EIS engagement are considered in SIA, and SIA engagement results are considered in EIS 	Chapter 6: Stakeholder Engagement and EIS Appendix E: Consultation Report	6.1, 6.2, 7.1 - 7.5, 8.2 - 8.7
Landscape and Visual Amenity	<ul style="list-style-type: none"> Impacts on visual amenity and landscapes 	Chapter 10: Landscape and Visual Impact Assessment and EIS Appendix K: Landscape and Visual Impact Assessment	7.1.6
Air quality	<ul style="list-style-type: none"> Assessment findings in relation to amenity and health 	Chapter 12: Air Quality and EIS Appendix R: Air Quality Technical Report	7.1.4, 7.4.3
Noise and vibration	<ul style="list-style-type: none"> Assessment findings in relation to amenity and health 	Chapter 16: Noise and Vibration and EIS Appendices V: Noise and Vibration Assessment - Construction and Road Traffic and EIS Appendix W: Noise and Vibration Assessment - Railway Operations	7.1.4, 7.4.3
Flooding	<ul style="list-style-type: none"> Changes to flooding risks 	Chapter 14: Flooding and Geomorphology	7.4.5
Land resources	<ul style="list-style-type: none"> Potential for loss of productive soils and contaminated land to be disturbed or created 	Chapter 9: Land Resources	7.4.7
Traffic, transport and access	<ul style="list-style-type: none"> Changes to traffic network and travel safety 	Chapter 20: Traffic, Transport and Access and EIS Appendix AA: Traffic Impact Assessment	7.1.7, 7.4.7
Surface water quality	<ul style="list-style-type: none"> Changes to surface water quality 	EIS Appendix S: Surface Water Quality Technical Report	7.4.6
Terrestrial ecology	<ul style="list-style-type: none"> Impacts on biosecurity 	EIS Appendix L: Terrestrial and Aquatic Ecology Technical Report	7.4.7
Groundwater	<ul style="list-style-type: none"> Changes to groundwater levels affecting water access 	EIS Appendix U: Groundwater Technical Report	7.4.6
Impacted properties	<ul style="list-style-type: none"> Number and nature of land acquisitions 	EIS Appendix F: Impacted Properties	7.1.2, 7.5.1
Cumulative impacts	<ul style="list-style-type: none"> Project set considered in cumulative impact assessment 	Chapter 23: Cumulative Impacts	7.6

Impact area	Relevant findings	EIS Section	SIA Section
Environmental management	<ul style="list-style-type: none"> Management measures of relevance to social impacts 	Chapter 24: Draft Outline Environmental Management Plan	Various
Whetstone MDC	<ul style="list-style-type: none"> Assessment of impacts on environmental values and sensitive receptors 	EIS Appendix AE: Whetstone Material Distribution Centre – Supporting Technical Information	7.1.4, 7.1.6

3.6 Cumulative social impact assessment

Cumulative social impact assessment considers the potential for the combined impacts of a set of projects to affect a social environment over time. The SIA considers the potential impacts of the adjacent Inland Rail projects –NS2B and G2H, along with other ‘State significant’ projects planned, or being constructed or operated at the time this Project’s revised draft EIS was prepared.

The potential area of influence has been identified with respect to potential spatial and temporal impacts. The assessment commenced with development of:

- A list of applicable projects and operations for consideration in the cumulative social impact assessment, including major projects in the SIA study area, and major rail projects in South East Queensland
- A figure showing the Project’s areas of spatial and social influence, and its overlap with relevant projects or operations (Chapter 23: Cumulative Impacts)
- A timeline of construction and operations to show the temporal relationship between the Project and other projects and operations
- A matrix listing potential cumulative social impacts and evaluating their significance.

Additional projects have also been assessed as advised by the Coordinator-General since November 2018 or as were proposed during the completion of the EIS.

A review of other projects’ EISs (as available), relevant literature and qualitative analysis enabled potential cumulative impacts at the local and regional levels to be identified. Finally, cumulative impacts were considered in evaluating the significance of social impacts and benefits, as described in Section 3.4. Collaborative strategies to address cumulative impacts have been included in the SIMP.

3.7 Social Impact Management Plan

The SIMP, which is outlined in Section 8, provides mitigation strategies and management measures for social impacts, and strategies designed to enhance Project benefits. The SIMP includes five social impact management sub-plans addressing community and stakeholder engagement, workforce management, housing and accommodation, local business and industry content, and health and community wellbeing. The process for SIMP development included:

- Stakeholder engagement to identify stakeholders’ suggestions about mitigation measures
- Consideration of ARTC’s design responses and commitments to Project benefit enhancement
- Designing additional mitigation, management and enhancement measures
- Seeking further inputs to mitigation measures through consultation with Councils and government agencies

- Consideration of public and agency submissions to the draft EIS and updated the Project's technical assessments
- Consideration of changes in social baseline conditions since the draft EIS was prepared (e.g. housing availability)
- Developing performance indicators and a monitoring and reporting framework to support adaptive management of social impacts.

3.8 Risk assessment

A two-stage risk assessment was undertaken. Firstly, the impacts and benefits identified in Section 7 were summarised, and their likelihood and consequence were evaluated using a social risk matrix (Section 9), with reference to:

- Assessments of environmental impacts (as referenced in Section 3.5) and application of management measures provided in the EIS Chapter 24: Draft Outline Environmental Management Plan.
- Social baseline characteristics such as employment rates, rural amenity and access to social infrastructure (as detailed in Section 5)
- Stakeholders' inputs on how they expected the Project would affect their communities or households (as detailed in Section 6)
- ARTC's commitments with respect to working with stakeholders and enhancing Project benefits (summarised in Sections 8.2 to 8.6).

The effectiveness of mitigation measures identified in Section 8 was then considered to assess the expected change in the likelihood of impacts and benefits occurring, and/or a change in their consequence. This process identified residual risks, which are summarised in Section 10. The adequacy of mitigation and management measures is discussed in Section 8.1.8.

3.9 Limitations

The findings of this report are based on the information available to date. Following Project evaluation and where approval is given, the Project will undergo a Detailed Design stage, during which Project components such as level crossings and bridge design will be refined. ARTC's Contractor may also suggest innovations that change the construction methodology. Should the final design and construction methodology differ from the current information available, social impacts may vary.

The final number of partial and full land acquisitions required to accommodate the Project's construction will be subject to confirmation following the conclusion of the land acquisition process, which will be conducted by the Department of Transport and Main Roads (DTMR) as the relevant constructing authority under the *Acquisition of Land Act 1967* (Qld) (AL Act). This assessment includes assumptions about the number of acquisitions required based on the results of ARTC's engagement with directly affected landowners (those who own land that would be acquired to accommodate the Project), and assessment of impacted properties as detailed in EIS Appendix F: Impacted Properties.

As the construction and operation of new freight rail lines is uncommon in Australia, there is little to no evidence on which to draw regarding social impacts such as changes to property values and the extent to which changes to road networks may affect tourism or other businesses. Such uncertainties are reflected in relevant sections of this report.

ARTC engaged with TRC and GRC regarding changes to local conditions since the COVID-19 pandemic started in early 2020. Councils advised that their LGAs' economies and social conditions had not been

adversely affected when compared to other LGAs, however increased housing demand and competition for skills were key issues for both councils. Updates to the SIA have been made to reflect these concerns (Sections 5.4.1, 5.4.2, 5.5.1, 7.2.4, 7.3.5 and 8.4).

Potential changes to social baseline conditions in the SIA study area by the time that Project construction commences include changes to skills and labour availability, housing demand, population sizes and characteristics, and economic conditions. Changes to the social baseline could also change the way that communities experience the social impacts and benefits of major projects (e.g. employment and business opportunities) and any demands on services.

The Project will continue to review data on key indicators during the Detailed Design stage to identify any changes to social conditions in the SIA study area that require consideration in social impact management.

4. Project description and Social Impact Assessment scope

This section describes the Project, the SIA study area, SIA stakeholders and the scope of potential impacts and opportunities considered.

4.1 Project description

The Project is a 217.48 km section of the proposed Inland Rail freight route connecting metropolitan Melbourne to Brisbane. The objectives of the Project are to:

- Provide a combination of upgraded and new rail infrastructure to enable double-stacked trains using the Inland Rail corridor to travel between the NSW/QLD border near Kurumbul to Gowrie
- Provide connection between adjoining sections of Inland Rail, being NS2B to the south and G2H to the northeast
- Minimise the potential for adverse environmental and community impacts.

The Project schedule was optimised during the revised draft EIS process to reflect the anticipated timing for evaluation of the Project and reduce the duration of construction works. The anticipated timing for Project stages and activities is shown in Table 4.1 and includes:

- Detailed Design and Project Approvals and Corridor Acquisition will commence after the revised draft EIS has been approved
- Project Approvals and Corridor Acquisition stage is expected to be completed in Quarter 2 (Q2) of Year 1
- The Detailed Design is expected to be complete by Quarter 4 (Q4) in Year 1
- Pre-Construction Activities and Early Works is anticipated to be commence in Quarter 1 (Q1) of Year 1 and be completed by Quarter 3 (Q3) of Year 1
- Construction Works would commence in Q3 of Year 1, and be complete in Q1 of Year 5
- Commissioning would commence in Q2 of Year 3 and be complete in Q1 of Year 5
- Operations would commence in Q2 of Year 5.

Table 4.1: Anticipated timing of Project stages and activities

Year	Year 0				Year 1				Year 2				Year 3				Year 4				Year 5			
Duration (quarterly years)	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Detailed design																								
Project approvals and corridor acquisition																								
Pre-construction activities and early works																								
Construction works																								
Commissioning																								
Operations																								

Source: ARTC, 2023

This Revised draft SIA discusses the implications of the optimised schedule in Section 7.2.1 (regarding changes to employment numbers) and in Section 8.1.8 (adequacy of mitigation measures). The timing for

delivery of SIMP measures (Sections 8.2 to 8.6) has also been adjusted to align with the optimised construction schedule.

Since the draft EIS was placed on public notification in 2021, the Project's reference design has been revised in response to engagement with key stakeholders (including landowners, communities, Contractors, Council and technical authorities), assessment of field-verified survey data and review of design optimisation opportunities. Design changes as part of the revised reference design include:

- The vertical alignment has been optimised to comply with a maximum gradient of 1 in 80, to improve bulk earthworks in areas of challenging terrain, and achieve better safety outcomes at road rail interfaces via additional grade separations
- Horizontal alignment changes i.e. the Millmerran Alternative Alignment (described in Chapter 2: Project Rationale) to avoid impacting on DA Hall's farming operations, and other minor horizontal alignment changes to shift the alignment closer to the road corridor where short-stacking issues have been resolved to minimise lot impacts
- Removal of road rail crossings from McDougall's Road (with alternative access provided via Cremascos Road), Hall Road (with alternative access provided by connecting road reserves in Hall Road to Bellevue Road), and Lindenmayer Road (no longer impacted due to horizontal alignment change at Millmerran)
- Replacement of seven level crossings with grade separations (Bybera Road, Heckendorf Road, Gilgai Lane, Commodore Peak Road and Craggs' Road, Owen Scrub Road, and Athol School Road. Consolidation of Purcell Road to Athol School Road via a new road.
- Passive level crossings that are now proposed to be active level crossings (Kooroongarra Road, Paton Road, Nicol Creek Road, Millwood Road, Harris Road (involves a road redesign within Pampas), Mann Silo Road and Linthorpe Valley Road)
- Inclusion of a pedestrian crossing across the Project footprint in Yelarbon
- Upgrading new stock route corridors at Yelarbon and Millmerran Inglewood Road to a minimum of 60 m, along with upgrades to the Kildonan and South Kurrumbul Road stock route interfaces
- Two 20 hectare (ha) non-resident workforce accommodation sites (one at Inglewood and another at Yelarbon) have been included in the temporary footprint to accommodate the Project construction workforce requirements, with a third non-resident workforce accommodation site required in the Millmerran area. The Contractor will undertake a feasibility assessment to identify an optimal location following the Coordinator-General's evaluation of the revised draft EIS, and in consultation with the community.
- The site previously proposed for non-resident workforce accommodation in Turallin has been included in the EIS temporary footprint as the Turallin Facility, to be utilised for a laydown area, a training facility or native plants nursery and traditional land management training facility (proposed land use subject to on-going negotiations between the Contractor and the landowners)
- ARTC is proposing to construct a temporary MDC in Whetstone, on land bounded by the QR South Western System Railway Line to the north and Cunningham Highway to the south.

Changes to social impacts as the result of changes to the reference design are discussed where relevant in this assessment and summarised in Section 8.1.8.

The Project has a design life of 100 years. The intended land use for the Project is rail and associated infrastructure, including road realignments, grade separations and ancillary infrastructure. ARTC is responsible for providing Inland Rail's trunk infrastructure. Train services and rolling stock will be provided by third party operators.

Elements that are future opportunities facilitated by Inland Rail but are not included as part of the Project include:

- Complementary infrastructure, such as metropolitan and regional freight terminals
- Upgraded fleet/rolling stock
- Complementary land use and freight precinct developments.

The decommissioning of the Project cannot be foreseen at this point in time and has not been discussed in the SIA.

The following subsections describe the Project nature and scale as relevant to stakeholders and the social environment. Chapter 5: Project Description details each of the stages and their activities.

4.1.1 Detailed Design

ARTC has progressed the design of the Project to a reference design status. Following Project evaluation and where an approval is given, a detailed design process will commence and consider specific elements (such as rail-road interfaces and bridge designs), stakeholder inputs and the Contractor's innovations. Assuming the Detailed Design stage would commence in Q1 of Year 0, this process would be complete in Q4 of Year 1.

4.1.2 Project Approvals and Corridor Acquisition

Project Approvals and Corridor Acquisition will commence following the EIS phase to support the Project's Detailed Design, Construction Works and Operations stages. This Project stage will include preparation of secondary environmental and planning approvals, and corridor acquisition.

4.1.3 Pre-Construction Activities and Early Works

Pre-Construction Activities and Early works will commence in Q1 Year 1, and include:

- Site preparation for construction
- Establishment of access roads/tracks
- Vegetation clearing and other ground disturbance activities that will be required to comply with relevant legislative requirements, approval conditions, guidelines and plans
- Additional surveys and geotechnical investigations to inform Construction Works
- Relocation or protection of QR assets that were not required to be undertaken well in advance as part of Enabling Works
- Utility/service interfaces that were not required to be undertaken well in advance as part of Enabling Works
- Modification of biosecurity fencing
- Installation of boundary fencing
- Establishment of site offices and initial laydown areas including the Whetstone MDC
- Establishment of non-resident workforce accommodation
- Establishment of non -resident workforce accommodation.

Pre-Construction Activities and Early Works may also include works within the local road reserves, including establishing new access points and/or to facilitate the future upgrades and road closures subject to agreement between ARTC and the relevant local council.

4.1.4 Construction Works

Construction works may commence upon the endorsement of the CEMP by the Environmental Monitor for the relevant Project works. Currently, this is anticipated to be in Q3 of Year 1, with completion targeted for Q1 of Year 5. Construction activities include:

- Site set out and pegging within the Project footprint, where not completed in Pre-Construction Activities and Early Works
- Establishment of laydown areas and compounds, including vehicle inspection/workshops, washdown facilities and temporary fencing, where not completed in Pre-Construction Activities and Early Works
- Clearing – using dozers, chainsaws, excavators, trucks and similar equipment, where not completed in Pre-Construction Activities and Early Works
- Establishment of erosion and sediment controls as per approved Erosion and Sediment Control Plan, where not completed in Pre-Construction Activities and Early Works
- Rail corridor works, including track works turnouts and crossing loops
- Road and road-rail interface works
- Road realignments, grade separations and upgrades works
- Rail maintenance access roads
- Bridge construction
- Fencing
- Fauna habitat connectivity measures (i.e. fencing, crossing structures)
- Signalling and communications
- Stockpile, and storage areas, that are not for Enabling Works and where not completed in Pre-Construction Activities and Early Works
- Ballast – supply, delivery and installation
- Concrete sleepers – supply, delivery and installation
- Utilities and services to support/service the project (that are not for Enabling Works)
- Bulk earthworks – major cut-to-fill operations include the winning of suitable construction material from sections of cut along the Project alignment or from borrow pits external to the site
- Permanent and temporary drainage controls, including culverts and longitudinal drainage
- Clean-up, landscaping, site restoration and rehabilitation, and any other activities necessary to complete such works
- Demobilisation of construction sites and activities.

The majority of the construction works for the Project will be undertaken during the day. To shorten the duration of the construction period as far as practicable and minimise potential impacts to the community the following primary construction hours are proposed by ARTC:

- Monday to Sunday – 6.00 am to 6.00 pm
- No work on public holidays.

Blasting activities would only be undertaken during the hours of:

- Monday to Friday 9.00 am to 3.00 pm

- Saturday 9.00 am to 1.00 pm
- No blasting Sundays and public holidays.

Where construction works occur near schools during school hours, ARTC will consult with the Department of Education to develop a works plan that minimises disruption and maintains safe access.

Depending on the nature of the works some activities may need to be undertaken outside of the primary construction hours. The anticipated scenarios where the primary construction hours would be extended to include works during the evening and night-time. Further detail is provided in Chapter 5: Project Description.

Where works are required within active railway corridors it is often necessary to undertake works under track possessions, when the Contractor has control over an operating railway. These works are often required to proceed during the evening and night-time to conduct the works safely and minimise the disruption to rail services.

Track possession of QR assets will generally be allocated over weekend periods, including the primary hours of construction, and with extended track possession occurring over public holiday periods.

Opportunities for beneficial re-use of construction facilities, such as laydown areas and non-resident workforce accommodation facilities, will be investigated through consultation with local councils and relevant stakeholders. Where a beneficial re-use cannot be identified, the construction facilities will be progressively decommissioned, with removal of temporary and demountable infrastructure, and rehabilitated.

4.1.5 Commissioning

Testing and commissioning (checking) of the rail line and communication/signalling systems will be undertaken to ensure that all systems and infrastructure are designed, installed, and operating according to ARTC's operational requirements.

4.1.6 Operations

Following construction, testing and commissioning (checking) of the rail line and communication/signalling systems will be undertaken, with the Operations stage expected to commence in Q2 of Year 5.

The Project will form part of the rail network managed and maintained by ARTC and would have a design life of 100 years. The Project will accommodate double-stacked container freight trains of up to 1,800 metres (m) length. Train services will be provided by a variety of operators and may include grain, bulk freight, and other general transport trains.

It is estimated that once operational, the Project will involve an annual average of 14 train services per day during initial years of operation. This is likely to increase to an average of 20 trains per day after 15 years, and up to 25 per day during peak operational periods.

Operational processes will include:

- Use of the railway for freight purposes
- Standard ARTC maintenance activities including:
 - Minor maintenance works, such as bridge and culvert inspections sleeper replacement, rail welding rail grinding, ballast profile management and track tamping and vegetation management
 - Major periodic maintenance, such as ballast cleaning, reconditioning of track, and adjustment and correction of track level and line.

Train speeds will be up to 115 km per hour. Train speed will be subject to train type, freight type, track curves and crossing loop locations. Train speed will be determined in the Detailed Design stage and the track will have signposted limits.

Fencing will be provided for the majority of the rail corridor. Fencing will act to protect adjoining lands from trespass and to prevent livestock and wildlife from gaining access to the railway. Fencing is to extend between the corridor and private lots or property adjoining the railway. Specific fencing considerations will be discussed with relevant landowners as part of the detailed design process.

As the Project comprises substantial greenfield works in rural agricultural and grazing areas, standard rural fencing will typically be provided according to ARTC fencing procedure. Where ARTC proposes to construct within the QR corridor for all returned works (QR South Western Line and Millmerran Branch Line), ARTC will comply with QR standards; this includes for all new and replacement fencing. All existing fencing is proposed to be removed and replaced. Where ARTC is proposing to construct new railway corridor that coincides with road manager or landowner fencing, this will be replaced typically with reference to the ARTC fencing procedure. Where superior fencing is required, for example where tracks are in close proximity to roads and/or communities, or where trespass is anticipated to occur, a 1.8 m chain link boundary fence may be provided.

Feedback from consultation with landowners indicates that fencing on the Condamine River floodplain would increase the risk of debris being trapped on the fence, potentially exacerbating the risk of flooding impacts and resulting in ongoing maintenance issues, and fencing can be washed away in flood events, causing issues to downstream properties and infrastructure. Based on this feedback, fencing of the rail corridor has not been included in the reference design across floodplain areas. The track elevation through these areas will also act as a deterrent to trespass or livestock access to the railway, and guideposts or other alternative means of protection will be installed at the rail corridor boundary in order to demarcate the rail corridor and prevent access to the rail corridor.

Gates will be provided at suitable corridor entry/exit locations to allow convenient access to infrastructure for maintenance purposes, and at private level crossings and stock crossings.

Fauna passage and fencing will be provided to maintain effective fauna movement across the rail corridor. Fauna fencing would guide animals towards the preferred fauna crossing structure or passage, while reducing their potential to be struck by vehicles or trains.

ARTC has consulted with GRC to determine fencing requirements in relation to the wild dog check fence located within the Goondiwindi LGA as discussed in Section 7.5.1. ARTC has also commenced consultation with the Darling Downs–Moreton Rabbit Board (DDMRB) to determine fencing requirements where the Project intersects with the rabbit fence (Section 7.5.1).

4.1.7 Workforce and accommodation

Pre-construction activities are anticipated to require a small number of personnel (approximately 50 people).

Based on the optimised construction schedule, the construction workforce will build to approximately 600 personnel by the end of the first year of construction, and peak at approximately 900 personnel during the second year. Over the total construction period, an average of approximately 383 personnel will be required. The peak workforce and average workforce estimates are slightly lower than was forecast as part of the draft EIS released in 2021 (a peak of an estimated 950 personnel and an estimated average of 400 personnel), as further discussed in Section 7.2.1.

The size and composition of the construction workforce will vary depending on the activities being undertaken and the staging strategy adopted by Contractors. The core construction workforce will consist of professional staff, supervisors, trades workers and plant operators, with earthworks crews, bridge structure teams, capping and track-works crews working at different periods through the Construction Works stage.

The construction workforce is expected to be drawn predominantly from South East Queensland, including personnel from the SIA study area. Construction personnel who originate from beyond a safe daily driving distance to the Project will stay locally while rostered on.

Three non-resident workforce accommodation facilities are proposed to be provided during the construction works. The non-resident workforce accommodation facilities are proposed to be located in Yelarbon and Inglewood. Each non-resident workforce accommodation will have capacity to accommodate a minimum of 300 beds. The location for the third non-resident workforce accommodation is proposed to be based in Millmerran. The third non-resident workforce accommodation facility is not included in the revised draft EIS.

The location, capacity and layout of the accommodation facilities that are required will be confirmed and finalised by the Contractor during the Detailed Design stage of the Project. The third non-resident workforce accommodation is expected to be subject to a Request for Project Change under the SDPWO Act. In relation to the EPBC Act, a self-assessment will be undertaken to identify whether the proposed third non-resident workforce accommodation facility is a proposed action that has, will have, or is likely to have, a significant impact on MNES protected under the EPBC Act. Depending on the outcome of that self-assessment, it may be determined that a referral of the proposed action ought to be made because the action is likely to be a controlled action under the EPBC Act. Further information is provided in Chapter 5: Project Description.

As discussed in Chapter 3: Legislation and Project Approvals Process, secondary approvals for non-resident workforce accommodations will be sought prior to accommodation establishment works. Priority will be given to the planning and design of the non-resident workforce accommodation facilities to ensure timely delivery.

Workforce recruitment will be the responsibility of the Contractor engaged by ARTC to construct the Project. Local resident and Indigenous workforce targets will be established by the Contractor, in negotiation with ARTC (Section 8.3), having reference to ARTC's minimum benchmarks and aspirations, and will be contractually binding.

Once operational, a workforce of approximately 10 to 15 full time equivalent (FTE) personnel is expected for the Project's operation and ongoing maintenance, including:

- Minor maintenance works, such as bridge inspections, culvert cleanout, sleeper replacement, rail welding, rail grinding, ballast profile management, track tamping and clearing/slashing the rail corridor
- Major periodic maintenance such as ballast cleaning, formation works, reconditioning of track, adjustment, turnout replacement and correction of track level and line.

The operational workforce will be based at provisioning centres outside the immediate vicinity of the Project. A portion of the operational workforce may be drawn from communities within a safe daily driving distance, with little potential for changes to population size or housing demand.

4.1.8 Supply opportunities

The Project will require construction supplies, including borrow material, ballast material, pre-cast concrete, concrete sleepers and turnout panels, steel, fencing materials, electrical components, fuel and consumables. A range of services will also be required during construction, including transport and

logistics, fencing, electrical reticulation and water reticulation. ARTC has a commitment to local content in its supply chain, as discussed in Sections 7.5.3 and 8.6.3.

Operational supplies may include ballast material, and services and materials for maintenance of the rail corridor, bridges, culverts, fences, crossings, and rehabilitation (e.g. landscaping and planting).

4.1.9 Project elements and operations

Project elements with potential to generate social impacts and benefits are summarised in Table 4.2.

Table 4.2: Project elements of relevance to the social environment

Key elements	Detail	Potential impact areas
CONSTRUCTION		
Construction employment	<ul style="list-style-type: none"> An average of 383 FTE construction personnel, with a peak of approximately 900 FTE personnel 	<ul style="list-style-type: none"> Employment and training opportunities Other industries or communities' access to skilled labour
Workforce accommodation	<ul style="list-style-type: none"> Temporary non-resident workforce accommodation facilities to be located at Inglewood and Yelarbon Each non-resident workforce accommodation facility is assumed for the purpose of assessment to have capacity to accommodate a minimum of 300 beds 	<ul style="list-style-type: none"> Temporary population influx Temporary demands for social infrastructure Amenity of towns and nearby properties Community cohesion Community safety Privacy and feelings of security
Corridor and associated works construction	<ul style="list-style-type: none"> Establishment of approximately 149.48 km of new rail corridor and utilisation of approximately 68.00 km of existing rail corridor 217.48 km of new single-track railway, consisting of 7.0 km of standard gauge rail and 210.48 km of dual gauge rail Five crossing loops, each 2,200 m in length Significant embankments and cuttings along the length of the alignment Construction of temporary site offices, with up to eleven locations identified as suitable Construction workspace and access roads Approximately 78 laydown areas to accommodate storage and distribution of construction materials and facilitate construction activities 	<ul style="list-style-type: none"> Connectivity of road network Community cohesion Agricultural operations Sense of place Residential amenity Privacy and feelings of security Travel behaviour Health Access to water resources
Roadworks	<ul style="list-style-type: none"> Road realignments, road closures, construction of grade separated and level crossings (further detail is discussed in Chapter 5: Project Description) 	<ul style="list-style-type: none"> Road network access Property access Connectivity Traffic safety
Crossing construction	<ul style="list-style-type: none"> Rail interfaces with public roads, including: <ul style="list-style-type: none"> 21 grade separated crossings 21 active level crossings 	<ul style="list-style-type: none"> Property access Connectivity between and across properties

Key elements	Detail	Potential impact areas
	<ul style="list-style-type: none"> – six passive public road level crossings – approximately 25 consolidations, relocations or diversions of roads ▪ Interfaces with approximately 74 private, formed access roads or tracks and 168 private, unformed access roads or tracks 	<ul style="list-style-type: none"> ▪ Property management ▪ Stock and equipment movements
Bridge construction	<ul style="list-style-type: none"> ▪ Construction of 37 new bridge structures to accommodate topographical variation, crossings of waterways and other infrastructure. Bridges include: <ul style="list-style-type: none"> – 14 rail-over-road bridges – five road-over-rail bridges (Cunningham Highway, Heckendorf Road, Owens Scrub Road, Gore Highway and Linthorpe Road) – 18 rail-over-watercourse bridges ▪ Construction of culverts and viaducts to enable drainage under the rail line 	<ul style="list-style-type: none"> ▪ Road network access ▪ Connectivity ▪ Rural character ▪ Noise ▪ Flooding
Whetstone MDC	<ul style="list-style-type: none"> ▪ Establishment and operation of the Whetstone MDC 	<ul style="list-style-type: none"> ▪ Amenity ▪ Rural character ▪ Noise
Project procurement	<ul style="list-style-type: none"> ▪ A range of construction supplies and services will be required, some of which will be sourced from local and regional businesses 	<ul style="list-style-type: none"> ▪ Local business supply
OPERATIONS		
Freight rail operation	<ul style="list-style-type: none"> ▪ Double-stacked container freight trains of up to 1,800 m length 	<ul style="list-style-type: none"> ▪ Residential amenity ▪ Rural character ▪ Tourism values ▪ Community safety ▪ Regional development ▪ Health and wellbeing
Operational employment	<ul style="list-style-type: none"> ▪ Approximately 10-15 personnel 	<ul style="list-style-type: none"> ▪ Local employment and training opportunities
Level crossing operation	<ul style="list-style-type: none"> ▪ The Project will have 21 active (secured) road level crossings and six passive road level crossings of public roads, as well as crossings on private roads as listed above 	<ul style="list-style-type: none"> ▪ Connectivity ▪ Emergency services access ▪ Traffic safety and travel times ▪ Rural character ▪ Agricultural movements
Bridge operation	<ul style="list-style-type: none"> ▪ Bridge structures may enable noise or dust to travel beyond the immediate surrounds of the Project 	<ul style="list-style-type: none"> ▪ Residential-amenity – noise, visual amenity and/or air quality
Crossing loop operation	<ul style="list-style-type: none"> ▪ The proposed locations for the crossing loops are: Yelarbon – Chainage (Ch) 16.3 km to Ch 18.5 km <ul style="list-style-type: none"> – Inglewood – Ch 50.2 km to Ch 52.4 km – Kooroongarra – Ch 89.2 km to Ch 91.4 km – Yandilla – Ch 132.2 km to Ch. 134.4 km – Broxburn – Ch 176.1 km to Ch 178.4 km. 	<ul style="list-style-type: none"> ▪ Residential-amenity – noise ▪ Connectivity ▪ Lighting impacts

Key elements	Detail	Potential impact areas
Track maintenance	<ul style="list-style-type: none"> Regular track maintenance would be performed 	<ul style="list-style-type: none"> Noise Employment

4.1.10 Potential for cumulative impacts

The Project is likely to be constructed during the same period as other major projects in the Goondiwindi and Toowoomba LGAs, so cumulative social impacts are likely. At the southern end, the Project would connect to the NS2B Inland Rail Project, and in the east, to the G2H Inland Rail Project. Cumulative impacts on amenity and/or connectivity may occur for communities in the Goondiwindi and Toowoomba regions if construction of more than one Inland Rail projects coincides. Localised cumulative impacts on connectivity or amenity are possible if the Project is constructed at the same time as one or more of several projects in the SIA study area, and regional and inter-regional impacts are also possible. These projects and their potential cumulative social impacts are discussed in Section 7.6.

4.2 SIA study area

The SIA study area was identified by considering:

- The Project's location and activities in relation to population centres and rural localities
- SIA Guideline requirements to identify potentially impacted communities
- The likely distribution of potential social impacts and benefits at local and regional levels
- The results of ARTC consultation prior to commencement of the draft EIS
- The location of other relevant projects that may contribute to cumulative social impacts.

The geographic reach of impacts can vary depending on the particular Project element being assessed. For example, impacts on amenity may occur for people living closest to the Project, while impacts such as housing demands or changes to access to facilities may be experienced in nearby communities, and impacts on health and emergency services may be experienced at the regional level.

The SIA discusses social impacts for different geographies, including:

- The Project footprint as described in Section 4.2.1
- Potentially impacted communities as described in Section 4.2.2
- The Goondiwindi and Toowoomba LGAs, which represent the SIA study area as a whole.

The SIA study area is shown in Figure 4.1a to Figure 4.1d

The impact assessment area for assessment of the Project's economic impacts and benefits as discussed in EIS Appendix Y: Economic Impact Assessment equates to the SIA study area, i.e. the Goondiwindi and Toowoomba LGAs. The broader regional economic catchment being the Darling Downs–Maranoa Statistical Area 4 (SA4) is also considered in Economic Impact Assessment.

4.2.1 Project footprint

The 'Project footprint' refers to the final rail corridor and all ancillary activities for construction and operation of the Project, i.e.:

- Permanent footprint: land required to accommodate rail infrastructure, road infrastructure, earthworks, rail maintenance access roads and drainage

- Temporary footprint: land required to accommodate Construction Works stage activities, facilities and movements.

The SIA includes analysis of key social characteristics in the Project footprint, and the potential for impacts on land holders and other community members within and adjacent to the Project footprint.

4.2.2 Potentially impacted communities

The Project's impacts on local communities will depend primarily on the physical relationship of the Project to towns and other land uses. 'Potentially impacted communities' include towns and rural areas traversed by or near the Project footprint, where there is potential for impacts on (e.g. land use, environmental qualities (such as the noise environment or air quality), or the amenity of towns and rural residents).

The Project extends in a generally northeast direction from NSW:

- Through rural Kurumbul and the town of Yelarbon
- Through the rural locality of Whetstone and on the fringe of the Whetstone State Forest
- Approximately 2.5 km north of the town of Inglewood, extending into Bringalily State Forest
- Through the Bringalily, Millwood and Clontarf rural localities
- Approximately 3 km southeast of the town of Millmerran
- Through the rural localities of Canning Creek, Yandilla and Pampas, and across the Condamine River floodplain
- Through the town of Brookstead
- Through the rural locality of Yarranlea
- Along the northern outskirts of the town of Pittsworth, and then to approximately 1 km west of the town of Southbrook
- Through the rural localities of Umbiram and Athol and the rural part of Westbrook. The Westbrook township is approximately 10 km to the east of the Project footprint with no potential for specific impacts
- Along the border of the rural locality of Biddeston and Wellcamp, to approximately 900 m west of Toowoomba Wellcamp Airport
- Approximately 700 m west of the rural living settlement of Gowrie Mountain and 1 km south of the town of the town of Kingsthorpe
- Approximately 1 km southwest of the urban area of Gowrie Junction and within the rural locality of Charlton.

The rural locality of Turallin is located approximately 10 km to the west of the Project but was also considered as a potentially impacted community in the draft EIS, due to the previous proposal to locate a non-resident workforce accommodation facility on a property in Turallin owned by Bigambul Native Title Aboriginal Corporation (BNTAC). The property is no longer preferred as a location for a non-resident workforce accommodation facility, but continues to be considered for other opportunities associated with the Project.

Definitions of the ABS's statistical geographies are provided in Section 4.2.4. The population of each LGA, and towns and localities as defined by the corresponding State Suburbs as defined by the ABS for the Census in 2016, and Suburbs and Localities (SAL) as defined by the ABS for the Census in 2021, is shown in Table 5.4.

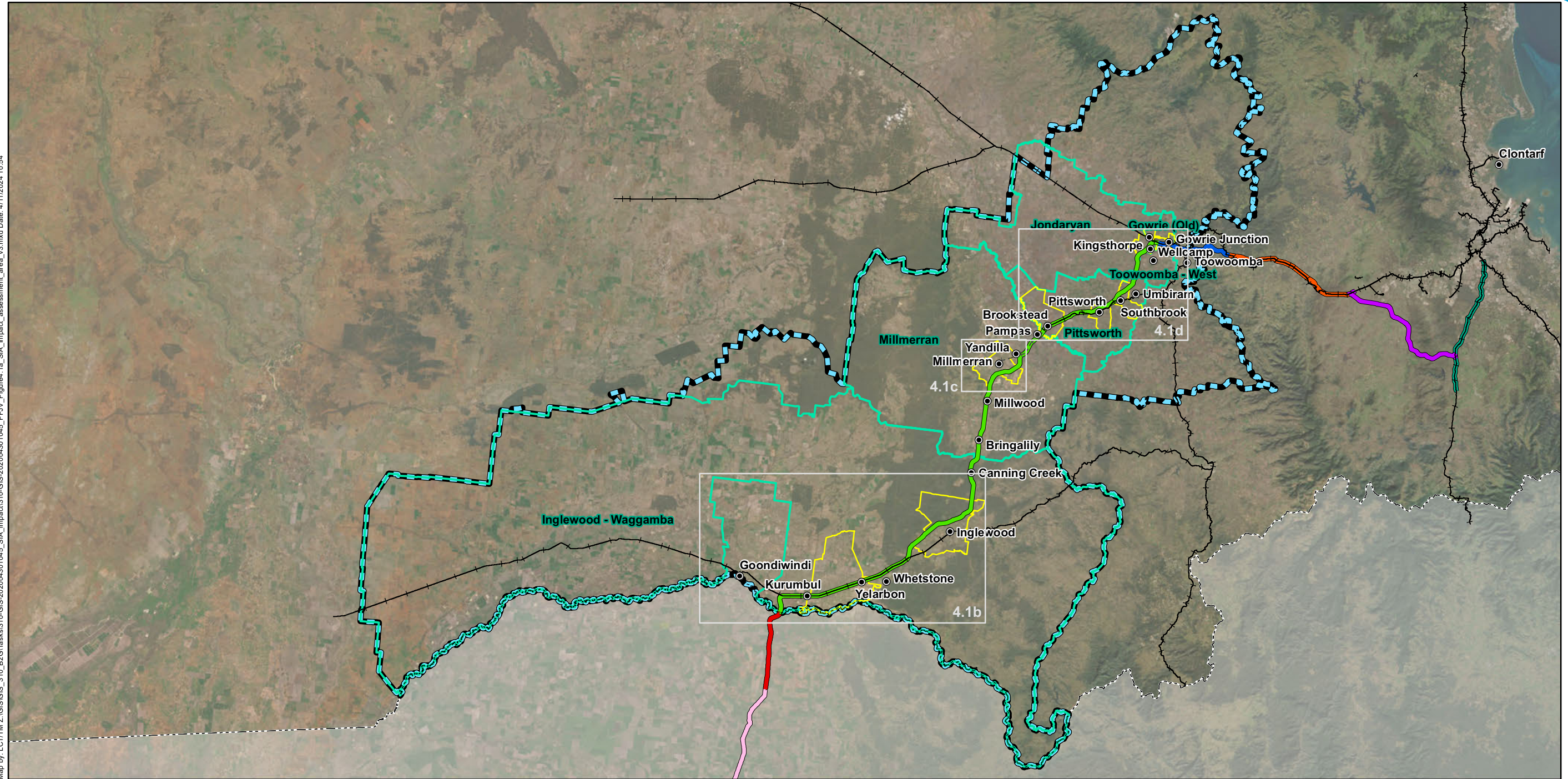
Section 5 describes the characteristics of towns and rural localities as the basis for understanding the consequences of social changes resulting from the Project. It includes select demographic indicators for Statistical Area Level 1 (SA1s) within and near the Project footprint, and detailed socio-economic data for potentially impacted towns and localities and the Goondiwindi and Toowoomba LGAs.

4.2.3 SIA study area

The Project is within the Goondiwindi and Toowoomba LGAs, which represent the SIA study area as a whole. The Project crosses the LGA boundaries approximately 25.5 km northeast of Inglewood.

Potential benefits for other regional communities and/or the State of Queensland relate primarily to the Project's potential to catalyse regional development and economic benefits, as discussed in EIS Appendix Y: Economic Impact Assessment.

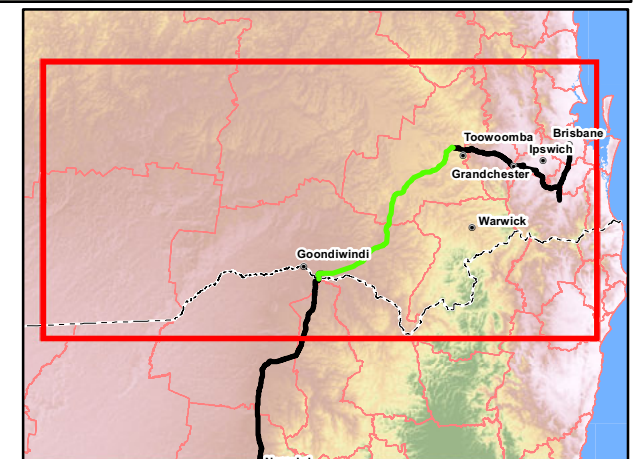
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Legend

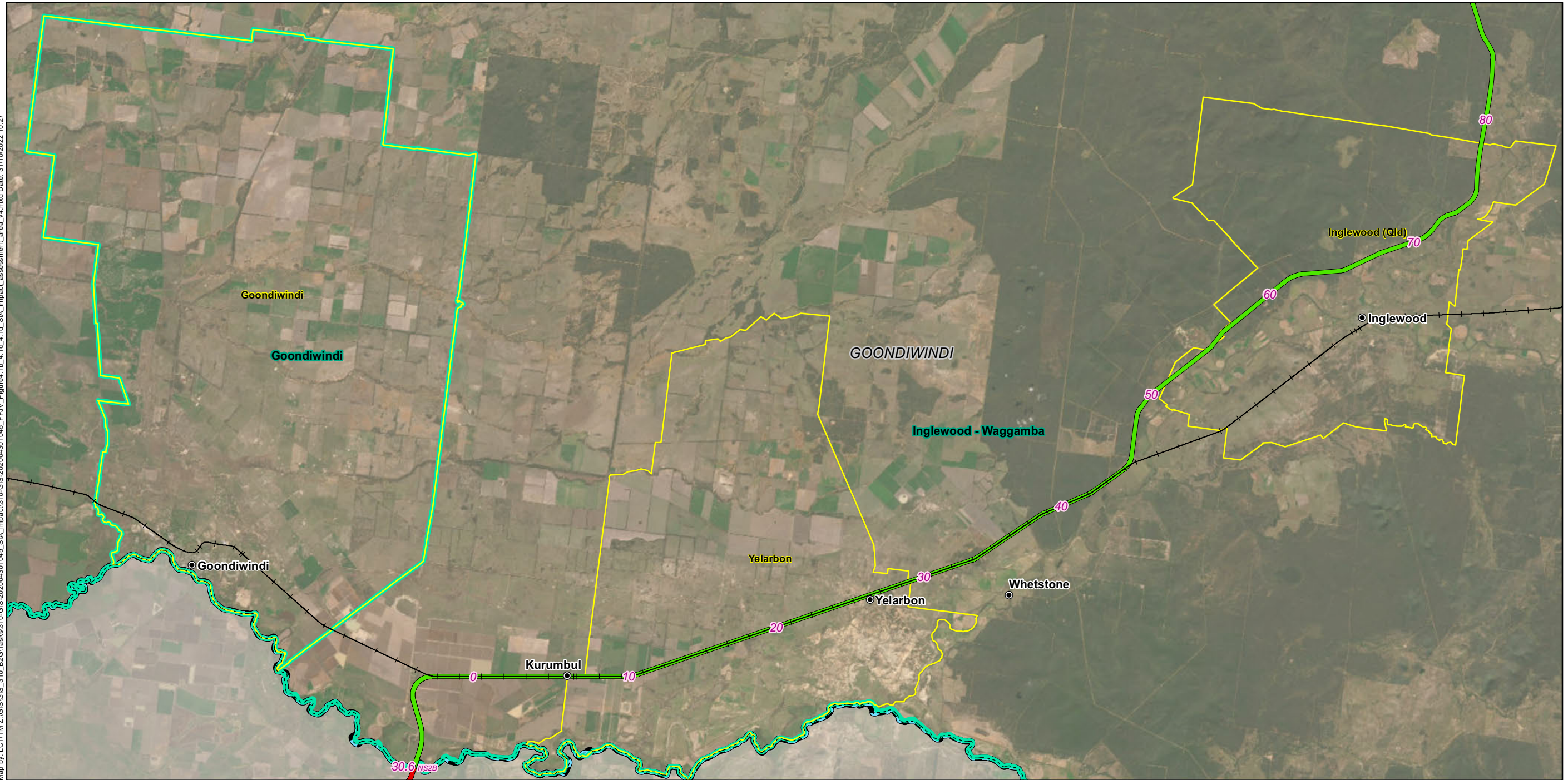
- Localities
- Narrabri to North Star alignment
- North Star to NSW/QLD border alignment
- Border to Gowrie alignment
- Gowrie to Helidon alignment
- Helidon to Calvert alignment
- Calvert to Kagaru alignment
- Kagaru to Acacia Ridge/Bromelton alignment

- Existing rail (operational)
- Existing rail (non-operational)
- NSW/QLD border
- State Suburb (SSC) boundary
- SA2 boundary
- SIA study area



A3 scale: 1:1,500,000
0 10 20 30 40 50km

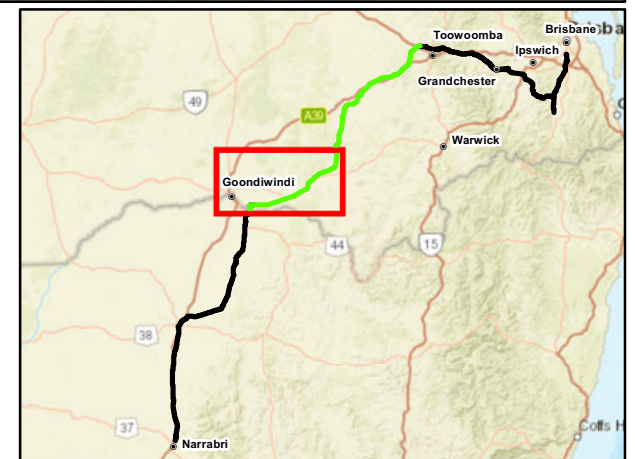
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Legend

- 5 Chainage (km)
- Localities
- North Star to NSW/QLD border alignment
- Border to Gowrie alignment
- Existing rail (operational)
- NSW/QLD border

- State Suburb (SSC) boundary
- SA2 boundary
- SIA study area
- Local Government Areas



A3 scale: 1:270,000
 0 2 4 6 8 10km



Future Freight
 Integrating Community, Environment and Engineering

Issue date: 4/11/2024 Version: 4
 Coordinate System: GDA 1994 MGA Zone 56

Border to Gowrie

Figure 4.1b:

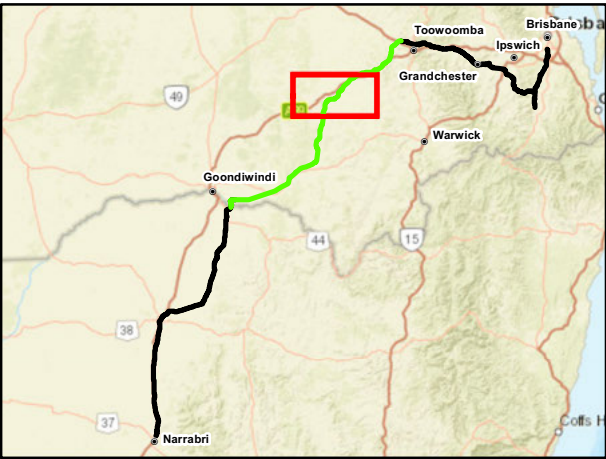
Social impact assessment area - southern section

Map by: LCT/TM Z:\GIS\GIS_310_B2G\Task\310-GIS-202004301045_SIA_Impact\310-GIS-202004301045_FFIV_Figured_1b_4_1c_4_1d_SIA_impact_assessment_area_v4.mxd Date: 31/10/2022 10:27

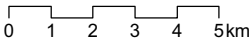


Legend

- | | |
|---------------------------------|-----------------------------|
| 5 Chainage (km) | State Suburb (SSC) boundary |
| Localities | SA2 boundary |
| Border to Gowrie alignment | SIA study area |
| Existing rail (operational) | Local Government Areas |
| Existing rail (non-operational) | |



A3 scale: 1:180,000



Future Freight
Integrating Community, Environment and Engineering

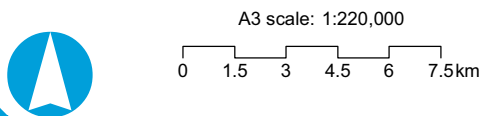
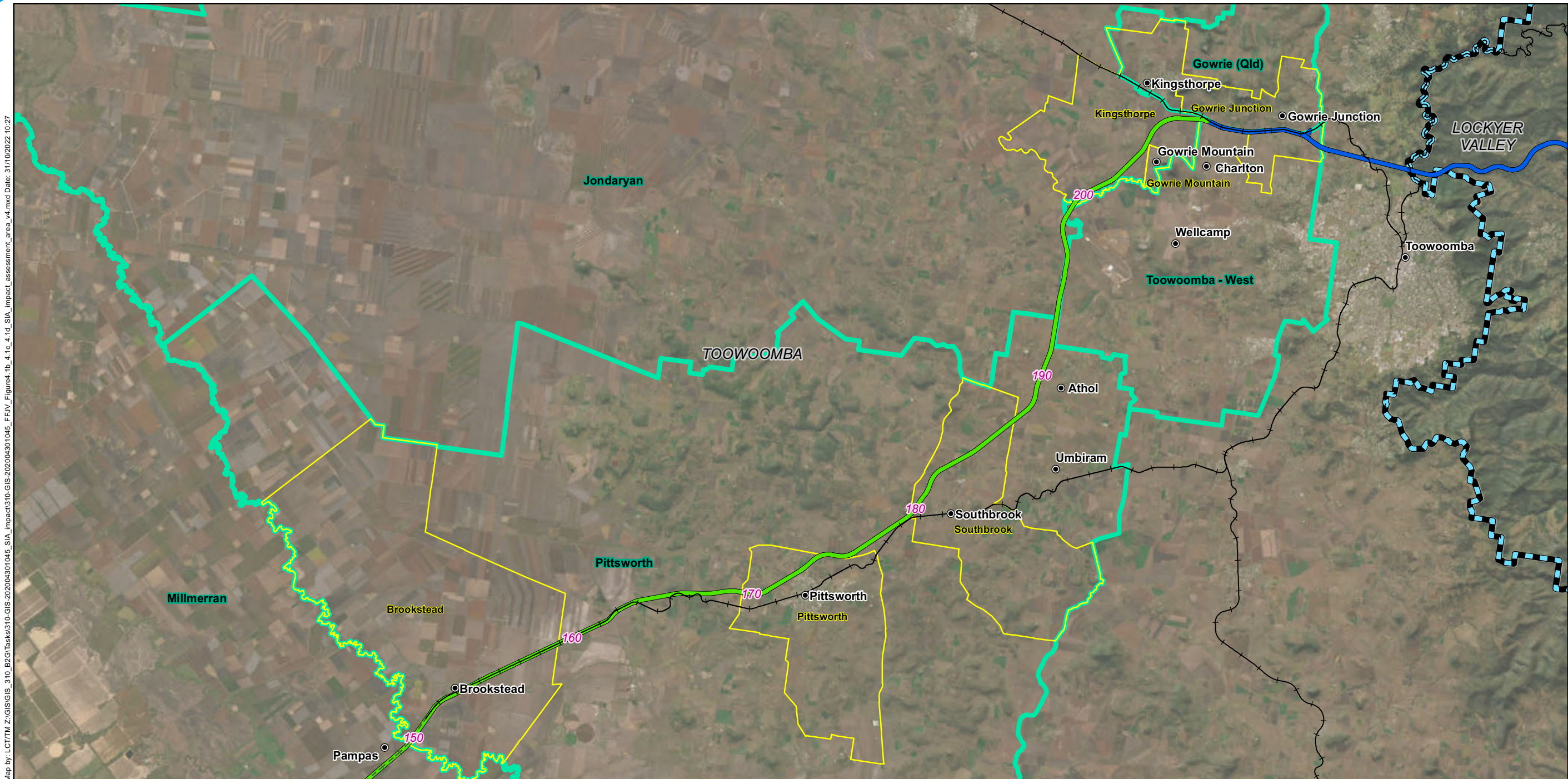
Issue date: 4/11/2024 Version: 4
Coordinate System: GDA 1994 MGA Zone 56

Border to Gowrie

Figure 4.1c:

Social impact assessment area - mid section

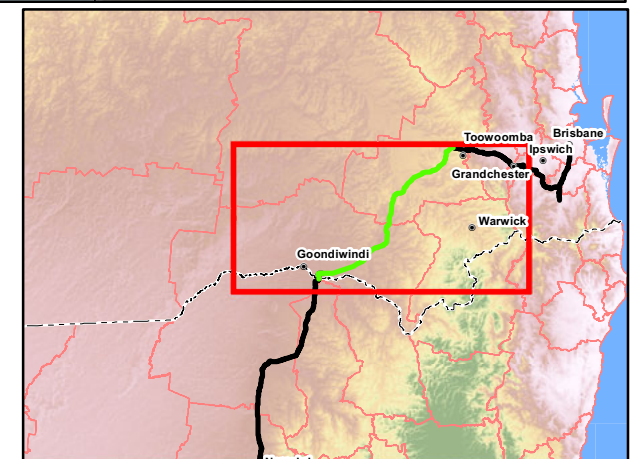
Map by: LCT/TM Z:\GIS\GIS_310_B2G\Task\310-GIS-202004301045_SIA_Impact\310-GIS-202004301045_FFIV_Figured_1b_4_1c_4_1d_SIA_Impact_assessment_area_v4.mxd Date: 31/10/2022 10:27





Legend

- | | | |
|---------------------------------|--|-----------------------------------|
| 5 Chainage (km) | North Star to NSW/QLD border alignment | B2G regional economic catchment |
| Localities | Border to Gowrie alignment | B2G social impact assessment area |
| Existing rail (operational) | Gowrie to Helidon alignment | Local Government Areas |
| Existing rail (non-operational) | Helidon to Calvert alignment | |
| NSW/QLD border | Calvert to Kagaru alignment | |
| Major roads | | |



A3 scale: 1:800,000

0 6 12 18 24 30 km

4.2.4 Statistical geography

ABS statistical areas are defined by the Australian Statistical Geography Standard (ASGS) and include:

- Statistical Areas Level 1 (SA1), which have an average population size of approximately 400 people
- Suburbs and Localities (SAL) in the ABS 2021 Census geography (changed from State Suburbs In 2016) which approximate gazetted localities, and have varying populations
- Statistical Areas Level 2 (SA2), which aggregate SA1s and have an average population of 10,000 people, and are then aggregated to form Statistical Areas Level 3 (SA3, not used in this report)
- Statistical Areas Level 4 (SA4), which are the largest sub-State regions (generally with a population of at least 100,000 people) and are designed for the output of ABS Labour Force Survey data.

There are some very minor variances in the geographic areas measured by State suburbs in 2016 versus SALs in 2021 (e.g. the Yelarbon SAL is 1.4 km² larger than the Yelarbon State Suburb and the Kingsthorpe State Suburb was 8.1 km² larger than the corresponding SAL) but these variances are not sufficient to significantly affect comparisons between 2016 data and 2021 data. The Goondiwindi LGA is 7.6 km² larger than the LGA area in 2016, but again this will not affect comparison data.

The social baseline includes analysis of key demographic characteristics in the SA1s within which the Project is located, and detailed demographic analysis for nearby towns and the two LGAs that constitute the SIA study area.

ASGS statistical areas that correspond to local towns (including the urban settlement of Gowrie Mountain) and the two LGAs are shown in Table 4.3.

Where specific data are not available for SALs, they have been provided for the SA2 areas that include potentially impacted communities.

Population data for all towns and rural localities within or near the Project footprint are shown in Table 5.4, and the towns and localities are described in Sections 5.1.3 and 5.1.4. Detailed socio-economic data are not provided for the potentially affected rural localities whose populations are provided in Table 5.4, as the consistency of data is constrained by their small populations and ABS confidentiality protocols, however their characteristics are captured as part of the SA1 level data shown in Section 5.2.1, and as part of the SIA study area as a whole.

Analysis of unemployment also references the broader region as represented by the Darling Downs-Maranoa and Toowoomba SA4s. EIS Appendix Y: Economic Impact Assessment provides detailed workforce data and analysis for the SA4 regions.

The State of Queensland is used as a comparator for demographic indicators.

Table 4.3: Statistical geography

Statistical Area	Area	Name	Land area (km ²) 2016	Land area (km ²) 2021
SA1	Project footprint	SA1s as show in Figure 5.1	Various	
State Suburbs (2016)/SAL (2021)	Potentially impacted towns	Yelarbon	441.8	443.2
		Inglewood	357.1	357.1
		Millmerran	143.6	143.6
		Brookstead	150.7	150.7
		Pittsworth	59.1	59.1
		Southbrook	65.8	65.8

Statistical Area	Area	Name	Land area (km ²) 2016	Land area (km ²) 2021
		Kingsthorpe	53.7	45.6
		Gowrie Mountain	2.0	2.0
		Gowrie Junction	25.6	25.6
		Westbrook	60.8	60.8
Statistical Area 2 (SA2)	Communities within the SIA study area	Gowrie	81.0	81.0
		Inglewood-Waggamba	17,515.6	17,523.1
		Jondaryan	2,130.3	2,130.3
		Millmerran	4,517.0	4,517.0
		Pittsworth	1,054.9	1,054.9
		Toowoomba West	161.3	161.3
Local Government Area (LGA)	SIA study area	Goondiwindi	19,258.1	19,265.7
		Toowoomba	12,957.2	12,957.2
Statistical Area 4 (SA4)	Broader labour force region	Darling Downs-Maranoa	166,340.1	166,346.7
		Toowoomba	2,258.8	2,258.8
Queensland (State)	Comparator for demographic analysis	Queensland	173.0 million	173.0 million

Source: ABS Census 2016 and 2021: General profiles

4.3 Community survey inputs to SIA scope

The Inland Rail Border to Gowrie Project SIA Community Survey was undertaken from 7 November to 21 December 2018, early in the draft EIS engagement process. ARTC has undertaken two subsequent community liveability surveys as part of the 'Living in Place' pilot initiative, described further in Section 6.2.2.

The purpose of the SIA survey undertaken in 2018 was to inform the SIA scoping process and identify community values to be considered in the assessment. The survey was not designed to define the breadth or significance of social impacts, but rather to identify initial concerns, prior to implementation of the range of engagement strategies that informed the assessment of impacts and development of mitigation measures (as detailed in Section 6).

Other inputs to the SIA scoping process are noted in Section 3.2 and include consideration of the SIA Guideline (DSDILGP, 2018), consideration of Project elements, stakeholder analysis, and definition of the study area.

A hard copy of the community survey was mailed to 215 landowners in the focused area of investigation. It was also introduced at the two CCC meetings held on 7 and 8 November 2018, and hard copy surveys were provided at community information sessions during November 2018. The community survey was also hosted online using the Survey Monkey platform. The survey was widely promoted through local media outlets, the Project's stakeholder distribution lists, and the ARTC website. The survey specifically sought input from landowners, community members, business owners and community organisations in the Toowoomba and Goondiwindi LGAs. Some survey respondents noted that more information about the Project (e.g. the proposed alignment, structures, commercial use arrangements, employment and supply arrangements) was needed for them to provide inputs for their community, however this was not available in the scoping stage.

A total of 121 people returned completed community surveys during the six-week period. This was not a statistically valid result in context with the SIA study area's then population of more than 160,000 people but provided insights on local values and views to assist development of the SIA scope.

Of these, a total of 97 respondents provided input about how they expected the Project would affect local people, businesses and communities by rating their response to a series of value statements. This included 84 respondents from the Toowoomba LGA, seven from Goondiwindi LGA and six other respondents. The limited response from Goondiwindi LGA residents is expected to be due to the fact that the Project does not affect population centres other than Yelarbon, but also to scepticism within the local community about whether the Project will proceed.

Figure 4.3 presents the weighted average of their responses (using a scale of 1= strong negative effect; 2 = some negative effect; 3= no effect; 4= some positive effect; and 5= strong positive effect). Of note, the average response rating to each value statement ranged between strong negative effect (1) and no effect (3). The lowest average rating of 1.8 was recorded in relation to:

- The amenity or enjoyment of towns or farms
- Housing or property use
- Community wellbeing.

The highest average response rating (2.5) was recorded in relation to industry and economic development, and employment and training, followed by local business (2.4).

Community surveys of this nature generally draw a larger response from people who oppose the Project or its location or have concerns about its potential impacts. The responses reflect fears that the Project will result in significant environmental or social impacts, and a lack of confidence that Project employment or supply opportunities will eventuate. These fears and concerns have been discussed with stakeholders in subsequent community and stakeholder engagement processes. These concerns are addressed in the SIA (Section 4.5).

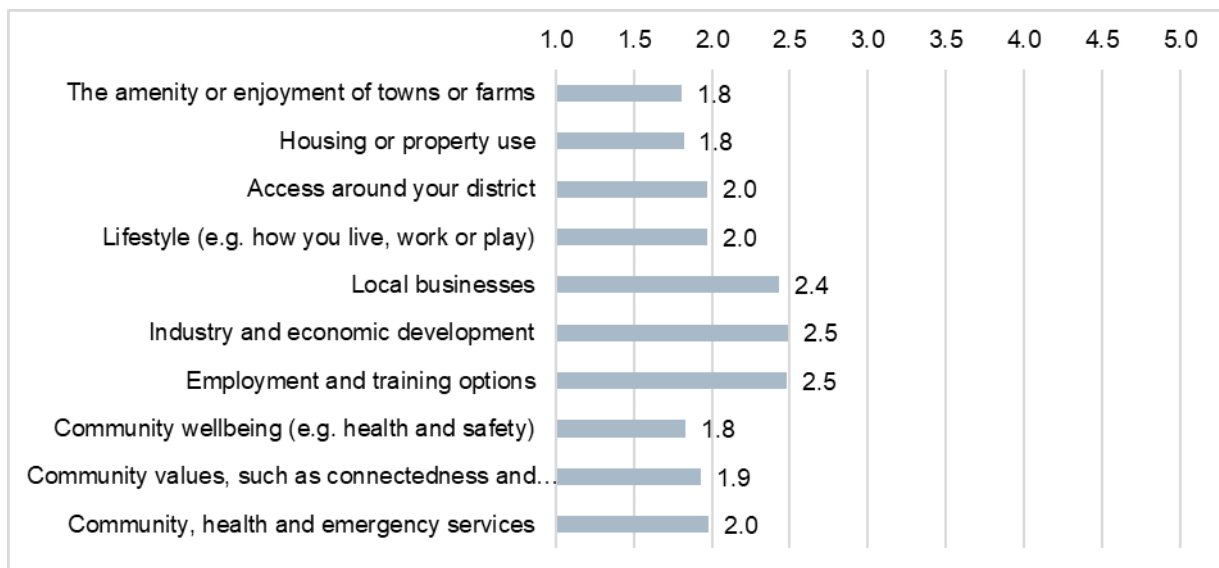


Figure 4.3: SIA scoping survey respondents' ratings of Project social impacts and benefits

4.4 Project stakeholders

SIA stakeholder engagement commenced with identification of stakeholders and their interests, which included:

- Reviewing the outcomes of ARTC's stakeholder engagement to date
- Participation in community information sessions to identify stakeholders' interests and locations
- Desktop analysis of social infrastructure provision and management in potentially impacted communities and nearby regional centres
- Identification of Councils and government agencies with an interest in the SIA.

SIA stakeholders, locations and key issues identified in consultation are shown in Table 4.4.

Table 4.4: Stakeholder Profile

Stakeholder Groups	Locations	Key Issues
Bigambul People	Native title determination area	<ul style="list-style-type: none"> ■ Engagement in EIS process ■ Availability of jobs for Bigambul People ■ Effects on cultural heritage sites and values ■ Impacts on land and waters that have Native Title ■ Involvement in Inland Rail program offsets strategy, and advocacy for cultural offset considerations ■ Bigambul People's existing workforce development and business development strategies ■ The need for cultural immersion training for all Project personnel working on Bigambul Country ■ Potential for erosion during construction or operations to affect Country ■ Cultural water flows ■ Effects on physical fabric of shared cultural heritage
Western Wakka Wakka People	Native title claim area	<ul style="list-style-type: none"> ■ Impact on claim area and cultural heritage ■ Land severance or changes to landscapes affecting cultural heritage values or sense of place ■ Potential exacerbation of flooding impacts ■ Opportunity to improve Indigenous employment participation and address barriers
Endorsed Aboriginal Parties (Cultural Heritage Committee)	Unclaimed area	<ul style="list-style-type: none"> ■ Land severance or changes to landscapes affecting flora, fauna and cultural heritage values or sense of place ■ Cultural heritage management with Endorsed Aboriginal Parties ■ Opportunity to improve Indigenous employment and business participation
Directly impacted landowners (within Project footprint)	Yelarbon Inglewood Millmerran Brookstead Pittsworth	<ul style="list-style-type: none"> ■ Acquisition of properties resulting in displacement of households ■ Severance and disruption of agricultural properties ■ Potential to exacerbate the extent or duration of flooding ■ Impacts of property severance on families, employment and infrastructure

Stakeholder Groups	Locations	Key Issues
	Southbrook Kingsthorpe Gowrie Mountain Gowrie Junction Kurumbul Whetstone Canning Creek Bringalily Millwood Clontarf Yandilla	<ul style="list-style-type: none"> Concern regarding the movement of cattle and machinery across the railway line Decrease in amenity from noise or dust Loss of property amenity due to noise or dust Potential for deterioration of local roads during construction Decrease in land values Potential for the changes to flooding patterns Noise, vibration, visual and connectivity impacts Potential for flooding patterns to affect farms, homes or environmental values
Landowners near Project footprint/non-resident workforce accommodation facilities	Pampas Yarranlea Athol Umbiram Biddeston Wellcamp	<ul style="list-style-type: none"> Noise, vibration, visual and connectivity impacts on outdoor amenity Potential for flooding patterns to affect farms, homes or environmental values Traffic network connectivity Property values Condamine River floodplain crossing potential to increase flooding
Community members (including landowners) and groups		<ul style="list-style-type: none"> Impacts on connectivity as the result of road re-alignments or level crossings Potential for dust to impact on residential amenity or water tanks Changes to flooding patterns Impacts on property values or plans Safety, rail-related hazards and firefighting access Impacts on traffic safety during construction or operation Impacts on scenic values
TRC	All communities except: Kurumbul Whetstone Canning Creek Yelarbon Inglewood	<ul style="list-style-type: none"> Impacts of property severance on farmers and other landowners Potential for impacts on the amenity of residential communities and rural residential areas Effects of disruption to local roads and services Opposition to level crossings Ensuring local communities benefit through employment and supply opportunities, and through legacy values
GRC	Kurumbul Whetstone Canning Creek Yelarbon Inglewood	<ul style="list-style-type: none"> Short-term accommodation is in high demand Reduction in road freight vehicles would be a distinct community benefit if it occurred Opportunity to get more local produce on the South Western Line Potential benefit for local communities and businesses i.e. workers, borrow pits, steel workers and fabricators. Implications for movement of machinery and stock across the Project alignment Impacts on access and community safety at level crossings

Stakeholder Groups	Locations	Key Issues
		<ul style="list-style-type: none"> Local employment opportunities and on-the-job training Opportunity to catalyse regional community benefit
Community and government agencies, including education, health and community services	Toowoomba and Goondiwindi LGAs	<ul style="list-style-type: none"> Implications of Project for community mental health Limited resources in rural hospitals to cope with increased demand Existing mental health issues following the impacts of the floods Concern about how property severance will affect people
Police and emergency services	Toowoomba and Goondiwindi LGAs	<ul style="list-style-type: none"> Need for community rail safety awareness Impacts to community safety and Project security risks associated with access to tracks, trespass, vandalism, accidental injury and theft Early establishment of relationships with Queensland Police Service (QPS) and Queensland Fire and Emergency Services (QFES) to mitigate impacts on community safety and demands for service Potential for protest activity – a police resourcing issue Traffic safety issues with commuters who are not familiar with the roads or rail crossings Wide load escorts would require considerable resources Potential for increased calls for service Need to maintain access for Fire and Rescue Services around the Project footprint and to nearby communities Project participation in District Disaster Management Group
Businesses and business organisations	Toowoomba and Goondiwindi LGAs	<ul style="list-style-type: none"> Increased employment options desired Opportunity for local businesses to supply to the Project Potential for noise and traffic disruptions to affect use of or access to local businesses

4.5 Scope of potential impacts and benefits

The scope of assessment has been defined based on the considerations outlined in previous sub-sections. Impacts and benefits to be assessed are summarised in Table 4.5.

Table 4.5: Potential social impacts and benefits

Potential impacts/benefits	Section
Community values	
Impacts on Aboriginal cultural values	7.1.1
Effects of property acquisition on individuals, families and communities	7.1.2, 7.1.3
Potential to exacerbate social disadvantage	7.1.3
Changes to rural amenity and lifestyle and due to noise, dust or visual impacts	7.1.4
Changes to the amenity of towns near the Project footprint	7.1.5
Changes to sense of place (sense of belonging to local areas)	7.1.6
Impacts on connectivity within the SIA study area	7.1.7

Potential impacts/benefits	Section
Loss of community cohesion	7.1.8
Community concerns about impacts on property values	7.1.9
Employment	
Potential for employment during the Construction Works stage	7.2.1
Benefits of Project training and development	7.2.3
Impacts on employment in other industries	7.2.4
Potential for workforce behaviour to impact on community values	7.2.5
Workforce travel	7.2.6
Housing and accommodation	
Potential to change the settlement pattern of communities or the SIA study area	7.3.1
Population change leading to housing demands	7.3.2
Demands on short-term accommodation	7.3.3
Impacts and benefits of non-resident workforce accommodation facilities for local communities	7.3.4
Potential to affect housing or accommodation supply and affordability	7.3.5
Community health and wellbeing	
Changes to service demands or amenity of and access to community facilities	7.4.1
Stress and anxiety due to the acquisition process or concern about Project impacts	7.4.2
Changes to environmental qualities that could affect health	7.4.3
Concern about potential for Project to change flooding patterns	7.4.4, 7.4.5
Impacts on access to natural resources such as water or recreation reserves	7.4.6
Community safety, including traffic safety	7.4.7
Contagious diseases	7.4.8
Legacy benefits from the Project	7.4.9
Business	
Impacts on farms and agribusinesses	7.5.1
Impacts on other business sectors, including skills and labour shortages	7.5.2
Local supply opportunities	7.5.3
Indigenous business opportunities	7.5.3
Regional economic development	7.5.4

4.6 SIA revision to respond to draft EIS submissions

The SIA has been revised to address public and agency submissions to the draft EIS that were relevant to social impacts and benefits, as follows:

- Updating the SIA to reflect changes to Project staging and approval milestones (Sections 4.1 and 8.1 to 8.6)
- Clarifying the purpose and validity of the community survey conducted in the SIA scoping stage (Section 4.3)
- Providing further information about land acquisition, compensation provisions and support for the relocation of landowners and tenants (Sections 7.1.2 and 7.1.3)

- Description of potential impacts on memorial sites near the Project footprint (Section 7.1.2)
- Addressing the potential for a noise wall to impact on visual access to the Yelarbon silo murals (Section 7.1.6)
- Updating the assessment of rail noise on rural and town residents, based on EIS Appendix W: Noise and Vibration Assessment - Railway Operations (Sections 7.1.4 and 7.1.5)
- Further assessment of impacts on amenity in Pittsworth, Brookstead and Yelarbon, along with mitigation measures to address identified impacts (Section 7.1.5)
- Updating the outcomes of more recent consultation with the Department of Education regarding the impacts of rail noise on the learning environment of schools (Section 7.4.1)
- Updating the assessment to address the potential for Pampas Memorial Hall, Pampas RFB Shed and Brookstead Community Hall to be affected by Project works or noise impacts (Section 7.4.1)
- Addressing the potential for impacts on the Mount Kent Observatory (Section 7.4.1)
- Updating the estimation of the potential for non-resident workers to put pressure on local health services (Section 7.4.1)
- Updating consideration of connectivity and road safety in relation to the revised number of level crossings (Section 7.1.7)
- Updating consideration of impacts of noise impacts, having regard to revisions of Project noise impact assessments (Section 7.4.3)
- Referencing make good arrangements for impacts on groundwater bores (Section 7.4.6)
- Providing further information on positive legacies for communities affected by Project impacts (Section 7.4.9)
- Updating the regional context for assessment of cumulative social impacts, and inclusion of recently proposed major projects (Section 7.6)
- Provision of minimum benchmarks and aspirational targets for local and Indigenous employment, and local and Indigenous participation in the Project's supply chain (Sections 7.2.1, 7.5.3, 8.3.1 and 8.6.3)
- Acknowledging and addressing concerns about drawing skills/labour from local businesses, farms and services to the Project (Sections 7.5.2 and 8.3.4)
- Considering the changes to housing availability and potential to exacerbate housing pressures (Sections 5.5 and 7.3.5)
- Acknowledging concerns held by Turallin residents about the previous proposal to locate a non-workforce accommodation facility in their area, and community desires for the facility to be located closer to Millmerran (Sections 7.3.4 and 8.4.4)
- Providing further information about the design and infrastructure requirements for non-resident workforce accommodation facilities (Section 7.3.4)
- Provision of additional health management measures for non-resident workforce accommodation facilities (Section 8.4.4)
- Describing design refinements to avoid impacts on major local agribusiness employers (Sections 7.5.1 and 8.6.1)
- Addressing the potential for noise impacts on a farmstay establishment (Section 7.5.2)
- Provision for further involvement of organisations such as Toowoomba and Surat Basin Enterprise (TSBE) in business engagement (Section 8.6.5)

- Updating the SIA for progress with business capacity building measures (Sections 7.5.3 and 8.6.3) and local access to training opportunities (Sections 8.3.2 and 8.3.3)
- Addressing the potential for operational noise and vibration mitigation to affect businesses' work health and safety requirements (Section 8.6.5).

The SIA has also been revised to address the Coordinator-General's Requests for Further Information.

5. Social environment

This section describes the social environment in the SIA study area, including local and regional communities, community values, demographic characteristics, housing, social infrastructure, employment, and business, as the basis for understanding how Project impacts and benefits may change the social environment.

Population data in this section are drawn from the ABS Census of Population and Housing 2021 (ABS, 2021).

5.1 Settlement pattern

5.1.1 Traditional Ownership

A search of the relevant Native Title Register identified one native title determination, QCD2016/012, over the southern portions of the Project footprint (Table 5.1).

Native title claims and determinations relevant to the SIA study area are discussed further in Chapter 8: Land Use and Tenure. Aboriginal parties with cultural interests in the SIA study area include:

- Bigambul People – Cultural Heritage Management Plan (CHMP) area extends from north west of Inglewood, towards Whetstone following the existing south western rail system, past Yelarbon south to Macintyre River to the south east of Goondiwindi
- Western Wakka Wakka People – CHMP area commences to the east of Toowoomba at Wards Hill, extending west and intersecting Gowrie Junction, stretching south west at Gowrie View where the area intersects the northwest edge of the Toowoomba Wellcamp airport, then intersecting the Gore Highway at Athol, where it then extends south west along the highway to Pampas
- Endorsed Aboriginal parties – CHMP area extends from Pampas to the south east of Millmerran adjacent to the eastern most edge of the Bringalily State Forest north west of Inglewood.

Table 5.1: Native Title determination in the SIA study area

Native Title Status	Name	Summary
In effect – finalised	QCD2016/012 – Bigambul People Part A	Native title was determined to exist (non-exclusive) within the entire determination area on 1 December 2016, with effect from 5 June 2017. The determination is current within the Project footprint at Kurumbul (between Ch 33.2 km (NS2B) to 34.6 km (NS2B) and Ch 5.4 km to Ch 5.8 km), in Yelarbon between Ch 26.8 km and Ch 27.8 km and Whetstone (between Ch 37.6 km to Ch 43.4 km).

5.1.2 Regional communities

The Project traverses predominantly rural communities in the LGAs of Goondiwindi and Toowoomba.

Goondiwindi LGA

The Goondiwindi LGA is located on the border between Queensland and NSW and covers an area of approximately 19,300 km². In Queensland, the Goondiwindi LGA is bounded by the LGAs of Balonne to the west, Western Downs to the north and Toowoomba and Southern Downs to the east. In NSW, the Goondiwindi LGA is adjoined by the Moree Plains and Gwydir Shires to the south.

The Goondiwindi LGA had 10,310 residents in 2021 (ABS, 2021a). GRC promotes a welcoming community with opportunity and lifestyle for residents. Its strategic goals include community safety and health, fair and reasonable access to services, recognition of culture, identity and heritage, inclusivity and effective disaster management (GRC, 2014).

Goondiwindi is the main urban centre of Goondiwindi LGA, with a population of approximately 6,230 people in 2021 (ABS, 2021a). Goondiwindi is located on the banks of the Macintyre River at the border with NSW, and at the juncture of five major inland highways (the Barwon, Cunningham, Gore, Leichhardt and Newell highways). The bridge over the Macintyre River was first built in 1878 to allow for goods transport from NSW. The South Western Line was established in 1906, enabling grain to be transported more efficiently to export markets in the east.

The local economy is driven by strong agricultural production from the fertile floodplains of the Border Rivers basins of Macintyre Brook and the Macintyre and Weir Rivers. The land is mostly characterised as Priority Agriculture Area (PAA) under the *Regional Planning Interests Act 2014 (Qld)* and was founded on sheep and wheat farming. It has since become diversified to include beef cattle, cotton, oats, barely, sorghum and chickpeas, meat sheep, pigs, chickens and dairy (GRC, 2014).

Toowoomba LGA

The Toowoomba LGA is located on the Great Dividing Range and had a population of more than 173,204 people in 2021, within an area of almost 13,000 km². The LGA is bounded by the LGAs of Lockyer Valley to the east, Southern Downs to the south, Somerset, Western Downs and South Burnett to the north and west, and Goondiwindi to the west.

Toowoomba is the main urban centre, founded in the mid-19th century, and is the commercial and urban centre for south western Queensland. The region grew quickly with the establishment of new farm holdings and a range crossing. A rail connection to Ipswich was completed in 1867 and other connections to the outlying townships followed, including a branch line to Millmerran in 1885. The Warrego Highway creates a range crossing that links Brisbane to the inland regional centre of Charleville. The Toowoomba Bypass opened in 2019, alleviating congestion caused by freight haulage by road through the city centre.

Toowoomba City is the westernmost extent of the *ShapingSEQ* (DSDILGP, 2023) and is identified as part of South East Queensland's urban footprint. The education and training industry has shown strong growth in the last decade, particularly focused on international students and research in the Toowoomba region's growth industries of fibres, energy, construction and agriculture. (TRC, 2017)

TRC promotes a vibrant, inclusive, environmentally rich and prosperous region that embraces the future while respecting the past. After the destruction caused by the 2010/11 floods, a focus has been placed on building resilient infrastructure to preserve life in the community (TRC, 2017).

5.1.3 Towns

This sub-section introduces the potentially impacted communities in the SIA study area, as shown in Figure 4.1.

Yelarbon and Inglewood are within the Goondiwindi LGA, and the remaining communities are within the Toowoomba LGA.

Yelarbon

Yelarbon is a small town located 43 km east of the regional centre of Goondiwindi. Under the *Goondiwindi Region Planning Scheme 2018* (GRC, 2018), the Yelarbon area includes Township and Industrial Precinct Zones and the surrounding area is zoned as Rural – Kumbarilla Rises Precinct (GRC, 2018b). Yelarbon's population in 2021 was approximately 313 people. Originally established as a coach/teamster stop, it is a

small town offering limited services, and is home to workers in Goondiwindi, Inglewood and on farms in the district.

The predominant land uses in the Yelarbon area are residential and recreational areas within the township boundaries, and grazing within the town's surrounds. The AE Girle and Sons sawmill has been in operation since 1917 (north of the rail line) (Kerr, 1998).

The township has areas adjacent to Macintyre Brook that have been defined as extreme and high flood hazard areas under the *Goondiwindi Region Planning Scheme 2018* (GRC, 2018). The township has a levee that extends around its eastern and southern sides. The Project will need to raise this levee to mitigate hydrological impacts in the Yelarbon township.

The Yelarbon-Keetah Road and Merton Road comprise a north/south running stock route supported by a reserve to the east of the township, south of the South Western Line (State of Queensland, 2018). The township is dissected by the Cunningham Highway and the South Western Line and is bounded in the south and east by Macintyre Brook.

Inglewood

The town of Inglewood is approximately 80 km east of Goondiwindi and 130 km southwest of Toowoomba and was the seat of local government for the Inglewood Shire before its amalgamation with the Goondiwindi Shire (Inglewood Shire Council, 2008). In 2021, Inglewood had a population of approximately 936 people.

Areas within the township are zoned Urban, Urban Investigation, Possible Future Industrial and Rural Residential, with the surrounds zoned as Rural Area (Goondiwindi Regional Council, 2018a). Inglewood is also the crossroad for stock routes joining Texas to the south, Millmerran to the north-east via Canning Creek and through the State forest, with four secondary reserves (State of Queensland, 2018).

Local agricultural uses include sheep and cattle grazing, timber milling and the farming of fodder, grains and horticulture crops. The surrounding land use is predominantly production forestry (Bringalily State Forest), grazing on native vegetation, irrigated pasture close to Macintyre Brook, and dryland production with limited industrial areas. A significant water reservoir, Lake Coolmunda, is located 13 km east of the township.

Inglewood and its surrounds are bounded by Catfish Creek to the south and Bringalily State Forest to the north, and are dissected by Macintyre Brook and Canning Creek, the South Western Line and Cunningham Highway.

Millmerran

Millmerran is located 75 km southwest of Toowoomba and had a population of approximately 1,545 people in 2021. The township's land uses are largely low-medium density residential, community spaces including sport and recreation and a main street Commercial Zone, with some medium impact manufacturing/industrial uses. An industrial area located to the north of town is zoned for High Impact Industry (TRC, 2012).

Millmerran surrounds are almost entirely designated as Strategic Cropping Land and surrounding land uses include grazing, irrigated cropping, mining, intensive animal production (piggery, feedlot and poultry) and an airstrip. In 1911 the railway from Pittsworth was extended to Millmerran primarily to transport grain, but a rail passenger service also operated between 1928 and 1969 (Stationspast, n.d.). The dairy industry was established in the early twentieth century but was overtaken mid-century by cereal and cotton production.

Millmerran and its surrounds are dissected by Back Creek and its tributaries, the Gore Highway, the Millmerran Branch Line, and roads leading to Inglewood (south) and Cecil Plains (north). Captains Mountain and Domville State Forest lie to the south of the township.

Brookstead

The small town of Brookstead is located approximately 60 km southwest of Toowoomba and is dissected by the Millmerran Branch Line and Gore Highway. In 2021, Brookstead had a population of approximately 182 people. Brookstead includes residential, community and industrial uses, with the surrounding area being predominantly irrigated agriculture and cropping, supported by the Brookstead rail station and associated silos. The Toowoomba Regional Planning Scheme designates the town into Township, Limited Development and Community Facilities/Government precincts. The remaining area is Rural Zone (TRC, 2012).

The Brookstead township and surrounds are bounded by the Condamine River (North Branch) and Longhurst Road to the east.

Pittsworth

The township of Pittsworth is located approximately 37 km southwest of Toowoomba. In 2021, Pittsworth had a population of approximately 3,300 people. The township and a buffer of up to 3 km have been identified in the *ShapingSEQ* as Priority Living Areas, with the remainder designated as PAA. Pittsworth developed by serving the agricultural industry (originally sheep, dairy farming and cheese production) and was a centre for itinerant rural workers and local land holders, with the railway connecting it to other areas in 1887.

Under the *Toowoomba Regional Planning Scheme*, Pittsworth includes Low-Medium Density Residential, Major Centre (Commercial), Community Facilities, Sport and Recreation and Open Space, with margins adjacent to the rail and highway to the west zoned for Medium and High Impact Industry. The surrounding area is zoned as Rural (TRC, 2012). The town has a well-defined commercial/retail corridor flanking the railway, and surrounding low density residential area with community facilities and an air strip. The surrounding land use includes production from dryland agriculture and grazing, with several intensive animal production uses.

Pittsworth is dissected by the Millmerran Branch Line and Gore Highway. The township is a watershed between Fourteen Mile Creek and Perrier Gully (and tributaries).

Southbrook

The township of Southbrook and surrounds are located 26 km southwest of Toowoomba. In 2021, Southbrook had a population of approximately 626 people. The township and an approximate 2 km buffer have been designated as Priority Living Area in the *ShapingSEQ*, with the remainder as PAA. The land uses outside of the township include dryland cropping, grazing and limited irrigated agriculture. The Toowoomba Regional Planning Scheme designates a Township zone, with Special Purpose and Community Facilities and the surrounding area as Rural (TRC, 2012).

The Southbrook area is dissected by the Millmerran Branch Line and Gore Highway.

Westbrook

Westbrook, originally a rural town, is a suburb of Toowoomba located 6 km southwest of the Toowoomba City centre and extending west towards the rural locality of Biddeston. Originally a pastoral run, closer urban development commenced in the late 19th century. In 2021, Westbrook had a population of 4,408 people.

Westbrook's urban centre and land to its north and west is identified in the *ShapingSEQ* as Urban Footprint, with Regionally Significant Greenspace located in the suburb's west. Under the Toowoomba Regional Planning Scheme, Westbrook includes Urban Areas (Low-Medium Density Residential), Future Urban Areas (greenfield expansion), Agricultural Land, Sport and Recreation and Nature Conservation and Open Space. The town centre includes a range of retail and service businesses, schools, parks,

community facilities and a hotel. The suburb is dissected by Toowoomba Athol Road (east-west) and by the Toowoomba Bypass (north-south in the suburb's western portion).

Kingsthorpe

Kingsthorpe is a town located 16 km northwest of Toowoomba and in 2021, had a population of approximately 2,159 people. The area is bounded by Westbrook Creek to the south and the Western Line Railway to the north, and is dissected by the Warrego Highway and Gowrie Creek. Kingsthorpe's rural area is partially covered by the *ShapingSEQ* and that portion is designated as regional landscape and rural production area. The entire area surrounding the town is designated as PAA. Land uses include residential and community uses, cropping, irrigated cropping and grazing. The Toowoomba Regional Planning Scheme provides for Township, Rural Residential, Community and Sports and Recreational Zones within the township and the surrounding area is zoned as Rural with some limited Community Facilities (TRC, 2012). A shopping centre has recently been built in Kingsthorpe.

Gowrie Mountain

Gowrie Mountain is a small residential locality on the western side of the topographical feature known as 'Gowrie Mountain'. In 2021, Gowrie Mountain had a population of approximately 222 people. The residential lots are large lifestyle blocks with views across the plains to Oakey and Kingsthorpe.

The eastern side of Gowrie Mountain is part of Charlton. The locality is bounded by Dry Creek to the south and the Warrego Highway to the north. Jannuschs Road dissects the area.

Gowrie Mountain is covered by the *ShapingSEQ* and is partially designated as Regional Landscape and Rural Production Area. The Toowoomba Regional Planning Scheme zones the area as Rural with the exception of Open Space and Community Facilities for the Rowland Court Bushland Park (TRC, 2012).

Gowrie Junction

The Gowrie Junction township is bounded by the South Western Line to the south and ridges of Mount Kingsthorpe to the north and is dissected by Gowrie Creek (Department of Natural Resources and Mines, n.d.). In 2021, Gowrie Junction had a population of 2,242 people. Land uses include residential and intensive uses in the township, and grazing, irrigated cropping and cropping with some limited conservation and natural environments in the surrounds.

The Toowoomba Regional Planning Scheme provides for Township, Residential, Rural Residential and Community Facilities/Sports and Recreation zones. The locality is wholly covered by the *ShapingSEQ* and is designated as Urban Footprint, Rural Living Area and Regional Landscape and Rural Production Area.

5.1.4 Rural localities

Rural localities have no population centre or designated township but include rural properties that support farming and grazing households, and for more intensive businesses, employees.

Kurumbul

A rural locality approximately 18 km southeast of Goondiwindi, Kurumbul is bounded by the Macintyre/Dumaresq River to the south and the Cunningham Highway to the north, and is dissected by South Western Line, Brigalow Creek and Kildonan Road. In 2021, the locality's population was approximately 36 people. Kurumbul is in a Rural Zone under the *Goondiwindi Region Planning Scheme 2018* (GRC, 2018). The margins of the Macintyre River and Brigalow Creek are considered general flood hazard areas under the scheme. Land uses are predominantly irrigated cropping, cotton, grain and oilseed, with significant water entitlements issued to land holders, as well as sheep and cattle grazing, the Sapphire Feedlot, a cotton gin and quarries. Under the *ShapingSEQ* the locality is identified as Strategic

Cropping Land, and the area from the border to the South Western Line is characterised as PAA (State of Queensland, 2018).

Whetstone

Whetstone is a rural locality approximately 30 km southwest of Inglewood and in 2021, had a population of approximately 70 people. Whetstone is bounded by Macintyre Brook to the south, and is dissected by the South Western Line and Cunningham Highway. The Whetstone State Forest is a prominent land use and feature of the area. The remaining land use is grazing, production from dryland agriculture, limited irrigated agriculture, a feedlot and perennial horticulture. The Whetstone area includes a dairy, a feedlot and a sand and gravel quarry. The *Goondiwindi Region Planning Scheme 2018* (GRC, 2018) designates the entire area as Rural Zone.

Canning Creek

The Canning Creek locality is located approximately 110 km southwest of Toowoomba on the boundary between the Goondiwindi and Toowoomba LGAs and is dissected by Millmerran-Inglewood Road and Canning Creek. In 2021, the locality had a population of approximately 21 people. The Canning Creek locality is zoned Rural under the Toowoomba Regional Planning Scheme and *Goondiwindi Region Planning Scheme 2018* (GRC, 2018) and is mostly comprised of Bringalily State Forest and grazing, with some dryland agriculture in the northern (Millmerran) area. Canning Creek Station, located north of the forest on the Millmerran-Inglewood Road, was established in the 1840's (Centre for the Government of Queensland, 2018).

Bringalily, Millwood and Clontarf

The localities of Bringalily (with a 2021 population of 64 people), Millwood (population 28 people) and Clontarf (population 28 people) are approximately 100 km southwest of Toowoomba. The area is zoned Rural under the Toowoomba Regional Planning Scheme with the predominant land uses being dryland production and grazing. There are also limited intensive agriculture, piggeries and feedlots and extractive industries. The southernmost pits of the Commodore Mine extend into Clontarf.

Turallin

The Turallin locality (with a 2021 population of 64) is 8 km west of Millmerran and approximately 75 km southwest of Toowoomba. In 2016, Turallin had a population of 65 people. Turallin was surveyed in 1889, in expectation of the rail line being extended to the area, but did not thrive as a township when the rail line terminated at Back Creek (Turner-Coles, n.d.). The area is zoned Rural under the Toowoomba Regional Planning Scheme (TRC, 2012) with the predominant land uses being dryland production, grazing native vegetation and poultry farm operations.

Yandilla

The Yandilla locality (with a 2021 population of 50 people) is 7 km east of Millmerran and approximately 70 km southwest of Toowoomba. It is bounded by the Condamine River to the east, and is dissected by Grass Tree Creek, the Millmerran Branch Line and the Gore Highway. The locality is designated PAA. The Toowoomba Regional Planning Scheme zones the area as Rural and the dominant land use is cropping, with some areas of production from relatively natural environments and intensive animal production (TRC, 2012). The location includes a rail siding with grain silos on the Millmerran Branch Line.

Pampas

The rural locality of Pampas (with a 2021 population of 78 people) is located approximately 65 km southwest of Toowoomba, and is bounded by two branches of the Condamine River to the north and south. The area is dissected by the Gore Highway and the Millmerran Branch Line. A cluster of rural residential premises is located at the highway/rail and Pampas Road intersection, along with a Memorial

Hall, Rural Fire Brigade (RFB) shed and a service station. The rail station at Pampas has been closed since the 2010/11 floods. The locality is designated PAA. Land use is predominantly irrigated agriculture and cropping with significant off-stream water storage.

Yarranlea

The rural locality of Yarranlea (with a 2021 population of 82 people) is located approximately 50 km southwest of Toowoomba and is transected by the Gore Highway. Yarranlea's predominant land use is grain production. The locality is zoned Rural under the Toowoomba Regional Planning Scheme (TRC, 2012). Established grain silos are located on a siding to the existing rail line through Yarranlea. The locality also accommodates the Yarranlea Solar Farm located 1.5 km north of the Project footprint.

Umbiram

The locality of Umbiram is located approximately 25 km west of Toowoomba on the Gore Highway. In 2021, Umbiram had a population of approximately 146 people. The locality is partially covered by the ShapingSEQ, with this portion designated as a Regional Landscape and Rural Production Area (DSDILGP, 2023). Land uses include cropping, and grazing, the Oaklands Horse Stud and poultry farms. The area is zoned Rural under the Toowoomba Regional Planning Scheme Athol

Athol

The locality of Athol (with a 2021 population of 139 people) is located 24 km southwest of Toowoomba along the Gore Highway.. Land uses include rural residential dwellings, cropping and grazing native vegetation, with some and intensive animal production (horse stud and poultry). The area is zoned Rural under the *Toowoomba Regional Planning Scheme*.

Biddeston

The locality of Biddeston (with a 2021 population of 269 people) is located 23 km west of Toowoomba along the Toowoomba-Cecil Plains Road and includes some rural residential dwellings. The locality is identified as a PAA and part of the locality is designated as Regional Landscape and Rural Production Areas under the *ShapingSEQ* (DSDILGP, 2023). Local land uses include cropping, dairying, dryland production, grazing and intensive animal production (horse stud and feedlots). The Toowoomba Regional Planning Scheme identifies the locality as within the Rural Zone (TRC, 2012).

Wellcamp

The locality of Wellcamp (with a 2021 population of 346 people) is located 15 km west of Toowoomba along the Toowoomba-Cecil Plains Road and is bounded by Dry Creek to the north and Spring Creek to the south. The Toowoomba Regional Planning Scheme includes the Charlton Wellcamp Enterprise Area Local Plan over the Toowoomba Wellcamp Airport and surrounding industrial uses. The remaining area is Open Space, Community Facilities (road corridor) and Rural (TRC, 2012).

5.1.5 Other major projects

The Project is part of the Inland Rail Program, has inter-regional, State and national social impacts and benefits. The status of other major projects in or near the SIA study area that may interact with those of the Project is shown in Table 5.2. Major rail projects in South East Queensland are also considered in the assessment of cumulative social impacts (Section 7.6).

The range of major transport and logistics projects linked to newly operational airport and road infrastructure highlights the Toowoomba LGA's emerging position as a major freight hub. The strength of agribusinesses is also evident in the Goondiwindi and Toowoomba LGAs.

Table 5.2: Major projects in or near SIA study area

Project	Description	Status at October 2023
New Acland Coal	Expansion of the existing New Acland open-cut coal mine to up to 7.5 Mtpa. The mine is located 10 km north of Oakey and approximately 25 km northwest of the Project.	EIS approved with conditions, construction commenced in 2023
Toowoomba Hospital	The new Toowoomba Hospital will be constructed on the Baillie Henderson Hospital site in Cranley and is expected to open in the second half of 2027. The hospital site is located approximately 6.0 km east of the Project.	Early enabling works commenced in August 2022
InterLinkSQ	A 200 ha transport, logistics and business hub located near Toowoomba on the narrow gauge regional rail network and interstate network, at the junction of the Gore, Warrego and New England Highways and adjacent to the Project footprint.	Ongoing construction
Toowoomba Wellcamp Airport	The airport operates as an international cargo hub connecting Australia's leading primary producers and processors with growing international markets. (Toowoomba Wellcamp Airport, 2018). The airport is located approximately 1 km east of the Project footprint.	Operational
Wellcamp Business Park	Part of the Toowoomba Trade Gateway, a 500 ha industrial and commercial estate surrounds Toowoomba Wellcamp Airport and is becoming a commerce and industry hub. The business park is located 1.5 km east of the Project footprint.	Operational, with continuing construction and expansion
Queensland Regional Accommodation Centre	The Queensland Government has supported construction of a dedicated regional quarantine facility at Wellcamp Airport, with the first of two stages now operational.	Operational/care and maintenance
Witmack Industry Park & Charlton Logistics Park	Part of the Toowoomba Trade Gateway Witmack Industry Park is one of Toowoomba's largest industrial land developments, with industrial land parcels from 2 to 5 ha. Witmack Industry Park is located 3 km southeast of the Project footprint. Charlton Logistics Park is the most recent addition to the Trade Gateway and provides fully serviced 2 ha sites. Charlton Logistics Park is located on the Warrego Highway and with easy access to the Toowoomba Bypass, is suited for transport and logistics operators. Charlton Logistics Park is located 3 km south of the Project footprint.	Operational – subject to continuing construction and expansion
Commodore Coal Mine and Millmerran Power Station	The Commodore Coal Mine is an open pit coal mine, located south east of Millmerran and began supplying coal to the 850 megawatt Millmerran Power Station in February 2003. The Project footprint intersects the Mine. Millmerran Power Station is a coal-fired power station that supplies base-load power for approximately 1.1 million homes (Power Technology, 2018).	Operational
Wyemo Piggery, Texas-Yelarbon Road, Glenarbon	The piggery is an intensive animal industry that would comprise 55,000 standard pig units and be located approximately 8 km south of the Project footprint	Approved with conditions
Yarranlea Solar	100 megawatt solar farm located at Yarranlea	Operational

Project	Description	Status at October 2023
Macintyre Wind Farm	A 1,026 megawatt wind power complex with 169 wind turbines, 10 km south of Karara, approximately 40 km east of the Project footprint.	Under construction, expected completion in 2024
Goondiwindi Abattoir	A new beef abattoir located on the outskirts of Goondiwindi with beef processing of up to 72,000 tonnes per year. The abattoir would be located 13 km north of the project footprint.	Approved with conditions
Asterion Medical Cannabis Facility	Three stage construction of a 40 ha glasshouse to produce medicinal cannabis. The facility would be located near the Toowoomba Wellcamp Airport and adjacent to the Project footprint.	Proposed
Wagners Intermodal Terminal	The proposed intermodal terminal would be constructed at Wellcamp 2.4 km east of the Project. This would be a major freight terminal, designed to benefit the freight network and future Inland Rail.	Proposed for construction
Wellcamp Entertainment Precinct	The precinct is planned to be Queensland's largest entertainment precinct, designed to hold 40,000 people for major events and house 5,000 in onsite accommodations.	Proposed for construction
SQCCP2	Construction of a new 1,004-cell, high security facility for male prisoners 12 km north east of Gatton, approximately 50 km west of Project footprint	Under construction, expected completion in 2024
Genex Power Bulli Creek Project	Construction of a multi-stage solar project of up to 2GW of large scale Battery Energy Storage System and Solar photovoltaic (PV) systems The Project covers an area of 5,000 ha and is west of Millmerran,	Expected to commence construction in late 2024.

5.2 Community profile

This section provides analysis of populations and community characteristics in local and regional communities. ABS Census data are provided for:

- SA1s within or near the Project footprint, as described below
- Potentially impacted communities, as defined in Section 4.2.2
- The LGAs of Goondiwindi and Toowoomba.

The ABS makes small random adjustments to Census data to ensure no data are released which could risk identifying individuals. The QGSO and other authorities round data to the nearest whole number. Calculations (such as percentages and rates) are based on pre-rounded figures. As such, discrepancies may occur between the sum of component items and totals, and between various data sources.

The term 'ABS Census 2021' is used for brevity in this report to refer to the ABS Census of Population and Housing 2021 (ABS, 2021).

5.2.1 Project footprint

Key characteristics of SA1s near the Project footprint were identified in order to understand population distribution and potential community vulnerabilities. SA1s are based on amalgamation of mesh blocks (the ABS's smallest statistical area), and generally have a population of 200 to 800 people, with an average population of about 400 people. As such, in areas where population density is low (as in areas near the Project footprint), SA1s are much larger than in urban areas.

The SA1s shown in Table 5.3 include those intersected by the Project alignment, and those within approximately 1 km of the Project alignment.

There are 19 SA1s that are intersected by the Project, representing a total area of 4,720.54 km², and including a total 2,028 dwellings and a population of 4,985 people in 2021. The average number of people in the intersected SA1s was 262 people, with a range of 157 to 544 people. The largest SA1 that is intersected by the Project has an area of 1,733.59 km².

Given the rural nature of the area near the Project footprint, the SA1s shown in Table 5.3 had very low population densities, with an average of less than 0.5 people per km², although population densities are higher in the townships (Pittsworth, Millmerran and Inglewood and Yelarbon). Population density in the Toowoomba LGA is approximately 13.75 people per km² and in the Goondiwindi LGA, approximately 0.54 people per km² (id consulting, 2022).

The 10 SA1s that are located within 1 km of the Project alignment cover an area of 3,116.78 km² with 1,444 dwellings, and 3,210 people in 2021. The 1 km intersect has been drawn from the Project alignment to the SA1 boundary, but the SA1s extend for some (variable) kilometres, i.e. they cover more than 1 km from the Project alignment and the Project footprint. SA1s whose boundaries are within 1 km of the Project alignment had an average population of 321 people, with a range 107 to 546 people in 2021.

The SEIFA scores for the Index for Relative Socio-economic Advantage and Disadvantage (IRSAD) are area-based scores generated by the ABS using Census data (Section 5.2.6 for further detail). Analysis of IRSAD deciles (ten per cent bands) for the SA1s is shown in Table 5.3. Decile scores for SA1s are shown geographically in Figure 5.1.

Lower decile levels indicate lower levels of social resources such as income, educational attainment and employment status, and therefore more potential for social disadvantage. SEIFA IRSAD scores for three of the SA1s that are intersected by the Project fall within the bottom three deciles. These SA1s correspond to Yelarbon (Decile 1), Millmerran (Decile 2) and Charlton (Decile 3). By contrast, several other SA1s had SEIFA IRSAD scores above Decile 5, indicating relative advantage, with SA1s corresponding to the Wellcamp and Kurumbul/Whetstone localities showing scores within Decile 8.

Five of the SA1s within 1 km of the Project alignment also had SEIFA IRSAD scores that fall within the bottom three deciles. These SA1s correspond to Southbrook and Pittsworth (three SA1s) where scores fell within Decile 2, and south of Kingsthorpe (Decile 3).

ARTC's engagement with residents in areas where there is potential for disadvantage will include particular care to ensure that people who are already experiencing disadvantage are provided with support (where required) to adjust to changes in circumstances (e.g. access to relocation support). Communications which are easily understood and a focus on direct engagement with residents within 1 km of the alignment are also indicated. This is detailed in the SIMP in Section 8.2.

Table 5.3: SA1 Characteristics, 2021

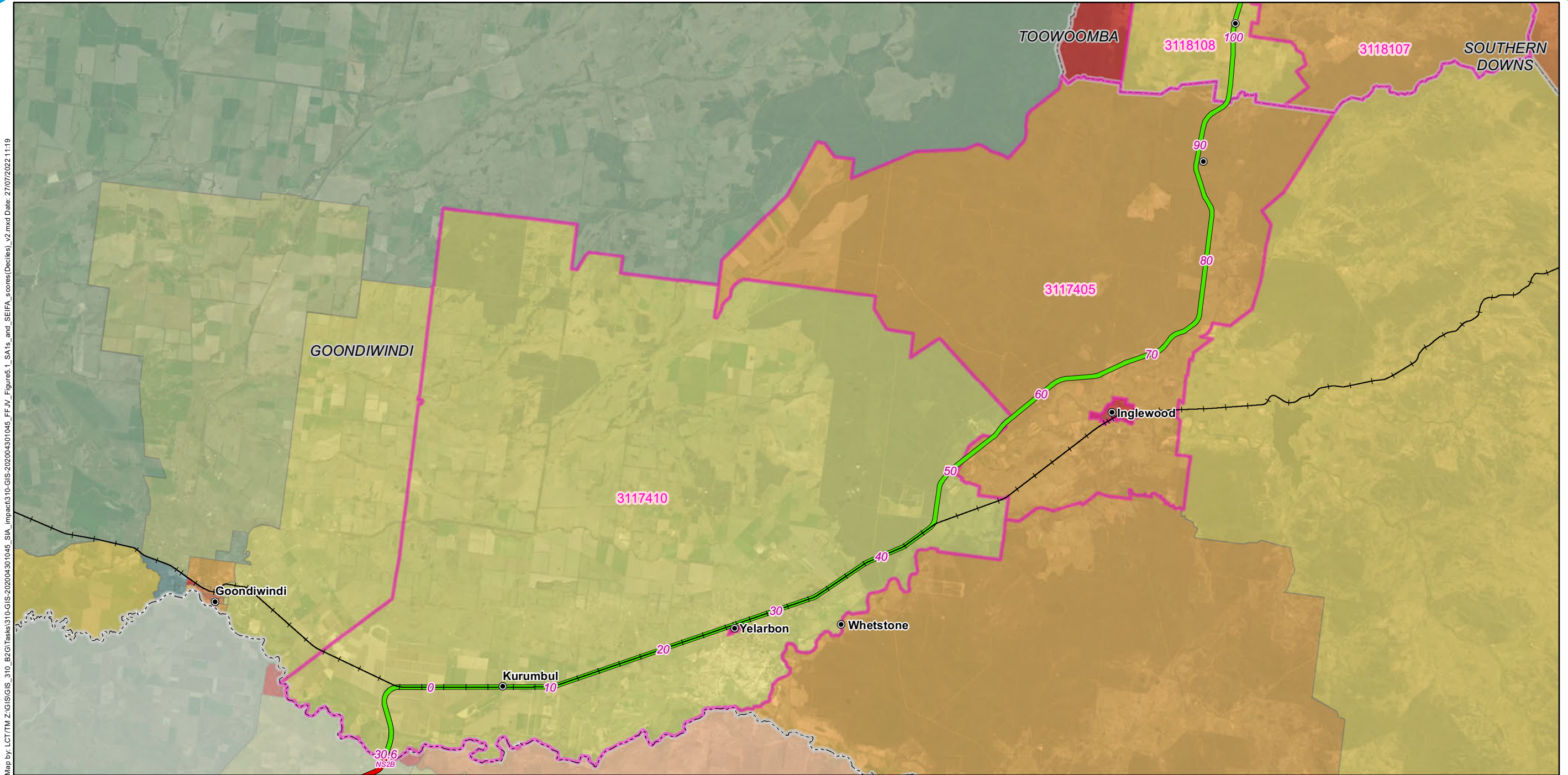
SA1 Code	Dwellings ^(a)	Persons ^(a)	Area km ²	Relationship to Project	SA1 Decile ^(b)
3117402	118	224	0.49	Intersected	1
3117405	72	178	972.84	Intersected	5
3117410	72	207	1733.59	Intersected	8
3118016	72	194	81.07	Intersected	6
3118018	104	264	74.1	Intersected	6
3118105	93	235	247.92	Intersected	2
3118106	64	157	215.47	Intersected	5

SA1 Code	Dwellings ^(a)	Persons ^(a)	Area km ²	Relationship to Project	SA1 Decile ^(b)
3118108	93	193	507.83	Intersected	6
3118204	121	311	63.78	Intersected	6
3118205	117	285	63.49	Intersected	6
3118206	108	257	71.13	Intersected	6
3118207	124	311	88.68	Intersected	6
3118209	114	274	0.35	Intersected	5
3118210	99	251	158.59	Intersected	6
3118211	127	278	291.48	Intersected	5
3118217	102	260	20.08	Intersected	5
3145816	218	544	58.43	Intersected	5
3145817	119	348	48.99	Intersected	8
3145818	91	214	22.23	Intersected	3
Total – SA1s intersected	2,028	4,985	4,720.54		
3117412	244	474	2,009.16	Within 1 km	5
3118015	92	230	2.01	Within 1 km	6
3118107	152	263	886.13	Within 1 km	6
3118202	116	280	205.84	Within 1 km	8
3118203	90	210	2.02	Within 1 km	2
3118208	178	418	0.46	Within 1 km	2
3118212	180	367	0.56	Within 1 km	2
3118214	241	546	1.23	Within 1 km	2
3144910	108	315	1.37	Within 1 km	3
3144923	43	107	8	Within 1 km	7
Total – SA1s within 1 km	1,444	3,210	3,116.78		

Sources:

- (a) The numbers of dwellings and persons within SA1s were generated using ABS geographic boundary data and numeric table data for Census mesh block counts, 2021
- (b) SEIFA data were generated using ABS Census of Population and Housing 2021 (ABS, 2021), SEIFA TABLE – Statistical Area Level 1, Indexes, SEIFA 2021

Note: ABS Census 2021 uses an 11 digit hierarchical code. This has been reduced to a seven digit code for ease of presentation in the table and maps. The first digit in the SA1 codes (3) refers to Queensland, the second four digits refer to the SA2, and the final two digits refer to the SA1.



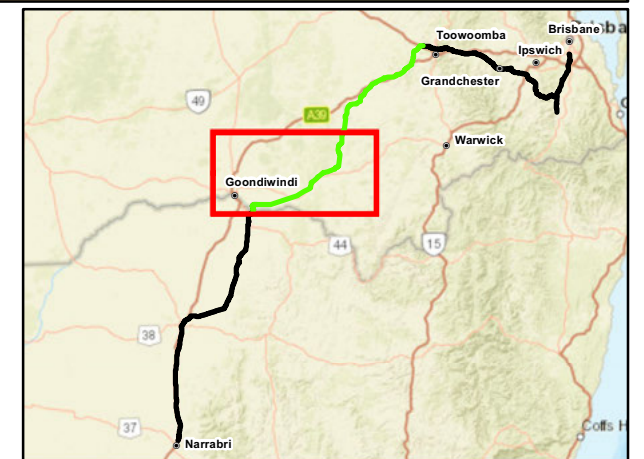
Legend

- 5 Chainage (km)
- Localities
- North Star to NSW/QLD border alignment
- Border to Gowrie alignment
- Existing rail (operational)
- NSW/QLD border
- Local Government Areas
- SA1 boundary

SA1 IRSAD

- Decile 1 (most disadvantaged)
- Decile 2
- Decile 3
- Decile 4
- Decile 5

- Decile 6
- Decile 7
- Decile 8
- Decile 9
- Decile 10 (most advantaged)



A3 scale: 1:350,000
0 2.5 5 7.5 10 12.5km

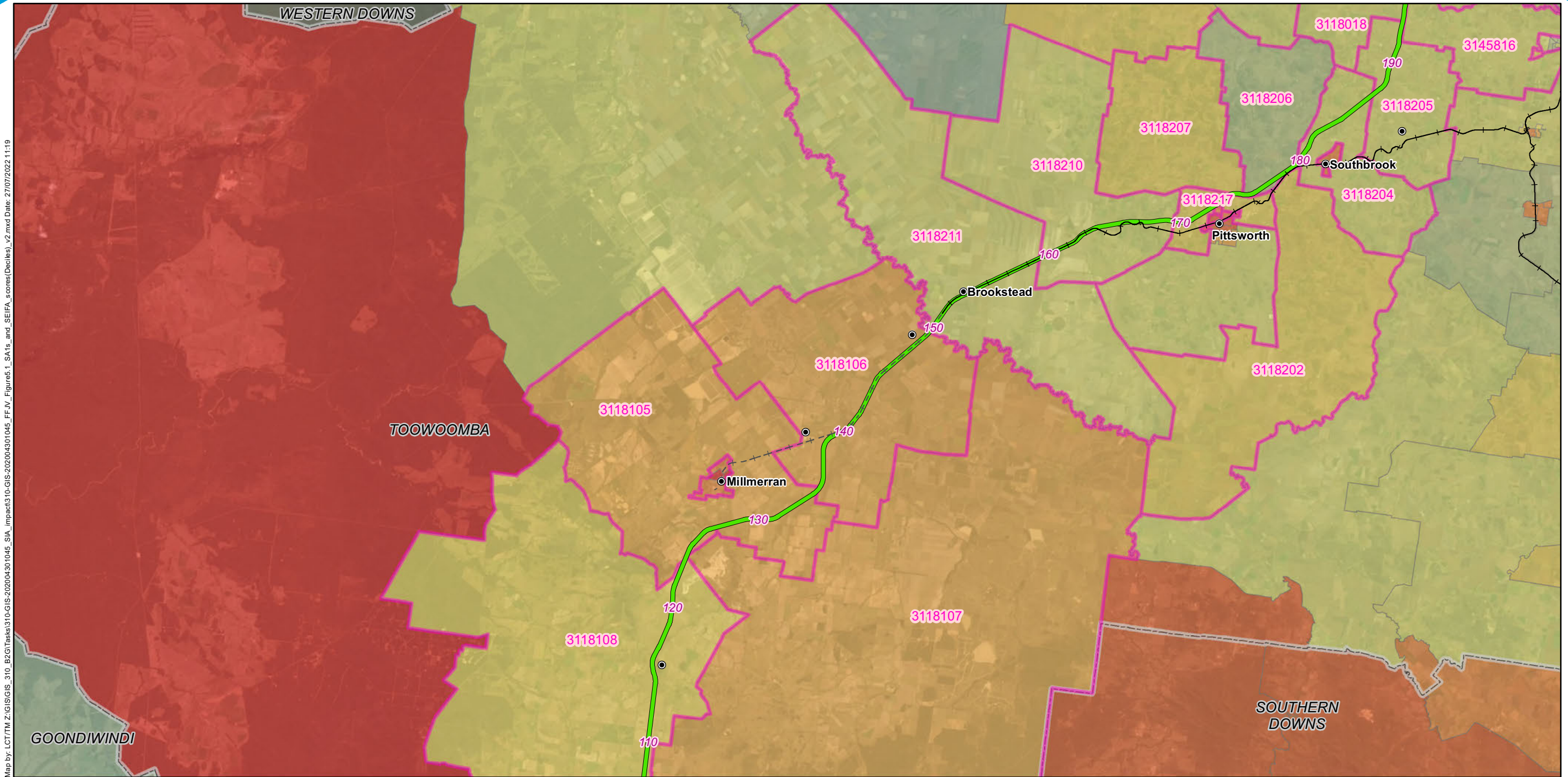


Issue date: 27/07/2022 Version: 2
Coordinate System: GDA 1994 MGA Zone 56

Border to Gowrie

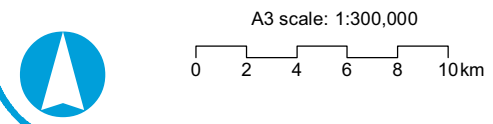
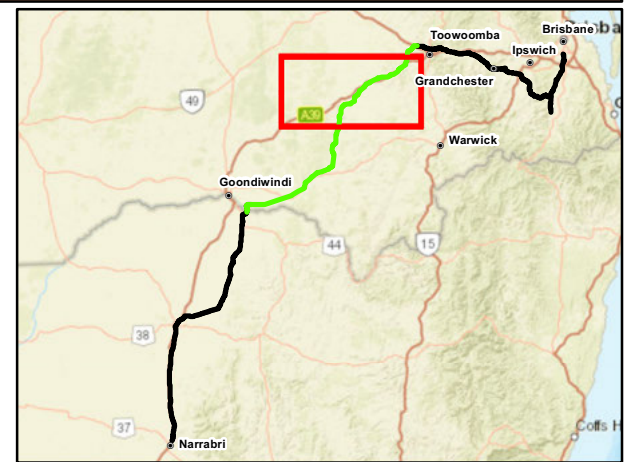
Figure 5.1a:

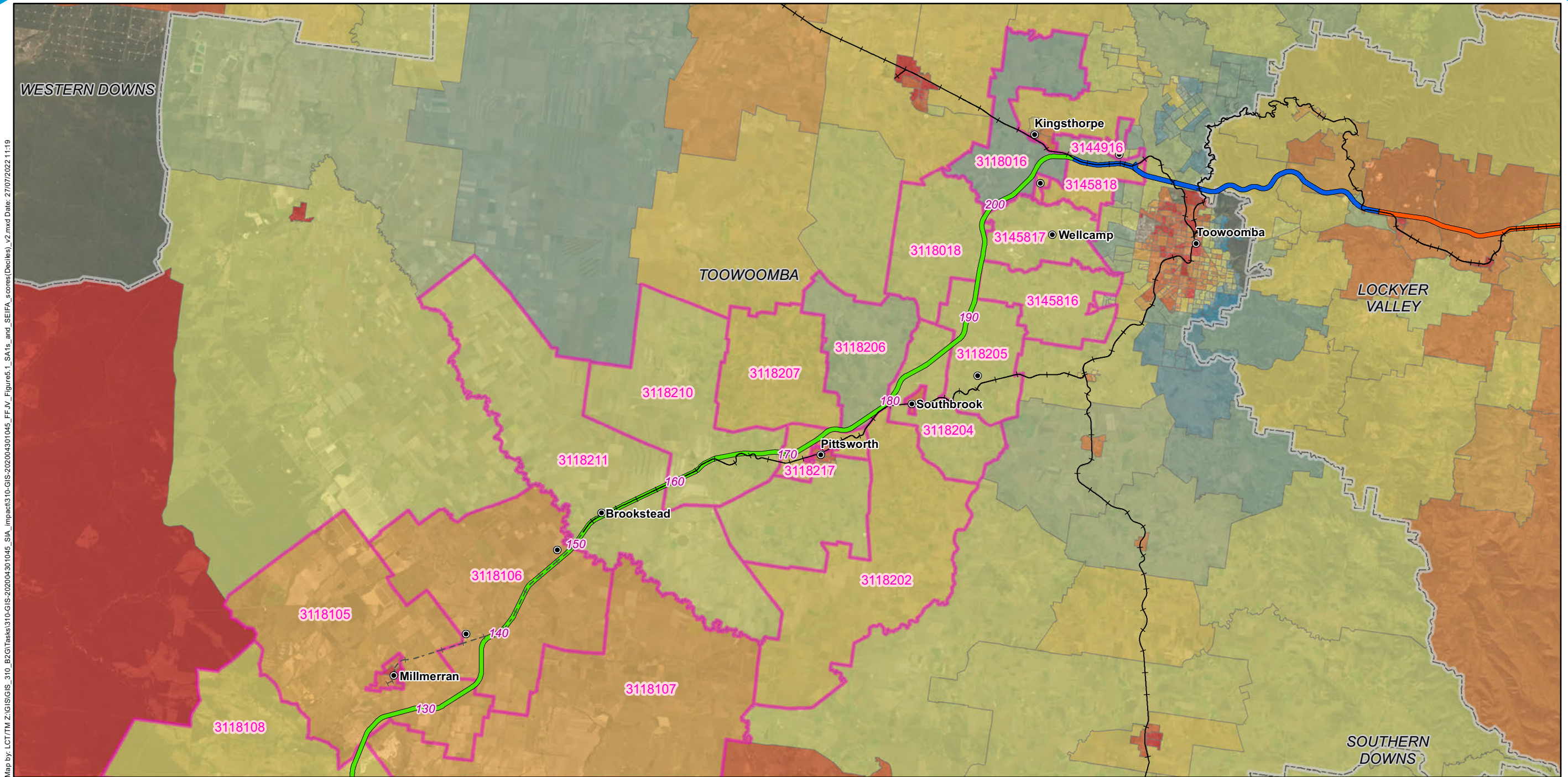
SA1s and SEIFA scores (Deciles) - southern section



Legend

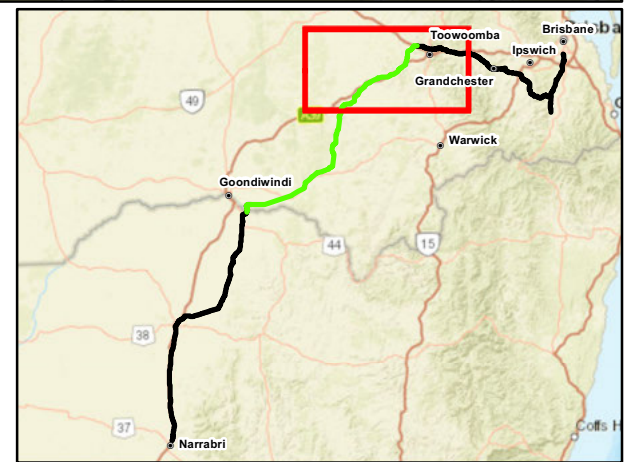
- 5 Chainage (km)
 - Localities
 - Border to Gowrie alignment
 - Existing rail (operational)
 - Existing rail (non-operational)
 - Local Government Areas
 - SA1 boundary
- SA1 IRSAD**
- Decile 1 (most disadvantaged)
 - Decile 2
 - Decile 3
 - Decile 4
 - Decile 5
 - Decile 6
 - Decile 7
 - Decile 8
 - Decile 9
 - Decile 10 (most advantaged)





Legend

- | | | |
|---------------------------------|-------------------------------|-----------------------------|
| 5 Chainage (km) | SA1 IRSAD | Decile 6 |
| Localities | Decile 1 (most disadvantaged) | Decile 7 |
| Border to Gowrie alignment | Decile 2 | Decile 8 |
| Gowrie to Helidon alignment | Decile 3 | Decile 9 |
| Helidon to Calvert alignment | Decile 4 | Decile 10 (most advantaged) |
| Existing rail (operational) | Decile 5 | |
| Existing rail (non-operational) | | |
| Local Government Areas | | |
| SA1 boundary | | |



A3 scale: 1:350,000
0 2.5 5 7.5 10 12.5km

5.2.2 Regional and local populations

The population of each LGA, town and locality as defined by the corresponding SALs (2021) and State Suburbs (2016) is shown in Table 5.4, based on ABS 2021 Census of Population and Housing 2021 (ABS, 2021) data.

The Goondiwindi LGA's population was approximately 10,310 people in 2021, which was a decrease of 319 people or 3.0 per cent since 2016. By comparison, the Toowoomba LGA's population in 2021 was 173,204 people, and had increased by 12,425 people or 7.7 per cent since 2016. The total population for the SIA study area (Toowoomba and Goondiwindi LGAs) was approximately 183,514 people in 2021.

The largest of the potentially impacted communities was Westbrook, which had 4,408 people in 2021. The Westbrook urban area is located approximately 10 km east of the Project footprint and is not expected to experience any direct Project impacts. Pittsworth and Gowrie Junction had the next largest populations in 2021, with populations of 3,300 and 2,242 people respectively, followed by Kingsthorpe with 2,159 people. Brookstead (182 people), Gowrie Mountain (222 people) and Yelarbon (313 people) had the smallest populations of the urban localities. The rural localities had populations ranging from 21 people in Canning Creek to 346 people in Wellcamp.

Generally, minor changes in population numbers were seen in most towns and localities between 2016 and 2021, however Yelarbon saw a decrease of approximately 14.7 per cent (to 313 people) and Brookstead saw a decrease of 18.8 per cent during the five year period (to 182 people), while the urban areas of Kingsthorpe and Westbrook saw increases of 15.6 per cent and 13.6 per cent respectively.

Population changes in rural localities should be treated with caution due to the volatility of population counts in these small populations, however Kurumbul, Bringalily and Charlton each saw population decreases of more than 10.0 per cent between 2016 and 2021, while Wellcamp, Clontarf and Pampas saw increases of more than 10.0 per cent (Canning Creek being excluded from this comparison due to its very small base population).

As noted in Section 4.2.4, detailed socio-economic data are not provided in subsequent sections for the rural localities whose populations are provided in Table 5.4. This is due to the small populations of these localities and ABS confidentiality protocols constrain the consistency of the data available. The characteristics of these localities are otherwise captured as part of the SA1 and SA2 level data. Their characteristics are also captured as part of postcode data addressing housing conditions, and as part of LGA-level data.

Table 5.4: Local and Regional Populations, 2016 and 2021 (number and percentage change)

State suburbs	Population 2016 (State suburb)	Population 2021 (SAL)	Population change 2016- 2021 (no.)	Population change 2016- 2021 (%)
Towns and urban settlements				
Yelarbon	367	313	-54	-14.7%
Inglewood	955	936	-19	-2.0%
Millmerran	1,565	1,545	-20	-1.3%
Brookstead	217	182	-35	-16.1%
Pittsworth	3,293	3,300	7	0.2%
Southbrook	601	626	25	4.2%
Gowrie Junction	2,115	2,242	127	6.0%
Gowrie Mountain	229	222	-7	-3.1%
Kingsthorpe	1,867	2,159	292	15.6%

State suburbs	Population 2016 (State suburb)	Population 2021 (SAL)	Population change 2016-2021 (no.)	Population change 2016-2021 (%)
Westbrook	3,879	4,408	529	13.6%
Rural localities				
Kurumbul	46	36	-10	-21.7%
Whetstone	65	70	5	7.7%
Canning Creek	5	21	16	320.0%
Bringalily	83	64	-19	-22.9%
Millwood	23	22	-1	-4.3%
Clontarf	25	28	3	12.0%
Pampas	62	78	16	25.8%
Yandilla	46	50	4	8.7%
Turallin	65	64	-1	-1.5%
Umbiram	139	146	7	5.0%
Yarranlea	90	82	-8	-8.9%
Athol	134	139	5	3.7%
Biddeston	284	269	-15	-5.3%
Wellcamp	295	346	51	17.3%
Charlton	120	107	-13	-10.8%
LGAs				
Goondiwindi	10,629	10,310	-319	-3.0%
Toowoomba	160,779	173,204	12,425	7.7%

Source: ABS Census 2016a and 2021a

Population projections

The QGSO estimates that there were small increases in the two LGAs' populations between 2021 and 2022 (Table 5.5). In 2022, there were an estimated 10,410 people living in the Goondiwindi LGA and an estimated 178,399 people living in the Toowoomba LGA. This was a total estimated population of 188,809 people across the SIA study area in 2022.

Between 2021 and 2046, QGSO's medium series projections include:

- the Goondiwindi LGA's population is projected to decrease by 1,221 people (to reach 9,183 people in 2046)
- the Toowoomba LGA population is projected to increase by 36,086 people, to reach 211,402 in 2046.

The projected average annual growth rates over the 2021 and 2046 period are -0.5 per cent in Goondiwindi LGA and 0.8 per cent in Toowoomba LGA (QGSO, 2023a).

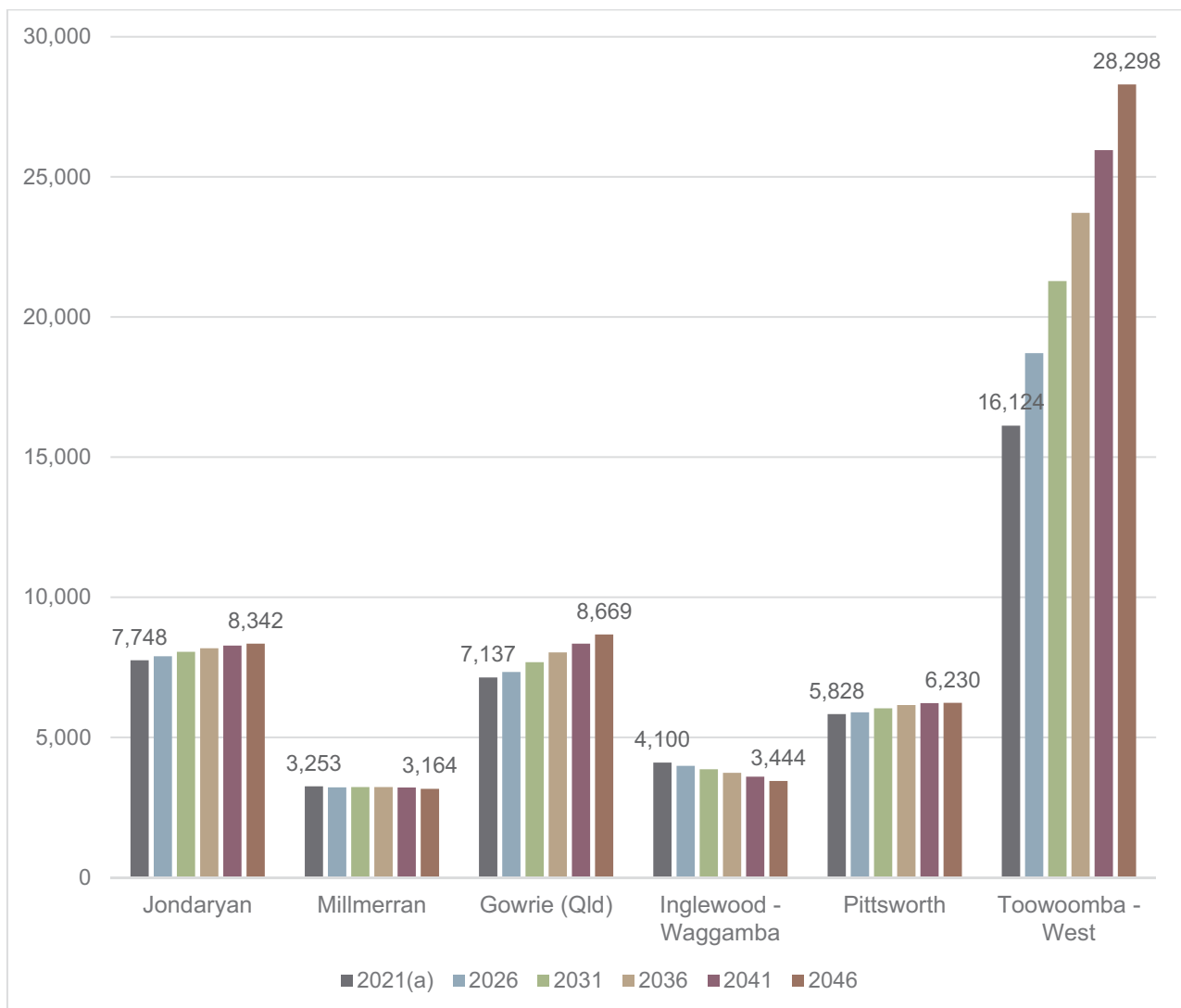
The QGSO and ABS use differing methodologies and assumptions, so there is some variance between their respective estimates.

Table 5.5: Projected population, Toowoomba LGA and Goondiwindi LGA 2021-2046

LGA	Year							Average annual growth rate %	Variance (no. people)
	2021 ^(a)	2022	2026	2031	2036	2041	2046		
Toowoomba	175,316	178,399	182,290	190,142	197,694	204,781	211,402	0.8	36,086
Goondiwindi	10,404	10,410	10,093	9,908	9,712	9,473	9,183	-0.5	-1,221

Source: QGSO Regional Profile, 2023a. Note: (a) 2021 data are preliminary rebased estimated resident population (ERP).

Medium series population projections for SA2s in the SIA study area during 2021 to 2046 are shown in Figure 5.2. Significant growth is expected in the Toowoomba-West SA2, consistent with the regional population growth projections for the Toowoomba LGA. The Jondaryan SA2, Gowrie SA2 and Pittsworth SA2 are projected to experience small population increases, while the Millmerran SA2 and the Inglewood-Waggamba SA2, are projected to experience population decreases during the period to 2046.

**Figure 5.2: Population Projections, 2021 to 2046 – SA2 (Number)**

Source: QGSO, 2023b. Projected population (medium series), Queensland 2021 to 2046.

5.2.3 Indigenous population

The ABS 2021 Census indicates that the Toowoomba LGA was home to 8,677 Indigenous people, up from 6,432 Indigenous people in 2016. The percentage of Toowoomba LGA residents who were Indigenous people in 2021 was 5.0 per cent, up from 4.0 per cent in 2016. Since 2016, the LGA's Indigenous population had increased by 35.0 per cent. This is higher than the estimated Australia-wide increase in people identifying as Indigenous (25.2 per cent) between 2016 and 2021 (ABS, 2021b).

In the Goondiwindi LGA, there were 803 Indigenous people in 2021 (up from 574 Indigenous people in 2016). The percentage of Goondiwindi LGA residents who were Indigenous people was 7.8 per cent (Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships (DSDSATSIP), 2023), up from 4.9 per cent in 2016. Goondiwindi LGA's Indigenous population had increased by 40.0 per cent since 2016.

This indicates that the SIA study area had an Indigenous population of 9,480 people in 2021, including Traditional Owners' families and others who have moved to or were born in the SIA study area. In the 2021 Census, the net undercount of the Aboriginal and Torres Strait Islander population equated to 17.4%, which is similar to the rate for the 2016 Census (17.5 per cent) (ABS, 2023a). On this basis, the Indigenous population in the SIA study area could be larger than the Census indicates.

Figure 5.3 shows the percentage of people that identify as Indigenous in each suburb, which varied from 2.7 per cent in Brookstead to 13.7 per cent in Yelarbon in 2021. Each suburb except Brookstead, Gowrie Junction and Westbrook had a higher percentage of Indigenous people than the Queensland average of 4.6 per cent.

The percentage of people in the Toowoomba LGA that identify as Indigenous was higher than the State average at 5.0 per cent, and higher again in the Goondiwindi LGA at 7.8 per cent (Figure 5.3).

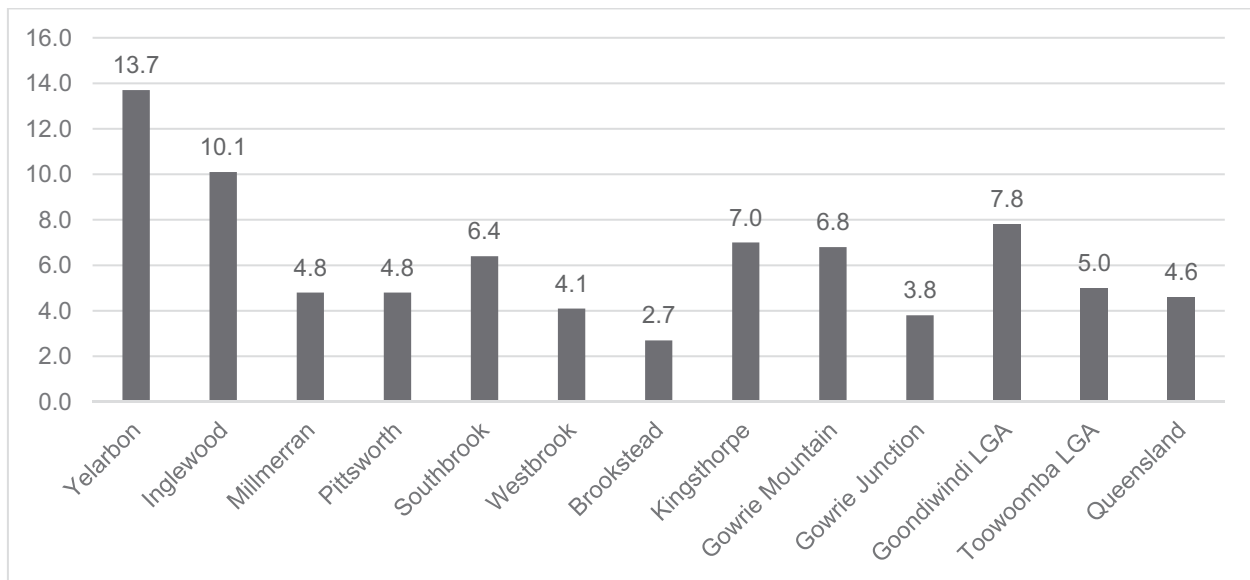


Figure 5.3: Aboriginal and Torres Strait Island population, 2021 – SAL, LGA and Queensland (percentage)

Source: ABS Census 2021b

Select social indicators have been derived from QGSO analysis for DTATSIPCA, as detailed in Table 5.6. Of note:

- The percentage of Indigenous residents aged 0-14 years was 37.7 per cent in the Toowoomba LGA (double the percentage for non-Indigenous residents) and 35.5 per cent in the Goondiwindi LGA, substantially higher than the 19.5 per cent for non-Indigenous residents
- The percentage of Indigenous residents aged 65 years and over was 5.0 per cent in the Toowoomba LGA (one quarter of the equivalent percentage for non-Indigenous residents) and 8.6 per cent in the Goondiwindi LGA, substantially lower than the 20.6 per cent for non-Indigenous residents
- 31.9 per cent of Indigenous children in the Toowoomba LGA and 37.0 per cent of Indigenous children in the Goondiwindi LGA were members of jobless families, respectively more than 20 percentage points higher than children in non-Indigenous families in the Toowoomba LGA, and 30 percentage points higher than for non-Indigenous children in the Goondiwindi LGA
- The prevalence of disability was slightly higher for Indigenous people, at 9.3 per cent in the Toowoomba LGA (compared with 7.2 per cent for non-Indigenous people), and 8.1 per cent in the Goondiwindi LGA, compared with 5.6 per cent for non-Indigenous people.

The high percentages of Indigenous young people, coupled with lower Indigenous educational attainment and employment participation rates (Section 5.4.2) make it particularly important that the Project's education, training and employment opportunities include a focus on Indigenous people in the SIA study area.

Employment opportunities for Indigenous adults are also a priority, as the percentages of children in jobless families are high, and because employment supports households' health and wellbeing.

Table 5.6: Indigenous and non-Indigenous social indicators, Goondiwindi LGA and Toowoomba LGA, 2021

Population	Aged 0-14 years	Aged 65 years and over	Children in jobless families	People with disability
Toowoomba LGA – Indigenous people	37.7	5.0	31.9	9.3
Toowoomba – non-Indigenous people	18.8	20.2	11.3	7.2
Goondiwindi LGA – Indigenous people	35.5	8.6	37.0	8.1
Goondiwindi LGA- non-Indigenous people	19.5	20.6	7.0	5.6

Source: DSDSATSIP, 2023, based on ABS Census 2021 data. Note: The ATSIP functions have recently been moved to the Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts (DTATSIPCA), while Seniors and Disability Services are now part of the Department of Child Safety, Seniors and Disability Services (DCSSDS).

5.2.4 Families and households

Family types

The family composition in the SIA study area differs to that which is typical for Queensland, in that couple families with no children at home are more highly represented in Goondiwindi LGA and Toowoomba LGA (43.4 per cent and 42.8 per cent respectively) compared with the Queensland average of 40.3 per cent. Couples with children represented 40.1 per cent of Goondiwindi families and 38.9 per cent of Toowoomba families, slightly lower than the Queensland average of 41.2 per cent. Sole parent families represented 15.1 per cent of families in the Goondiwindi LGA and 16.7 per cent of Toowoomba LGA families, slightly lower than the Queensland average of 16.8 per cent.

Yelarbon (53.4 per cent) and Gowrie Mountain (59.7 per cent) had particularly high proportions of families with no children. This reflects the higher median ages in these two communities (Section 5.2.5).

Westbrook (53.4 per cent) and Gowrie Junction (50.9 per cent) had the highest proportions of couple families with children (Figure 5.4). Representation of lone parent families varies between communities, with higher proportions in Inglewood (26.4 per cent) and Brookstead (20.0 per cent), compared with the Queensland average (16.8 per cent).

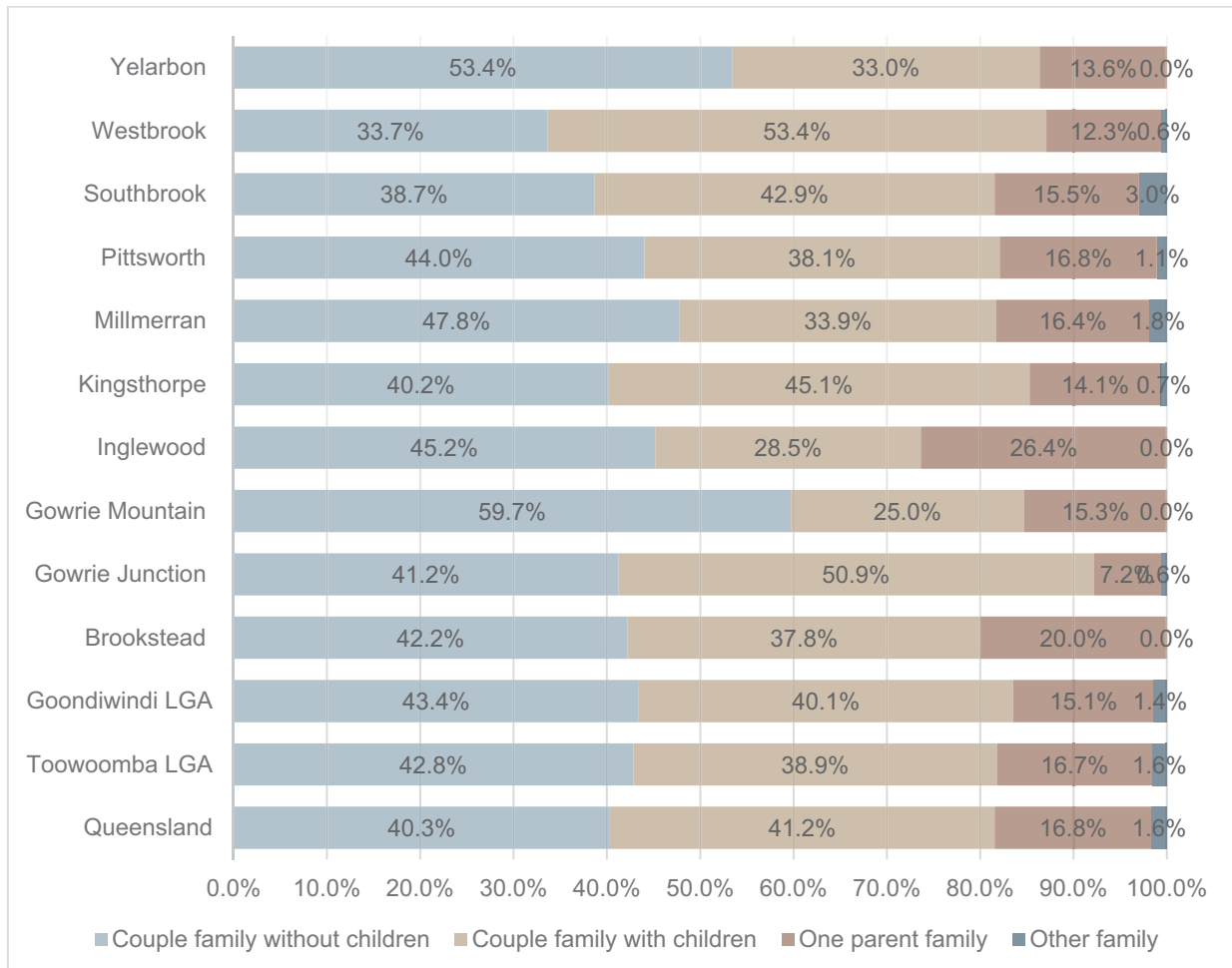


Figure 5.4: Family Composition, 2021 – State Suburb (Code), LGA and Queensland (percentage)

Source: ABS Census 2021a – General community profiles

Household type

Family households were the most common household type across the SIA study area, but at slightly lower levels than for Queensland (Figure 5.4 and Table 5.7). In Goondiwindi LGA, 68.9 per cent of households were families, slightly lower than Toowoomba at 69.5 per cent, with both lower than Queensland's 71.0 per cent. The highest proportions of family households were in Westbrook (86.6 per cent) and Gowrie Junction (86.8 per cent).

The Toowoomba LGA and Goondiwindi LGA had higher proportions of lone person households than the Queensland average (27.4 per cent, 28.1 per cent, 24.7 per cent respectively). Inglewood had the largest proportion of lone person households (36.7 per cent), and the proportion of lone person households was also high in Millmerran (31.1 per cent).

Proportions of group households were lower than the Queensland average (4.3 per cent) in each community except Yelarbon (5.6 per cent). Household numbers for Queensland are not provided, in the interests of table presentation.

Table 5.7: Household Type 2021 – SAL, LGA and Queensland (percentage)

Area	Family households		Group households		Lone person households		Total households ^(a)
	Number	%	Number	%	Number	%	Number
SAL							
Brookstead	43	74.1	0	0	15	25.9	58
Gowrie Junction	617	86.8	12	1.7	82	11.5	711
Gowrie Mountain	74	84.1	3	3.4	11	12.5	88
Inglewood	246	61.3	8	2	147	36.7	401
Kingsthorpe	591	81.4	13	1.8	122	16.8	726
Millmerran	380	66.7	13	2.3	177	31.1	570
Pittsworth	832	71.0	22	1.9	318	27.1	1,172
Southbrook	156	79.2	7	3.6	34	17.3	197
Westbrook	1,198	86.6	23	1.7	162	11.7	1,383
Yelarbon	86	68.3	7	5.6	33	26.2	126
LGA							
Toowoomba LGA	44,912	69.5	2,019	3.1	17,717	27.4	64,648
Goondiwindi LGA	2,589	68.9	114	3	1,056	28.1	3,759

Source: ABS Census 2021a Note: (a) Other household includes visitors and non-classifiable households

5.2.5 Demographic characteristics

Age

The Toowoomba LGA population's median age in 2021 was 39 years, having increased by one year during 2016-2021. This was one year more than the Queensland average (38 years in 2021) (Table 5.8).

In the Goondiwindi LGA, the median age remained stable at 40 years during 2016-2021.

The SIA study area's Indigenous population was much younger than the general population. In the Toowoomba LGA, the median age of Indigenous people was 20 years in 2021, up from 19 years in 2016, but considerably lower than the median of 39 years for the general population. In the Goondiwindi LGA the median age was 22 years in 2021, down from 20 years in 2016, and also considerably lower than the median of 40 years for the general population (ABS, 2021a).

Some communities have notably older populations, including Inglewood and Gowrie Mountain, which both had median ages of 49 years in 2021, closely followed by Yelarbon (48 years) and Millmerran (45 years). Seniors make considerable contributions to local communities, however ageing populations can have implications for health and housing provision, and may have greater difficulty adjusting to change.

Median ages were lower than the Queensland median age in the more urban SALs of Gowrie Junction (37 years), Kingsthorpe (35 years) and Westbrook (33 years).

Brookstead saw the largest increase in median age between 2016 and 2021 (of five years) followed by Gowrie Mountain and Yelarbon which both saw increases of four years. Kingsthorpe was the only SAL which experienced a decrease in its median age (of two years) between 2016 and 2021.

Table 5.8: Median Age, 2011, 2016 and 2021 and change (years)

Statistical Area	Median age (years) 2016	Median age (years) 2021	Change 2016 – 2021
SAL			
Brookstead	36	41	5
Gowrie Junction	36	37	1
Gowrie Mountain	45	49	4
Inglewood	48	49	1
Kingsthorpe	37	35	-2
Millmerran	43	45	2
Pittsworth	43	43	0
Southbrook	42	42	0
Westbrook	32	33	1
Yelarbon	44	48	4
LGA			
Goondiwindi	40	40	0
Toowoomba	38	39	1
Queensland	37	38	1

Source: ABS Census 2021a

Gender

Male to female ratios were reasonably even throughout the SIA study, area as detailed in Table 5.9. The Goondiwindi LGA had a slightly higher representation of males than the Toowoomba LGA or Queensland (at 50.1 per cent, compared with 48.4 per cent and 49.3 per cent respectively).

The largest variation was seen in Brookstead where 53.1 per cent of the population were female and 46.9 per cent were male.

Table 5.9: Gender, 2021 (percentage)

Statistical Area	Male (% of total)	Female (% of total)
SAL		
Brookstead	46.9	53.1
Gowrie Junction	51.0	49.0
Gowrie Mountain	50.9	49.1
Inglewood	50.7	48.3
Kingsthorpe	50.0	50.0
Millmerran	49.5	50.5
Pittsworth	48.8	51.2
Southbrook	48.4	51.6
Westbrook	48.7	51.3
Yelarbon	50.8	49.2
Local Government Area		
Goondiwindi	48.4	52.0
Toowoomba	50.1	49.9
Queensland	49.3	50.7

Source ABS Census 2021a

Table 5.10 shows the SIA study area's representation of age groups that are potentially more vulnerable than others to changing social conditions, including children, young people and seniors.

Children under 15 years are represented in both LGAs at levels slightly higher than the Queensland average (20.9 per cent of Goondiwindi LGA's population, and 19.6 per cent of the Toowoomba LGA's population, compared with the Queensland average of 18.7 per cent). The more urban SALs where there were higher percentages of people aged less than 15 years included Kingsthorpe (24.5 per cent), Westbrook (25.6 per cent) and Gowrie Junction (24.6 per cent). Gowrie Mountain had the lowest percentage of children at 16.2 per cent.

The percentages of young people between 15 and 24 years, who are of an age to study, train or start their careers, were lower than the Queensland average in Goondiwindi LGA (10.6 per cent compared with 12.4 per cent), but slightly higher in the Toowoomba LGA at 12.6 per cent. This is likely due to the number of senior school and higher education facilities available in Toowoomba.

Percentages of young people were higher than the Queensland average of 12.4 per cent in Brookstead at 14.8 per cent (acknowledging that there were only 27 Brookstead residents in this age cohort), Westbrook at 13.4 per cent and Yelarbon at 12.5 per cent (which also had a small youth population at 39 people). Percentages of young people between 15 and 24 years were lower than the Queensland average in other SALs, and lowest in Inglewood (7.8 per cent) and Millmerran (9.3 per cent).

Percentages of people over the age of 65 years were higher than the Queensland average of 17.0 per cent in Inglewood (24.6 per cent), Gowrie Mountain (24.3 per cent), Millmerran (25.0 per cent) and Pittsworth (26.1 per cent), and highest in Yelarbon (26.5 per cent). Lone person households were also highly represented in Inglewood, Millmerran and Yelarbon, suggesting that many of these older people may be living alone. This is an important factor to consider when considering their ability to adapt to change.

Table 5.10: Selected Age Groups, 2021 (number and percentage)

Statistical Area	<15 yrs No.	15-24 yrs No.	>65 yrs No.	People	<15 yrs (% of total)	15-24 yrs (% of total)	>65 yrs (% of total)
SAL							
Brookstead	33	27	18	182	18.1	14.8	9.9
Gowrie Junction	552	262	260	2,242	24.6	11.7	11.6
Gowrie Mountain	36	24	54	222	16.2	10.8	24.3
Inglewood	174	73	230	936	18.6	7.8	24.6
Kingsthorpe	528	236	291	2,159	24.5	10.9	13.5
Millmerran	274	144	387	1,545	17.7	9.3	25.0
Pittsworth	678	387	861	3,300	20.5	11.7	26.1
Southbrook	137	75	104	626	21.9	12.0	16.6
Westbrook	1,128	589	447	4,408	25.6	13.4	10.1
Yelarbon	58	39	83	313	18.5	12.5	26.5
Total	3,598	1,829	2,735	15,933	22.6	11.5	17.2
LGA							
Goondiwindi	2,154	1,088	2,013	10,310	20.9	10.6	19.5
Toowoomba	33,906	21,898	33,740	173,204	19.6	12.6	19.5
Queensland					18.7	12.4	17.0

Source: ABS Census, 2021a

Level of education completed

Data on the level of school education completed are provided in Table 5.11. Percentages of Toowoomba LGA and Goondiwindi LGA residents who did not go to school or finished school by Year 8 were slightly higher than the Queensland average (6.7 per cent, 7.6 per cent and 4.4 per cent respectively) in 2021.

Year 10 was the highest level of schooling completed for 29.1 per cent of the Toowoomba LGA population and 31.7 per cent of the Goondiwindi LGA population, (higher than the Queensland average of 24.6 per cent).

Percentages of people who attained Year 11 or 12 were consequently lower than the Queensland average of 63.6 per cent in both Toowoomba LGA (57.5 per cent) and Goondiwindi LGA (50.3 per cent).

The lower levels of educational attainment may be the result of greater proportion of seniors (education is more accessible to recent generations) and the higher percentages of residents employed in farming and trades which require on non-school qualifications and skills learnt on the job.

Table 5.11: Highest level of schooling completed, Toowoomba LGA and Goondiwindi LGA, 2021 (number and percentage)

LGA	Did not go to school, or Year 8 or below		Year 9 or 10 or equivalent		Year 11 or 12 or equivalent		Total ^(a)
	number	%	number	%	number	%	number
Toowoomba	8,859	6.7	38,545	29.1	76,197	57.5	132,603
Goondiwindi	597	7.6	2,496	31.7	3,970	50.3	7,885
Queensland	178,101	4.4	989,350	24.6	2,554,330	63.6	4,017,211

Source: QGSO Regional Profiles, 2022a, based on ABS Census of Population and Housing 2021 data (ABS, 2021)

Non-school qualifications by level of education, 2021

Overall, there is a lower attainment of tertiary and vocational qualifications evident in the SIA study area compared with Queensland.

Table 5.12 shows that in 2021, a relatively low proportion of the population in the Goondiwindi LGA (12.1 per cent) had obtained a bachelor's degree or higher, while Toowoomba's proportion (19.0 per cent) was closer to the Queensland average (22.9 per cent).

Similarly with Advanced Diploma or Diploma qualifications, the Goondiwindi and Toowoomba LGAs had slightly lower proportions of people who held these qualifications (at 6.7 per cent and 8.7 per cent respectively), compared with Queensland at 9.4 per cent.

Proportions of people who held Certificates (vocational qualifications) approached the Queensland average (22.1 per cent) in the Goondiwindi LGA (at 21.2 per cent) and were higher than the Queensland average in the Toowoomba LGA (at 23.4 per cent), the reflecting the need for vocational qualifications of use in the agricultural, construction and human service industries in the SIA study area.

Table 5.12: Non-school Qualifications, 2021 (number and percentage)

Statistical Area	Bachelor's degree or higher		Advanced diploma or diploma		Certificate Level 3 or 4	
	No.	(% of total)	No.	(% of total)	No.	(% of total)
Goondiwindi LGA	982	12.1	550	6.7	1,732	21.2
Toowoomba LGA	26,441	19.0	12,153	8.7	32,652	23.4
Queensland	918,466	21.9	395,615	9.4	927,894	22.1

Source: ABS Census 2021a

Disability

The ABS Census indicator ‘need for assistance with core activities’ measures the number of people with a profound or severe core activity limitation (disability). Goondiwindi LGA had a lower percentage of people who need assistance (5.6 per cent) compared with the Queensland average (6.0 per cent), while the Toowoomba LGA’s percentage was higher at 7.0 per cent (Figure 5.5). The Toowoomba LGA’s higher percentage reflects its median age, which is slightly higher than the Queensland median age, as well as the opportunities for participation, service access and employment that are available in Toowoomba compared with Goondiwindi.

. The SALs with higher percentages of people needing assistance reflect those with older populations, including Yelarbon which had the highest percentage at 9.9 per cent, and Millmerran and Pittsworth where 9.3 per cent of the population had need for assistance.

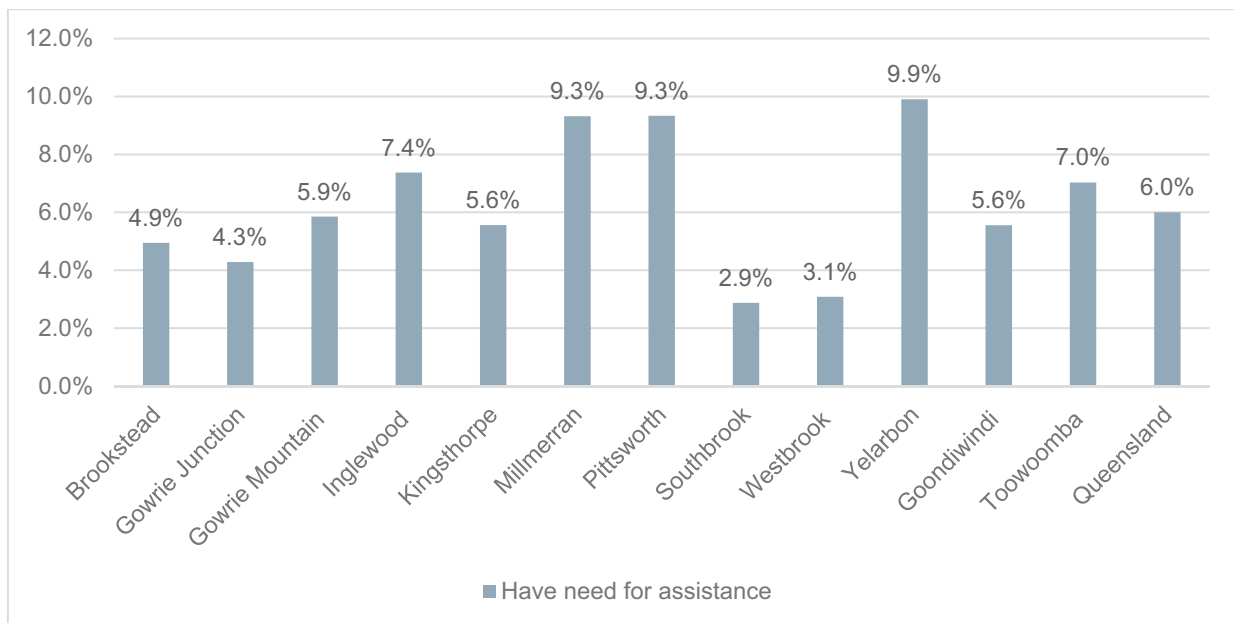


Figure 5.5: Need for Assistance with Core Activities, 2021 (percentage)

Source: ABS Census 2021 – Community profiles

Incomes

Most communities across the SIA study area have lower median household incomes than is typical for Queensland. In 2021, median household weekly incomes in the Goondiwindi and Toowoomba LGAs (\$1,394 and \$1,461 respectively) were lower than the Queensland median (\$1,675), as shown in Figure 5.6. Incomes were differentiated by proximity to Toowoomba City, with higher median weekly household incomes in Westbrook (\$2,196), Gowrie Junction (\$2,164) and Gowrie Mountain (\$1,708), while the rural communities had lower median household incomes compared with the Queensland median.

The communities where median weekly household incomes were particularly low include Inglewood (\$952) and Yelarbon (\$954), reflecting their older median ages, relative affordability of housing and distance from employment opportunities in the centres of Goondiwindi and Toowoomba.

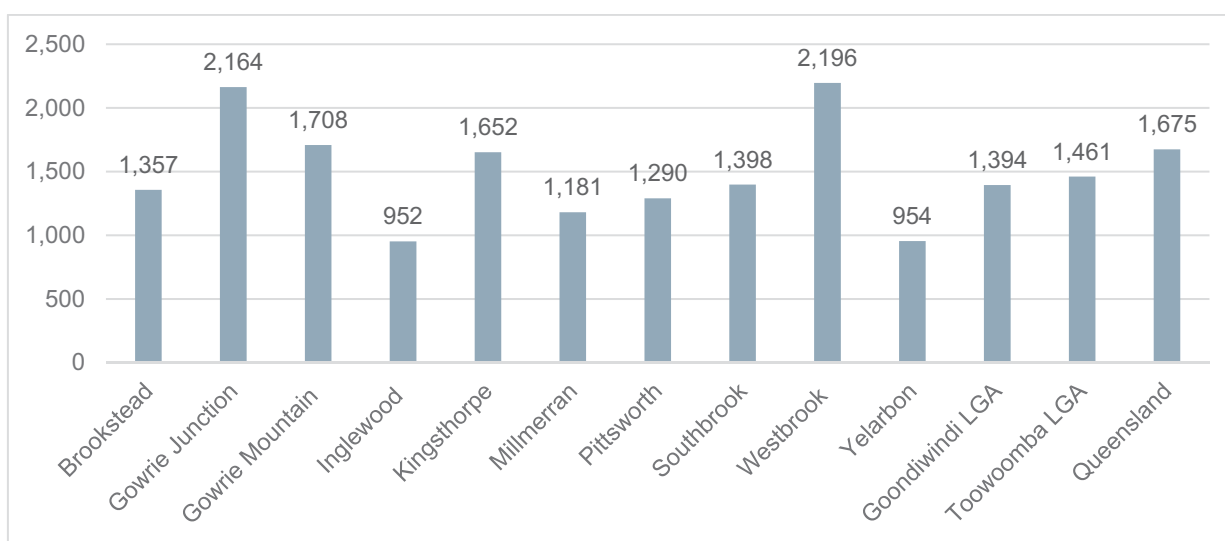


Figure 5.6: Median Weekly Household Incomes, 2021 (SAL, LGA and Queensland)

Source: ABS Census 2021a

5.2.6 Socio-economic indices

SEIFA indices are calculated by the ABS to provide areas-based scores that measure levels of social resources within different geographies. There are four SEIFA indices which use Census data for a range of variables which are specific to each index. SEIFA scores for areas are compared to the standardised baseline (State, i.e. Queensland) score of 1,000. The scores are also clustered into deciles (ten per cent bands) and ranked within their State or Territory, so that relativity with other areas can be understood (ABS, 2016).

As outline in 5.2.1, lower scores, lower decile levels and lower rankings indicate lower levels of social resources, and therefore more potential for social disadvantage. Higher scores indicate the converse, i.e. people in areas with higher scores are relatively advantaged.

SEIFA indices used in this report include:

- Index for Relative Socio-economic Advantage and Disadvantage
- Index of Education and Occupation.

SEIFA IRSAD and IEO indices are reported here for SALs representing potentially impacted communities and LGAs, to reveal relativities between communities and regions (Table 5.13)

Index of Relative Socio-Economic Advantage and Disadvantage

The SEIFA IRSAD measures both socio-economic advantage and disadvantage in terms of peoples' access to material and social resources, and their ability to participate in society (ABS SEIFA, 2016). Examples of variables which comprise the IRSAD index include income levels, percentage of children in families with jobless parents, housing costs and vehicle ownership.

At the regional level, the IRSAD Index scores indicate that Goondiwindi LGA and Toowoomba LGA had less potential for disadvantage compared with other Queensland LGAs in 2021. Goondiwindi had an IRSAD score of 938 and fell within Decile 6 (as measured within Queensland), with a ranking of 45 of 77 Queensland LGAs. Consistent with Toowoomba LGA's higher median income, more diverse economy and higher level of non-school qualifications, the Toowoomba LGA's IRSAD score was 959, which fell within Decile 7, with a ranking of 55 within Queensland.

IRSAD scores for SALs in 2021 show distinct variability between potentially impacted communities. Gowrie Junction and Westbrook had higher scores than the Queensland baseline (1,000), with both falling within Decile 8 in Queensland. IRSAD scores for Brookstead and Gowrie Mountain were also above the Queensland median (in Deciles 6 and 7 respectively). The other six SALs fell below the Queensland median. Southbrook and Kingsthorpe were both within Decile 4, Pittsworth was in Decile 3, Millmerran was in Decile 2, and Inglewood and Yelarbon were both in Decile 1. This demonstrates the potential for socio-economic disadvantage in local communities, with Yelarbon, Inglewood and Millmerran of particular concern, and reflects lower median incomes, low levels of educational attainment and less housing security in these communities.

Index of Education and Occupation

The IEO is designed to reflect the educational and occupational level of communities. A low score indicates relatively lower education and occupation status (e.g. many people without qualifications and/or or many people in low skilled occupations, or who are unemployed). A high score indicates relatively higher education and occupation status (e.g. many people with higher education qualifications and/or in highly skilled occupations) (ABS, 2016). Examples of variables which comprise the IEO index include school year attainment, percentages of people with Certificate qualifications, occupational skills level classifications, and unemployment levels.

As with the IRSAD, both Toowoomba and Goondiwindi LGAs are advantaged in terms of skills, education and employment access (Table 5.13) compared with many other Queensland LGAs. Toowoomba LGA fell within Decile 9 and was ranked at 69 of 77 LGAs, reflecting higher median incomes in the urban areas of the LGA, access to education and training options, and the existence of employers such as the University of Southern Queensland, hospitals and schools in Toowoomba (Section 5.4).

Goondiwindi LGA fell within Decile 6, and was ranked 46 of 77 Queensland LGAs. This reflects its labour force participation levels, percentages of people in skilled occupations and percentages of people with Certificate qualifications (Section 5.4).

At the SAL level, Brookstead had the highest score (967) and fell within Decile 7, while Gowrie Mountain had a similar score at 965 and fell within Decile 6, however the small populations of these two communities may have influenced the index's validity.

Scores for the more populous SALs of Gowrie Junction and Westbrook were higher than for the rural communities, at 958 and 957 respectively, falling within Decile 6, and reflecting higher incomes, better access to education and training opportunities, and more diverse employment options than are available in the rural communities.

Similarly to the IRSAD scores, the more rural communities had much lower IEO scores and were below the Queensland median. Again, Yelarbon, Inglewood and Millmerran had the lowest scores, and all fell within Decile 1. Pittsworth fell within Decile 2, Kingsthorpe within Decile 3 and Southbrook within Decile 4. This reflects lower educational attainment levels, lower incomes and limited diversity in employment options in these communities.

Table 5.13: SEIFA Index of Relative Socio-Economic Advantage and Disadvantage and Index of Education and Occupation, 2021 – SAL and LGA

Statistical Area	Relative Socio-economic Advantage and Disadvantage			Index of Education and Occupation		
	Score	Decile	Rank (Qld)	Score	Decile	Rank (Qld)
		Within QLD	of 3,083 SALs in QLD		Within QLD	of 3,083 SALs in QLD
Brookstead	971	6	1,622	967	7	1,873
Gowrie Junction	1,014	8	2,358	958	6	1,707
Gowrie Mountain	994	7	2,055	965	6	1,806
Inglewood	833	1	128	820	1	83
Kingsthorpe	945	4	1,121	896	3	680
Millmerran	878	2	369	851	1	205
Pittsworth	919	3	744	888	2	552
Southbrook	949	4	1,200	919	4	1,012
Westbrook	1,003	8	2,177	957	6	1,693
Yelarbon	831	1	123	806	1	51
		Within QLD	of 77 QLD LGAs		Within QLD	of 77 QLD LGAs
Goondiwindi LGA	938	6	45	921	6	46
Toowoomba LGA	959	7	55	959	9	69

Source: ABS, 2023b – Socio-Economic Indexes for Australia (SEIFA), 2021 – SAL and LGA

Note: "Ran" refers to ranking within Queensland. Deciles also refers to deciles within Queensland.

Internet access

'Access to the internet at a dwelling' was not included as a question in the ABS Census of Population and Housing 2021 (ABS, 2021), so the following data are derived from the 2016 Census and refer to State Suburbs (equivalent to SALs).

Half of the State Suburbs in the SIA study area had relatively high levels of access to the internet from a dwelling when compared with the Queensland average of 85.8 per cent (Table 5.14). They included suburbs closest to Toowoomba, i.e. Gowrie Mountain, Westbrook, Gowrie Junction, Brookstead and Kingsthorpe. State suburbs with lower percentages of people who accessed the internet from a dwelling included Yelarbon (56.8 per cent), Inglewood (65.4 per cent) and Millmerran (72.2 per cent).

At the regional level, both Toowoomba LGA and Goondiwindi LGA had lower percentages of people who accessed the internet from a dwelling than the Queensland average, at 74.8 per cent of the population in the Goondiwindi LGA, and 82.6 per cent in Toowoomba, compared with 85.8 per cent for Queensland.

The percentages of populations who now access the internet is likely to be higher than these 2016 percentages given greater access to smartphones and other devices, but is still likely to be lower than the Queensland average, given the older age profile and lower median incomes in the more rural communities.

Consultation feedback indicates that there are many internet 'blackspots' in the SIA study area, which hampers communication and the attraction of new businesses and residents.

Table 5.14: Access to the Internet, 2016 (percentages)

Statistical Area	Internet accessed from dwelling (% of total)	Internet not accessed from dwelling (% of total)
Brookstead	89.9	8.7
Gowrie Junction	92.0	8.3
Gowrie Mountain	96.2	13.9
Inglewood	65.4	33.8
Kingsthorpe	87.0	12.4
Millmerran	72.2	28.5
Pittsworth	76.5	23.0
Southbrook	82.9	17.1
Westbrook	92.6	7.2
Yelarbon	56.8	46.2
Goondiwindi LGA	74.8	25.2
Toowoomba LGA	82.6	17.4
Queensland	85.8	14.1

Source: ABS Census 2016a

5.2.7 Travel behaviour

Transport networks

The main road networks in the SIA study area are the Cunningham, Warrego and Gore Highways, which are part of the national highway network providing connections between Melbourne and Brisbane and are key road-based freight routes.

The Cunningham Highway passes through the south eastern part of the SIA study area, linking the Darling Downs region with the urbanised outskirts of Ipswich (via Warwick), and in proximity to the Project between Yelarbon and Inglewood.

The Gore Highway links Goondiwindi and Toowoomba, running through the west/north-western part of the SIA study area and in proximity to the Project between Millmerran and north of Southbrook.

The Warrego Highway connects southwestern Queensland communities with coastal areas and is the key access route in the northern part of the SIA study areas.

The South Western Line operates from Warwick westward to Dirranbandi in south west Queensland, via Inglewood and Goondiwindi. Passenger services are no longer operated, but the line is still used for freight transport as far as Thallon, 148 km west of Goondiwindi.

Public transport

Consistent with its regional location, there are no public transport services in the SIA study area outside of Toowoomba. Commercial bus services operated by Bus Queensland and Crisps Coaches provide daily services between Goondiwindi and Toowoomba. TransLink has contracts with coach services around rural and remote Queensland. Beyond these services, reliance is on private transport for mobility.

School bus services operate on eight routes in the potentially impacted communities, servicing the towns and suburbs of Gowrie Junction, Kingsthorpe, Westbrook, Brookstead, Pittsworth, Southbrook, Millmerran, Inglewood, Yelarbon and Goondiwindi.

Vehicle ownership

Given its rural and regional setting, there is a high dependency on private vehicles in the SIA study area. Not surprisingly, vehicle ownership levels are higher than is typical for Queensland in each potentially impacted communities (Table 5.15), with the exception of Yelarbon and Inglewood, where the average number of motor vehicles per dwelling equals the Queensland average (1.9 vehicles per dwelling). The number of motor vehicles per dwelling in other potentially impacted communities ranged between 2.1 and 2.7. Toowoomba LGA's average number of motor vehicles per dwelling was equal to the Queensland average, while Goondiwindi's average number was higher at 2.1, reflecting its relative isolation.

Between 2016 and 2021, the average number of motor vehicles per dwelling increased in every community except Yelarbon, indicating ongoing reliance on private transport in the absence of other options.

Table 5.15: Vehicle Ownership, 2016 and 2021 (number per dwelling)

Statistical Area	Motor vehicles per dwellings	
	2016	2021
Brookstead	2.4	2.7
Gowrie Junction	2.3	2.6
Gowrie Mountain	2.2	2.7
Inglewood	1.7	1.9
Kingsthorpe	2.2	2.4
Millmerran	2.0	2.1
Pittsworth	1.9	2.1
Southbrook	2.4	2.5
Westbrook	2.3	2.5
Yelarbon	1.9	1.9
Goondiwindi LGA	2.0	2.1
Toowoomba LGA	1.9	1.9
Queensland	1.8	1.9

Source: ABS Census 2016 and 2021— Quickstats

Journey to work

The following data refer to employed people aged 15 years and over and their method of travelling to work on Census day in 2021 (Figure 5.7).

Consistent with the higher level of vehicle ownership, the percentage of people who travelled to work by car as a driver or passenger was higher than the Queensland average of 65.4 per cent, at 72.9 per cent in the Goondiwindi LGA and 75.5 per cent in the Toowoomba LGA. Ignoring the percentages of people who did not go to work on Census day, the next most common response to this question was 'working from home', given by 8.4 per cent of the Toowoomba LGA working population and 10.0 per cent of the Goondiwindi LGA working population. The Queensland average percentage of people working at home was higher at 14.1 per cent.

The percentage of people who walked to work was higher than the Queensland average of 2.6 per cent in both Goondiwindi LGA (5.7 per cent) and Toowoomba LGA (2.8 per cent) reflecting the availability of workplaces close to homes in these regional centres. Use of public transport to work was low at 0.5 per cent in each of the LGAs, compared with the Queensland average of 4.1 per cent, reflecting scant provision of public transport in most of the SIA study area.

Other means of travelling to work included by truck or bicycle, which accounted for less than 2.0 per cent of travel methods in both the LGAs and Queensland as a whole.

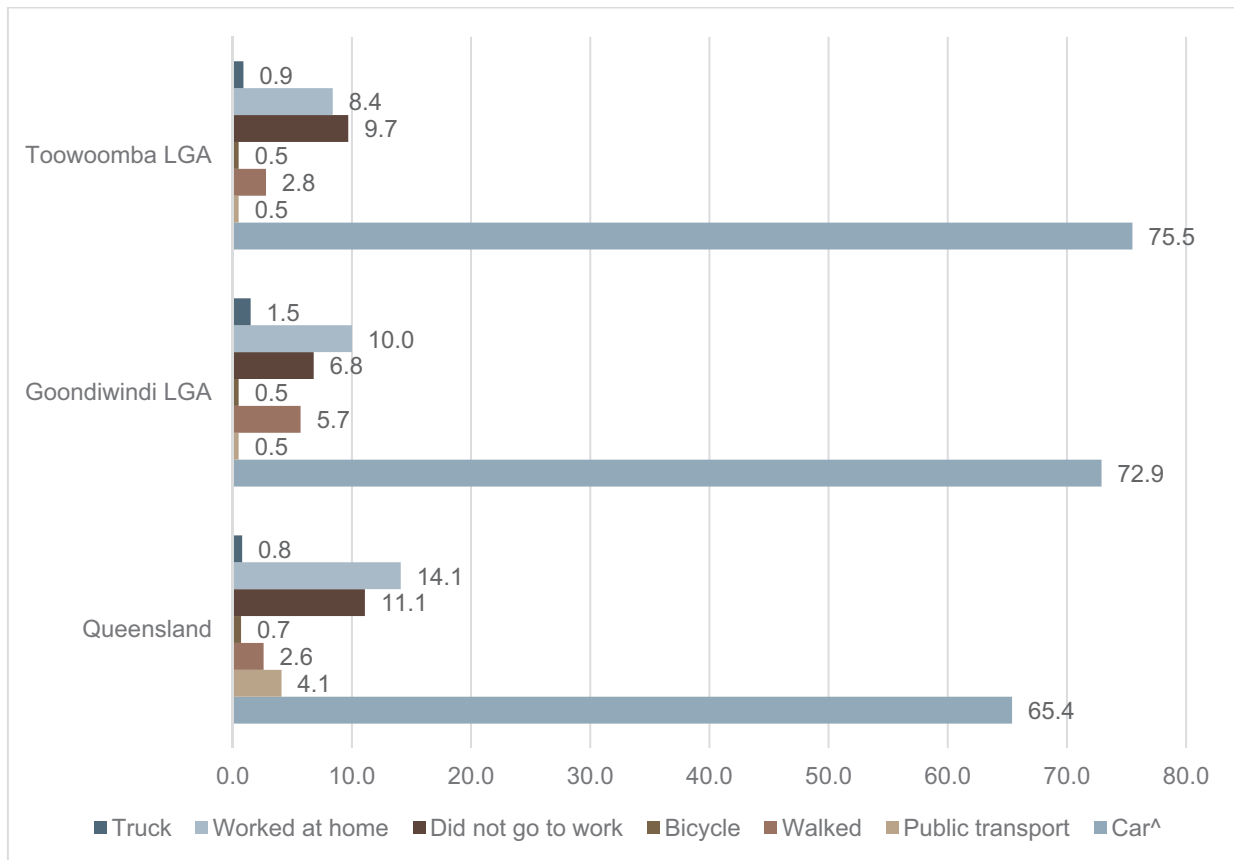


Figure 5.7: Journey to Work, 2021 – LGA and Queensland (percentage)

Source: ABS Census 2021 – Quickstats. Notes: ^ Includes car as driver or passenger.

Stock routes

Stock routes in Queensland are parcels of Crown land reserved under legislation for the use by travelling stock and provide pasture reserves for travelling or grazing stock. Their functions include allowing graziers access to a food source for cattle (which is particularly important during times of drought), environmental values, and access to markets (e.g. the Roma stockyards). The Project footprint interfaces with the Queensland stock route network in several locations, as detailed in Chapter 5: Project Description.

5.2.8 Summary of key demographic features

Analysis of socio-economic characteristics reveals the following features of local and regional populations:

- The Goondiwindi LGA's population was approximately 10,310 people in 2021, which was a decrease of 319 people or 3.0 per cent since 2016. By comparison, the Toowoomba LGA's population in 2021 was 173,204 people, and had increased by 12,425 people or 7.7 per cent since 2016. The total population for the SIA study area (Toowoomba and Goondiwindi LGAs) was approximately 183,514 people in 2021
- The largest of the potentially impacted communities was Westbrook, which had 4,408 people in 2021, followed by Pittsworth and Gowrie Junction (3,300 and 2,242 people respectively)

- Brookstead (182 people), Gowrie Mountain (222 people) and Yelarbon (313 people) had the smallest populations of the urban localities in 2021. The rural localities had populations ranging from 21 people in Canning Creek to 346 people in Wellcamp
- Generally, minor changes in population numbers were seen in most towns and localities between 2016 and 2021, however Yelarbon saw a decrease of approximately 14.7 per cent (to 313 people) and Brookstead saw a decrease of 18.8 per cent (to 182 people), while the urban areas of Kingsthorpe and Westbrook saw increases of 15.6 per cent and 13.6 per cent respectively
- The SIA study area had an Indigenous population of 9,480 people in 2021 (8,677 Indigenous people in the Toowoomba LGA and 803 Indigenous people in the Goondiwindi LGA)
- The percentage of people that identified as Indigenous was higher in Goondiwindi LGA (7.8 per cent) and Toowoomba LGA (5.0 per cent) compared with the Queensland average (4.6 per cent)
- At the LGA level, the Goondiwindi LGA's population is projected to decrease to approximately 9,183 people by 2046 (an average annual decrease of 0.5 per cent) while the Toowoomba LGA's population is anticipated to increase to more than 211,000 people over this period, with an average annual increase of 0.8 per cent
- The Toowoomba LGA population's median age in 2021 was 39 years, having increased by one year during 2016-2021. This was one year more than the Queensland median age (38 years in 2021). In the Goondiwindi LGA, the median age remained stable at 40 years during 2016-2021
- The percentages of young people between 15 and 24 years were lower than the Queensland average in Goondiwindi LGA (10.6 per cent, compared with 12.4 per cent), but slightly higher in the Toowoomba LGA at 12.6 per cent, likely due to the number of senior school and higher education facilities available in Toowoomba
- The SIA study area's Indigenous population was much younger than the general population at 20 years in the Toowoomba LGA and 22 years in the Goondiwindi LGA in 2021
- Family households are the most common household type in the Goondiwindi and Toowoomba LGAs in 2021, and couple families with no children are more highly represented, whereas in Queensland, couple families with children are more predominant
- The Toowoomba LGA and Goondiwindi LGA had higher proportions of lone person households than the Queensland average (27.4 per cent, 28.1 per cent, 24.7 per cent respectively)
- Goondiwindi LGA had a lower percentage of people who need assistance (5.6 per cent) compared with the Queensland average (6.0 per cent) but with a higher percentage in Yelarbon (9.9 per cent), while the Toowoomba LGA's percentage was higher at 7.0 per cent and highest in Millmerran and Pittsworth (both 9.3 per cent)
- Percentages of people who attained Year 11 or 12 were lower than the Queensland average of 63.6 per cent in both Toowoomba LGA (57.5 per cent) and Goondiwindi LGA (50.3 per cent)
- There is a lower level of attainment of tertiary and diploma qualifications in the SIA study area compared with Queensland average, but the percentage of people with certificates (vocational qualifications) was close to the Queensland average in both LGAs
- As indicated by SEIFA IRSAD scores, at the regional level, Goondiwindi LGA and Toowoomba LGA have less potential for disadvantage compared with other LGAs. However, potentially impacted communities including Yelarbon, Inglewood and Millmerran have higher potential for disadvantage compared with the nearby urban communities

- SEIFA IEO scores also indicate that Toowoomba and Goondiwindi LGAs are advantaged in terms of skills, education and employment factors, compared with many other LGAs in Queensland. IEO scores for potentially impacted communities followed a similar pattern to that shown in the IRSAD scores, with communities closer to Toowoomba having higher scores and rankings
- Given its rural and regional setting, there is a high dependency on private vehicles for travel in the SIA study area.

5.3 Community values

5.3.1 Community inputs

SIA scoping survey

The SIA scoping survey undertaken at the start of the Project's SIA development in 2018 identified local community values by asking respondents from the study area to respond to a series of value statements. Figure 5.8 presents the weighted average of all community responses (n=107) about their community's identity, core values and resilience (based on a scale of 1= strongly disagree; 2= disagree; 3= neutral; 4= agree; and 5= strongly agree).

Given the small sample size from Goondiwindi LGA, average results by LGA have not been provided.

Of note from the SIA scoping survey results, the majority of study area respondents generally agreed that:

- Their community is family oriented and safe (both receiving an agreement average of 4.3 out of 5)
- The community sticks together when times are tough, and looks after its members (both with an average score of 4.1)
- Communities are harmonious and accepting different cultures and lifestyles (with average scores of 3.8 and 3.7 respectively).

Fewer respondents agreed their community was able to adapt to change (with a response average of 3.2 out of 5) indicating some concern about community resilience.

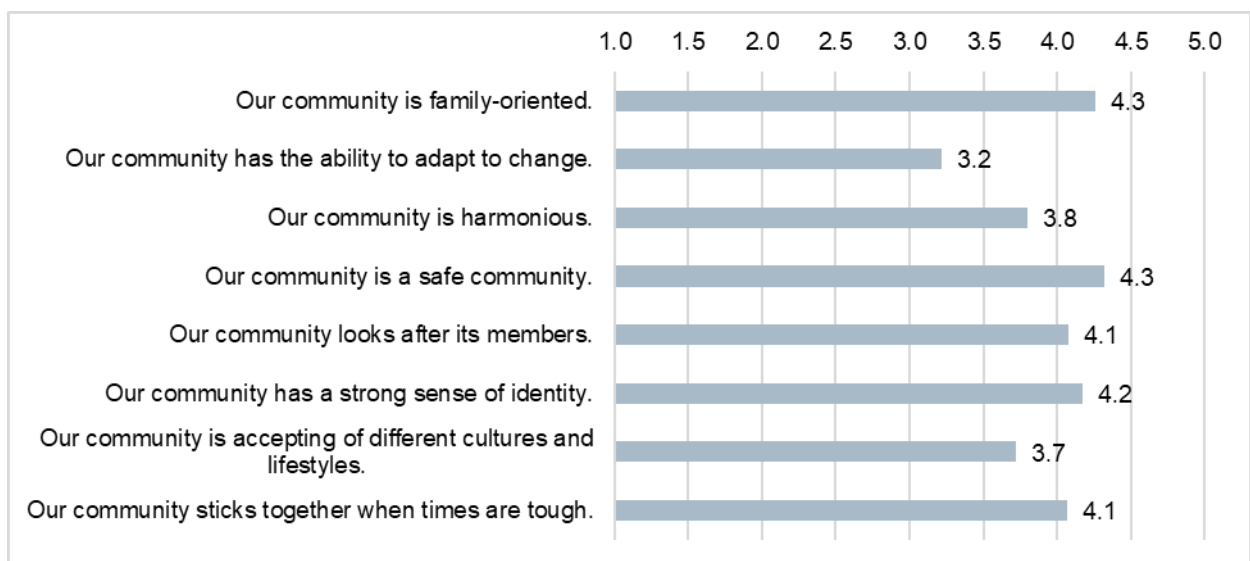


Figure 5.8: SIA scoping community survey – community values (average ratings)

When asked what things make communities in Goondiwindi LGA a valued and special place to live, Goondiwindi respondents emphasised the value of unique town characters, the natural environment and strong community identities, including:

- “Our community is a safe and caring place to raise a family and I am very proud of my community”
- “Our community has soil that is advantageous for agriculture, weather that is not too wet, highway access”
- “Accessible with the Cunningham Highway through town, town streets all sealed, clean town water, police station, fire brigade, men’s shed, and church groups”
- “People help each other and look out for each other”.

Toowoomba LGA respondents described a rural way of life, valued peace and quiet, an appreciation of local wildlife and picturesque surrounding environment, away from major towns and industry activity but within close proximity of main service hubs of Toowoomba and Brisbane. Below is a selection of representative comments made in relation communities within the Toowoomba LGA:

- “The majority of communities in or near the corridor are heavily focused on agriculture”
- “The area has substantial natural beauty and a wonderful climate”
- “People are unhurried and friendly”
- “As a rural residential community, we enjoy the quiet and quality of life that acreage living provides with close proximity to a major rural city. Love and protect the wildlife”
- “It is our place of retirement over the coming years”
- “I love my community because when times are tough, we all stick together and support those in need”
- “I feel like a member of the family with many people in my town...children have a happy and safe environment with a great little school”
- “It’s a great community offering all ages quality lifestyle and affordable housing. It’s a safe community. Surrounded by small farms that live harmoniously makes it a tranquil place. The town has little noise pollution so it is a place you can relax”.
- “It’s a friendly, relaxed community with good job opportunities, rich agricultural and resources sectors”
- “It’s a peaceful place to live and conduct our business, but we know we live in an ocean when it floods”.

Living in Place Survey - Liveability

ARTC has sponsored demographic researchers, id consulting Pty Ltd, to undertake an independent survey of community values, wellbeing, and liveability across the SIA study area. This survey, *Living in Place*, is a robust community survey that uses 16 standardised liveability attributes to determine community values and experiences, and calculate an overall liveability index for the SIA study area. The survey also explores the self-reported health and wellbeing characteristics of participants, and seeks suggestions for how to improve local quality of life.

The first survey was conducted in May 2022, with 744 participants from the SIA study area. The second survey was conducted in July 2023 with 836 participants from the SIA study area, including 632 Toowoomba LGA residents and 204 Goondiwindi LGA residents. A sample of 836 residents returns an error margin of +/- 3.4 per cent at a 95 per cent confidence interval. This means that, for example, when 73 per cent of participants across the Project area nominate 'feeling safe' among their top things that contribute most towards making somewhere a good place to live, we can be 95 per cent confident that the views of all residents as it relates to the importance of 'feeling safe' falls somewhere between 70 to 76 per cent (+/-3.4 per cent).

The *Living in Place* survey's Overall Liveability Index is calculated based on participants expressed values and lived experience in local areas. This calculation is made up of two rankings:

- Community Values: participants' ranked importance of each of the 16 liveability attributes (e.g. identifying the most important factors that make somewhere a good place to live)
- Community Experience: participants' ranked lived experience of each of the 16 attributes in their local area (e.g. whether participants experience these attributes positively or negatively in their local area).

The Overall Liveability Index derived from the SIA study area survey responses in 2023 was calculated at 55.8 out of a possible index score of 100. The study area's liveability index in 2023 was lower than the previous years' index of 61.8 in 2022, and also lower than the Queensland benchmark of 60.9 in 2023.

The liveability attributes that survey participants ranked as most important and needing improvement included 'feeling safe', 'affordable decent housing' and 'high quality health services'. The most important attributes needing to be maintained (rather than improved) in the SIA study area included 'access to the natural environment' and 'a strong sense of community'. Toowoomba LGA residents reported better local experiences for 'feeling safe' (4.6 out of 10) compared to those in Goondiwindi LGA (4.0). Goondiwindi LGA residents reported better local area experiences for 'a strong sense of community' (7.3) in comparison to those from Toowoomba LGA (6.0).

Key areas of concern to survey participants across the SIA study area are shown in Figure 5.9, noting changes between the 2022 and 2023 surveys. Of note:

- More SIA study area residents selected 'crime/law and order/violence/anti-social behaviour' among the top three issues facing their local area in 2023 (at 65 per cent) compared to 2022 (42 per cent)
- The community was also more worried about 'inflation/cost of living' (53 per cent in 2023, compared with 43 per cent in 2022)
- 'Petrol prices/fuel' and 'healthcare/hospitals' received fewer selections as top three issues in 2023 than in 2022
- Residents of Goondiwindi LGA were more concerned about 'crime/law and order/violence/antisocial behaviour' (73 per cent) than Toowoomba LGA residents (64 per cent)
- Concern about 'inflation/cost of living' was higher in the Toowoomba LGA than in the Goondiwindi LGA (54 per cent versus 41 per cent)
- Residents of Toowoomba LGA were also more concerned about 'housing/price of housing' than residents in the Goondiwindi LGA (47 per cent versus 31 per cent).

Further results regarding community perceptions about health and wellbeing are provided in Section 5.7.2

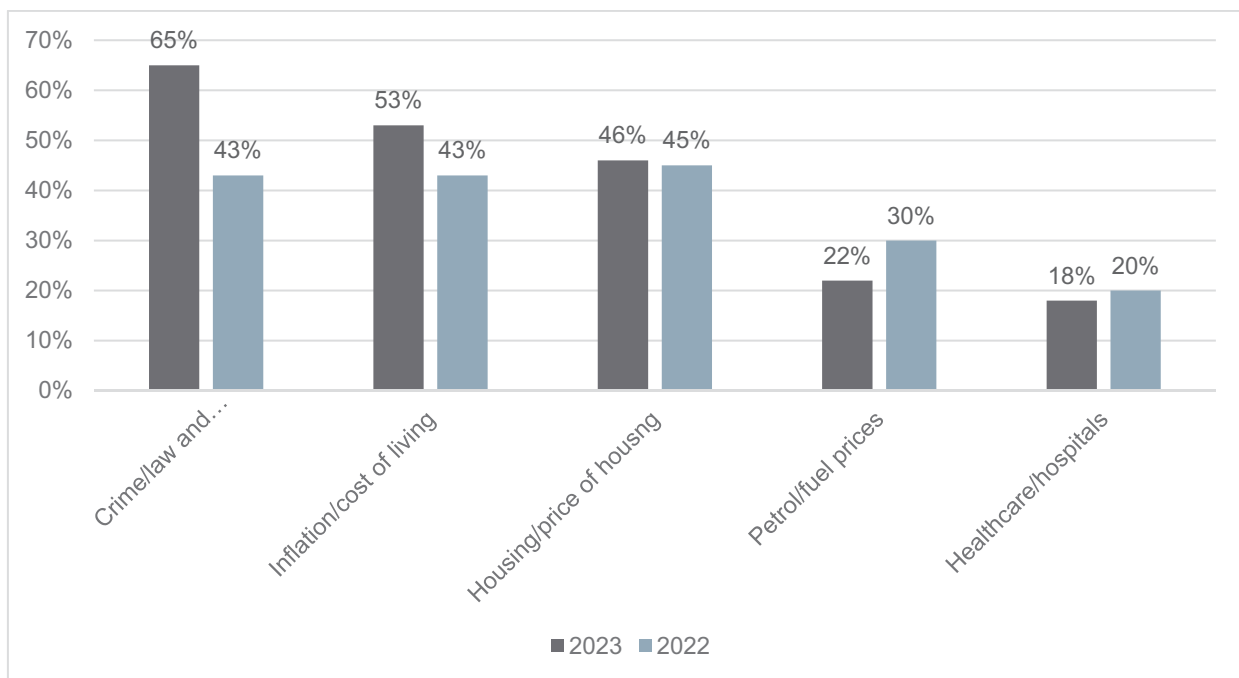


Figure 5.9: Living in Place, SIA Study area residents' key concerns 2022 and 2023

5.3.2 Cultural heritage

Aboriginal cultural heritage

The Traditional Owners of land on which the Project is proposed are Aboriginal people including Bigambul People, Western Wakka Wakka People and members of other Traditional Owner groups.

The Bigambul People's CHMP area extends from the north west of Inglewood, towards Whetstone following the existing south western rail system past Yelarbon, south to Macintyre River to the south east of Goondiwindi. ARTC has commenced a process with the Bigambul People to revise the CHMP.

Western Wakka Wakka People's CHMP area commences to the east of Toowoomba at Wards Hill, extending west and intersecting Gowrie Junction, stretching south west at Gowrie View where the area intersects the north west edge of Wellcamp airport, then intersecting the Gore Highway at Athol, where it then extends south west along the highway to Pampas.

There are no automatic Aboriginal parties in respect of the unclaimed area between the plan areas for the Bigambul People CHMP and the Western Wakka Wakka People CHMP, as there has not been a native title claim registered for this area since the commencement of the *Aboriginal Cultural Heritage Act 2003* (ACH Act) in April 2004. ARTC placed a public notice in a local newspaper, and then endorsed and engaged with each of the respondents to that notice on the basis that they were traditional Aboriginal parties for the purposes of Section 35 (7) of the ACH Act.

The Endorsed Aboriginal parties' CHMP area extends from Pampas to the south-east of Millmerran, adjacent to the eastern most edge of the Bringalily State Forest north west of Inglewood. Research is being undertaken by Queensland South Native Title Services to determine the possible native title applicants. For the purposes of the ACH Act, a group of five people was recognised under Part 7 of the ACH Act to speak for Country, negotiate a CHMP and assess and manage cultural heritage in the area.

As detailed in Chapter 19: Cultural Heritage, a search of the Department of Aboriginal and Torres Strait Islander Partnerships Aboriginal and Torres Strait Islander Register and Database indicated that there are eighteen reported indigenous cultural heritage sites within one kilometre of the Project footprint, including

artefact scatters, a scarred/carved tree, a cultural site, shell middens and a burial site. Chapter 19: Cultural Heritage discusses cultural heritage issues in detail.

SIA consultation with Aboriginal people identified concerns regarding cultural landscapes and heritage, including:

- Bigambul People are concerned about the effect of changes to landscape and flooding patterns on cultural values and cultural flows of water and uses. They are also concerned about the Project's potential to compromise places and areas of cultural heritage, and local areas that are valued by both Bigambul and non-Indigenous people.
- Gowrie Creek and Gowrie Mountain are culturally important areas for Western Wakka Wakka People, with Gowrie Creek an important site managed by the Western Wakka Wakka People
- Potential for the Project to affect cultural sites
- Concern about the cumulative effects that infrastructure projects (including Warrego Highway, Toowoomba Bypass and the proposed Inland Rail projects) have on the cultural landscape, in relation to making it more difficult for Aboriginal people to relate to the landscape.

Aboriginal cultural heritage will be managed under approved Cultural Heritage Management Plans (CHMPs), prepared in consultation with statutory Aboriginal parties.

Non-Indigenous cultural heritage

The cultural heritage values of local communities are highly valued by local residents. Within local communities, a wide range of community halls, churches, galleries, civic buildings and hotels are evidence of local cultural heritage. Museums such as the Millmerran Museum and the Pittsworth Pioneer Historical Village showcase the rich history of their districts, including a focus on agriculture, transport and social history.

Material cultural heritage in areas near to the Project includes non-operational railway sidings and stations, homesteads, sheds and outbuildings, at various locations along the Project alignment. Where structures and the remnants of structures are visible, they contribute to rural character. For residents who know the sites' history, this evidence of community history contributes to their sense of place.

Indigenous and non-Indigenous Cultural Heritage is discussed in detail in Chapter 19: Cultural Heritage. Potential Project impacts on aspects of cultural heritage as they relate to local values and character are discussed in Section 7.1.6.

5.3.3 Cultural diversity

As noted in Section 5.2.3, there were 9,480 Indigenous people living in the SIA study area in 2021. This community includes Traditional Owners' families and other Indigenous people who have moved to or were born in the SIA study area.

Cultural diversity in the SIA study area is also represented at a broad level by the percentages of people born in Australia, and the diversity of languages spoken.

The SIA study area as a whole is less culturally diverse than is typical in Queensland.

The percentage of people born in Australia was higher than the Queensland average of 71.4 per cent in all potentially impacted communities and both LGAs. The percentage of people born in Australia was lowest in Millmerran at 75.9 per cent (most closely approaching the Queensland average), and highest in Gowrie Junction at 90.6 per cent. The percentages of people who did not state their country of birth was generally lower in the more urban communities (e.g. 3.1 per cent in Westbrook, 3.2 per cent in Gowrie and 5.0 per cent in Westbrook), and higher in smaller rural communities (e.g. 10.0 per cent of the

population in Millmerran, 11.5 per cent in Brookstead and 9.6 per cent in Inglewood). As such, data on place of birth in the smaller communities should be treated with caution.

The most common countries of birth other than Australia were:

- In Toowoomba LGA, England (1.9 per cent), New Zealand (1.4 per cent) Iraq (1.3 per cent), India (1.1 per cent) and Philippines (0.9 per cent).
- In Goondiwindi LGA, New Zealand (1.0 per cent), Philippines (0.8 per cent), England (0.8 per cent), South Africa (0.6 per cent), and India (0.4 per cent).

Other than English, the most common languages spoken at home were:

- In Toowoomba LGA – Kurdish, Mandarin, Arabic, Nepali and Punjabi, with a total of 9.2 per cent of households using a language other than English at home
- In Goondiwindi LGA – Afrikaans, Mandarin, Punjabi, Filipino and Tagalog and Cantonese, with a total of 4.7 per cent of households using a language other than English at home (ABS, 20121 – Quickstats).

Percentages of households using a language other than English at home were lower than the Queensland average of 15.6 per cent.

The percentages of people with low proficiency in English were small, at 1.6 per cent in the Toowoomba LGA and 0.4 per cent in the Goondiwindi LGA, compared with 1.8 per cent for Queensland (QGSO, 2023).

Toowoomba has received attention in the media as a regional model of migrant settlement and is a Refugee Council of Australia ‘welcome zone’ i.e. recognised as an LGA has made a commitment in spirit to welcoming refugees into the community. This is likely to see increasing cultural diversity in future years. Consultations with local communities will need to consider the communication needs of these residents.

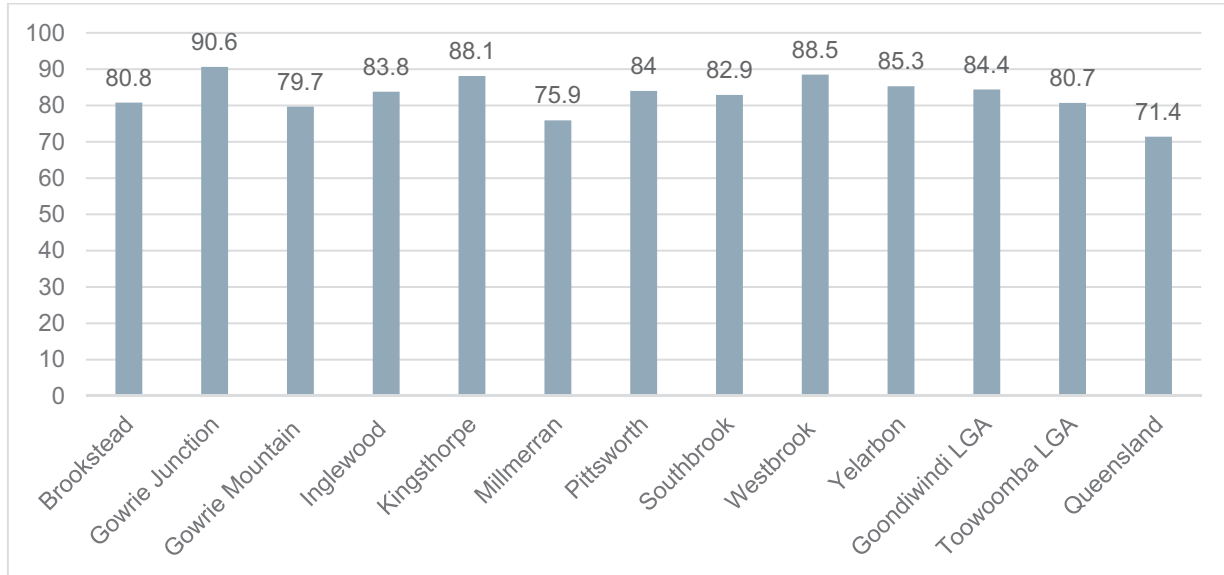


Figure 5.10: Percentage of residents born in Australia, SALs and LGAs, 2021

Source: ABS 2021 (Quickstats)

5.3.4 Amenity and lifestyle

Amenity refers to the use and enjoyment of private and public properties. Residential amenity in areas close to the Project footprint is characterised by:

- Low population density, enabling privacy and enjoyment of homes and the outdoors

- Rural land uses (e.g. rural residential, farming and grazing activities, and land and water management)
- Small towns, offering a relatively quiet lifestyle and local facilities that support community interaction
- Connections and mutual reliance between neighbours
- The rural and natural landscapes, characterised by hills, river plains, vegetation and vistas across rural land
- Strong identification with the Macintyre and Condamine rivers and their floodplains.

Community members near the Project footprint enjoy a rural lifestyle based on:

- A generally quiet environment
- Agriculture and small businesses as primary sources of livelihood
- Active, self-generated outdoor recreation (such as bike riding, horse riding and trail walking)
- Dependence on small towns to meet daily needs and social activities, and on regional centres (Goondiwindi and Toowoomba) for more specialised needs.

Other features of the social environment that support local quality of life include a clean and healthy environment, and access to local services and community events.

5.3.5 Community identity

Community identity is derived from elements including community history, land uses, special features and community characteristics, and varies across the Toowoomba and Goondiwindi LGAs.

The Goondiwindi LGA is a primarily agricultural region located in the south-west Darling Downs. The main towns are Goondiwindi, Inglewood and Texas, where nearly three quarters of all residents live, with the balance living in smaller townships and on rural properties.

Goondiwindi township is the administrative centre for the LGA, located just north of the NSW/Queensland border on the Macintyre River, approximately 223 km southwest of Toowoomba and 348 km southwest of Brisbane. Goondiwindi is also the main service centre and transport hub for the southwest Darling Downs and the northern tablelands in NSW. Inglewood is a smaller service centre supporting communities further north.

Residents of the Goondiwindi LGA identify with the landscape, which holds particular significance to local Aboriginal communities, and the fertile agricultural lands that support pastoralism and agriculture. Community identity is strongly embedded in this region's rural industry with the Macintyre, Dumaresq and Weir Rivers and Macintyre Brook considered to be the 'lifeblood' of much of the region's agricultural industry and livelihood. These waterways are highly valued for their social, environmental and economic benefits, with their floodplains having been carefully managed over a long period of time to harvest water, manage flooding and support production.

The community has a relatively stable population and is characterised by strong social connections and community cohesion, also reflected in responses to the community survey conducted for the SIA.

Toowoomba LGA is home to both city and rural communities and occupies a large region west of the Toowoomba Range, some 130 km west of Brisbane. Toowoomba City, the main administrative and regional centre for the Northern and Western Darling Downs, sits on the eastern boundary of the LGA, at the edge of the Toowoomba Range.

The Toowoomba region's diverse communities have a strong sense of place, based in their individual heritage and character, with the rural qualities of the townships and landscapes forming an intrinsic part of this region's character and identity. Natural assets such as parks, rural spaces and bushland are a valued feature of the whole region, as are the rich and fertile soils of the Condamine River floodplain, featuring some of the best quality soils in Australia, and supporting a vibrant and long established farming community.

Communities identify with the region's rural qualities, its relaxed country lifestyle, and the safe and family-friendly environment. Many of the rural communities and townships are self-contained, and enjoy strong community connections and cohesion (TRC, 2014b and 2018).

5.3.6 Sense of place

Indigenous people have a particular relationship to land/Country and their sense of community is strongly connected to natural elements of place. Aboriginal community members consulted for the SIA noted that development of major infrastructure such as highways, pipelines and roads in the SIA study area had damaged cultural landscapes and interfered with song lines, changed the nature of settlement and altered Aboriginal people's ability to recognise and care for Country.

Sense of place in the SIA study area, as a whole, is founded on relationship to the land (through farming and attachment to the landscape), the rural towns and localities, the environmental values and the social relationships between community members and communities. Factors of value to sense of place in the potentially impacted communities (and reflected in the community survey) include:

- Visual connections to the rivers, plains, ranges and peaks
- Homesteads, outbuildings and agricultural infrastructure providing constant reminders of the area's strong connections to farming
- Appreciation of local biodiversity and fauna and flora habitats
- Local roads and highways, which represent access to adjoining towns, regional centres and cities
- Community facilities, events and activities, which represent shared work, cultural customs and practices and recreational pursuits
- Local shops and services, which support self-reliance
- Industry, which supports vitality, self-sufficiency and local economy.

People who have lived in the area for a long time have a particularly strong attachment to place with families having lived there for generations and contributing to a deep local knowledge of the area's physical and environmental attributes.

5.3.7 Access to natural resources

The SIA study area is rich in natural resources offering a variety of landscapes and some of the nation's best agricultural land, and featuring urban and rural land holdings, scenic and natural amenity, State forests and reserves, and deposits of thermal coal and natural gas.

The area has an extensive network of river systems that support valuable agricultural production on the floodplains of the Condamine River that forms part of the Murray-Darling Basin in the north (Toowoomba LGA); and of the Border Rivers basins of Macintyre Brook and Macintyre and Weir Rivers in the south (Goondiwindi LGA). Prime agricultural land on these floodplains supports high-yielding agriculture including irrigation, cropping and grazing, and has been designated as PAA under the *Regional Planning Interest Act 2014* to prioritise its use for agriculture.

Condamine River floodplain

The Project includes a 12.5 km crossing of the Condamine River floodplain in the Millmerran/Brookstead area (based on the 1% AEP inundated floodplain width). The Condamine River floodplain is a prime grain and cotton growing region with high quality fertile land. The floodplain includes PAA and Strategic Cropping Zone areas, with pig and poultry farms and cattle feedlots interspersed between irrigated fields. The most common crops grown are wheat, sorghum, maize and barley, oilseeds, pulses and cotton. Brookstead is a major collection point for the area's grain.

Over decades, land holders, farmers and agribusinesses in the Condamine River floodplain have developed a finely calibrated land management system that maximises productivity, while respecting the floodplain's hydrological and ecological values. As part of the Murray-Darling Basin, access to water is heavily regulated, and production levels are dependent upon the harvesting of floodwaters to support the seasonal growth of crops.

Forests

State forests in the region include:

- Western Creek, Bulli, Wondul, Dunmore, Domville and Millmerran State Forests near Millmerran
- Whetstone and Yelarbon State Forests near Whetstone
- Bringalily and Devine State Forests near Inglewood
- McEwan State Forest near Pittsworth.

Recreational reserves

The SIA study area's natural assets support a variety of cultural and outdoor recreational values and activities for residents and visitors. This has benefits for local businesses such as cafes and restaurants that service tourists to the area. In the northern reaches of the SIA study area these assets include:

- Mount Kingsthorpe, providing a graded walking track to a lookout at the summit, providing views over the Darling Downs
- Gowrie Mountain – Rowland Court Bushland Park providing open space for general enjoyment
- Mount Basalt Reserve, (18.4 km south of Millmerran, 6 km east of alignment) featuring rare volcanic formations and walking tracks and lookouts
- Wondul Range National Park, 32 km south-west of Millmerran, protecting woodland species typical of the Western Downs, holding cultural and landscape values important to the Bigambul People and offering a remote park experience for naturalists and bird watchers.

In the southern reaches of the SIA study area these assets include:

- Yarramalong Weir Reserve, located on the banks of the Condamine River, 7 km south-east of the Project, known for camping and fishing
- Lake Coolmunda, 13 km east of Inglewood – a reservoir on Macintyre Brook, and a popular spot for picnics, water sports, fishing, bird watching, hiking and camping
- A number of walkways and bikeways including, including a 3 km walkway along the Macintyre River in Goondiwindi township, and a 2.2 km historical, interpretive circuit in Inglewood (Olive Walkway)
- The Natural Heritage and Water Park, a 210 ha recreational water park in Goondiwindi supporting water skiing, wakeboarding, canoeing, boating, picnicking and swimming

- Rainbow, Gibinbell and Bengalla Reserves between Goondiwindi and Yelarbon, providing a range of camping, bird watching and fishing activities, and with noted cultural heritage values
- Bengalla Reserve and Yellowbank Reserve (camping and fishing) 5 km and 4 km south of the Project.

5.4 Employment, business and industry

This section provides an overview of labour force characteristics in the SIA study area. Census data sets differ slightly for different tables providing small variations in total workforce numbers, and different methodologies are used by the sources referenced, so total numbers may vary between datasets.

5.4.1 Labour force

This section discusses the SIA study area's labour force, using the NSC's Small Area Labour Market data for the two LGAs for June 2021 and June 2022, which is the last full year for which data were available (Table 5.16). These data refer to people aged 15 years and over.

Migration and labour mobility restrictions during the COVID-19 pandemic, and economic stimulation as part of government responses to the pandemic, have changed labour force conditions in Australia, with effects highly variable between regions and industry sectors. While businesses in the SIA study area experienced relatively short lockdown periods compared with other regions, the closure of State and national borders affected labour mobility and business trade, and reduced in-flows of international workers.

The SIA study area's total workforce of 90,540 people in June 2021 had decreased to 87,574 in June 2022. This may be the result of the easing of pandemic-related restrictions on movement, or other adjustments as workers felt confident to move between regions.

The Goondiwindi LGA's labour force in June 2021 numbered 5,789 people, and this had reduced by 113 people to 5,676 people in June 2022 (a decrease of 1.95 per cent). There was little change in the number of unemployed people over the 12 months (just seven additional unemployed people) and a change in the unemployment rate of just 0.3 percentage points over the 12 months.

The Toowoomba LGA's workforce also decreased, from 84,751 people in June 2021 to 81,198 people in June 2022, a decrease of 2,853 people or 3.37 per cent. The number of unemployed people had increased from 3,415 people in June 2021 to 4,746 people in June 2022, resulting in an increased employment rate (from 4.0 per cent to 5.8 per cent over the twelve-month period). This may reflect the withdrawal of pandemic related JobKeeper and business support programs.

Table 5.16: Labour force and unemployment (number and percentages) June 2021 – June 2022

Area	Jun-21			Jun-22			Change June 2021 – June 2022			
	Labour force	Unempl. Persons	Unempl. Rate	Labour force	Unempl. Persons	Unemp rate.	Labour force change no.	Labour force change %	Unemp. No. change	Unemp. % points. Change
Goondiwindi	5,789	292	5.0%	5,676	299	5.3%	-113	-1.95%	7	0.30%
Toowoomba	84,751	3,415	4.0%	81,898	4,746	5.8%	-2,853	-3.37%	1,331	1.80%
SIA study area total	90,540	3,707	N.A	87,574	5,045	N.A.	-2,966	-3.28%	1,338	N.A.

Source: NSC, 2021a and 2022

5.4.2 Indigenous labour force characteristics

The data below include ABS Census 2021 data for Indigenous people and non-Indigenous people aged 25-64 years (refer Table 5.17), based on data derived from QGSO's Regional Profiles – Indigenous (QGSO, 2022b). Characteristics of the younger workforce are shown in Figure 5.11. As the methodologies used by ABS vary from those used for the NSC's Small Area Labour Markets Labour Force Survey (the source of data used in Section 5.4.1), there are variances between the two datasets.

There were 9,480 Indigenous people in the SIA study area in 2021, including 8,677 people in the Toowoomba LGA and 803 people in the Goondiwindi LGA (QGSO, 2022a). Within the Toowoomba LGA, 3,259 Indigenous people were aged 25 to 64 years, of whom 2,202 people (67.6 per cent) were in the labour force, compared with 81.7 per cent of non-Indigenous people aged 25 to 64 years.

Within the Goondiwindi LGA, of 271 Indigenous people aged 25-64 years, 165 people (60.9 per cent) were in the labour force, compared with 85.7 per cent for non-Indigenous people aged 25 to 64 years.

Indigenous labour force participation is often lower due to traditional marginalisation from education and employment, poorer health, and family or cultural responsibilities.

As indicated by ABS Census 2021 data, Indigenous unemployment in the SIA study area was high compared with the non-Indigenous unemployment rate, at 10.2 per cent in the Toowoomba LGA (compared with 3.7 per cent for non-Indigenous people) and 15.8 per cent in the Goondiwindi LGA (compared with 2.5 per cent for non-Indigenous people) (refer Table 5.17). In the Toowoomba LGA this represented 225 unemployed Indigenous people, and in the Goondiwindi LGA, 26 Indigenous people (ABS, 2021b – Indigenous community profiles).

The unemployment rate for Indigenous people was higher than the Queensland average in the Goondiwindi LGA (15.8 per cent) and lower than the Queensland average in the Toowoomba LGA (10.2 per cent). The equivalent unemployment rates for Queensland were 11.0 per cent for Indigenous people and 4.1 per cent for non-Indigenous people.

As discussed below and shown in Figure 5.11, the participation of Indigenous young people (aged 15-24 years) in employment is also lower than for non-Indigenous people.

Table 5.17: Indigenous and non-Indigenous people in labour force, persons aged 25-64 years, 2021 (number and percentage)

Labour force status	Toowoomba LGA				Goondiwindi LGA			
	Indigenous		Non-Indigenous		Indigenous		Non-Indigenous	
	number	%	number	%	number	%	number	%
Employed	1,977	60.7	59,472	78.7	139	51.3	3,576	83.6
Unemployed	225	6.9	2,275	3	26	9.6	91	2.1
Total labour force	2,202	67.6	61,747	81.7	165	60.9	3,667	85.7
Not in labour force	1,054	32.3	13,787	18.3	105	38.7	610	14.3
Total^(a)	3,259	100.0	75,536	100	271	100.0	4,280	100
Unemployment rate	-	10.2	-	3.7	-	15.8	-	2.5
Participation rate	-	67.6	-	81.7	-	60.9	-	85.7

Source: QGSO Regional Profiles, 2022a – Toowoomba LGA, Goondiwindi LGA, , Queensland – Indigenous profile

Notes: Persons aged 25 to 64 years (excluding people 15 – 24 years) (a) Excludes labour force status not stated

Figure 5.11 summarises key indicators of education and employment participation for Indigenous and non-Indigenous people in the SIA study area.

In the Toowoomba LGA in 2021, 43.7 per cent of Indigenous people aged 15 years and over had completed Year 12, compared with 54.7 per cent of non-Indigenous people, a difference of nine

percentage points. In the Goondiwindi LGA, 34.9 per cent of Indigenous people and 49.3 per cent of non-Indigenous people aged 15 years and over had completed Year 12, a difference of 14.4 percentage points.

There were similar variations with respect to non-school qualification (certificates, diplomas and university degrees). The percentage of Indigenous people that had non-school qualifications was 45.8 per cent in the Toowoomba LGA and 38.6 per cent in the Goondiwindi LGA, compared with 58.0 per cent and 49.3 per cent for non-Indigenous residents in the Toowoomba LGA and Goondiwindi LGA respectively.

With respect to employment participation in the Toowoomba LGA:

- 60.7 per cent of Indigenous adults aged 25-64 years were employed, compared with 78.7 per cent of non-Indigenous adults
- 51.0 per cent of Indigenous young people aged 15-24 years were employed, compared with 65.6 per cent of non-Indigenous young people.

In the Goondiwindi LGA:

- 51.3 per cent of Indigenous adults aged 25-64 years were employed, compared with 83.6 per cent of non-Indigenous adults
- 55.3 per cent of Indigenous young people aged 15-24 years were employed, compared with 73.2 per cent of non-Indigenous young people.

These data indicate that gaps between Indigenous and non-Indigenous participation in education and employment exist in both LGAs, with the likelihood that lower educational and training attainments have resulted in lower employment participation. Other factors affecting participation include historical inequities in access to education, training and employment, and cultural values (e.g. the need to care for children and old people, or reluctance to travel away from family or Country to obtain employment).

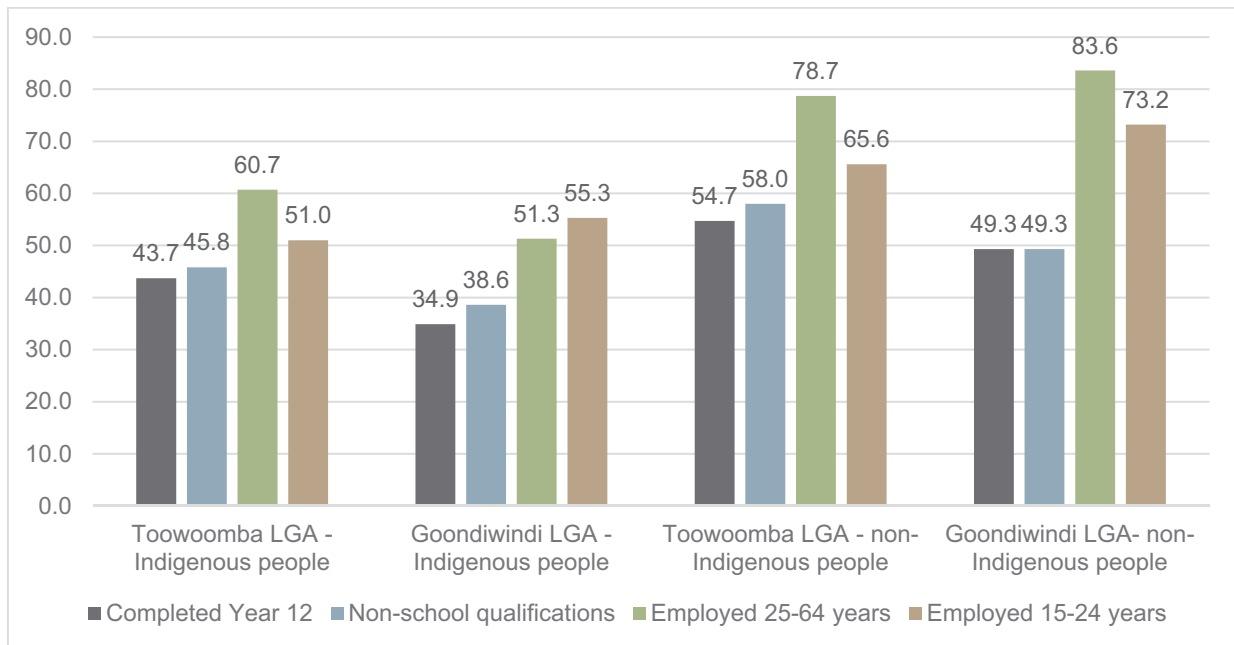


Figure 5.11: Indigenous and non-Indigenous education and employment participation, 2021

Source: DSDSATSIP and QGSO, 2023

5.4.3 Occupation

Table 5.18 shows the number and percentage of employed people by occupation in the SIA study area in 2021. The data in this subsection are derived from QGSO Regional Profiles and do not include those who did not describe or state their occupation.

In the Goondiwindi LGA, managers were the most common occupation (at 20.8 per cent, compared with 12.5 per cent for Queensland). This reflects the large number of farm managers and small business owners in the LGA. Other occupations with higher percentages compared with Queensland averages include labourers at 15.6 per cent (compared to 10.1 per cent in Queensland), and machinery operators and drivers at 10.3 per cent (compared to 6.8 per cent in Queensland).

In the Toowoomba LGA, the largest proportion of workers (19.7 per cent in 2021) were employed as professionals, which reflects the large health and education sectors in the LGA, but was slightly lower than the Queensland average, followed by technicians and trade workers, which at 14.5 per cent was slightly higher than the Queensland average. Community and personal service workers represented 13.4 per cent of workers reflecting the predominance of the health and social assistance industry (Table 5.19). Representations of machinery operators and drivers and labourers in the Toowoomba LGA were similar to the Queensland averages.

Table 5.18: Employment by occupation, 2021 (number and percentages)

Occupation	Toowoomba		Goondiwindi		Queensland
	number	%	number	%	%
Managers	9,522	12.0	1,003	20.8	12.5
Professionals	15,662	19.7	581	12.0	21.4
Technicians and trades workers	11,495	14.5	579	12.0	13.7
Community and personal service workers	10,681	13.4	460	9.5	12.3
Clerical and administrative workers	9,879	12.4	506	10.5	12.7
Sales workers	6,677	8.4	353	7.3	8.7
Machinery operators and drivers	5,087	6.4	497	10.3	6.8
Labourers	9,171	11.5	751	15.6	10.1

Source: QGSO, 2021a using Census of Population and Housing, 2021. Excludes not stated and inadequately described.

5.4.4 Employment by industry

Table 5.19 provides the number and percentage of workers employed in each LGA by each industry in 2016 and 2021.

A total of 79,508 workers were counted in the Toowoomba LGA in 2021, an increase of 8,317 people since 2016. Health care and social assistance was the largest industry of employment in Toowoomba LGA, with 14,649 workers, which was an increase of 4,149 people since 2016. The education and training industry was also strong, with 8,571 workers in 2021, an increase of 765 workers since 2016. Retail trade was the third largest industry of employment in 2021, with 7,269 workers, which was an increase of 513 people since 2016. Other industries that saw increases in employment of more than 500 workers included manufacturing (565 workers) and accommodation and food services (509 workers).

A total of 4,824 workers were counted in the Goondiwindi LGA in 2021, a decrease of 35 people since 2021. Agriculture, forestry and fishing was the largest industry of employment in the Goondiwindi LGA, with 1,318 workers in 2021, which was a small decrease since 2016. Health care and social assistance was the second largest industry of employment in Goondiwindi LGA, with 478 workers, which was an increase of 29 people since 2016. Small increases in employment numbers were also seen in the public

administration and safety industry (21 workers) and manufacturing industries (nine workers), while most other industries had very small increases or decreases in employment numbers.

There were 6,868 construction industry workers living in the Toowoomba LGA in 2021, which was an increase of 633 workers since 2016. The construction industry was also relatively strong in the Goondiwindi LGA, with 363 construction workers in 2021, up by 13 workers since 2016.

Table 5.19: Employment by industry (number and percentages) 2016 – 2021

Industry	Toowoomba LGA			Goondiwindi		
	2016	2021	Change 2016-2021	2016	2021	Change 2016-2021
Agriculture, forestry and fishing	4,535	4,670	135	1,343	1,318	-25
Mining	1,285	1,175	-110	31	28	-3
Manufacturing	4,840	5,405	565	167	176	9
Electricity, gas, water and waste services	836	977	141	53	49	-4
Construction	6,053	6,686	633	350	363	13
Wholesale trade	2,130	1,873	-257	132	123	-9
Retail trade	6,756	7,269	513	478	421	-57
Accommodation and food services	4,230	4,739	509	278	282	4
Transport, postal and warehousing	3,000	3,086	86	204	198	-6
Information media and telecommunications	497	450	-47	23	20	-3
Financial and insurance services	1,878	1,886	8	63	58	-5
Rental, hiring and real estate services	1,033	921	-112	36	33	-3
Professional, scientific and technical services	3,170	3,635	465	159	140	-19
Administrative and support services	1,733	1,878	145	98	79	-19
Public administration and safety	4,738	4,642	-96	171	192	21
Education and training	7,806	8,571	765	402	417	15
Health care and social assistance	10,500	14,649	4,149	449	478	29
Arts and recreation services	668	769	101	17	16	-1
Other services	2,908	3,264	356	198	205	7
Inadequately described/Not stated	2,593	2,962	369	206	218	12
Total	71,191	79,508	8,317	4,859	4,824	-35

Source: QGSO 2022b and ABS 2021a

Figure 5.12 shows the percentages of workers in industries which recorded more than 3.0 per cent of workers in one or both of the LGAs, and includes comparison with Queensland.

The clear dominance of the agriculture, forestry and fishing industry (primarily agriculture) was evident in the Goondiwindi LGA, with 27.3 per cent of the LGA's workers employed in this industry, compared with 5.9 per cent in the Toowoomba LGA and 2.6 per cent in Queensland.

In the Toowoomba LGA, health and social assistance industry accounted for 18.4 per cent of workers, compared with 9.9 per cent in the Goondiwindi LGA and 15.4 per cent in Queensland. This shows the strength of the health and social services industry in Toowoomba, with major hospitals and regional services located in Toowoomba City, but also indicates that Goondiwindi has a much lower percentage of

health workers than the Queensland average, which is typical of rural areas but may indicate under-provision.

Agriculture forestry and fishing (with 5.9 per cent), manufacturing (with 6.8 per cent) and education and training (with 10.8 per cent) were other industries that had higher percentages of workers in the Toowoomba LGA compared with Queensland. The percentages of workers in other industries shown was lower than the Queensland average, due to the dominance of the healthcare and social assistance and education and training industries.

In the Goondiwindi LGA, the percentage of employees in all other industries shown was lower than the Queensland average, due to the strong dominance of the agricultural sector.

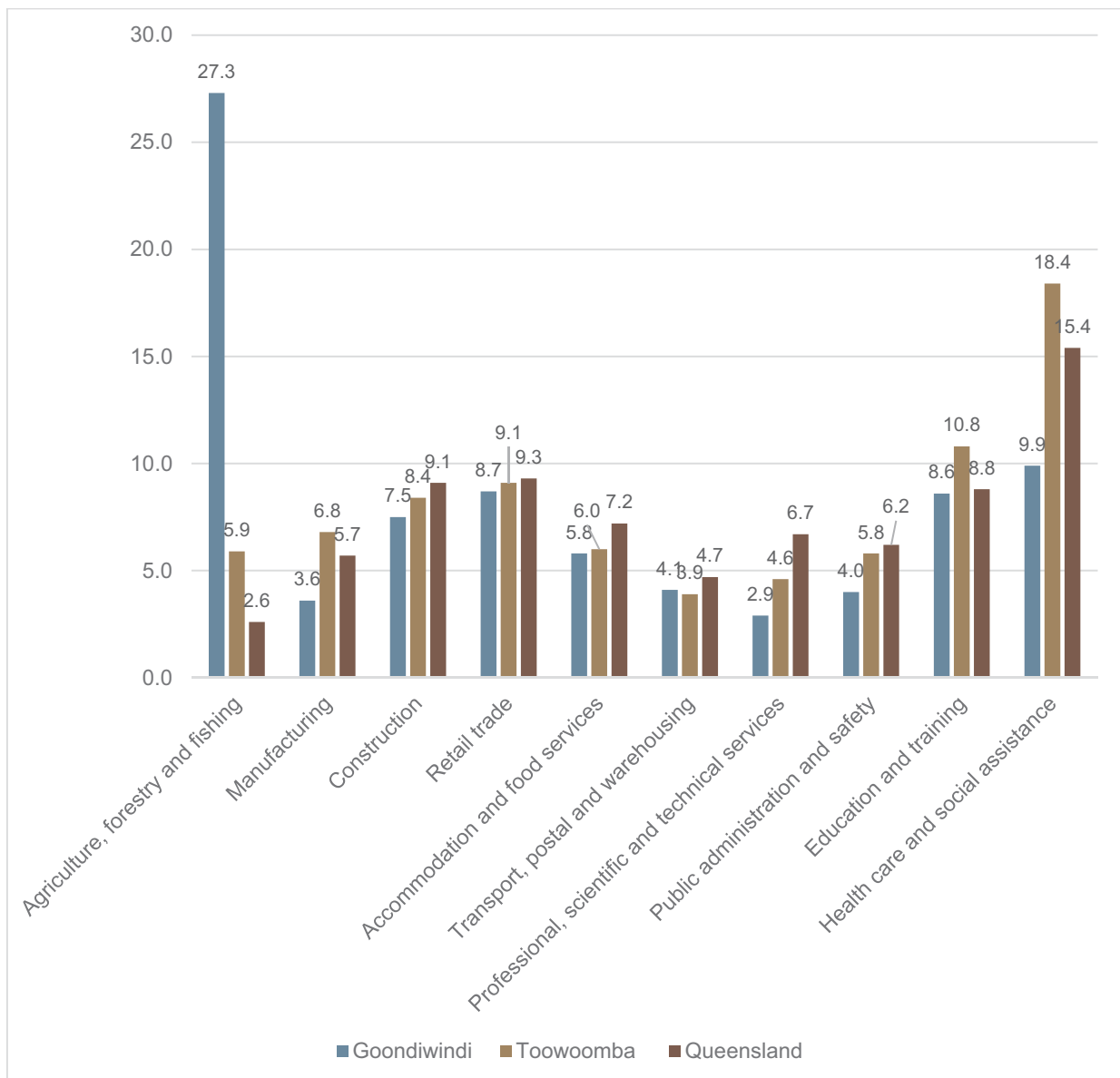


Figure 5.12: Percentage of workers in larger industries of employment, 2021

Source: Census of Population and Housing, 2021

5.4.5 Unemployment

Unemployment rates for the Toowoomba and Goondiwindi LGAs during the five years to June 2022 are shown in Figure 5.13. In June 2017, NSC data indicate that the Toowoomba LGA's unemployment rate was 5.3 per cent, which decreased to 5.0 per cent in June 2018 and was at the same level in June 2019. The unemployment rate increased to reach 6.1 per cent in June 2020 as COVID-19 pandemic conditions took effect. The Toowoomba LGA's unemployment rate then decreased to reach 4.0 per cent in June 2021, and rose again to 5.8 per cent in June 2022, to end higher than the unemployment rate in 2017.

The Goondiwindi LGA followed a different pattern, with unemployment rates increasing from 3.0 per cent in 2017 to reach 4.1 per cent in June 2019, then decreasing to 2.4 per cent in June 2020, and increasing again to reach 5.3 per cent in June 2022, substantially higher than the 2017-2019 period.

The unemployment rate in Queensland was 4.0% in June 2022 (QGSO, 2023), so both Toowoomba LGA and Goondiwindi LGA had unemployment rates that were above the Queensland average at that time.

Anecdotal evidence from consultation with Councils and businesses during 2022 and 2023 indicated that unemployment was likely to have decreased in both LGAs since June 2022. The most recent data available at the time of writing were for March 2023, when the unemployment rate had dropped to 4.6 per cent in the Toowoomba LGA and 4.1 per cent in the Goondiwindi LGA. Based on Queensland Treasury data (Queensland Treasury, 2023) the seasonally adjusted Queensland unemployment rate in March 2023 was lower than in both LGAs at 3.9 per cent.

These estimates do not include under-employed people (those working too few hours for their needs) or people who are unemployed but not immediately available for employment (and therefore not counted).

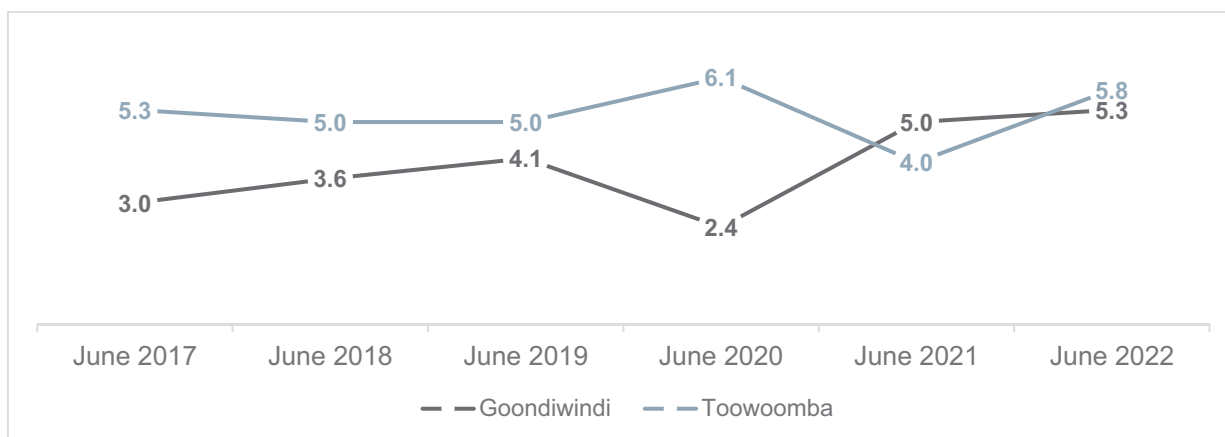


Figure 5.13: Unemployment by LGA, June 2017- June 2022

Source: NSC, 2023a

Unemployment at the local level

As recorded by the ABS Census 2021, most of the potentially impacted communities had unemployment rates below that of Queensland (5.4 per cent). The exceptions were Southbrook (5.7 per cent), Yelarbon (7.6 per cent) and Brookstead (10.0 per cent). These figures may be less than reliable given the small base samples (e.g. there were only 90 people in the labour force in Brookstead in 2021).

At the LGA level, 2021 Census data indicate that the Toowoomba LGA had an unemployment rate (as measured by the Census) of 5.0 per cent, while the Goondiwindi LGA had an unemployment rate of 3.5 per cent, both lower than the Queensland average at that time. Within the broader labour force regions, unemployment rates as indicated by the 2021 Census included 5.0 per cent for the Toowoomba SA4 and 4.3 per cent for the Darling Downs-Maranoa SA4 (ABS, 2021a).

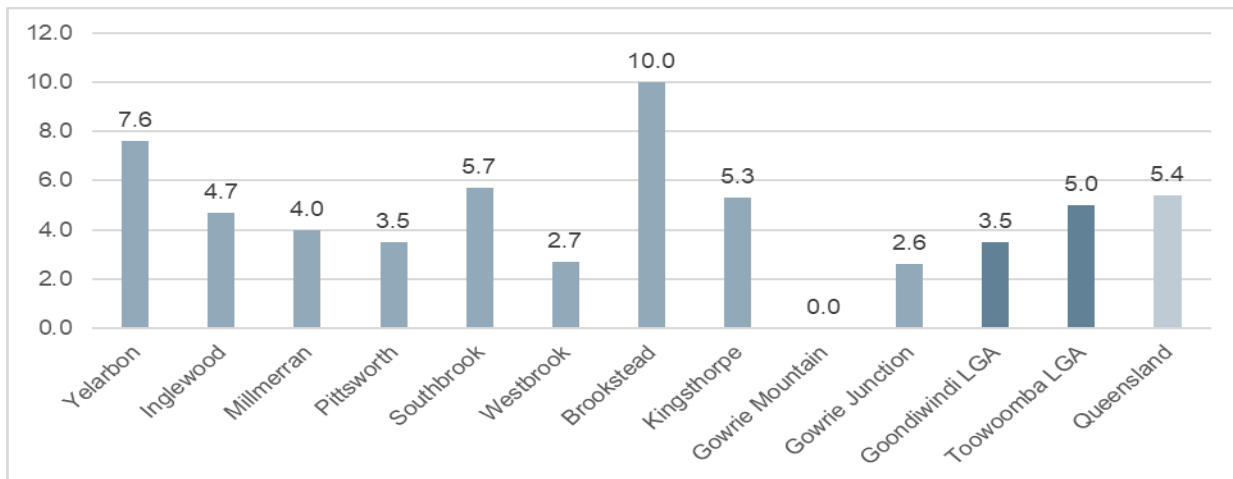


Figure 5.14: Unemployment, 2021 – SAL (percentage)

Source: ABS Census 2021a.

Youth unemployment

Based on analysis of Census 2021 data, there was a total of 1,580 unemployed young people in the SIA study area, which was a substantial decrease from the 2016 figure of 2,108 unemployed young people.

Of these, there were 44 unemployed young people (aged between 15 and 24 years) in the Goondiwindi LGA and 1,536 unemployed young people in the Toowoomba LGA on Census night (refer Table 5.20).

In the Goondiwindi LGA, the youth unemployment rate was 6.0 per cent in June 2021, lower than the Queensland rate of 11.0 per cent. In the Toowoomba LGA, the youth unemployment rate was also lower than the Queensland rate, at 10.3 per cent.

Youth employment remains a priority for local councils and communities.

Table 5.20: Youth Unemployment (15-24 years), 2016 and 2021 (number and percentage)

Area	2021	2016
Goondiwindi LGA		
Unemployed workers (number)	44	53
Unemployed % of workers 15-24 years	6.0	7.3
Toowoomba LGA		
Unemployed workers (number)	1,536	2,055
Unemployed % of workers 15-24 years	10.3	14.9
Queensland – Unemployed % of workers 15-24 years	11.0	15.8

Source: ABS Census 2016a, ABS 2021a

5.4.6 Labour skills and availability

The Project's major requirement for labour and skills will be during the Construction Works stage.

Construction industry labour in the SIA study area

As indicated by ABS Census data, based on the estimated residential population, there were 350 people in the Goondiwindi LGA and 6,053 people in the Toowoomba LGA who were employed in the construction industry in 2016, or a total of 6,403 people across the SIA study area. The ABS Census 2021 indicates that the number of construction industry workers in the Toowoomba LGA had increased to 6,686 people, while the Goondiwindi LGA had also seen a small increase to an estimated 363 people (QGSO, 2023a).

This was a total of 7,049 construction industry workers in the SIA study area in 2021, an increase of 646 people or 10.1 per cent since 2016.

As described in Section 5.4.6, there were 2,892 registered construction industry businesses in the Goondiwindi and Toowoomba LGAs in 2022. These include businesses with appropriately skilled personnel, services and equipment for the Project's Construction Works stage. However, as there were few businesses with more than 20 employees, the capacity of some businesses may be limited.

Locally, consultation participants have noted difficulties recruiting across a wide range of sectors, including diesel mechanics, building trades, hospitality service workers, health service workers and agricultural workers, due largely to reduced labour mobility in the wake of the COVID-19 pandemic.

Analysis of National Institute of Economic and Industry Research data for the Darling Downs and South West Region (data compiled by id consulting 2022, for a geography comprising Goondiwindi and Toowoomba LGAs, as well as eight nearby rural LGAs) shows:

- In 2021/22, there were 1,637 people employed in the heavy and civil construction sector and 7,346 people employed in the construction services sector (the two sectors most likely to provide skills for the Project)
- Employment in heavy and civil construction sector in the RDA Darling Downs and South West Region increased by 8.0 per cent between 2020/21 and 2021/22, indicating an increase in heavy construction industry activity. However, this followed decreases in employment in the sector of 23.4 per cent in 2020/21 and 18.6 per cent in 2019/20
- Between 2017/18 and 2021/22, the number of people employed in heavy and civil construction decreased by 360 people or 18.0 per cent
- A similar trend was seen in the Construction Services sector, with an increase in employment of 12.5 per cent between 2020/21 and 2021/22, and (smaller) decreases of 1.8 per cent during 2020/21 and 4.9 per cent in 2019/20
- Between 2017/18 and 2021/22, the number of people employed in the Construction Services sector increased by 415 people or 5.6 per cent (Figure 5.15).

Employment in the building services sector (which is more oriented to domestic and commercial construction) saw a similar increase in employment between 2020/21 and 2021/22 (12.4 per cent), with smaller year to year changes in previous years. Between 2017/18 and 2021/22, the number of people employed in this sector decreased by 158 people or 6.1 per cent.

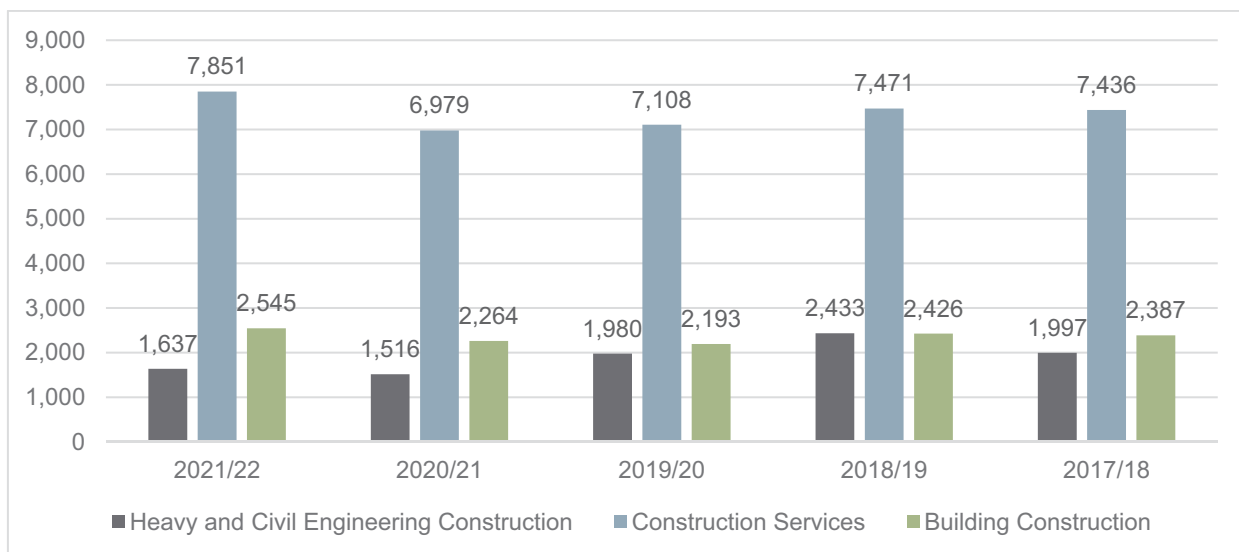


Figure 5.15: Construction Industry employment 2017/18 – 2021/22, RDA Darling Downs and South West Region

Source: .id consulting, 2023a, based on analysis of National Institute of Economic and Industry Research data

These trend data indicate that the availability of employment in construction has fluctuated (including in response to COVID-19 pandemic restrictions and the construction schedules of major projects such as the Toowoomba Bypass and more recent major developments). Overall, given the recent decrease in employment numbers in heavy civil construction, there may be latent availability of skilled but unemployed construction workers in the region. Availability to the Project will depend on the construction schedules for other major projects in the SIA study area and South East Queensland more broadly.

State level construction workforce characteristics

At the State level, employment data for the construction industry in Queensland show that in the year to August 2021:

- Total employment (239,900 workers) had increased by 6.9 per cent since August 2020, based mainly on increases in residential building construction
- Of these, 18,700 people were employed in heavy and civil engineering construction, which was a decrease of 41.2 per cent over the 12 months, but an increase of 19.6 per cent over five years (NSC, 2021b)
- Employment of other construction and mining labourers in Queensland had decreased by 5.1 per cent over the year to August 2021, but had increased by 2.4 per cent over the previous five years (Inland Rail Business Case, 2015)

The 12-month figures were influenced by COVID-19 restrictions, which saw lower employment across multiple sectors during 2020 and 2021. CSQ notes that typically, around 9.0 per cent of South East Queensland construction workers are recent migrants to the region, adding nearly 10,000 workers to the industry in South East Queensland each year. However, the flow of migrants from interstate and overseas slowed considerably as the result of pandemic restrictions, resulting in acute skill shortages in 2020-2021 (CSQ, 2021). The five-year comparisons suggest some latent availability of heavy and civil engineering construction skills in Queensland, but the regional distribution is unknown, and competition for skilled workers has increased over the past two years.

The NSC's Skills Priority List of occupations that were experiencing shortages in Queensland in 2022 includes engineers, construction estimators, construction riggers, civil engineering professions, earth

moving and mobile plant operators, welders, truck operators and railway track operators, but no shortages were identified for railway track workers, or metal fitters and machinists (NSC, 2023b).

National skills shortages

The Australian Industry Group's National Skill Needs Survey (June to August 2022) indicated that 71.0 per cent of Australian businesses who participated in the survey were having difficulty meeting their requirements for technicians and trades workers. Businesses reported shortages in machinists, welders, mechanical fitters, die setters and boilermakers, along with some specific machinery operator categories and labourer roles (Australian Industry Group, 2022).

Summary

The ABS Census 2021 indicates that there were 6,686 Toowoomba LGA residents and 363 Goondiwindi LGA residents who were employed in the construction industry.

As major construction workers are highly mobile, and there is a pipeline of major projects including those in the SIA study area (Section 7.6), the availability of experienced construction workers to the Project is difficult to predict. However locally based workers may prefer to pursue local project opportunities, where there is sufficient demand for their skills.

CSQ has noted that the addition of 2032 Olympics-related projects to the construction pipeline means there is significant uncertainty about how long market forces will take to absorb shortages.

Shortages in skilled workers (such as engineers and tradespeople) appear likely to persist in the short to medium-term.

Unemployment estimates indicate that there were 5,045 unemployed people in the SIA study area in June 2022 (Table 5.16), which represents a substantial pool of potential Project personnel.

5.4.7 Business profile

As a regional service centre and gateway to the Surat Basin gas fields, Toowoomba hosts a large proportion of the SIA study area's businesses, with most of the SIA study area's large employers also based here.

Overall, the number of businesses in the Goondiwindi LGA increased by nine between 2020 and 2022, and by 694 in the Toowoomba LGA (Table 5.21). As this period coincided with COVID-19 pandemic restrictions, it appears business numbers in the SIA study area were unaffected by the restrictions and were weathering other economic pressures such as inflation.

Businesses in the agriculture, forestry and fishing industry outnumber those in other industries by a considerable margin. A total of 4,421 business across the SIA study area were registered in the agriculture, forestry and fishing industry in 2022, including 890 business in the Goondiwindi LGA and 3,352 businesses in the Toowoomba LGA.

The construction industry had the second largest number of businesses in the SIA study area, with 197 businesses in the Goondiwindi LGA and 2,695 businesses in the Toowoomba LGA in 2022, for a total of 2,892 business across the SIA study area. This is equivalent to an additional 118 businesses over the two-year period.

The rental, hiring and real estate services industry had the next highest total with 1,998 business across the SIA study area, including 207 businesses in the Goondiwindi LGA and 1,791 business in the Toowoomba LGA in 2022.

The only sector where there was a significant decrease in the number of businesses was the financial and insurance services industry, where the number of businesses across the SIA study area reduced by 604, including 39 businesses in Goondiwindi LGA and 565 in Toowoomba LGA. This was part of a national trend as new financial advice requirements were implemented.

Table 5.21: Businesses by Industry Type, 2020 – 2022 – LGA (number)

Type of Industry	Goondiwindi LGA			Toowoomba LGA			SIA study area No. businesses 2022
	2020	2022	Change 2020-2022 (no.)	2020	2022	Change 2020-2022 (no.)	
Agriculture, Forestry and Fishing	860	889	29	3,363	3,532	169	4,421
Mining	7	7	0	50	57	7	64
Manufacturing	51	50	-1	623	656	33	706
Electricity, Gas, Water and Waste Services	7	9	2	31	33	2	42
Construction	171	197	26	2,577	2,695	118	2,892
Wholesale Trade	40	34	-6	406	405	-1	439
Retail Trade	67	74	7	840	918	78	992
Accommodation and Food Services	50	46	-4	445	518	73	564
Transport, Postal and Warehousing	100	96	-4	1,065	1,149	84	1,245
Information Media and Telecomm's	0	3	3	70	83	13	86
Financial and Insurance Services	80	41	-39	1,160	595	-565	636
Rental, Hiring and Real Estate Services	218	207	-11	1,642	1,791	149	1,998
Professional, Scientific and Technical Services	70	82	12	1,204	1,306	102	1,388
Administrative and Support Services	28	37	9	532	592	60	629
Public Administration and Safety	0	3	3	33	31	-2	34
Education and Training	7	8	1	159	193	34	201
Health Care and Social Assistance	51	51	0	978	1,149	171	1,200
Arts and Recreation Services	4	10	6	172	225	53	235
Other Services	91	96	5	795	903	108	999
Unclassified	8	3	-5	18	18	0	21
Total Businesses	1,932	1,941	9	16,155	16,849	694	18,790

Source: QGSO, 2023b

As shown in Figure 5.16, more than a fifth of all businesses in Toowoomba LGA were associated with the agriculture, fishing and forestry sector (21.0 per cent). The next most common industry sectors were construction (16.0 per cent of all businesses), and rental, hiring and real estate (10.6 per cent). The Commodore Mine south of Millmerran supports the Millmerran Power Station, and these two operations are also major local employers in the Millmerran area, but are not represented in local business counts as they are headquartered elsewhere.

Goondiwindi LGA is even more heavily oriented towards agriculture and forestry, with 45.8 per cent of all businesses in this sector in 2022. The next highest percentage of business were in the rental, hiring and real estate industry (10.7 per cent of businesses) and construction (10.1 per cent).

The Darling Downs region is a popular tourist destination, with a wide range of natural and cultural heritage tourism attractions, and iconic community events such as the Toowoomba Carnival of Flowers in September and the Australian Camp Oven Festival at Millmerran in October. Remote bushland, bird watching, outdoor recreation and regional heritage are popular attractions, with heritage museums and facilities located in Goondiwindi, Inglewood, Millmerran and Pittsworth. Some of these attractions form part of the Toowoomba Region Transport Heritage Trail.

Goondiwindi is a popular stop-over for interstate travellers, located at the junction of five highways, and on the Macintyre River, it offers historical sites, bird watching, botanic gardens, a riverside park and other local attractions.

The primary supply of short-term accommodation servicing the region is in Toowoomba and Goondiwindi (Section 5.5.3 for more details).

Accommodation and food services represented small percentages of the total businesses in 2022 (3.1 per cent of Toowoomba LGA businesses and 2.4 per cent of Goondiwindi LGA businesses), but the number of businesses in this industry had increased by a total of 69 businesses across the SIA study area between 2020 and 2022.

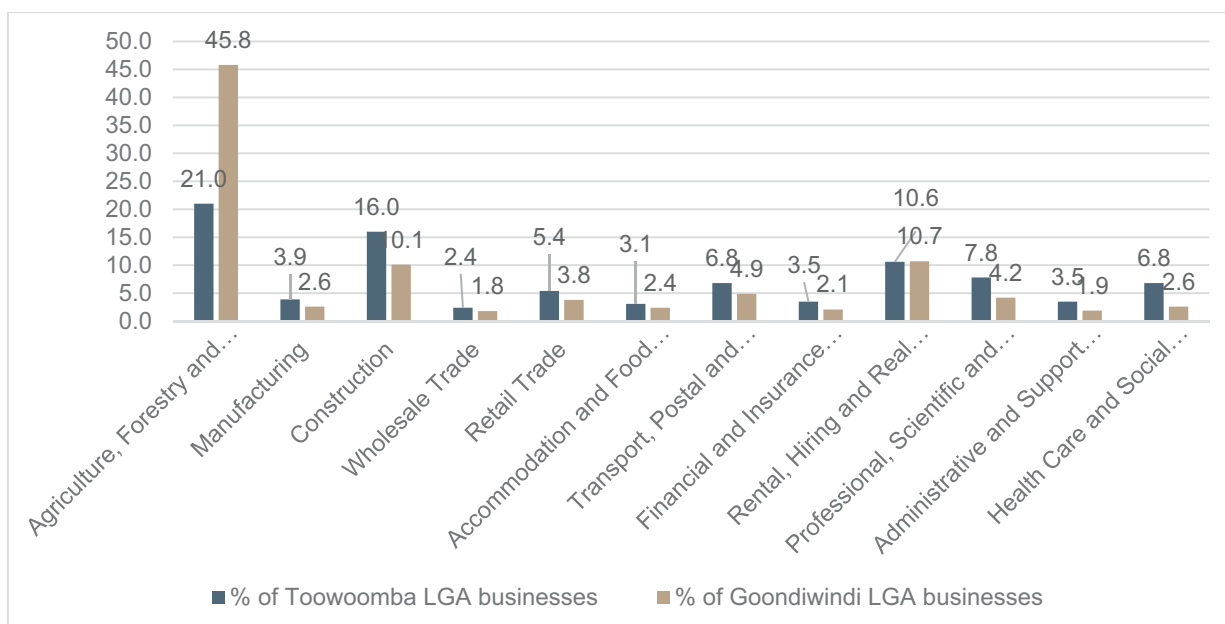


Figure 5.16: Businesses by Industry, Toowoomba and Goondiwindi LGAs, 2022

Source: QGSO, 2023b

The majority of the SIA study area's registered businesses (almost two thirds of all businesses in both LGAs) were small businesses with no employees (Table 5.22). Business with 1 – 4 employees accounted for almost one quarter of businesses in each LGA, and less than one tenth employed 5-19 people. Only 2.5 per cent of Toowoomba businesses (417 businesses) and 1.8 per cent of Goondiwindi business had 20 – 199 employees. Toowoomba business included 11 business that had 200 or more employees.

This suggests a strong reliance in the local economy on small family and sole operator enterprises (including family farming).

Table 5.22: Registered businesses by number of employees, June 2022 – LGA

LGA	Non-employing		1–4 employees		5–19 employees		20–199 employees		200+ employees		Total	
	number	%	number	%	number	%	number	%	number	%	number	
Toowoomba LGA	10,657	63.3	4,168	24.7	1,596	9.5	417	2.5	11	0.1	16,849	
Goondiwindi LGA	1,283	66.1	461	23.8	161	8.3	35	1.8	0	0	1,941	

Source: QGSO, 2023a, based on ABS 8165.0, Counts of Australian Businesses, including Entries and Exits, various editions

Indigenous businesses

In 2023, Black Business Finder had 29 Indigenous businesses registered as servicing the Toowoomba LGA, including construction, plumbing, maintenance, printing, crash repair, equipment hire and accounting firms (Black Business Finder, 2023). Indigenous businesses registered as servicing the Goondiwindi LGA included eight Indigenous businesses offering (e.g. drilling, concreting and construction services). Additionally, of relevance to Project construction, electrical, fencing, construction services and traffic management businesses are listed in Supply Nation's directory of Indigenous businesses (Supply Nation, 2023). These businesses, and emerging Indigenous businesses identified by the TSBE, will be identified on the Project's local business register.

Agribusinesses

The Project traverses areas of agricultural land that are used for cropping, irrigated cropping and grazing (Chapter 8: Land Use and Tenure). The SIA study area also includes several major agribusinesses.

Table 5.23 identifies key agricultural businesses located near or within the Project footprint.

Table 5.23: Agricultural businesses near or within the Project footprint

Locality	Features and approximate locations
Kurumbul	Sapphire Feedlot adjacent to the Project footprint
Yelarbon	AE Girle and Sons sawmill located on Taloom Street within approximately 100 m of the Project footprint
	GrainCorp silos in the Project footprint at Sawmill Road
Whetstone	Yarranbrook Feedlot within the Project footprint
	Tandrielle Acqualark Grazing and Feedlot within the Project footprint
Bringalily, Millwood and Clontarf	D M Fletcher Feedlot in the Project footprint (Bringalily)
	Boondooma Country Pork Piggery near the Project footprint (Millwood)
	R Sydney and KM Stevens Feedlot in the Project footprint (Millwood)
Millmerran	Bannock Brae Meats (Piggery) on Commodore Peak Road 1.2 km north of Project footprint
	Millmerran Meats (abattoir) south of golf course and north-west of Project footprint
	Rail siding with GrainCorp grain silos on the Millmerran Branch Line
Pampas	Irrigated agriculture and cropping within the Project footprint
Yandilla	DA Hall and Co Poultry and egg farms on Pfeffer Road and Hall Road
	Moyness Piggery off Lindenmayer Road
Brookstead	GrainCorp silos within and near the Project footprint
Pittsworth	FarmHaul Pty Ltd livestock transport (Gap Road) 600 m from the Project footprint

Locality	Features and approximate locations
Athol	“Markham” Horse Stud Wegener Road 800 m east of the Project footprint
Southbrook	Inghams Enterprises Pty Limited TF3 Farm (Layer Hens) 3.7 km east of the Project footprint
Biddeston	Piggery off Berghofer Road 1 km west of Project footprint

5.4.8 Training and employment policies

As described in Section 2.4, the Project is an eligible project under the *Australian Jobs Act 2013*, which requires the development and implementation of an Australian Industry Participation (AIP) plan for The Project. ARTC has established local employment and local business participation targets for the Project, as detailed in Section 7.2.2.

Queensland Government strategies and programs of potential relevance to the Project’s training and employment are summarised below. A number of the training programs offered as part of these programs are market driven, with needs identified and addressed as they emerge.

Regional Skills Investment Strategy

The now-complete *Regional Skills Investment Strategy* (RSIS) was a Department of Small Business Employment and Training (DESBT) initiative funded over four years. RSIS supported regional communities to identify current and emerging jobs in key industries, and provided support for local people to develop the skills to meet this demand (Queensland Government, 2019a).

Both GRC and TRC participated in the RSIS. Prior to the RSIS program’s completion in the SIA study area, ARTC consulted with the RSIS coordinators in each council, towards alignment of Inland Rail training initiatives with local priorities. In the Goondiwindi LGA, priorities for skills development were identified in food production, health and community services, and transport and logistics. In the Toowoomba LGA, the identified priorities are advanced manufacturing, health care and social assistance, and transport and logistics.

Skilling Queenslanders for Work

Skilling Queenslanders for Work (SQW) (Queensland Government, 2016a) is an initiative providing training to people who are under-utilised or under-employed in the labour market, and building the skills of young people, Indigenous people, people with a disability, mature-age job seekers and people from culturally and linguistically diverse backgrounds. Local community ownership of projects is a cornerstone of the initiative, with funding primarily available for community-based not-for-profit organisations. The range of programs offered by SQW includes:

- Community Work Skills, which delivers tailored support and assistance to towards nationally recognised skills and qualifications
- Work Skills Traineeships, which funds paid work placements on community, public works and environmental projects
- Ready for Work, which funds community-based organisations to deliver basic job preparation and employability skills courses
- Get Set for Work, which delivers intensive employment and training assistance to early school leavers and disadvantaged young people.

ARTC engaged with GRC and TRC to submit three joint applications for SQW projects in the SIA study area, however applications to date have been unsuccessful. Advice from DESBT regarding unsuccessful

SQW applications noted the Project's non-approved status continues to have bearing on the success of applications. As such, ARTC will postpone further applications until after Project's evaluation.

Jobs Queensland

Jobs Queensland is an independent statutory entity established by the Queensland Government to provide strategic advice to the Government on future skills requirements, workforce planning and development issues and the apprenticeship and traineeship system.

Queensland Government programs that support apprentices and trainees include:

- Registered Trades Skill Pathway and Trade Skills Assessment and Gap Training, which help existing workers to gain trade qualifications
- User Choice, funds the training of eligible apprentices and trainees
- Industry Pre-Apprenticeship Programs, which work in partnership with industry to develop tradespeople in priority trade occupations
- Work Start, which provides a one-off payment of \$10,000 to private sector employers who employ a recent participant of particular *Skilling Queenslanders for Work* (SQW) programs into a traineeship or apprenticeship.

The Project's Contractor will determine the applicability and utilisation of Jobs Queensland programs as part of its workforce development and training plans.

Back to Work Regional Employment Package

The *Back to Work* package (Queensland Government, 2016a) is aimed at increasing business confidence and employment prospects for regional jobseekers. Employers, jobseekers, and the Back to Work Teams work together to build regional networks, build regional capacity, and create local opportunities. This initiative includes:

- Support payments of \$10,000 to \$20,000 for employers to take on jobseekers in regional Queensland
- Training for eligible jobseekers to gain the skills including Certificate 3 qualifications
- Back to Work Teams working with local employers and jobseekers.

The Project's Contractor will determine the applicability and utilisation of Back to Work package programs as part of its workforce development and training plans.

Workforce diversity

The Queensland Government released the *Queensland Women's Strategy 2022–27* in March 2022 (Queensland Government, 2022a).

The strategy's first overarching priority is women's economic security, to 'avoid recreating inequities of the past' and enable all Queenslanders to thrive from the economic prosperity that results from increased gender equality.

ARTC will require its Contractor to set goals for female employment and report on progress towards those goals (Section 8.3.1).

Advancing Indigenous education and training

The Department of Education and Training released an *Advancing Aboriginal and Torres Strait Islander education and training – An action plan for Queensland* (Department of Education and Training, 2016b), aimed at driving higher expectations and achieving better outcomes for Queensland's Aboriginal and

Torres Strait Islander communities across early childhood education, school education, vocational education and training, and higher education.

Highlights from the draft action plan with relevance to the SIA include:

- Prioritising participation of Aboriginal and Torres Strait Islander people under the Annual Vocational Education and Training Investment Plan to engage in training that offers social and economic benefits
- Funding for Aboriginal and Torres Strait Islander-specific projects under Skilling Queenslanders for Work to provide skills development, nationally recognised training and job opportunities.

The Clontarf Foundation provides four academies in the SIA study area, at high schools in Toowoomba and Goondiwindi, to promote educational and life skill achievement for young Aboriginal and Torres Strait Islander male students to help equip them for employment and meaningful participation in society (Clontarf Foundation 2019). ARTC has a partnership with the Clontarf Foundation as discussed in Section 8.3.3.

ARTC has a commitment to ensuring Indigenous people are able to access Project-related training, employment (Section 8.3.3) and will require its Contractor to set goals for Indigenous participation in employment and report on progress towards those goals (Section 8.3.1).

5.5 Housing and accommodation

This section outlines housing access, cost trends, housing stress and social housing in the SIA study area.

Census data and SQM Research data on housing availability and cost trends have also been included for the town of Goondiwindi (i.e. the Goondiwindi SAL), as the result of consultation that identified the potential for impacts on housing in Goondiwindi.

5.5.1 Housing supply

Occupied and unoccupied dwellings

At the 2021 Census, there were 70,496 private dwellings in the Toowoomba LGA.

The Goondiwindi LGA had 4,335 private dwellings in 2021, down by 17 dwellings from the 4,352 private dwellings counted in 2016.

Goondiwindi SAL had 2,444 private dwellings in 2021. Westbrook and Pittsworth had the largest numbers of private dwellings (1,451 dwellings and 1,294 dwellings respectively). Gowrie Junction, Kingsthorpe, Inglewood and Millmerran all had more than 500 private dwellings in 2021. Brookstead had the smallest number (66 dwellings) followed by Gowrie Mountain (93 dwellings) and Yelarbon (136 dwellings).

The ABS classifies vacant houses, holiday homes, huts and cabins (other than seasonal workers' quarters) as unoccupied private dwellings. The percentage of unoccupied private dwellings was higher in the Goondiwindi LGA (13.3 per cent) compared with the Queensland average (9.3 per cent), and slightly lower than the Queensland average in the Toowoomba LGA at 8.3 per cent.

Inglewood, Millmerran and Yelarbon recorded higher percentages of unoccupied private dwellings (13.8 per cent, 13.5 per cent and 11.0 per cent respectively). In the town of Goondiwindi, 9.7 per cent of private dwellings were unoccupied (equivalent to 238 dwellings). Private dwelling information is detailed in Table 5.24.

Some rural properties in the SIA study area include more than one house, some of which would be vacant. Dwellings may also be vacant because their usual occupants are traveling or have transitioned to hospital or aged care, or the dwellings require maintenance, or are for sale. However, the higher rates suggest under-occupancy in Inglewood, Millmerran and Yelarbon. The likelihood that owners of properties will

release unoccupied properties to the market in response to the current housing crisis is unknown, but both Councils continue to engage with local stakeholders to identify strategies to help alleviate constraints to housing access and affordability.

Table 5.24: Private Dwellings, 2021

Area	Total private dwellings	Occupied private dwellings (no.)	Unoccupied private dwellings (no.)	Unoccupied % of total
Brookstead	66	60	6	9.1
Goondiwindi	2,444	2,210	238	9.7
Gowrie Junction	737	709	28	3.8
Gowrie Mountain	93	87	6	6.5
Inglewood	463	399	64	13.8
Kingsthorpe	770	728	42	5.5
Millmerran	660	571	89	13.5
Pittsworth	1,294	1,166	128	9.9
Southbrook	217	199	18	8.3
Westbrook	1,451	1,385	66	4.5
Yelarbon	136	121	15	11.0
Goondiwindi LGA	4,335	3,757	578	13.3
Toowoomba LGA	70,496	64,650	5,846	8.3
Queensland	2,061,855	1,869,462	192,393	9.3%

Source: ABS 2021 – Community profiles

Housing type

There is a greater dominance of separate (detached) houses in the SIA study area than for Queensland. This was more pronounced in Goondiwindi LGA, where 90.2 per cent of dwellings were separate houses in 2021, compared with 82.7 per cent in Toowoomba LGA and 74.8 per cent in Queensland (Table 5.25). Within the suburbs of Gowrie Junction, Gowrie Mountain, Kingsthorpe, Southbrook and Yelarbon, all housing stock was separate housing. The Goondiwindi SAL has a predominantly low-density settlement pattern, but representation of flats and apartments (at 9.4 per cent of occupied dwellings) was higher than for the other SALs within the LGA.

Toowoomba LGA recorded a higher percentage of semi-detached, row or terrace housing than Goondiwindi and Queensland (13.0 per cent, compared with 6.2 per cent and 11.7 per cent respectively), but both Toowoomba LGA and Goondiwindi LGA had lower percentages of flat or apartments (3.7 per cent and 1.8 per cent respectively) compared with Queensland at 12.5 per cent.

These data refer only to occupied private dwellings. As for other datasets, randomisation and confidentiality provisions used by the ABS result in small variations in the Census data, particularly for smaller communities, so that totals may not add to 100 per cent in all rows.

Table 5.25: Housing Type, 2021 (percentage)

Statistical area	Separate house (% of total)	Semi-detached, row or terrace house, townhouse (% of total)	Flat or apartment (% of total)	Other (% of total)
Brookstead	98.7	0.0	0.0	0.3
Goondiwindi	86.7	9.4	2.5	1.0
Gowrie Junction	100.0	0.0	0.0	0.0

Statistical area	Separate house (% of total)	Semi-detached, row or terrace house, townhouse (% of total)	Flat or apartment (% of total)	Other (% of total)
Gowrie Mountain	100.0	0.0	0.0	0.0
Inglewood	93.2	2.5	3.3	0.0
Kingsthorpe	100.0	0.0	0.0	0.0
Millmerran	92.1	4.4	0.5	3.0
Pittsworth	91.7	6.4	0.0	1.9
Southbrook	100.0	0.0	0.0	0.0
Westbrook	95.7	4.0	0.0	0.0
Yelarbon	100.0	0.0	0.0	
Goondiwindi LGA	90.2	6.2	1.8	0.9
Toowoomba LGA	82.7	13.0	3.7	0.4
Queensland	74.8	11.7	12.5	0.7

Source: ABS 2021a

Housing tenure

The SIA study area has a higher level of home ownership than is typical in Queensland. In 2021, more homes were owned outright in Goondiwindi LGA (35.3 per cent), compared with the Toowoomba LGA (32.6 per cent) and Queensland (29.1 per cent) (Table 5.26). Renting is less prevalent than the Queensland average of 34.4 per cent, but slightly higher in Toowoomba LGA (at 32.1 per cent) compared with 26.4 per cent in Goondiwindi LGA. Higher levels of renting occurred in the towns of Goondiwindi and Inglewood (35.5 per cent and 33.6 per cent respectively).

High levels of outright home ownership are evident in communities including Yelarbon (48.8 per cent), Gowrie Mountain (43.7 per cent) and Brookstead (40.0 per cent). Home ownership was lowest in Westbrook (24.0 per cent), well below that for Queensland (28.5 per cent), as a consequence of high rates of 'owned with a mortgage' tenure in this community.

Gowrie Junction also recorded a high percentage of properties owned with a mortgage (58.5 per cent), while Brookstead and Yelarbon had very low rates of properties owned with a mortgage (13.0 per cent and 17.4 per cent respectively). Percentages of households renting were higher than the Queensland average in Goondiwindi SAL (35.5 per cent) and Inglewood (33.6 per cent).

Currently, both homeowners with a mortgage and households who rent are experiencing financial pressure due to high interest rates and raising rents respectively, as discussed in Section 5.5.2.

As 20.0 per cent of Brookstead households and up to 10.7 per cent of households in other communities had other forms of tenure or did not state their housing tenure, these percentages have been included in Table 5.26 to provide insight to the validity of the data (i.e. data for Brookstead, Gowrie Mountain, Brookstead and Yelarbon are affected by higher percentages of 'other/not stated' responses).

Table 5.26: Housing Tenure, 2021 (percentage)

Statistical Area	Owned outright	Owned with a mortgage	Rented	Other/not stated
Brookstead	40.0	13.0	30.0	20.0
Goondiwindi	30.1	30.7	35.5	3.8
Gowrie Junction	31.9	58.5	7.3	1.6
Gowrie Mountain	43.7	37.9	9.2	9.2

Statistical Area	Owned outright	Owned with a mortgage	Rented	Other/not stated
Inglewood	38.8	23.8	33.6	4.5
Kingsthorpe	29.3	53.2	15.7	1.9
Millmerran	38.2	24.7	30.5	5.3
Pittsworth	36.9	31.2	28.0	4.3
Southbrook	32.2	38.7	20.6	7.0
Westbrook	24.0	57.3	16.8	1.4
Yelarbon	48.8	17.4	23.1	10.7
Goondiwindi LGA	35.3	26.4	31.0	7.4
Toowoomba LGA	32.6	32.1	31.8	3.5
Queensland	29.1	34.4	33.1	3.5

Source: ABS 2021a Quickstats, verified against ABS Community Profiles

Indigenous housing tenure

As defined by the ABS, Indigenous households are those that have at least one person who identified as being Aboriginal and/or Torres Strait Islander and who was present on Census night. There were 3,903 Indigenous households in the Toowoomba LGA and 356 in the Goondiwindi LGA in 2021.

ABS Census 2021 data on Indigenous housing tenure indicate that just 15.7 per cent of Indigenous households in Goondiwindi LGA and 12.1 per cent of Indigenous households in the Toowoomba LGA owned their homes outright. The percentage of Indigenous households who owned their homes was less than half the rate for all households in each LGA. The percentages of Indigenous households who owned their homes with a mortgage were also lower than the averages for all households, but with less disparity to 'all households'.

As a consequence of lower rates of home ownership, 56.7 per cent of Indigenous households in Goondiwindi LGA (compared with 31.0 per cent for all households) and 57.5 per cent of Indigenous households in the Toowoomba LGA (compared with 31.8 per cent for all households) were renting their homes in 2021. This was similar to the Queensland average for Indigenous households (58.3 per cent). 'Other' tenure and 'not stated' accounted for the remaining percentages. This indicates that Indigenous community members are more reliant on rental housing than the general population, and are therefore more vulnerable to changes in housing conditions (discussed further in Section 7.1.1.)

In the Toowoomba LGA, 86.7 per cent of Indigenous persons lived in appropriately sized housing, compared with 94.7 per cent of non-Indigenous households. In the Goondiwindi LGA, 84.8 per cent of Indigenous persons and 95.9 per cent of non-Indigenous persons were living in appropriately sized housing (DSDSATSIP, 2023). This indicates that overcrowding is more prevalent for Indigenous households.

Median rents paid by Indigenous households were the same or similar to rents paid by non-Indigenous households. At \$307 per week for Indigenous households and the same for non-Indigenous households in the Toowoomba LGA, and \$261/week for Indigenous households compared with \$259 per week for non-Indigenous households in the Goondiwindi LGA.

Median mortgage repayments paid by Indigenous households were also similar to mortgage repayments paid by non-Indigenous households, at \$373 per week for Indigenous households and \$380 per week for non-Indigenous households in the Toowoomba LGA, and \$313/week for Indigenous households compared with \$330 per week for non-Indigenous households in the Goondiwindi LGA.

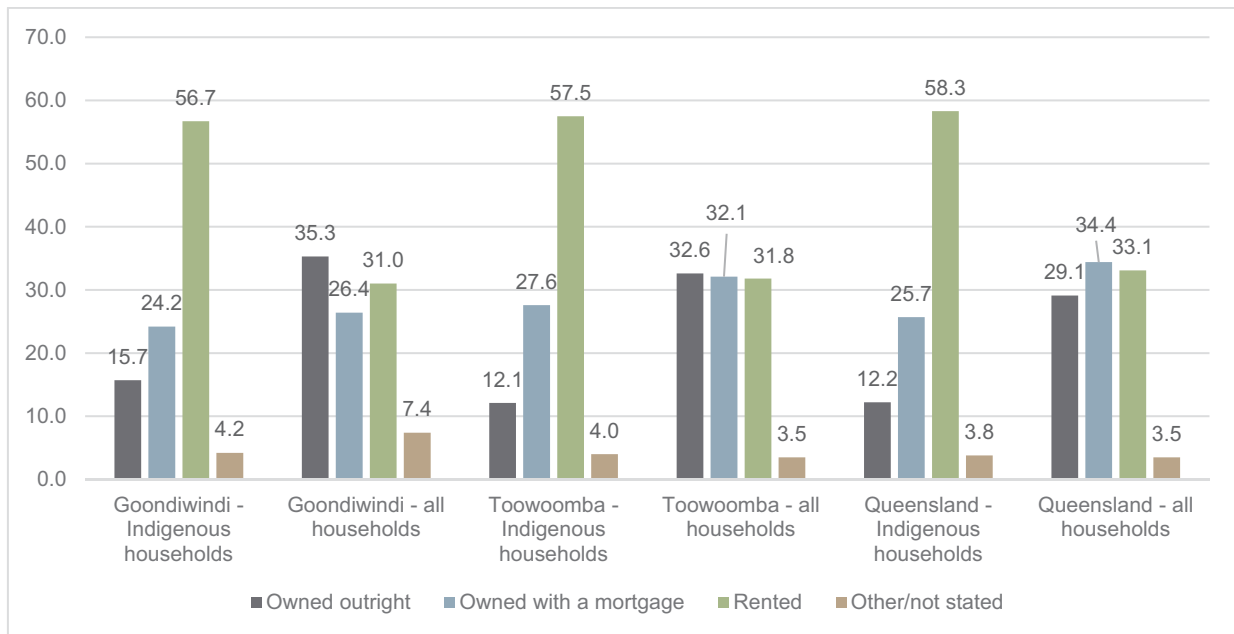


Figure 5.17: Housing tenure, Indigenous households and all households, 2021

Housing stress

Housing stress is widely accepted to occur when the lowest 40 per cent of income earners pay more than 30 per cent of their gross income on rent or mortgage costs (National Shelter, 2018). Households in housing stress do not have enough disposable income left after paying for housing costs to meet their food, medical, education and other essential costs of living.

The data in Figure 5.18 are derived from the PHIDU Social Health Atlas (Torrens University, 2023) for LGAs. Data reported across such a large area will mask variations that are likely to occur at a more localised level. The data indicate that in 2021:

- The percentage of low-income households who had mortgages and were in housing stress was 5.6 per cent in Toowoomba LGA, 6.5 per cent in Goondiwindi LGA and 6.6 per cent in Queensland
- The percentage of low-income households who were renting and were in housing stress was 27.7 per cent in Toowoomba LGA (slightly higher than the Queensland average of 26.5 per cent) and 23.3 per cent in the Goondiwindi LGA.

Both housing loan interest rates and rental costs have risen over the past two years, without commensurate increase in incomes, so the percentages of people in housing stress are likely to be higher in 2023. This has been confirmed by participants in council-led housing forums in Toowoomba, Goondiwindi and Inglewood during 2022-2023.

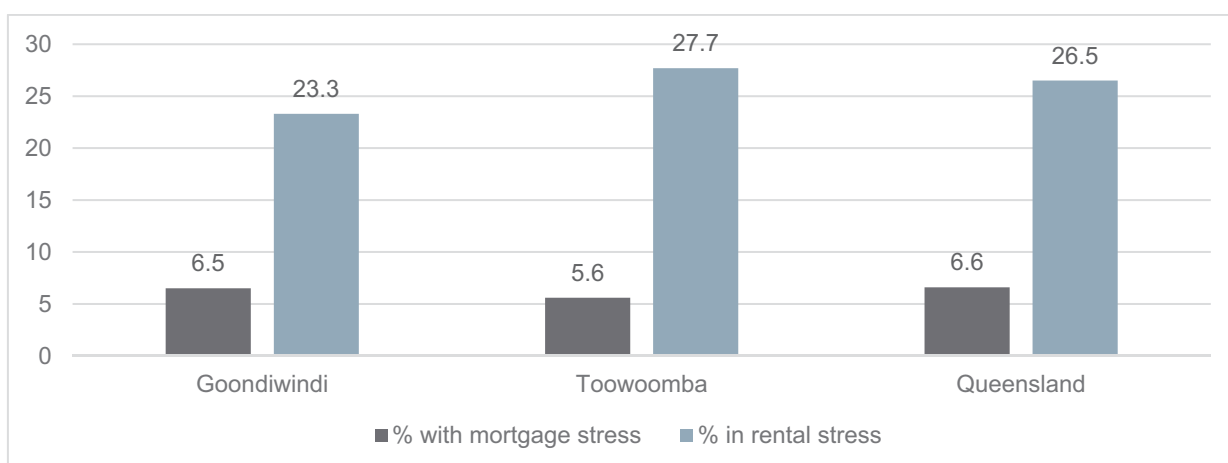


Figure 5.18: Housing stress, Goondiwindi LGA, Toowoomba LGA and Queensland, 2021 percentage

Source: PHIDU, 2023

Social housing

Social housing is defined as dwellings that are rented from the State housing authority (Department of Housing) and/or housing owned by co-operatives, community and church organisations.

In the Goondiwindi LGA, a total of 104 dwellings (or 2.8 per cent of all occupied private dwellings) were social housing dwellings (Table 5.27). In the Toowoomba LGA, a total of 1,621 dwellings (or 2.5% of occupied private dwellings) were social housing dwellings. These proportions were lower than the Queensland average of 3.3 per cent.

There was a total of 104 social housing dwellings in the potentially affected communities (1.4 per cent of occupied private dwellings). The majority of these were in the town of Goondiwindi (71 dwellings), with just 33 social housing dwellings between the other ten communities. Inglewood had the highest percentage of social housing at 3.5 per cent of occupied private dwellings.

There is no emergency housing available in the Goondiwindi LGA. Care Goondiwindi, a community service organisation based in Goondiwindi, provides support to victims of family and domestic violence and other people experiencing homelessness. Using emergency relief funding, they provide temporary accommodation for consumers in motels and/or transfer them to shelters in either Toowoomba or Moree.

Emergency housing provision and homelessness support in the Toowoomba LGA includes Gateway House, The Haven, Youturn and Going Places (for young people aged 16-25 years), and Australian Red Cross, ACTSCare, OzCare, Salvation Army, Help a Friend Club Toowoomba Inc, Reconnect - Toowoomba and St Vincent de Paul Society, for adults.

Table 5.27: Social housing supply (number and percentage), 2021

Location	Social housing 2021		Occupied private dwellings 2021
	No.	(% total)	
Brookstead	0	0.0	60
Goondiwindi	71	3.2	2,210
Gowrie Junction	0	0.0	709
Gowrie Mountain	0	0.0	87
Inglewood	14	3.5	399

Location	Social housing 2021		Occupied private dwellings 2021
	No.	(% total)	
Kingsthorpe	9	1.2	728
Millmerran	4	0.7	571
Pittsworth	6	0.5	1,166
Southbrook	0	0.0	199
Westbrook	0	0.0	1,385
Yelarbon	0	0.0	121
Total	104	1.4	7,635
Goondiwindi LGA	104	2.8	3,757
Toowoomba LGA	1,621	2.5	64,650
Queensland	61,277	3.3	1,869,462

Source: ABS 2021a – Community Profiles.

Homelessness

Table 5.28 provides data on homelessness. The number of homeless people in the Toowoomba LGA increased from 493 people in 2016 to 878 people in 2021, while in the Goondiwindi LGA, the number of homeless people stayed fairly stable (30 people in 2016, and 27 people in 2021). This was a total of 905 homeless people in the SIA study area in 2021.

The rate of homelessness in 2021 was 25.7 per 10,000 people in the Goondiwindi LGA, and 50.9 per 10,000 people in the Toowoomba LGA. The homelessness rate in the Toowoomba LGA was higher than the Queensland rate of 43.2 per 10,000 people (QGSO, 2023).

Homelessness estimates are derived from Census data collected on Census night and may not be a true representation of actual homelessness. Also, given very low housing rental vacancy rates and increasing rental costs since 2021, the number of homeless people in the SIA study area is likely to be higher in 2023.

Table 5.28: Homeless persons, Toowoomba LGA, Goondiwindi LGA and Queensland, 2016 and 2021

LGA	2016 (no.)	2021 (no.)	Rate per 10,000 people, 2021
Toowoomba LGA	493	878	50.9
Goondiwindi LGA	30	27	25.7

Source: QGSO, 2023, based on ABS, 2021 Census data

5.5.2 Housing cost and availability

Data on housing cost and availability trends have been derived from QGSO Regional Profiles for LGAs, and SQM Research data for postcodes. Representative postcodes have been selected for the potentially impacted communities as follows:

- 4352: Gowrie Junction
- 4350: Gowrie Mountain, Athol, Wellcamp and Westbrook
- 4356: Pittsworth
- 4357: Millmerran

- 4363: Southbrook
- 4364: Brookstead
- 4387: Inglewood
- 4388: Yelarbon
- 4400: Kingsthorpe.

Some postcodes for which data are provided extend beyond the boundaries of the potentially affected communities, including:

- Postcode 4352, which includes Gowrie Junction, Highfield and a range of rural localities
- Postcodes for Pittsworth (4356), Millmerran (4357), Inglewood (4387) and Goondiwindi (4390), which include surrounding rural localities.

As well as Gowrie Mountain, Athol, Wellcamp and Westbrook, Postcode 4350 includes a large range of Toowoomba suburbs and rural localities, with a total of more than 50,000 private dwellings, and therefore provides more reliable trend data. With the largest housing pool, there is also potential for housing in this postcode to be impacted by Project housing requirements. Data are also provided for the town of Goondiwindi (Postcode 4390) which has the largest housing pool (2,964 dwellings) in the Goondiwindi LGA.

Postcodes 4364 (Brookstead) with 80 private dwellings and Postcode 4388 (Yelarbon) with 166 dwellings have small housing pools, so trend data are less reliable for these postcodes.

The postcode data presented in this subsection have good validity for the potentially impacted communities, which contain the majority of their respective postcodes' dwellings for sale (with the possible exception of Gowrie Junction).

The time periods for which housing price and availability data trends are available differ between SQM Research datasets.

Rental cost and vacancy rates

The availability and cost of rental housing in the potentially impacted communities, as well as the urban centres of Toowoomba and Goondiwindi, are shown in Table 5.29 for June 2023.

The availability of rental housing in June 2023 was extremely low in local communities, with no rental vacancies in the communities closest to the Project alignment, just three vacant rental dwellings in Goondiwindi and a total of 162 vacant dwellings in Toowoomba's urban areas (Postcode 4350 and 4352) (SQM, 2023a). At June 2023, rental vacancy rates in postcodes that include potentially impacted communities ranged between 0.0 per cent and 0.9 per cent, indicating an extremely tight rental market. A tight market is considered to occur where vacancy levels fall below 2.5 per cent vacancy (Real Estate Institute of Queensland, 2018).

This indicates that there is currently no capacity in the communities closest to the Project alignment to provide housing for Project workers without displacing other residents, and very little capacity within the Toowoomba or Goondiwindi urban centres. Feedback from stakeholders in GRC's 2023 housing forums indicates that industry activity (such as renewable energy construction and meat processing) has put pressure on local housing supplies, resulting in displacement of people receiving Centrelink benefits from housing.

In locations where there are fewer listings and/or there is considerable variation between the top end of the market and the bottom end, the rental price is volatile. For example, in Kingsthorpe, with no to low turnover in rentals due to the lack of vacancies, the data indicates a very high yearly increase in rents

which should be treated with caution. Price data for the smaller rental markets, and particularly units, should also be treated with caution.

The very low rental vacancy rates have been accompanied by increased rental costs in the Pittsworth postcode (38.2 per cent) and the Southbrook postcode (31.4 per cent). One-year increases of more than 10.0 per cent were also seen in the postcodes corresponding to Goondiwindi, Gowrie Junction and Yelarbon. Other postcodes such as those corresponding to Millmerran and Inglewood saw one-year decreases in median rents of 20.2 per cent and 22.0 per cent respectively. As noted above, rental cost trends show significant variations due to the small rental housing markets in small communities.

In Postcode 4350 which corresponds to Toowoomba's urban area and has a much larger rental market with less volatility, a one-year increase of 10.6 per cent in housing rental prices is clear evidence that the lack of rental stock has driven prices up over the year to June 2023.

The three-year change in house rental costs shows more modest increases in all but the Kingsthorpe postcode (20.4 per cent) and the Goondiwindi postcode (18.8 per cent), which each saw average increases in rents of more than five percentage points per year over the three years to June 2023. Inglewood saw a three-year increase of 14.9 per cent. SQM Research data indicate that median unit rental costs also rose in Goondiwindi, the Gowrie Mountain/Westbrook/Toowoomba postcode, Gowrie Junction and Pittsworth.

The Gowrie Junction postcode (4352) had the highest median rent for a house at \$630.40/week in June 2023, followed by the Kingsthorpe postcode at \$582.77 per week.

The lowest median weekly rent for a house was in the Yelarbon postcode (4388) at \$270.26 per week, with rents in Inglewood similar at a median of \$276.68 per week.

Table 5.29: Rental vacancies and median weekly rent, June 2023 - Postcode

Post Code	Suburb	Vacant Dwellings	Dwelling Vacancy Rate %	House	1 Year Change	3 Year Change	Unit*	1 Year Change	3 Year Change
		No.		\$/week	%	%	\$/week	%	%
4390	Goondiwindi	3	0.2	480.79	13.1	18.8	268.22	33.6	13.1
4350	Gowrie Mountain, Westbrook, Toowoomba and suburbs	153	0.9	503.33	10.6	12.6	381.86	8.4	8.7
4352	Gowrie Junction	9	0.6	630.40	14.4	11.0	359.67	52.0	6.8
4356	Pittsworth	0	0.0	377.99	38.2	7.6	317.00	5.3	4.9
4357	Millmerran	0	0.0	401.24	-20.2	12.1	194	0.0	0.0
4363	Southbrook	0	0.0	393.00	31.4	7.3	215.00	0.0	0.0
4364	Brookstead	0	0.0	349.89	4.1	11.2	*	*	*
4387	Inglewood	0	0.0	276.68	-22.0	14.9	146.00	*	-6.7
4388	Yelarbon	0	0.0	270.26	18.3	6.3	*	*	*
4400	Kingsthorpe	0	0.0	582.77	74.7	20.4	*	*	*

Source: SQM Research 2023a Note: * No reportable data available in some locations

Purchase price

The median dwelling sale price in the Toowoomba LGA in the 12 months ending 31 March 2023 was \$475,694 for all dwellings, which was an increase of \$65,694 or 16.0 per cent over 12 months (Table 5.30). The median sale price for detached dwellings was \$500,000, up from \$437,250 in March 2022, and for attached dwellings was \$360,000, up from \$315,000 in March 2022 (QGSO, 2022b and 2023a).

In the Goondiwindi LGA, dwelling sale prices were lower at a median of \$300,000 in the 12 months ending 31 March 2023, down 3.2 per cent over the 12-month period. The median sale price for detached dwellings mirrors the 'all dwellings' median at \$300,000 (down from \$310,000 for the year ending 31 March 2022) as this represents a large majority of the housing for sale. For attached dwellings, the median sale price was \$345,000, up from \$321,750 for the previous 12-month period.

Table 5.30: Median dwelling sale price, Toowoomba and Goondiwindi LGA, Year to 31 March 2023

LGA	Median sale price, 31 March 2022	Median sale price, 31 March 2023	12 month change
Toowoomba LGA	\$410,000	\$475,694	\$65,694
Goondiwindi LGA	\$310,000	\$300,000	-\$10,000

Source: QGSO, 2023a

The most recent data on asking prices for houses and units in the selected postcodes was current to 10 October 2023 (Table 5.31). The data show similarities to rental price trends.

Postcode 4352 Gowrie Junction had the highest median asking price for houses at \$759,582, followed by the other urban areas of Kingsthorpe (\$628,617), and Postcode 4350 representing Gowrie Mountain, Athol, Wellcamp and Westbrook, and a large range of Toowoomba suburbs and rural localities (at \$603,265). The lowest median asking prices for houses were in Brookstead (\$140,000) and Yelarbon (\$164,366), however low turnover in houses for sale in these communities affects the validity of the data.

Inglewood, Kingsthorpe and Pittsworth all saw one-year median sale price increases of more than 40.0 per cent, indicating a strong upwards trend in housing costs, however these figures may also have been affected by small numbers of sales.

The three-year median asking price increase provides a more reliable indicator and shows that increases of more than 15.0 per cent (or an average of five per cent per year) were seen in Postcode 4350, as well as postcodes that include Gowrie Junction, Kingsthorpe, Southbrook and Pittsworth.

Price trends for units are unreliable for the SIA study area due to the small number of units available and consequent volatility, but are presented in Table 5.31 for reference.

Table 5.31: Median Dwelling Price (House and Units), Year to 10 October 2023

Postcode	Suburb	House Price \$	1 Year Change %	3 year Change %	Unit Price \$	1 Year Change %	3 year Change %
4350~	Gowrie Mountain, Westbrook, Toowoomba city and suburbs	603,265	10.8	17.7	398,997	15.2	13.1
4352	Gowrie Junction	759,582	11.8	15.8	460,055	12.8	9.0
4400	Kingsthorpe	628,617	41.5	17.7	209,000	0.0	0.0
4363	Southbrook	452,227	29.9	16.3	270,000	0.0	0.0
4364	Brookstead	140,000	*	*	*	*	*
4356	Pittsworth	503,127	46.7	16.3	220,000	0.0	-7.7
4357	Millmerran	257,747	-2.8	7.0	200,000	0.0	3.6
4387	Inglewood	334,243	52.4	12.5	329,000	9.6	9.7
4388	Yelarbon	164,366	-26.9	1.0	70,000	*	*
4390	Goondiwindi	463,170	7.9	3.3	313,330	-7.8	10.9

Source: ^SQM Research 2022 and 2023b (asking price) ~Includes metropolitan area of Toowoomba

The larger and more urban postcodes areas (4350 and 4352) included a total of 1,343 dwellings for sale in June 2023, with 855 dwellings available for sale in Postcode 4350 and 488 dwellings available for sale in Postcode 4352 (Table 5.32).

Pittsworth (49 dwellings), Millmerran (36 dwellings) and Inglewood (22 dwellings) had the next largest stocks of dwellings for sale. The small numbers of dwellings available in other postcodes reflect the much smaller population bases.

The postcode which includes Gowrie Junction saw an additional 114 dwellings available for purchase in June 2023 compared with June 2022, and there were 11 more dwellings available for sale in Pittsworth over the same period. The number of dwellings for sale in Goondiwindi decreased by one third over the 12-month period. The other postcodes generally experienced small decreases in available stock, evidence of sustained demand in Goondiwindi and the smaller communities.

Table 5.32 Housing for sale, June 2022 – June 2023

Postcode	Suburb	Stock on market June 2023	Stock on market June 2022	Change June 2022-June 2023
4350	Gowrie Mountain, Westbrook, Toowoomba city and suburbs	855	870	-15
4352	Gowrie Junction	488	374	114
4400	Kingsthorpe	17	17	0
4363	Southbrook	5	1	4
4364	Brookstead	1	2	-1
4356	Pittsworth	49	38	11
4357	Millmerran	36	53	-17
4387	Inglewood	22	33	-11
4388	Yelarbon	6	11	-5
4390	Goondiwindi	66	100	-34

Note: * No reportable data available in some locations.

Dwelling approvals

Data on dwelling approvals are made available by QGSO for SA2s and LGAs. As detailed in Table 5.33, the Toowoomba LGA recorded 1,201 dwelling approvals in 2016-2017, with the Toowoomba West SA2 responsible for the majority of new approvals, associated with the planned development of urban areas. There were only 11 dwelling approvals in the Goondiwindi SA2 in 2016-2017.

In 2020-21, the number of new dwelling approvals was substantially larger (at 31 approvals) in the Goondiwindi SA2, and also larger in the Gowrie SA2s (70 dwelling approvals, up from 38 in 2016-17). Toowoomba West SA2 saw a decrease of 87 dwelling approvals over the same period but minimal variability was seen in the other SA2s.

At LGA level, the number of dwelling approvals in 2020-2021 in the Goondiwindi LGA (32 approvals) was more than double the 2016-2017 number. In Toowoomba, the number of dwelling approvals (1,214) in 2020-2021 was slightly higher than in 2016-2017.

For the year to 31 August 2023, the Toowoomba LGA had seen 672 dwelling approvals, significantly lower than the 2020-2021 total. Goondiwindi recorded 32 dwelling approvals in the year to 31 August 2023, the same number as the 2020-2021 total.

Table 5.33: Dwelling Approvals, 2016-17 and 2020-21

Location Statistical Area 2 (SA2)	LGA	New Dwelling Approvals (No.)	
		2016-2017	2020-2021
Inglewood-Waggamba	Goondiwindi	4	2
Goondiwindi	Goondiwindi	11	31
Gowrie	Toowoomba	38	70
Jondaryan	Toowoomba	16	19
Millmerran	Toowoomba	8	7
Pittsworth	Toowoomba	28	26
Toowoomba-West	Toowoomba	272	185
Total		377	340
LGA			
Goondiwindi		15	32
Toowoomba		1,201	1,214
Total		1,216	1,246

Source: QGSO, 2018 and 2021a

5.5.3 Short-term accommodation

Table 5.34 shows data on short-term visitor accommodation in the SIA study area (including hotel, motel, bed and breakfast, boarding house and caravan park accommodation), derived from Census data and desktop research (online short stay platforms were not included). Short-term accommodation is in short supply in most potentially impacted communities, with an estimated 33 premises identified.

Consultation with local stakeholders indicated that accommodation in Millmerran and Pittsworth is in very short supply while the Commodore Coal Mine is conducting shut downs and major maintenance, and accommodation across the region is in higher demand during harvest periods, which vary across crops. In Yelarbon, Inglewood, Texas and Goondiwindi, demand for short-term accommodation has also resulted from industry activity demands (including visiting ARTC staff and contractors, and larger non-resident workforce demands from local renewable energy construction projects and meat processing). These data indicate that while accommodation establishments have adapted to small temporary demands, there is insufficient local capacity to provide short-term accommodation for all non-resident Project workers without displacing other residents (Section 7.3.3).

Within the Goondiwindi LGA, an online scan indicates that the largest supply of short-term accommodation is in Goondiwindi with 17 premises including hotel and motels (Table 5.34). Hotels and motels in Inglewood, Texas and Yelarbon also offer accommodation.

The latest tourism accommodation data provided by the ABS were produced for June 2016 and represent establishments with more than 15 rooms (ABS, 2016b). A total of 10 establishments including 230 rooms were identified in Goondiwindi, with the June 2016 data indicating an occupancy rate of 49.8 per cent. However, consultation indicated that occupancy by business travellers and other tourists had increased significantly since 2016, with changes by season (e.g. larger tourism numbers in winter months, and seasonal harvest-related demands throughout the year), and community and industry events resulting in occasional high demands for accommodation.

Data reported by Tourism and Events Queensland (2023) for August 2023 indicate that the occupancy rate for commercial accommodation (capturing commercial premises including hotels, motels and resorts) for the South Queensland Country tourism region was approximately 70 per cent. Applying this to the

most recent room count for Goondiwindi (230 rooms, excluding bed and breakfast operations), this would see approximately 69 rooms available on an average night (not including seasonal peaks and event periods).

Toowoomba LGA has a significantly larger supply of short-term accommodation, with a total of 88 premises including hotels, motels, guest houses and rental apartments identified through online scanning, predominantly based in Toowoomba City.

ABS tourism accommodation data (ABS, 2016b) identify a total of 34 hotels, motels and serviced apartment establishments with more than 15 rooms in the Toowoomba LGA, including one each in the Toowoomba East, Wilsonton, and Highfields SA2s, two each in the Newtown and North Toowoomba-Harlaxton SA2s, three in the Drayton/Harristown SA2, eight in the Toowoomba East SA2 and 16 establishments in Toowoomba – Central SA2.

Limited data are available on room numbers and vacancy rates. The 16 establishments in Toowoomba Central SA2 offered a total of 588 rooms, while Toowoomba East SA2's eight establishments had 245 rooms and Drayton-Harristown SA2's three establishments offered a total of 97 rooms. As each of the other establishments had at least 15 rooms each, a minimum total of 1,035 rooms were offered within the Toowoomba LGA at June 2016. Smaller motel premises and holiday parks catering to tourism and business travellers are located in Pittsworth, Millmerran, Brookstead and Inglewood, but are not represented in the ABS data.

A new 55 room hotel opened in Toowoomba Central in 2017, and an additional establishment with 102 suites opened as the Oaks Toowoomba Hotel in 2020 (HTL Property, 2019), so the total number of rooms offered would be at least 1,192 rooms in 2023. The occupancy rate for Toowoomba Central SA2 establishments was 58.4 per cent in the June 2016 quarter, and applying this rate to the total number of rooms identified above, approximately 495 vacant rooms would be available.

In 2021, the Toowoomba Chamber of Commerce counted a total of 1,681 rooms across the Toowoomba region including an estimated 100 bed and breakfast places. The Chamber of Commerce reports that short term accommodation occupancy across the Toowoomba region ran on average at 66.0 per cent during 2021, during which periodic lockdowns and border restrictions limited some travel (Toowoomba Chamber of Commerce, 2022). At 66.0 per cent occupancy of 1,681 rooms, this would see approximately 570 rooms vacant on an 'average' night.

In summary, these various data sources indicate that the average availability of accommodation on any one night would be approximately 69 vacant rooms in Goondiwindi and between 495 and 570 vacant rooms in Toowoomba, with vacant rooms in bed and breakfast establishments also likely.

Accommodation demand fluctuates, with tourism accommodation demands increasing around major events such as FarmFest in Kingsthorpe (June), Toowoomba's Carnival of Flowers (September), Camp Oven Festival in Millmerran (October), and Queensland-wide events held occasionally in the region (e.g. Queensland PGA Championship held in Toowoomba in February 2020).

Table 5.34: Short-term accommodation, potentially impacted communities, Toowoomba LGA and Goondiwindi LGA

Area	Hotel, motel, bed and breakfast	Boarding house, private hotel	Other Identified^ (Desktop Search)	Total
Brookstead	0	0	1	1
Gowrie Junction	0	0	0	0
Gowrie Mountain	0	0	0	0
Inglewood	5	0	0	5

Area	Hotel, motel, bed and breakfast	Boarding house, private hotel	Other Identified^ (Desktop Search)	Total
Kingsthorpe	0	0	1	1
Millmerran	0	0	5	5
Pittsworth	0	0	3	3
Southbrook	0	0	0	0
Westbrook	0	0	0	0
Yelarbon	0	0	1	1
Goondiwindi	13	0	4	17
Total	18	0	15	33
Goondiwindi LGA	24	0	n/a	24
Toowoomba LGA	78	10	n/a	88
Total	102	10	n/a	112

^ Includes: hotels, motels, bed and breakfast and caravan park accommodation additional to Census count

Source: ABS 2016a and Google search engine (March 2023)

5.6 Social infrastructure

Social infrastructure includes childcare, educational facilities, aged care services, health facilities, emergency services, cultural services and recreational facilities in potentially impacted communities.

5.6.1 Childcare

In June 2023, there were 127 early childhood education and care services in the Toowoomba LGA, 62 of which were long day care services (Table 5.35). Within the Goondiwindi LGA, there were 13 early childhood education and care services, five of which were long day care services (QGSO, 2023).

The greater number of early childhood services within the Toowoomba LGA, compared to the Goondiwindi LGA, is due to the higher proportion of young persons and families as well as the larger population.

Table 5.35: Childhood education and care services, 2023

Local Government Area	Family day care	Kindergartens	Long day care	School aged care	Limited hours care	Total
Number						
Goondiwindi	1	5	5	2	0	13
Toowoomba	3	20	62	40	2	127

Source: QGSO, 2023

Note: Total includes other service types (for example Child and Family Support Hubs and Community Services).

5.6.2 Primary and secondary education

Primary and secondary education facilities in potentially impacted communities are shown in Table 5.36. Primary schools are located in most townships in proximity to the Project. The only high school offering tuition to Year 12 is in Pittsworth, with junior high schools offering tuition from Years 7-10 located in Inglewood and Millmerran. Students can complete schooling at public senior high schools located in Goondiwindi, Pittsworth or Toowoomba, or at private schools in Toowoomba or Brisbane.

From 2018 to 2021, there were small decreases in enrolments at the Yelarbon, Inglewood, Millmerran, Brookstead, Pittsworth and Southbrook Central State Schools, and at St Joseph's School (Millmerran). There were small increases in enrolments at Kingsthorpe State School, St Stephen's School (Pittsworth) and St Maria Goretti School (Inglewood). Pittsworth State High School saw a larger increase in enrolments, equating to an increase of approximately 25 per cent.

School census data for 2023 indicate that enrolment numbers have continued to decrease at the Yelarbon, Inglewood, Millmerran, Brookstead, Pittsworth and Southbrook State schools. Small increases in enrolments were seen at St Maria Goretti School (Inglewood) and St Stephen's School (Pittsworth). Enrolment numbers at Pittsworth State High School have fluctuated, but increased over the five-year period.

The Brookstead State School and Yelarbon State School are closely located with the existing rail corridor and would be the closest schools to the Project alignment, at approximately 50 m and 225 m respectively. The next nearest school to the Project alignment is Southbrook Central State School, at approximately 900 m from the Project alignment.

Table 5.36: Primary and secondary education facilities and enrolments 2018, 2021 and 2023

School	Enrolment 2018	Enrolment 2021	Enrolment 2023	LGA	Proximity to the Project
Yelarbon State School	41	39	33	Goondiwindi	Existing rail line is approximately 225 m to the north. The proposed Project alignment is at the same approximate distance.
Inglewood State School (P-10)	156	150	134	Goondiwindi	Proposed Project alignment is approximately 2.2 km to the north
St Maria Goretti School (Inglewood)	23	32	35	Goondiwindi	Proposed Project alignment is approximately 2.0 km to the north
Millmerran State School (P-10)	323	301	260	Toowoomba	Proposed Project alignment is approximately 3.5 km to the south east
St Joseph's School (Millmerran)	64	55	Unavailable	Toowoomba	Proposed Project alignment is approximately 3.5 km to the south east
Brookstead State School	25	24	21	Toowoomba	Existing rail line is approximately 50 m to the south. The proposed Project alignment is at the same approximate distance.
Pittsworth State School	305	293	283	Toowoomba	Proposed Project alignment is approximately 1.5 km to the north
St Stephen's School (Pittsworth)	141	150	170	Toowoomba	Proposed Project alignment is approximately 1.7 km to the north west
Kingsthorpe State School	206	225	213	Toowoomba	Proposed Project alignment is approximately 2.4 km to the south east

School	Enrolment 2018	Enrolment 2021	Enrolment 2023	LGA	Proximity to the Project
Southbrook Central State School	71	62	46	Toowoomba	Proposed Project alignment is approximately 900 m to the north west
Pittsworth State High School	439	552	515	Toowoomba	Proposed Project alignment is approximately 1.5 km to the north

Source: Queensland Government Schools Directory, 2018 and 2021. Further education and training

Technical and Further Education (TAFE) Queensland operates campuses in Toowoomba and Goondiwindi, providing services across the region, with courses in hospitality, business, early education, horticulture and construction (TAFE Queensland, 2018). TAFE services in the SIA study area are actively planning to assist the Project to develop training and employment pathways for local residents.

TAFE Queensland has developed a strategy focused on positioning local jobseekers for major Project employment. The strategy will enable access to technical trades skills including civil construction, rail infrastructure and advanced telecommunications as well as trades licences and Project management skills. The strategy includes skills training pathways beginning with job readiness, through certificate and apprenticeship opportunities to tertiary qualifications.

The University of Southern Queensland's main campus is in Toowoomba, approximately 4.5 km to the south of Toowoomba's town centre. The campus has on-site residential colleges, a range of student and staff support services and a wide range of facilities and recreational areas (University of Southern Queensland, 2018).

5.6.3 Hospital and health services

Health services in the potentially impacted communities are presented in Table 5.37 and Table 5.38. The communities are also serviced by a small number of General Practitioner (GP) clinics (Department of Health, 2023).

Table 5.37: General Practitioner services, 2023

Town	Facility/Service	Number of Practitioners
Goondiwindi	Goondiwindi Medical Centre	8
Inglewood	Inglewood Medical Centre	2
Yandilla Street, Pittsworth	Pittsworth Medical Centre	2
Weale Street, Pittsworth	Pittsworth Platinum Medical Centre	4
Campbell Street, Millmerran	Millmerran Primary Clinic (Queensland Health)	1
North Street, Kingsthorpe	Downs Rural Medical – Kingsthorpe	2

Source: Department of Health, National Health Services Directory 2023. * The number of practitioners is subject to change.

Goondiwindi, Inglewood and Millmerran hospitals are the key health facilities near the Project, offering basic hospital care and a wide range of community health services. Patients who require treatment beyond basic services are sent to Toowoomba, where there are a number of major hospitals, offering a range of specialist services.

Public mental health services are provided in the SIA study area by the Darling Downs Hospital and Health Service, delivering specialised assessment, clinical treatment and rehabilitation services. It focuses on people with the most severe forms of mental illness and behavioural disturbances. Services work in

collaboration with primary health professionals (including GPs, community health workers, nurses, allied health professionals, school health nurses, counsellors and community support groups). An acute mental health unit is based in the Ballie Henderson Hospital in Toowoomba, with community mental health services (general, child and mental health, including outreach services) based at Toowoomba, Goondiwindi and Millmerran. Child and Youth Mental Health Service are also located in Toowoomba, supporting children and young people aged 0 to 17 years who have or are at risk of developing severe and complex mental health issues.

Health service providers consulted, including hospital, mental health, first response and retrieval services (i.e. Queensland Ambulance Service (QAS) and LifeFlight) have advised that there is adequate capacity to accommodate increased demand, but that this would need to be monitored during construction. Goondiwindi hospital has the relevant infrastructure and capacity to meet additional demand that may be generated by the Project and has an established risk management plan (as advised by Queensland Health staff during SIA consultation). General practitioners in Goondiwindi service South West Queensland and northern NSW, with wait times for booked appointments reported by the community to be between three days and three weeks. GP access is reported to be more readily available in Inglewood.

Funding for the new Toowoomba Hospital was announced as part of the 2022/23 State Budget. Enabling works commenced on the site in 2022, and the new hospital is expected to open in the second half of 2027. The Toowoomba Hospital site will remain in the CBD of Toowoomba to support outpatient and day health services. Acute and overnight services will transition to the new Toowoomba Hospital.

Table 5.38: Hospital and health service profile, 2023

Service Type	Goondiwindi Hospital	Inglewood Multi-Purpose Health Service	Millmerran Hospital	St Andrew's Toowoomba Hospital	Baillie Henderson Hospital	St Vincent's Hospital	Toowoomba Hospital
Hospital services	Public hospital - 20 beds General medicine and surgery, obstetrics, paediatrics, emergency, palliative and acute care	Public hospital - 12 beds. Emergency, palliative care antenatal and postnatal care, limited radiography	Emergency, X-ray, pharmacy, palliative care, antenatal and postnatal services 6 beds	Private Hospital – 114 beds. Cancer care centre, cardiac, diabetes, ICU, medical ward, operating theatre, palliative care, renal dialysis unit, sleep studies, surgical ward, mental health unit	Psychiatric hospital – providing short- and long-term mental health services 100- 199 beds	Private hospital – 189 beds. Cancer services, palliative care, obstetrics and gynaecology, children's ward, emergency centre, cardiac care, maternity, intensive care unit and radiology	Public hospital – 473 beds. Full range of hospital services including medical, surgical, orthopaedic, theatre, obstetrics and gynaecology, paediatrics, specialist care and palliative care
Allied health	Physiotherapy, occupational therapy, radiography, social work, speech pathology and visiting rural health team	Dietetics, occupational therapy, physiotherapy, social work, speech therapy, podiatry, dental	Child health, visiting women's health, visiting physiotherapy, visiting Podiatry, Aged Care services	Visiting allied health services	N/A	Range of allied health services	Full range of allied health services
Community health	Child health, school health, women's health, Indigenous health and health promotion	Child health, Indigenous health, domiciliary care, school health, health promotion,	School Health, pre- and post-natal services, health promotion	N/A	Community mental health services	N/A	Full range of community health services
Mental Health Services	Mental health services (general, child and youth)	N/A	Adult and older persons' mental health services	Mental health unit	Comprehensive short- and long-term mental health services	N/A	Mental health unit (general, child and youth)

Source: Queensland Health, 2023. N/A = none available

5.6.4 Aged care services

There were 54 aged care services in the Toowoomba and Goondiwindi LGAs in 2022 (Table 5.39). The Goondiwindi LGA had six aged care services within the LGA, 21 home care services, 110 residential aged care places and eight restorative care (transitional care) places (Australian Government Department of Health, Regional Health Profiles, QGSO, 2022). The Toowoomba LGA had a total of 48 aged care services, three home care services, 2,093 residential aged care places and 67 restorative care places.

The Casa Mia retirement village facility in Inglewood ceased operation in 2020. GRC is working with stakeholders including the Queensland Government to provide independent living accommodation options at this facility.

Queensland Health has identified the need for consideration of the amenity and therapeutic environment of aged care facilities that are planned as part of the new Toowoomba Hospital on the Baillie Henderson campus. The hospital campus is located approximately 6 km southeast of the Project alignment. Planning for the G2H Project to the immediate east of the Project is considering these issues. The Project is unlikely to result in any increased demands for aged care places, or any impacts on the amenity of other aged care facilities, so other aged care facilities are not further considered in the SIA.

Table 5.39: Aged care services, Goondiwindi and Toowoomba LGAs, June 2022

LGA	Aged care services Number	Number of operational places by care type			
		Home care	Residential aged care	Restorative care	Total places
Goondiwindi	6	21	110	8	139
Toowoomba	48	3	2,093	67	2,163

Source: Queensland Government Statistician's Office, 2023

5.6.5 Police, emergency services and justice

Police, ambulance and fire services are co-ordinated in the SIA study area from command centres in Toowoomba and Goondiwindi. Operational bases (police, ambulance and fires stations) are provided in Pittsworth, Millmerran, Inglewood and Goondiwindi, with some services also available at smaller stations at Yelarbon, Gowrie Junction and Millmerran Downs. Large scale emergencies within the SIA study area are serviced from Goondiwindi or Toowoomba. However, the State Emergency Services (SES) catchment extends only as far as Inglewood, and the SES assumes only a backup role to other agencies beyond Inglewood.

Police and emergency service agencies are well organised and well-coordinated to respond to major projects and consider they have generally access to the resources needed to attend to any incidents related to the Project.

Table 5.40 profiles QPS, Ambulance and Fire stations in the Toowoomba and Goondiwindi LGAs (QGSO, 2023). There were significantly more emergency services located within the Toowoomba LGA, which is likely due to the higher population.

Table 5.40: Emergency services, April 2023

LGA	Police stations	Ambulance stations	Fire stations	Justice
Goondiwindi	5	4	4	Goondiwindi Courthouse
Toowoomba	15	14	12	Toowoomba Courthouse

Source: QGSO, 2023

The SIA study area is within the Southern District of the QPS, where the District Office and Southern Regional Office is located. Services are provided through local stations at:

- Yelarbon Police Station
- Inglewood Police Station
- Millmerran Police Station
- Pittsworth Police Station
- Drayton Police Station
- Goondiwindi Police Station.

The Queensland Ambulance Service operates throughout the SIA study area as part of the Darling Downs Local Ambulance Service Network, with stations located near the Project footprint at:

- Inglewood
- Millmerran
- Highfields
- Goondiwindi.

Fire and emergency services are provided throughout the SIA study area, coordinated by the South Western Region of QFES with command bases at Toowoomba (Area 1) and (Goondiwindi (Area 4), and bases at the following locations servicing communities near the Project footprint (rural fire services are supported by volunteer firefighters):

- Goondiwindi Fire Station
- Yelarbon Rural Fire Station
- Inglewood Fire Station
- Millmerran Rural Fire Station
- Scrubby Creek RFB (Millmerran Downs)
- Pampas RFB
- Pittsworth Fire Station
- Brookstead Rural Fire Brigade
- Gowrie Little Plain RFB (Gowrie Junction).

The South Western Region QFES also co-ordinates the State Emergency Service (SES) from its headquarters in Toowoomba.

Consultation with emergency services as part of the SIA indicated that services are generally adequate to current demand, however early and ongoing engagement with services is needed to ensure they can plan for any increased demand relating to the Project.

QPS and QFES representatives were confident that, with cooperative planning between them and ARTC, the impacts of stationary trains or level crossing operation on response times could be managed through use of alternative routes, however QAS representatives noted that medical response times were more critical and required close cooperation with ARTC, particularly with regard to potential disruptions to QAS services when trains are stationary or passing through level crossings.

5.6.6 Community and civic services

Goondiwindi and Toowoomba are the bases for provision of community services across their respective LGAs.

Community support services and groups based in Goondiwindi and providing outreach services to surrounding communities include:

- *Care Goondiwindi Ltd*, which provides Goondiwindi and surrounding communities with a range of services including community development, disability support services, community legal services, family support, services for seniors and a youth access program
- *Centacare*, providing a range of services including counselling, general support services, mental health service access, and family and relationship programs
- *Bluecare*, which provides support, services and social interaction programs for people with disability and seniors
- *Rural Financial Counselling Service Southern Queensland*, provides rural financial counselling services across Southern Queensland, assisting eligible agricultural business owners and small rural-related business owners who are experiencing financial hardship
- *Rural Sky*, a private practice delivering services and activities focused on building the capacity, resilience and wellbeing of people of Goondiwindi residents
- *Tie Up the Black Dog Inc.*, a community group raising awareness and promoting support for people with mental health issues
- *Gundy Men's Shed*, provides social activities and interaction for men.

Toowoomba's key service providers (which also extend outreach services to surrounding communities) include:

- *Lives Lived Well*, which offers a range of community and residential programs and services including drug and alcohol support services and rehabilitation, counselling youth and family support,
- *Relationships Australia*, which is a community based organisation offering individual, couple and family relationship counselling and education, and family support
- *Lifeline Darling Downs*, which provides counselling, family and community support, and services for people with disability
- *Uniting Care*, which provides services including child protection, supported accommodation, intervention services domestic violence programs, disability services, services for children and young people and emergency support
- *Mercy Family Services*, which offers support services for vulnerable and disadvantaged children, young people and their families including Foster Care, Counselling, Family Intervention, and Supported Independent Living our Multi-cultural Worker Program
- *CatholicCare*, which provides counselling, Family Dispute Resolution and mediation, support and participation services for Aboriginal young people, refugees and migrant support, and child protections services
- *Richmond Fellowship of Queensland*, which prides mental health support, suicide prevention, recovery support services for people with insecure housing
- *Creating Options Program*, which offers alcohol and other drug support including counselling and care coordination
- A range of *National Disability Insurance Scheme* service providers and aged care providers.

The capacity of services changes over time in response to community needs, Government funding priorities and the requirements to respond to disasters (e.g. floods, bushfires, drought and the current pandemic). ARTC's measures to monitor the capacity of services are outlined in Sections 7.4.1 and 8.6.

Table 5.41 details community and civic facilities and community support services in the potentially impacted local communities.

Table 5.41: Community and civic and support services

Location	Community and civic facilities and services	Community and family support
Yelarbon	Yelarbon & District Soldiers Memorial Hall	Yelarbon Men's Shed
Pampas	Pampas Memorial Hall	
Inglewood	Community Health Centre Inglewood Fishing Restocking Association Inc Lions Club of Inglewood Inc Inglewood Show Society Inglewood SES	Inglewood Mates Shed Inc Inglewood Community Recreation Centre Association Inc Prostate Awareness
Millmerran	Millmerran Commerce and Progress Inc. Millmerran Arts Council Inc Millmerran Service Centre	Millmerran Men's Shed Millmerran Community Support Service Millmerran District Hospital Auxiliary Inc Millmerran Senior Citizens Inc
Pittsworth	Pittsworth Service Centre Pittsworth Men's Shed Pittsworth District Alliance	Pittsworth Branch Leukaemia Foundation Pittsworth Senior Citizens Beuaraba QCWA
Brookstead	Brookstead Community Hall	
Kingsthorpe	Kingsthorpe War Memorial Hall Committee Inc Glencoe Medieval Re-enactment Group	Queensland Country Woman's Association Kingsthorpe Progress Association
Gowrie Junction	Gowrie Junction Progress Hall	Gowrie Junction Progress Association

Source: My Community Directory, 2023

5.6.7 Recreation and cultural facilities

A number of sport and recreational spaces and groups were noted within each community. Table 5.42 summarises the sport and recreations facilities and arts, culture and amenity facilities and groups within potentially impacted communities.

Table 5.42: Recreation and cultural facilities and groups

Location	Sport and recreation	Arts, culture, amenity
Yelarbon	Yelarbon Recreation Grounds and Yelarbon Recreation Association Inc Yelarbon Scouts Hall	Yelarbon RSL Memorial Hall and Hall Restoration Committee Inc
Inglewood	Inglewood Fishing Restocking Association Inc Inglewood and District Junior Rugby Football Club Inc Inglewood Community Recreation Centre/ Macintyre Sports Complex Inglewood Rodeo Association Inc	Inglewood and District Historical Society Inc Inglewood Civic Centre Inglewood Chamber of Commerce Inglewood Children's Theatre Inglewood Little Theatre Macintyre Brook Irrigators Association Inc

Location	Sport and recreation	Arts, culture, amenity
	Inglewood Tennis Club Inglewood Showgrounds	
Millmerran	Scouts Millmerran Millmerran Tennis Association Millmerran Showgrounds	Cecil Plains Memorial Hall Millmerran Arts Council Millmerran and District Historical Society Inc Millmerran Show Society
Pittsworth	Pittsworth Rotary Club Pittsworth Showgrounds Pittsworth has many sports related clubs for adults and children	Pittsworth Senior Citizens Association Pittsworth Garden Club Pittsworth Art Gallery and Visitor Information Centre Pittsworth Function Centre Pittsworth and District Historical Society Gardens of the Downs Inc Lions Club of Pittsworth Pittsworth Show Society
Kingsthorpe	Kingsthorpe Recreation Reserve Kingsthorpe Recreation Reserve Management Committee Kingsthorpe Tennis Association	Kingsthorpe War Memorial Hall Committee Inc
Gowrie Junction	Gowrie Little Plains Tennis Club	

Source: My Community Directory, 2018

5.7 Health and wellbeing

5.7.1 Data quality

The data in this section are derived from:

- ABS Census 2021 data
- Community surveys conducted for Inland Rail in 2018, 2022 and 2023
- Social Health Atlas of Australia produced by the Torrens University's Public Health Information Development Unit (PHIDU, 2023)
- Various sources as referenced.

Census data carry a high level of confidence (with the exception of variable validity in the smaller communities as previously discussed).

The SIA scoping survey conducted in 2018 had limited statistical validity, but provides an indication of community values and perceptions about community well-being.

As noted in Section 5.3.1, the Living in Place survey sample of 836 SIA study area residents (2023) returns an error margin of +/- 3.4% at a 95% confidence interval.

PHIDU data include Census-derived measures, as well as modelled measures and self-assessed measures with variable levels of validity and currency, as discussed in this sub-section, where relevant.

5.7.2 Community inputs

SIA scoping survey

The SIA scoping survey was conducted at the start of SIA development in 2018 and sought comment on community values and perceptions around community wellbeing in the SIA study area. Figure 5.19 presents the weighted average of community responses to a series of value statements regarding their community's wellbeing (based on a scale of 1= strongly disagree; 2 = disagree; 3= neutral; 4= agree; and 5=strongly agree).

Respondents mostly agreed they had a good quality of life and a clean environment in and around their community (with weighted averages of 4.1 and 4 respectively). There was least agreement about the adequacy of local job options (2.8).

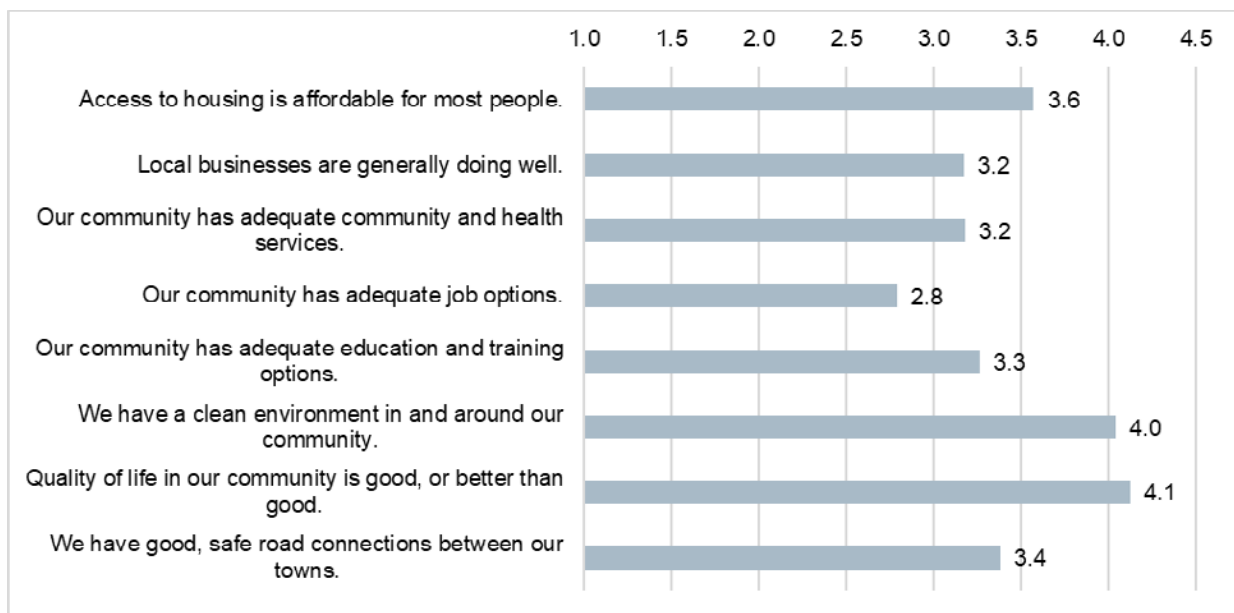


Figure 5.19: Community wellbeing – SIA survey inputs (average weighted ratings)

Representative comments (noting some conditions like rental availability have changed since the survey was conducted) included:

- Housing:
 - “Rent not as high as close by towns” and “There are houses available to rent in rural towns”.
- Local business:
 - “Local businesses and farmers doing it tough in the drought”
 - “Grain and cotton are suffering from dry weather, reduced cropping opportunities, and low irrigation water levels”.
- Community and health services:
 - “All services are located in Toowoomba” and “smaller towns such as Yelarbon and Southbrook have very limited health facilities”
 - “Millmerran has health services, but dental and mental health services are lacking”
 - “Youth services are non-existent”.

- Job options:
 - “Very few jobs with a lack of businesses in town, only property work”
 - “Need to travel out of the area ... but we’re close enough to Toowoomba and other regional employers and industries”.
- Education and Training:
 - “Often people have to leave the district for furthering their education”
 - “Yelarbon school only goes to Grade 6, and Millmerran only goes to Year 10” and “There are no tertiary training facilities (in rural communities)”
 - “Close to Toowoomba for numerous education and training options”.
- Environment:
 - “Our towns and surrounds are kept clean and tidy”
 - “Many landowners care for the roadsides, slash grass, pick up rubbish” and “Farmers look after their farms”.
- Quality of Life:
 - “People’s health is generally good”
 - “Access to a wide range of facilities requires travel”
 - “Safe, friendly communities”.

Living in Place survey

As part of the Living in Place survey undertaken by id consulting Pty Ltd, across the SIA study area in May 2022 and again in July 2023 (Section 5.3.1), survey participants were asked about how they feel about their current physical health, mental health and social wellbeing.

In 2023, survey participants’ self-assessed Health and Wellbeing Index was 6.7 out of a possible 10, just slightly higher than in 2022, but lower than the overall wellbeing index score for survey participants across Queensland in 2023 (7.1) (Table 5.43).

Participants rated each of the three health domains across the SIA study area consistently, with mental health (6.8 out of 10) rated slightly higher than physical health and social wellbeing (both 6.7), and with scores for each domain increasing by 0.1 point between 2022 and 2023.

Table 5.43: SIA study area residents’ self-assessed health status

Health domain	2023	2022
Physical health	6.7	6.6
Mental health	6.8	6.7
Social wellbeing	6.7	6.6
Overall wellbeing	6.7	6.6

Source: id consulting, 2023b

5.7.3 Socio-economic factors

A complex interaction of social, economic, environmental, behavioural and genetic factors helps to shape a population’s health and wellbeing, with social and economic conditions amongst the most important. A

safe environment, adequate income, meaningful social roles, secure housing, higher levels of education and social support are all associated with better health (Queensland Health. McKiernan et al. 2005).

Detailed data which has informed analysis of socio-economic factors is provided in Sections 5.1 to 5.5, with key points below.

Advantage and disadvantage

Research into the social determinants of health consistently establishes that the most disadvantaged people carry the greatest burden of poor health. As discussed in Section 5.2.6, SEIFA IRSAD and IEO indices show that the SIA study area includes a mix of relatively advantaged and disadvantaged communities.

There is a distinct geographic difference in access to advantage within the SIA study area, with rural communities such as Yelarbon, Inglewood and Millmerran being amongst the 30 per cent of Queensland communities that are most likely to experience disadvantage, while the urban communities in and near Toowoomba are moderately advantaged, compared with rural communities in the SIA study area.

Ageing

Ageing is a key determinant of health as the risk of poor health and disability increases with age. Older people living alone have poorer health outcomes (Queensland Health. McKiernan et al. 2005). The SIA study area's population is older than the Queensland median (38 years in 2021), at 39 years in the Toowoomba LGA and 40 years in the Goondiwindi LGA. Communities where percentages of people over the age of 65 years were higher than the Queensland average included Inglewood, Gowrie Mountain, Millmerran, Pittsworth and Yelarbon.

The percentage of Indigenous residents aged 65 years and over was 5.0 per cent in the Toowoomba LGA (one quarter of the equivalent percentage for non-Indigenous residents) and 8.6 per cent in the Goondiwindi LGA, substantially lower than the 20.6 per cent for non-Indigenous residents.

Disability

People with disabilities face greater challenges across most of the social determinants of health, including finding work, participating in community activities, housing security, and accessing health and support services.

In 2021, Goondiwindi LGA had a lower percentage of people who need assistance due to disability (5.6 per cent) compared with the Queensland average (6.0 per cent), while the Toowoomba LGA's percentage was higher at 7.0 per cent (Figure 5.5). The communities with higher percentages of people needing assistance reflect those with older populations, including Yelarbon, Millmerran and Pittsworth.

Economic status

There is a strong association between economic status and health, with economic status being a function of access to work, education, housing and income (Queensland Health. McKiernan et al. 2005).

As discussed in Section 5.2.5, median household weekly incomes in the Goondiwindi and Toowoomba LGAs (\$1,394 and \$1,461 respectively) were lower than the Queensland median (\$1,675) in 2021. Incomes were differentiated by proximity to Toowoomba, with higher median weekly household incomes in Westbrook, Gowrie Junction and Gowrie Mountain, while the more rural communities had lower median household incomes compared with the Queensland median. The communities where median weekly household incomes were particularly low include Inglewood and Yelarbon, reflecting their older median ages, the relative affordability of housing and distance from employment opportunities in the centres of Goondiwindi and Toowoomba.

As discussed in Section 5.2.6, SEIFA data indicate that the Goondiwindi LGA and Toowoomba LGA had less potential for disadvantage and greater access to education and employment resources compared with other LGAs in 2021. However, SEIFA scores indicate significant variability within the LGA, with higher than median IRSAD scores in Gowrie Junction, Westbrook, Brookstead and Gowrie Mountain, and scores below the Queensland median in Southbrook, Kingsthorpe, Pittsworth Millmerran, Inglewood and Yelarbon. This indicates the potential for socio-economic disadvantage in communities with lower scores.

Data on Department of Social Services (DSS) payment recipients (QGSO, 2023) are shown in Table 5.44 and reveal that residents in the SIA study area generally had higher levels of dependency on income support payments and allowances than is typical for Queensland residents.

Toowoomba LGA had a higher rate of aged pension recipients (60.2 per 100 persons aged 65 years and over) than the Queensland rate (58.9), while Goondiwindi LGA's rate was slightly lower at 55.9 per 100 persons aged 65 years and over. Rates of recipients of Carer's Allowances, disability support pensions, Family Tax Benefit A and Jobseeker allowances were all higher than the equivalent Queensland rates. This indicates a higher reliance on fixed, lower incomes in the SIA study area than is typical for Queensland.

Table 5.44: DSS payments, Toowoomba LGA Goondiwindi LGA and Queensland, June quarter 2023

LGA	Payment type and number and rate of recipients									
	Age pension		Carer allowance		Disability support pension		Family tax benefit A		Jobseeker	
	No.	rate ^(a)	No.	rate ^(b)	No.	rate ^(c)	No.	rate ^(c)	No.	rate ^(d)
Toowoomba	20,950	60.2	4,815	3.4	6,960	4.9	11,535	64.8	5,865	6.3
Goondiwindi	1,120	55.9	260	3.2	370	4.6	830	77.3	335	6.2
Queensland	527,820	58.9	132,675	3.1	167,720	3.9	312,975	58.0	181,160	6.1

Source: QGSO, 2023a.

Notes:

(a) Rate per 100 persons aged 65 years and over, as at 30 June 2022. (b) Rate per 100 persons aged 16 years and over, as at 30 June 2022. (c) Rate per 100 families with children under 15 years, as at 30 June 2022. (d) Rate per 100 persons aged 22 to 64 years, as at 30 June 2022.

Housing security

Housing stress and homelessness increase the risk of poor health outcomes and reduce psychological wellbeing. The prevalence of mental illness amongst people experiencing homelessness, and those whose housing tenure is marginal, is significantly higher than in the general population (Mental Health Council Australia, 2014). Housing stress, housing insecurity and homelessness can also be significant barriers to accessing education, employment and health services.

Data on housing stress (Section 5.5.1) indicate that the percentages of low-income households paying more than 30 per cent of their income in mortgage repayments (i.e. the percentage of home owners in housing stress) was slightly lower than the Queensland average in 2021. For low-income households who were renting, the percentage of households in housing stress was slightly higher than the Queensland average in Toowoomba LGA, and slightly lower than the Queensland average in the Goondiwindi LGA. Housing stress levels may have risen in the past two years due to increases in interest rates, housing rents and dwelling purchase prices since 2021.

ABS Census data indicate that between 2016 and 2021, the number of homeless people in the Toowoomba LGA had increased by 78.0 per cent, to 878 people in 2021, and the rate of homelessness in the LGA was 50.9 per 10,000 people, higher than the Queensland rate of 43.2 per 10,000 people

(QGSO, 2023). This has resulted primarily from increases in rental costs and a dire lack of rental housing vacancies in the SIA study area (Section 5.5.2). In the Goondiwindi LGA, the number of homeless people reduced by three over the five-year period, to 27 people in 2021. This equated to a lower homelessness rate of 25.7 per 10,000 people.

5.7.4 Population health and wellbeing

The following indicators provide an overview of the health and wellbeing of communities in the SIA study area.

Long-term health conditions

The prevalence of people experiencing long-term health conditions was identified by the ABS 2021 Census question 'Has the person been told by a doctor or nurse that they have any of these long-term health conditions?'. Data on the prevalence of health conditions in potentially impacted communities and the two LGAs are shown in Table 5.45.

Analysis indicates that 32.4 per cent of Toowoomba LGA residents had one or more long-term health conditions, which was higher than the Queensland average of 28.8 per cent. The Goondiwindi LGA had slightly less prevalence at 28.4 per cent of people who had one or more long-term health conditions.

At the local level, Westbrook and Gowrie Mountain had the highest percentages of people who had none of the selected health conditions, at 64.8 per cent and 65.5 per cent respectively, reflecting their younger populations, and potentially also better proximity to health services compared with the rural communities. Yelarbon (at 52.1 per cent) and Inglewood (at 53.3 per cent) had the lowest percentages of people with none of the selected health conditions. Communities with the highest proportions of people who had one or more health conditions were, consequently, Yelarbon and Inglewood (36.4 per cent and 37.0 per cent respectively), followed by Pittsworth (33.6 per cent) and Millmerran (34.4 per cent).

This was a new question on the Census, which varying percentages of people chose not to answer, as also shown in Table 5.45.

Table 5.45: Prevalence of long term health conditions, LGAs and SALs, 2021

Area	None of selected conditions	One condition	Two conditions	Three or more conditions	One or more conditions	Not stated
Brookstead	62.6	14.8	6.0	1.6	22.4	11.0
Gowrie Junction	65.5	19.5	4.9	2.2	26.6	7.8
Gowrie Mountain	60.8	19.8	5.4	4.1	29.3	7.2
Inglewood	53.3	23.2	7.8	6.0	37.0	9.9
Kingsthorpe	59.1	21.2	6.3	4.3	31.8	8.7
Millmerran	56.0	19.2	8.3	6.9	34.4	9.4
Pittsworth	56.2	19.9	8.3	5.4	33.6	10.1
Southbrook	58.6	18.1	6.1	3.7	27.9	12.9
Westbrook	64.8	20.0	5.7	2.1	27.8	7.6
Yelarbon	52.1	21.7	9.3	5.4	36.4	11.8
Goondiwindi LGA	59.8	19.0	6.0	3.4	28.4	11.8
Toowoomba LGA	59.5	20.9	7.3	4.2	32.4	8.2
Queensland	62.3	19.3	6.2	3.3	28.8	8.9

Source: ABS Census 2021 - Quickstats. Note: ABS data for the smaller communities of Brookstead and Gowrie Mountain have greater rounding errors than the more populous SALs.

The three most prevalent health conditions identified by residents in the SIA study area are the same as the three most prevalent conditions in Queensland. These include arthritis, asthma and mental health conditions (Figure 5.20). The next most common health conditions across Queensland, the two LGAs and each SAL were diabetes and heart disease.

As noted above, there were varying percentages of 'not stated' responses for this question. For simplicity, the prevalence of health conditions has been described below in terms of 'percentages of residents', noting that these are percentages of people who provided a response to this question in the Census. It can be broadly assumed that 'not stated' responses could be distributed across the other response categories.

For the Toowoomba LGA, the most common long-term health condition was mental health conditions including depression or anxiety (10.9 per cent of residents). This may partially reflect the location of key regional mental health services in Toowoomba. The next most common conditions in the Toowoomba LGA were arthritis (10.7 per cent) and asthma (9.9 per cent).

In Goondiwindi LGA, the most common long-term health conditions were arthritis and asthma, both at 9.4 per cent of residents, and mental health conditions at 7.2 per cent of residents. These are similar percentages to Queensland, where the most commonly identified long-term health conditions were mental health conditions (9.6 per cent), arthritis (8.8 per cent) and asthma (8.5 per cent).

In potentially impacted communities, the highest prevalence of mental health conditions was in Kingsthorpe (at 12.6 per cent), followed by Inglewood (10.4 per cent), Pittsworth (10.0 per cent), Westbrook (9.9 per cent) and Millmerran (9.7 per cent), all of which had higher prevalence of mental health conditions than the Queensland average (9.6 per cent).

Mental health is a pervasive issue with one in five Australians experiencing a mental health issue in any one year, and almost one in two people in their lifetime (Mental Health Australia and KPMG, 2018). The most common mental illnesses are depressive, anxiety and substance use disorders, often occurring in combination.

Drought is a particular risk factor for farmers as they can experience significant stress about the effects of drought (Austin et al, 2018; Kunde et al, 2017). Research literature suggests that young farmers and other young people in rural areas are particularly vulnerable, with employment and social networks playing an important protective role (Austin et al, 2018). Research into drought affected communities highlights the importance of educating general practitioners about stress and supporting the health and safety of farming communities.

The highest rates of arthritis were in the communities of Inglewood (14.3 per cent), Millmerran (14.2 per cent) and Yelarbon (13.4 per cent), however percentages of people with arthritis also exceeded the Queensland average (8.8 per cent) in Southbrook, Gowrie Mountain, Pittsworth and Kingsthorpe.

Asthma was most common in Yelarbon (13.4 per cent of the population), Brookstead (12.6 per cent of the population) and Kingsthorpe (11.4 per cent), but asthma prevalence was also higher than the Queensland average in each LGA, and in all potentially impacted communities except Gowrie Mountain.

Asthma prevalence is relevant to the potential for community concern regarding the potential for changes to air quality due to fine particulate matter (PM_{2.5} and PM₁₀), particularly in relation to dust and diesel emissions from the rail operation. Diesel emissions contain concentrations of particulate, including PM_{2.5} which are fine particles and are associated with harmful health effects including cardiopulmonary and respiratory disease (NSW Environmental Protection Authority, 2018). Changes to air quality associated with the Project, including the contributions of dust and diesel emissions to pollution, are documented in EIS Appendix R: Air Quality Technical Report.

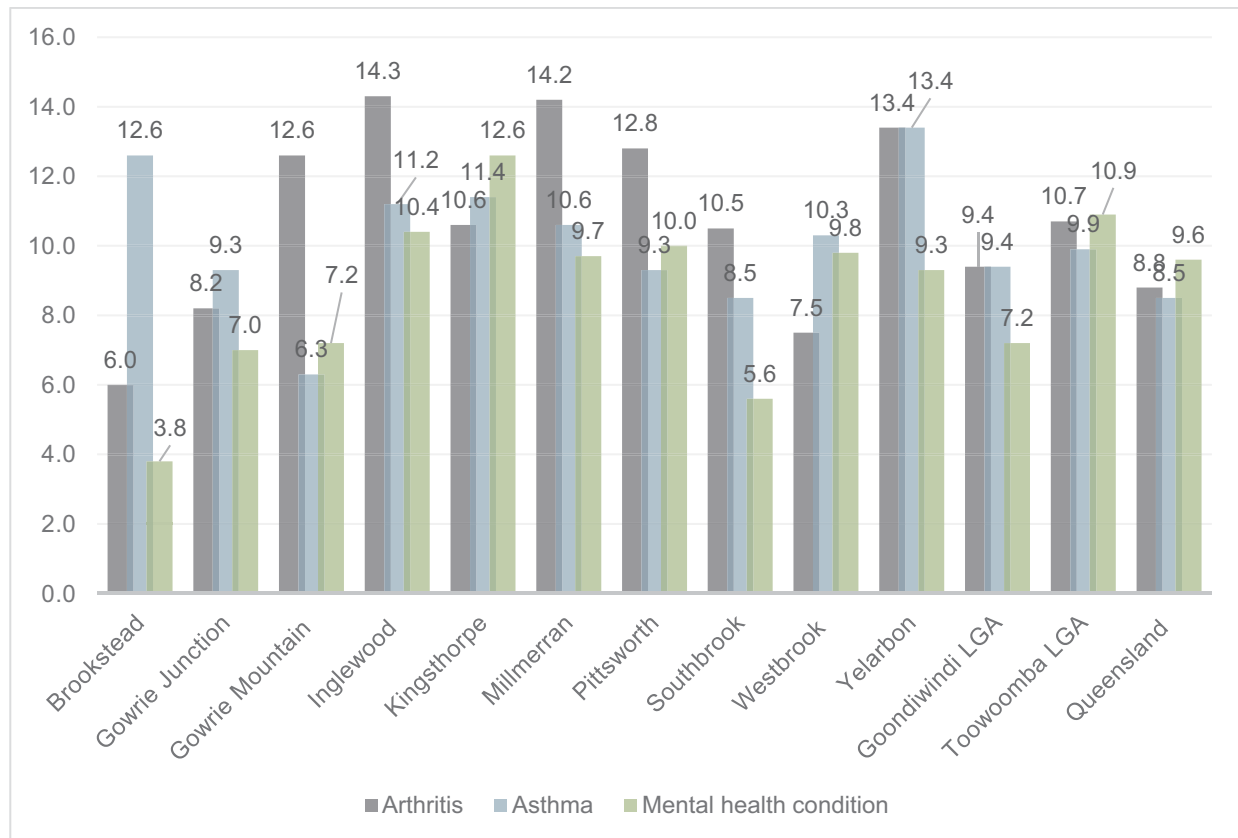


Figure 5.20: Most prevalent health conditions, 2021

Self-harm and suicide

Death from suicide and self-inflicted injury is an indicator of mental illness, and causes significant family and community trauma. PHIDU data for the Goondiwindi and Toowoomba LGAs for the period 2016 - 2020 are shown in Table 5.46.

Suicide and self-inflicted injury as a cause of death occurred at higher rates in the Goondiwindi and Toowoomba LGAs than is typical for Queensland. The rate in Goondiwindi LGA (15.6 per 100,000 persons) was slightly higher than for Queensland as whole (15.4 per 100,000 persons). In Toowoomba, the rate was higher again at 20.7 per 100,000 persons. As previously noted, ABS Census 2021 data reveal that the most common long-term health condition in the Toowoomba LGA was mental health conditions (10.9 per cent of residents).

Table 5.46: Avoidable deaths from suicide and self-inflicted injuries, 0 to 74 years, 2016 to 2020

LGA (of residence)	Number	Average annual ASR per 100,000
Goondiwindi	6	15.6
Toowoomba	123	20.7
Queensland	3,574	15.4

Source: Torrens University, 2023 PHIDU. Note: ASR means age standardised rate

Community strength and cohesion

Strong communities exhibit resilience and have well-developed social connections and supports, contributing to community health and wellbeing.

The level of volunteering by residents is a measure of community strength. Percentages of residents who did voluntary work through an organisation or group (in the last 12 months) are shown in Figure 5.21, along with the percentages of residents who provided unpaid assistance to a person with a disability, health condition or due to old age (during two weeks before Census Night).

The level of volunteering in the SIA study area is high, with 16.6 per cent of Toowoomba LGA residents and 21.0 per cent of Goondiwindi LGA residents volunteering in 2021, compared with 14.1 per cent in Queensland. The highest levels of volunteering in local communities were seen in Brookstead (20.8 per cent) and Pittsworth (19.2 per cent), and volunteering levels were higher than the Queensland average in all but Kingsthorpe (12.6 per cent).

The percentages of residents who provided unpaid assistance was higher than the Queensland average of 11.5 per cent in the Toowoomba LGA (12.7 per cent), but slightly lower in the Goondiwindi LGA (11.1 per cent). Of the potentially impacted communities, Brookstead showed the highest level of residents who provided unpaid assistance (19.3 per cent), and levels were also higher than the Queensland average in Kingsthorpe (12.7 per cent), Gowrie Mountain (13.6 per cent), Gowrie Junction (12.3 per cent), and Yelarbon (12.4 per cent).

Respondents to the SIA scoping survey commented widely on the strength and cohesion in their respective rural communities, and how readily people support each other in times of need.

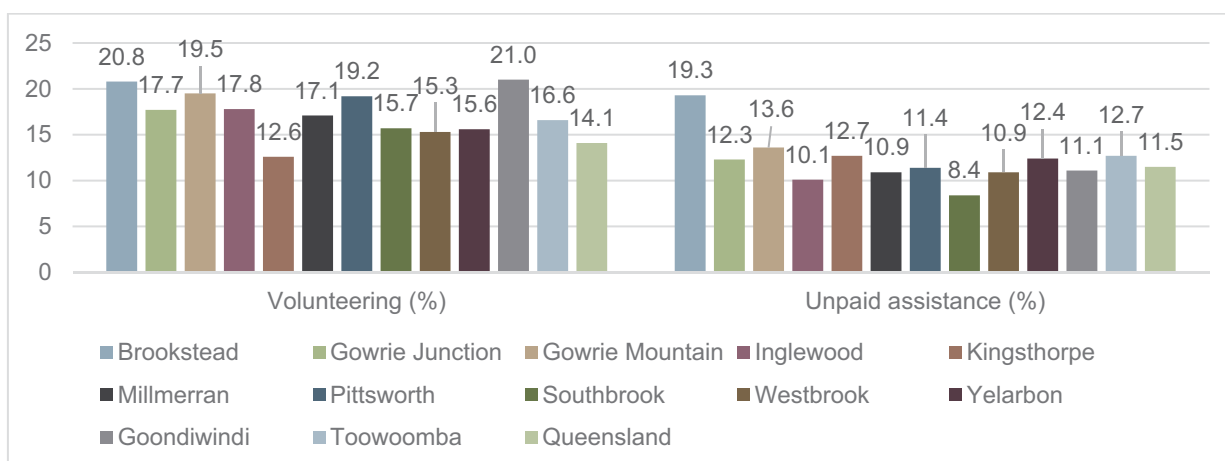


Figure 5.21: Volunteering and unpaid assistance, SAL, Toowoomba LGA and Goondiwindi LGA, 2021

Source: ABS Census, 2021a - Quickstats

5.7.5 Indigenous health and wellbeing

Indigenous status is an important indicator of health status, as Indigenous Queenslanders experience a greater burden of disease and injury than non-Indigenous Queenslanders (Queensland Health, 2017). The Australian Medical Association Report Card on Indigenous Health which addressed the 10 years since the Closing the Gap strategy was launched reported a widening gap between Indigenous and non-Indigenous health in the preceding 10 years (Australian Medical Association, 2018). Chronic diseases were the biggest health challenge, while suicide and mental health gaps had also widened. Injury, including suicide, was the second leading cause of death amongst males and had increased by 21 per cent since 2011 (Australian Medical Association, 2018).

In the Toowoomba LGA, in 2021, 23.2 per cent of Toowoomba residents experienced at least one health condition (ABS, 2021a). This was higher than the percentage for non-Indigenous residents (21.7 per cent) and higher than the Queensland average for Indigenous people (19.9 per cent). The percentage of

Toowoomba LGA Indigenous residents experiencing two or more health conditions (12.6 per cent) was higher than all the comparators shown in Figure 5.22.

In the Goondiwindi LGA, 18.3 per cent of Indigenous residents had one health condition (lower than for the comparators shown), and 11.8 per cent had two or more conditions, which was higher than the percentage for non-Indigenous people (9.7 per cent) but higher than the Queensland averages for Indigenous and non-Indigenous people.

The percentage of Indigenous people who did not experience long-term health conditions in the Goondiwindi LGA was 62.4 per cent, which was lower than the percentage for non-Indigenous people (65.4 per cent). In the Toowoomba LGA, 58.5 per cent of Indigenous people did not experience long-term health conditions, which was lower than for non-Indigenous Toowoomba LGA residents (62.6 per cent) and also lower than the Queensland average for Indigenous people (62.3 per cent).

Overall, the self-assessed health status of Indigenous people appears to be worse than that of non-Indigenous people in the Toowoomba LGA, and generally better than non-Indigenous people in the Goondiwindi LGA. In both Toowoomba LGA and Goondiwindi LGA, the most common long-term health conditions for Indigenous residents were asthma and mental health conditions.

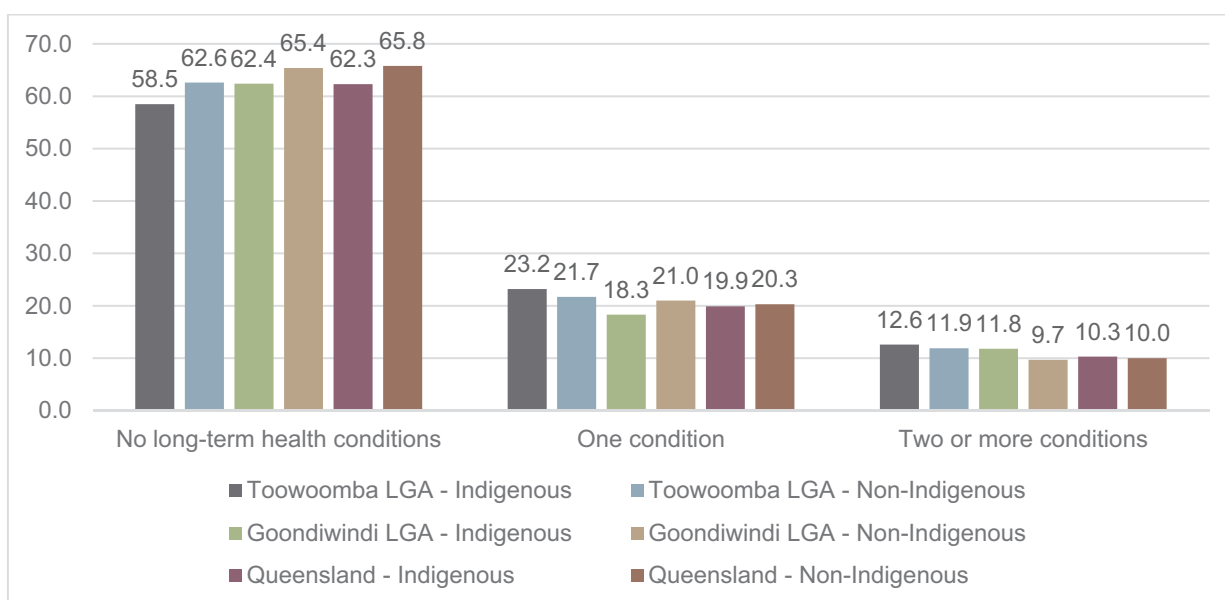


Figure 5.22: Indigenous and non-Indigenous prevalence of long term health conditions, (percentage) Toowoomba LGA, Goondiwindi LGA and Queensland, 2021

Source: QGSO, 2023b Indigenous community profiles

Unemployment is associated with poorer health and wellbeing. As noted in Section 5.4.2, based on ABS 2021 Census data, Indigenous unemployment in the SIA study area was high compared with the non-Indigenous unemployment rate, at 10.2 per cent in the Toowoomba LGA (compared with 3.7 per cent for non-Indigenous people) and 15.8 per cent in the Goondiwindi LGA (compared with 2.5 per cent for non-Indigenous people) (refer Table 5.17).

The equivalent unemployment rates for Queensland were 11.0 per cent for Indigenous people and 4.1 per cent for non-Indigenous people. The unemployment rate for Indigenous people is higher than the Queensland average for Indigenous people in the Goondiwindi LGA (15.8 per cent) and lower than the Queensland average in the Toowoomba LGA (10.2 per cent).

5.7.6 Access to health services

The SIA study area is located within the wider West Moreton Hospital and Health Service Region. Health services available to local communities are described in detail in Section 5.6.3 and include general practitioner clinics in Inglewood, Pittsworth and Kingsthorpe; and hospital, allied health and community health services in Goondiwindi, Inglewood, Millmerran and Toowoomba. Patients requiring treatment beyond basic services are sent to Toowoomba, where there are a number of major hospitals, offering a range of specialist services. *LifeFlight*, a medical evacuation service, also provides services in the SIA study area.

Figure 5.23 shows the rate of provision of medical professionals (per 100,000 people) in the SIA study area compared to Queensland, based on practitioners' area of residence. There were 115.3 GPs per 100,000 people in the Goondiwindi LGA, lower than the rate in the Toowoomba LGA (129.5) and Queensland as a whole (130.5). Lower rates are typical in rural communities, however Goondiwindi-based practitioners are likely to service a wider catchment including the NSW communities of Boggabilla and Toomelah, with an extra load on their services. As at October 2023, doctors at Goondiwindi's largest medical practice had online waitlists of up to two months. Within the Toowoomba LGA, a range of medical practices were offering same week or next week appointments.

As a consequence of Toowoomba's role as a tertiary health centre for South West Queensland, the rate of 'all doctors' (which includes GPs, hospital practitioners non-specialist, specialist practitioners and specialist practitioners in training) was 480.8 per 100,000 people in the Toowoomba LGA, higher than the Queensland average (430.9) and more than double the rate in Goondiwindi LGA. While some specialist services are available in Goondiwindi, generally on a visiting basis, residents generally need to travel to Toowoomba to access specialist services.

The rate of provision for registered nurses was also higher in the Toowoomba LGA (at 1,634.8 per 100,000) compared with the Queensland rate (1,246.3 per 100,000), and significantly higher than in the Goondiwindi LGA (922.7 per 100,000). This reflects the large numbers of hospitals and specialist clinics in Toowoomba, while Goondiwindi LGA's rate suggests under-provision of nurses. This is partially due to recruitment difficulties, as evidenced by the closure of Casa Mia Aged Care in Inglewood due to the inability to recruit a registered nurse.

The Goondiwindi LGA had a higher rate of provision of dentists (86.5 per 100,000 people) than both Queensland (68.9) and the Toowoomba LGA (59.9).

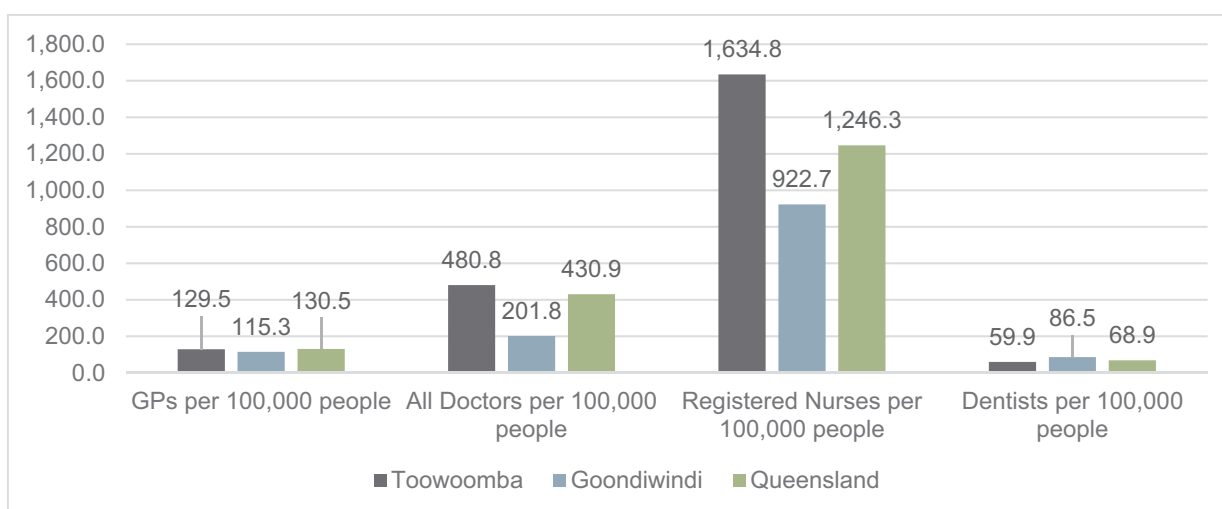


Figure 5.23: Health practitioners, Toowoomba LGA, Goondiwindi LGA and Queensland, 2021

Source: PHIDU, 2023 (Torrens University). Note: 'All Doctors' includes GPs, Hospital Practitioners non-specialist, Specialist Practitioners and Specialist Practitioners in training

The Darling Downs and West Moreton (DD&WM) Primary Health Network (PHN) report that there is a substantial workload for health professionals across the region and difficulty in recruiting and retaining the health workforce, particularly in rural areas and West Moreton (DD&WM PHN, 2018, p 15). Other barriers to accessing services and facilities due to a lack of transport, limited financial resource or lack of service capacity can prevent or delay people accessing medical care, affecting their health and wellbeing. Public transport services are not available in the SIA study area, and most residents are reliant on private transport to access health services.

5.7.7 Community safety

Feeling unsafe can influence levels of anxiety and can be a barrier to community participation and accessing services. As noted in Section 5.3.1, Goondiwindi residents who participated in the Living in Place survey in 2023 nominated 'crime/law and order/violence/antisocial behaviour' as the most common issue of concern affecting perceptions of local liveability.

Offence rates

The number and rates of reported offences are collected by the QPS and published by the QGSO. As shown in Figure 5.24 for the year ending 30 June 2023:

- The rate of offences against the person was 2,332 per 100,000 persons in the Goondiwindi LGA, considerably higher than the rates in the Toowoomba LGA (1,393 per 100,000 persons) and Queensland (1,472 per 100,000 persons)
- The rate of offences against property was slightly higher than the rate for Queensland (5,299 per 100,000 persons) in Toowoomba LGA (5,333 per 100,000 persons) and considerably higher in the Goondiwindi LGA at 7,466 per 100,000 persons
- Rates of 'other offences' were also considerably higher in the Goondiwindi LGA compared with Toowoomba LGA and Queensland.

In consequence, the Goondiwindi LGA's rate of total reported offences was 18,560 per 100,000 persons, higher than the rate in the Toowoomba LGA (11,316 per 100,000 persons) and the Queensland rate (10,999 per 100,000 persons).

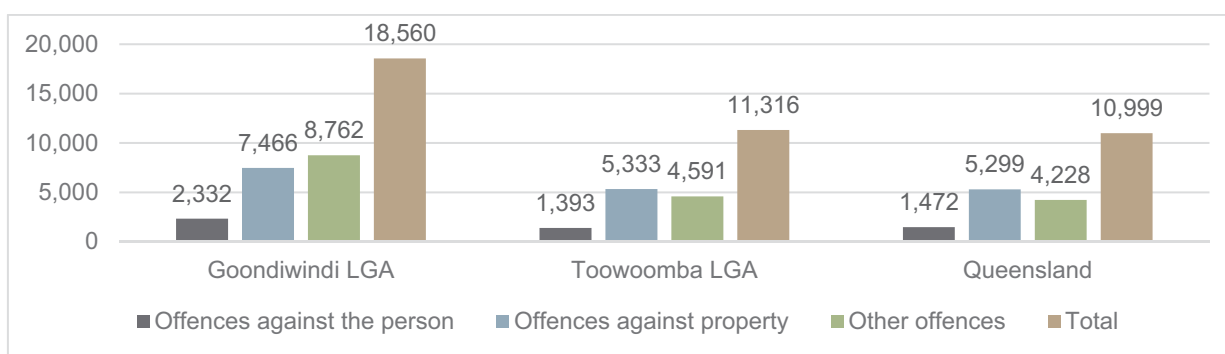


Figure 5.24: Reported Offences, Goondiwindi LGA and Toowoomba LGA, rate per 100,000 persons, 2022-2023

Source: QGSO, 2023, based on QPS data

Domestic and family violence

Domestic and family violence refers to physical, sexual, economic and psychological abuse. It has significant immediate and longer-term impacts on the health and wellbeing of victims, with exposure leading to poorer physical health overall, and an increased risk of health problems (World Health Organization, 2000). The reasons for domestic violence are complex, but contributing factors include drug and alcohol abuse, mental health issues, stress and historical trauma (such as racial discrimination and disadvantage).

Data on applications for domestic and family violence orders (DFVO) are provided by Queensland Courts for some Magistrates' Courts, not including Goondiwindi. Data shown in Table 5.47 are for Toowoomba Magistrates Court, with Ipswich Magistrates Court and Cairns Magistrates Court as comparators.

As detailed in Table 5.47, the number of DFVO applications to the Toowoomba Magistrates Court increased by 17.0 per cent between 2021-2022 to 2022-23, and over the five year period had increased by 13.3 per cent. These rates of increase were substantially higher than the one-year and five-year increases in Ipswich, however Ipswich had consistently higher numbers of DFVO applications than Toowoomba. Ipswich LGA's population in 2021 was 229,208 people, which was approximately 25 per cent larger than the Toowoomba LGA's population (173,204 people), but the number of DFVO application to the Ipswich Magistrate's Court was double the number of applications to the Toowoomba Magistrates Court in 2021-22.

The Cairns LGA has a similar population to the Toowoomba LGA (166,943, people in 2021). The number of DFVO applications to the Cairns Magistrate's Court was substantially higher than the number of DFVO applications to the Toowoomba Magistrates Court. The one-year increase in applications to the Cairns Magistrate's Court was similar to the increase in Toowoomba, but the five-year increase was substantially higher at 27.5 per cent.

Rates of increase in DFVO applications are partly due to population growth, and partly due to improvements in policing and reporting domestic and family violence, but may also indicate increased incidence of DFVO in the Toowoomba LGA in recent years.

Table 5.47: DFVO applications, Toowoomba and Ipswich Magistrates Courts, 2018-19 to 2022-23

Court	2018-19	2019-20	2020-21	2021-22	2022-23	%Change 2021-2022 to 2022-23	% Change 2018-19 to 2022-23
Toowoomba Magistrates Court	772	741	711	748	875	17.0	13.3
Ipswich Magistrates Court	1,674	1,641	1,535	1,654	1,756	6.2	4.9
Cairns Magistrates Court	1,220	1,121	1,249	1,321	1,556	17.8	27.5

Source: Queensland Courts, 2023

Road safety

The most recent data on road crash deaths are available from PHIDU for 2016-2020, and are shown in Table 5.48. The Goondiwindi LGA's rate of deaths from traffic accidents (18.1 per 100,000 persons) was much higher than the rate in the Toowoomba LGA (7.1 per 100,000 persons) and Queensland (4.7 per 100,000 persons).

Table 5.48: Deaths from traffic accidents, 0 to 74 years 2016 to 2020

Area of residence	Number	Average annual ASR per 100,000
Goondiwindi LGA	7	18.2
Toowoomba LGA	43	7.1
Queensland	1,113	4.8

Source: Torrens University, 2023 PHIDU. Note: ASR means age standardised rate

Rail safety

The main safety risks associated with rail transport include derailments, level crossing accidents, accidents associated with passenger/pedestrian slips and falls.

In the decade from 2001 to 2012, there were 145 road vehicle collisions at level crossings in Queensland. This equates to a normalised rate 0.4 collisions per million train kilometres travelled per year, and was the fourth highest rate in Australia, following Tasmania at 3.77, Northern Territory at 0.61 and Victoria at 0.53 (Australian Transport Safety Bureau, 2012).

The most recently published Queensland Government data on rail-related serious injuries and eight fatalities are for 2016 (Figure 5.25). Data collection on rail safety is now conducted by Office of the National Rail Safety Regulator, with data provided at the national level only.

During the five-year period 2012 to 2016, there were 15 fatalities and 87 serious injuries related to rail accidents in Queensland. The highest number of fatalities was in 2012 (seven fatalities), which also saw the highest number of rail-related serious injuries (25 injuries). Numbers of fatalities and serious injuries fluctuated over the five-year period, but were at a five year low in 2016, with one fatality and 10 serious injuries.

Most incidents occur within the greater Brisbane network (Queensland Government Data, Rail Safety Fatalities and Hospitalisations, 2014). There is over 7,000 km of freight and passenger rail track throughout Queensland (QR, 2018). The Project would add approximately 146.4 km of new rail track and corridor and upgrade 71.2 km of existing track, therefore it is anticipated there would be only a small increased risk of rail/road accidents.

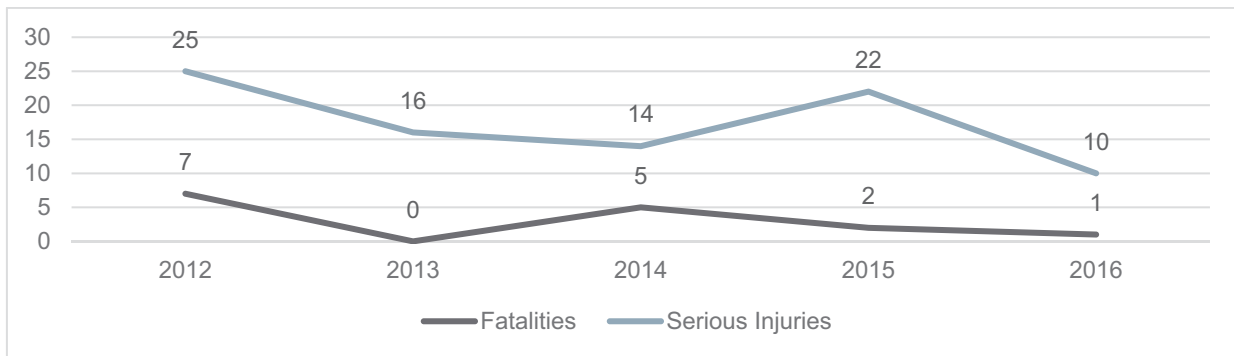


Figure 5.25: Rail related serious injuries and deaths, Queensland 2012 – 2016

Source: Queensland Government Open Data Portal - Rail safety-related fatalities and hospitalisations 2009 to 2016

6. Stakeholder engagement

This section describes ARTC's consultation process as it has informed the SIA, SIA-specific engagement, engagement outcomes, stakeholder issues discussed in the SIA, and the SIA's responses to submissions to the draft EIS.

6.1 Integrated engagement process

Stakeholder engagement informing the SIA, was integrated where possible with ARTC's broader engagement process for development of the Project's EIS. Specific SIA engagement initiatives are detailed in Section 6.1.5.

The aim of ARTC's integrated stakeholder engagement program is to facilitate two-way dialogue by actively listening to stakeholders and providing opportunities for communities to raise concerns, and form partnerships to resolve potential issues. ARTC's approach to stakeholder engagement is outlined in Chapter 6: Stakeholder Engagement.

ARTC values active engagement with stakeholders and the community. A wide range of consultation activities have been undertaken for the Project, including consultation with landowners, local Councils, communities, businesses, Indigenous groups, agricultural and freight industry stakeholders. The SIA was informed by the results of both ARTC consultation with communities and stakeholders, together with SIA-specific engagement (Section 6.1.5) and stakeholder engagement undertaken following preparation of the draft EIS (Section 6.1.6).

Residents' capacity to participate in consultation varies, primarily in line with their other commitments, travel distances to engagement opportunities and access to the internet. The draft EIS consultation process was made broadly accessible to community members through:

- Provision of an Inland Rail office in Toowoomba and more recently in Goondiwindi (since 2020) so that community members could access face to face contact with Project team members
- Extensive advertising and promotional campaigns to support awareness of the Project and consultation options
- Invitations to a diverse range of community, economic and environmental groups to participate in consultation
- Regular community information sessions, at different times of the day and week, in a range of locations, to enable community members, groups and organisations to access Project information and provide their feedback
- The CCCs, with members having demonstrated knowledge of the area, membership of community groups and organisations, and the ability to bring representative views to the work of the Committee
- Inviting community members to observe CCC meetings (held in various locations) to hear Project updates and community views first-hand
- Communication channels including fact sheets, newsletters, an EIS free call number, email and postal address
- Use of social media including Facebook, YouTube, Instagram and LinkedIn, and provision of a fly-through video demonstrating the Project's interaction with landholdings and communities, available online
- Provision of an online, interactive Project map enabling people to obtain detailed information about the Project, ask questions, provide comments and receive feedback.

As at 30 September 2023, ARTC has held 162 community feedback sessions, including 66 targeted community information sessions, staffed displays at 19 community events and conducted 79 pop up stands.

A consultation report for the Project is available as EIS Appendix E: Consultation Report. The following summary identifies ARTC's consultation activities and context that has informed the SIA.

6.1.1 Raising community awareness of Inland Rail

October 2016 to September 2018

Raising community awareness about Inland Rail commenced years in advance of the Project's draft EIS development. This overall history with key stakeholders is detailed in EIS Appendix E: Consultation Report. Stakeholder participation and influence over the Project's scope and route selection from 2016 is discussed below.

In October 2016, the Australian Government determined four possible Inland Rail corridor options between Yelarbon and Gowrie would be assessed and overseen by the Yelarbon to Gowrie Project Reference Group. The Project Reference Group process was established in November 2016 by the (then) Department of Infrastructure and Regional Development to provide local community input into review of the four alignment options. The Project Reference Group met seven times between 14 December 2016 and 10 April 2017. The Project Reference Group Chair Mr Bruce Wilson AM also conducted four public meetings to enable community members to engage with the engineering consultants and Department of Infrastructure and Regional Development officers.

Following the meetings of the Project Reference Group and the public meetings, a Corridor Options Report (AECOM, 2017) was developed and submitted to Department of Infrastructure and Regional Development in April 2017. This report was one of several inputs considered by the Australian Government, and informed the decision on the impact assessment area for the Project.

On 21 September 2017, the Minister for Infrastructure and Regional Development announced the preferred two-kilometre-wide impact assessment area for the Project. Following this announcement, the focus of ARTC's engagement between September 2017 and August 2018 was to inform the community about the concept alignment and impact assessment area, the proposed Project assessment and approvals process, and securing future access to private properties in order to carry out environmental and technical investigations.

The purpose of ARTC engagement as part of the Inland Rail Yelarbon to Gowrie Corridor Options Report was primarily to ground-truth desktop studies through field studies, establish effective relationships with key stakeholders and raise awareness of the Inland Rail Program with the broader community.

Stakeholder groups engaged during this process included GRC and TRC, landowners (where field access was desired) and those within the proposed impact assessment area, relevant peak bodies and organisations (e.g. Queensland Farmers Federation, Toowoomba Chamber of Commerce, TSBE, interested community groups and local communities).

ARTC undertook extensive consultation with stakeholders during this time to develop the Project's reference design, including:

- Four rounds of meetings with the CCCs addressing Project information, including the Condamine River floodplain crossing and draft Terms of Reference for the Project's draft EIS
- Two community information sessions in Millmerran and Brookstead regarding feasible Condamine River floodplain crossing options
- Seven community information sessions in key towns along the alignment on the draft Terms of Reference for the draft EIS

- Regular consultations with GRC and TRC
- One-on-one meetings with landowners, particularly those situated within the Condamine River floodplain
- Targeted community group meetings to discuss localised alignment options within the impact assessment area
- Meetings with relevant peak bodies and organisations including InterGen (Millmerran Power Station/Commodore Mine), GrainCorp, Queensland Farmers Federation, Cotton Australia, DA Hall & Co. (Doug Hall Poultry), Smithfield Cattle Co. (Sapphire Feedlot) and John Dee Pty Ltd (Yarranbrook Feedlot).

September to November 2018

To provide more clarity to the Project's potentially impacted landowners, ARTC narrowed the two-kilometre-wide impact assessment area to a 'focused area of investigation' in which the proposed Project alignment was expected to be located. This enabled stakeholders to identify the likelihood that they or their properties would be affected by the Project.

In addition to seeking feedback on potential impacts and benefits through community information sessions, ARTC's engagement program for key stakeholders, landowners and the community, focused on:

- Alignment refinements near Millmerran, Millwood and Whetstone to minimise impacts on key infrastructure including significant agricultural infrastructure in Whetstone, Millwood and near Millmerran, and the Commodore Mine/Millmerran Power Station
- Progress on the Condamine River floodplain crossing solutions.

Stakeholders consulted during this stage are summarised in Table 6.1 (EIS Appendix E: Consultation Report).

Table 6.1: Stakeholder engagement – September to November 2018

Stakeholder groups	Objectives	Participation
Landowner meetings	<ul style="list-style-type: none"> ■ To discuss focused area of investigation and property impacts ■ Gather input for private level crossing design ■ To discuss alignment development ■ To discuss Condamine River floodplain crossing ■ To secure land access agreements 	187 people
Key stakeholder briefings	<ul style="list-style-type: none"> ■ To discuss focused area of investigation and property impacts ■ To discuss alignment development ■ To discuss Condamine River floodplain crossing 	10 people
CCC meetings	<ul style="list-style-type: none"> ■ To discuss focused area of investigation and property impacts ■ To discuss alignment development ■ To discuss Condamine River floodplain crossing 	Four meetings: <ul style="list-style-type: none"> - IDD CCC (2 meetings) - SDD CCC (2 meetings)

Stakeholder groups	Objectives	Participation
Drop in sessions	<ul style="list-style-type: none"> Inform community members about the focused area of investigation Inform community members about the Condamine River floodplain crossing options Advise community members about opportunities to provide input and timeframes Promote community survey Gather landowner input for private level crossing design 	<p>Eight sessions (with a total of 150 attendees) at:</p> <ul style="list-style-type: none"> - Millmerran - Pittsworth - Southbrook - Brookstead - Inglewood - Yelarbon - Gowrie Junction - Toowoomba
Department of Education	<ul style="list-style-type: none"> Provide information to the Department of Education based on the 70 per cent reference design and discuss consultation with schools regarding potential noise and impacts and road realignments 	One meeting with Regional Director in Toowoomba

6.1.2 Draft EIS preparation

December 2018 to January 2021

The final Terms of Reference for the Project's draft EIS were released on 16 November 2018. From December 2018 to January 2021, ARTC engagement that informed the SIA included:

- Ongoing community and landowner engagement on design development, including public and private level crossings, and the Project footprint
- Ongoing engagement with landowners to develop the Condamine River floodplain crossing solution, and workshop flood concerns regarding Macintyre River floodplain
- Workshops with landowners about the hydrology modelling for Gowrie Creek, Dry Creek and Westbrook Creek
- Four meetings with the IDD CCC and three meetings of the SDD CCC to discuss a range of topics including flood modelling, impacts on water availability, the Project's alignment, and design issues
- Ongoing engagement with landowners on the property acquisition process and timing
- Ongoing community engagement to inform the draft EIS, addressing visual amenity and noise topics
- Engagement with Traditional Owners and Endorsed Aboriginal Parties regarding cultural heritage
- Engagement with broader community on regional benefits, including sponsorship, legacy projects, community development, local industry participation, and safety programs
- Engagement with a wide range of State and Federal Government, including individual briefings and two forums with government agencies, and a series of meetings regarding
- A series of meetings with Councils and government agencies regarding construction water sourcing, road-rail interfaces, a stock route interface and Matters of National Environmental Significance
- A noise consultation campaign, encompassing:
 - Presentations to the Project's two CCCs on noise assessment findings
 - Calls and the offer of meetings with the owners of properties where noise exceedances may be experienced to enable landowners to understand the potential for impacts and establish communication between the Project and landowners

- Provision of written information including a fact sheet and e-news updates about noise impacts (EIS Appendix E: Consultation Report)
- A meeting with TRC (in March 2020) to explain the noise modelling.
- Community outreach sessions in Gowrie, Pittsworth, Millmerran and Goondiwindi
- Phone calls to owners of quarries and borrow pits regarding the sourcing of materials.

ARTC also met with Councils and government stakeholders about development of skills and business capacity strategies as detailed in Section 6.1.6. The outcomes of these discussions are detailed in Sections 6.2.3 and 6.2.4.

Table 6.2 summarises ARTC stakeholder engagement during draft EIS preparation, followed by a summary of key points from engagement with each stakeholder group.

Further detail regarding the Project's consultation program to develop the draft EIS is provided in EIS Appendix E: Consultation Report.

Table 6.2: ARTC stakeholder engagement during draft EIS preparation

Stakeholder groups	Objectives	Participation
Australian Government Departments	<ul style="list-style-type: none"> ■ Provide updates on the Inland Rail Program 	10 briefings/meetings <ul style="list-style-type: none"> – Department of Infrastructure, Transport, Regional Development, Communications and the Arts (DITRDCA) – DTMR
Australian Government Elected Representatives	<ul style="list-style-type: none"> ■ Inform elected representatives about the Project and the draft EIS process ■ Gain an understanding of the issues and opportunities currently facing the electorates ■ Identify the potential impacts, benefits and mitigation measures for the Project ■ Provide updates about the proposed Project alignment and Project footprint 	Two briefings/meetings <ul style="list-style-type: none"> – Member for Groom Hon. Dr. John McVeigh MP – Member for Maranoa Hon. David Littleproud
State Government Elected Representatives		Two briefings/meetings <ul style="list-style-type: none"> – Member for Condamine Pat Weir – Member for Southern Downs James Lister
TRC – Councillor briefings/meetings	<ul style="list-style-type: none"> ■ Inform Councils about the Project and the draft EIS process ■ Facilitate the councils' input into the design development ■ Gain an understanding of technical constraints in the region ■ Gain an understanding of the issues and opportunities currently facing the regions ■ Identify the potential impacts, benefits and mitigation measures for the Project. 	<ul style="list-style-type: none"> ■ Four meetings/briefings – 32 attendees
TRC – Officers/Technical Working Group		<ul style="list-style-type: none"> ■ Eight monthly meetings, various numbers of attendees
GRC – Councillor briefings		<ul style="list-style-type: none"> ■ Three meetings – 15 attendees
GRC – Officers/Technical Working Group		<ul style="list-style-type: none"> ■ Five meetings – various numbers of attendees

Stakeholder groups	Objectives	Participation
State Government Departments	<ul style="list-style-type: none"> Discuss Project and EIS Seek feedback on issues for assessment 	16 briefings <ul style="list-style-type: none"> Coordinator-General Department of Environment and Science (DES) Department of Housing and Public Works Department of Resources DTMR Department of Agriculture and Fisheries (DAF) Queensland Treasury QPS QFES
	<ul style="list-style-type: none"> Present the technical impact assessments methodologies and preliminary findings to government agencies 	<ul style="list-style-type: none"> Department of Premier and Cabinet Department of Education TRC
Traditional Owners & Endorsed Parties	<ul style="list-style-type: none"> Discuss Project, potential impacts and opportunities, cultural heritage 	<ul style="list-style-type: none"> Bigambul People (BNTAC) Western Wakka Wakka People representatives Other Endorsed Aboriginal Parties representatives
Landowners	<ul style="list-style-type: none"> Gain feedback about potential road changes Share information about flood modelling process and results 	Four workshops – 47 attendees <ul style="list-style-type: none"> Brookstead Dry, Westbrook and Gowrie creeks Pampas Road (2 workshops)
	<ul style="list-style-type: none"> Discussions about: <ul style="list-style-type: none"> Alignment, to seek feedback on land use and property access to inform design Local road usage to inform road crossing design Outcomes of hydraulic investigations and flood mapping Updates on design development Addressing issues and concerns raised Requests to initiate land access agreements 	<ul style="list-style-type: none"> 191 meetings, various locations

Stakeholder groups	Objectives	Participation
IDD CCC	<ul style="list-style-type: none"> Facilitate broader community involvement in the Project Seek community feedback and input to project outcomes Increase awareness and understanding for the project by providing communities with 'one-point of call' for project information 	<ul style="list-style-type: none"> Chair and 15 committee members 115 community observers at three meetings (10 + 20 + 85 observers)
SDD CCC	<ul style="list-style-type: none"> Act as a conduit between the project team and the community to provide information or address issues and concern. 	<ul style="list-style-type: none"> Chair and 15 committee members 32 community observers at three meetings (13 + 7 + 12)
Local communities and groups	<ul style="list-style-type: none"> Discussions about the alignment development (reference design) Discussions about sentiment and community involvement 	<ul style="list-style-type: none"> Meeting with Pittsworth Alliance Meetings with Gowrie Junction Progress Association
	<ul style="list-style-type: none"> Gather information on local road use and public road crossings 	<p>Eight drop-in sessions (with a total of 94 attendees) at:</p> <ul style="list-style-type: none"> – Toowoomba – Brookstead – Pittsworth – Southbrook – Millmerran – Yelarbon – Inglewood – Pampas
	<ul style="list-style-type: none"> Share information on project status and timeframes Gather feedback Provide information on supplier network and opportunities 	<ul style="list-style-type: none"> Six community event stalls: <ul style="list-style-type: none"> – Downstream – FarmFest – Goondiwindi Show – Toowoomba Show – Inglewood Show – Millmerran Show One residents' committee meeting One community open day One presentation at a community association
Business events	<ul style="list-style-type: none"> Share general project update Business and supplier opportunities Local procurement and employment opportunities Regional project benefits 	<ul style="list-style-type: none"> Four business events <ul style="list-style-type: none"> – Goondiwindi Chamber of Commerce – Pittsworth District Alliance – Millmerran Commerce and Progress Association – Toowoomba Surat Business and Enterprise

Local governments

ARTC's consultation process with GRC and TRC during preparation of the draft EIS and Project's reference design included preliminary project and impact assessment briefings, subsequent topic area meetings, and follow up phone and email correspondence. Councils' focus largely related to Project design matters (e.g. Project location, road alignments, level crossing design), as detailed in EIS Appendix E: Consultation Report. A summary of key issues that are considered in the SIA is provided in Section 6.2.3.

Government agencies

As outlined in previous subsections, ARTC has conducted extensive engagement with government departments. Agency forums were held in August 2019 (Toowoomba) and October 2019 (Brisbane) to provide updates on the Project and draft EIS studies, and to seek feedback on each agency's issues of interest.

ARTC also led targeted consultation with the Department of Education regarding the potential for Project impacts on schools near the alignment. This consultation involved a meeting in December 2018, participation in the EIS government agencies workshop in 2019, and phone consultation in November 2020. Key issues of relevance to the SIA and ARTC responses are provided in Section 6.2.4. Further details on participation by government agencies are provided in EIS Appendix E: Consultation Report.

Traditional Owners and Endorsed Aboriginal Parties

Traditional Owners and Endorsed Aboriginal Parties were consulted by ARTC during the development of the draft EIS (December 2018 to January 2021), notably through the cultural heritage management plan and committee process, as well as consultation to explore the scope of social impacts and benefits, and Indigenous employment and training opportunities.

In 2019, BNTAC proposed a Statement of Commitment be formalised between ARTC and the Bigambul People, as recognised Traditional Owners with a Native Title determination. The Statement of Commitment focused on joint responsibilities for cultural heritage management, capability and leadership development for Bigambul People, local social and economic development including a focus on wellbeing, workforce and skill development, and business support.

This Statement has helped to guide ARTC's engagement with BNTAC throughout development of the EIS and in establishing a range of working partnerships (outcomes are detailed further in Section 6.2). During draft EIS development, ARTC also engaged with BNTAC to identify opportunities for the Project's use of BNTAC-owned land at Turallin. Initial engagement explored this property as a location for a non-resident workforce accommodation facility. ARTC continues to work with BNTAC on alternative opportunities and Project uses at this property, as further discussed in Section 7.3.4.

ARTC met with representatives of Endorsed Aboriginal Parties in February and March 2020 regarding the Project and draft EIS development. This engagement had a strong focus on cultural heritage matters, social performance program opportunities, and inputs to the Project's SIA. These meetings were followed by phone correspondence and a discussion between the SIA team and nominated representatives.

ARTC has engaged with Western Wakka Wakka People representatives regarding cultural heritage management for the Project and the interfacing G2H Project development. In September 2020, the Western Wakka Wakka People hosted Queensland Inland Rail project teams at Gummingurru, a 6,000-year-old Indigenous ceremonial site in Toowoomba now used for learning about Aboriginal culture and heritage. Early engagement has also focused on the social performance program and future engagement opportunities.

Community Consultative Committees

ARTC established two CCCs – the IDD CCC in the north of the SIA study area and SDD CCC in the south – in December 2017. The CCCs have operated through the preliminary design, draft EIS and revised draft EIS stages, and are independently chaired.

The role of the CCCs is to act as a conduit between the community and ARTC, to provide input and feedback on community issues and concerns during the planning and design regarding the Project alignment.

CCC members were appointed in 2017 following a publicly advertised nomination period and independent assessment of nominees and come from a range of backgrounds. CCCs are renewed after two years to ensure diverse viewpoints are represented and provide a platform for community concerns to be raised with ARTC. In December 2019, a call for new members was put out and the new committees were announced in February 2020. CCC meeting outcomes are summarised in Section 6.2.2.

Community groups

ARTC has involved a wide range of community groups in Project consultation through various means (e.g. letters, invitations to community information sessions and one to one and group meetings) as detailed in EIS Appendix E: Consultation Report. These groups included:

- Friends of the Escarpment Parks Toowoomba Inc.
- Gowrie Junction Progress Group
- Darling Downs Regional Organisation of Councils
- Goondiwindi and District Historical Society
- Inglewood Community Advisory Group
- Highfields and District Business Connection Incorporated
- History Pittsworth
- Kingsthorpe and District Progress Group
- Millwood Farmers Group
- Macintyre Valley Cotton Growers Association Inc
- Macintyre Brook Irrigators Association
- Millmerran Commerce and Progress Inc
- Murray Darling Association
- Pittsworth District Alliance
- Rotary Club of Toowoomba North
- Wylahra Grove Progress Association
- Yelarbon Community Consultative Committee
- A range of catchment care, water management, Landcare and conservation groups.

Given the close-knit nature of local communities, many community members who participated in Community Information Sessions and the CCC are members of multiple local groups.

ARTC has also given numerous presentations to industry, business and environmental groups to provide information about Project scope and potential opportunities for access to the alignment, as detailed in EIS Appendix E: Consultation Report. Issues raised by community members and groups are discussed in Section 6.2.2.

Landowner and community consultation sessions

Floodplain crossing

ARTC implemented a comprehensive engagement program with community members to inform the development of the Macintyre flood model, and the Condamine River floodplain flood model and crossing solution. The engagement process and outcomes are detailed in EIS Appendix E: Consultation Report. ARTC also supported a request from the SDD CCC to appoint an independent flooding expert to assess the suitability of the flood model in July 2018 and shared the flood model and technical information requested. In addition, ARTC shared technical information with a flooding expert appointed by local landowners.

Noise impacts

From September 2019 to February 2020, ARTC undertook consultation about noise impacts as assessed in the draft EIS. A wide variety of communication activities were used to engage with stakeholders including the CCCs, landowners and elected representatives as detailed in EIS Appendix E: Consultation Report. The SIA considers the potential for noise to affect amenity and liveability, health and wellbeing, and the compensation or acquisition processes available to impacted landowners.

Noise mitigation measures are addressed in the Draft Outline Environmental Management Plan.

6.1.3 Public notification of the draft EIS

January to May 2021

The Coordinator-General released the draft EIS for public notification and submissions were received between 23 January and 4 May 2021.

In January 2022 the current CCCs were also offered an extension of their terms for a further two years or until Project evaluation. It was determined that this would provide ongoing stability to the group at a critical time.

ARTC engaged with stakeholders and community members to support the public consultation process and encourage formal submissions regarding the draft EIS. This included:

- Meetings with the SDD CCC (28 January 2021) and IDD CCC (2 February 2021) dedicated to the draft EIS
- Phone calls to directly impacted landowners, followed up with a letter sent via registered mail
- Provision of a hardcopy submission form and a fact sheet to landowners, with a 'Have-your-say' form and the offer to provide the draft EIS on a USB
- All interested stakeholders and directly impacted landowners were offered one-on-one meetings
- Literacy support for culturally and linguistically diverse stakeholder with translation services available
- Eight EIS public information sessions in February 2021, held in Brookstead, Pittsworth, Gowrie Junction, Southbrook, Yelarbon, Goondiwindi, Millmerran and Inglewood
- A formal briefing on the draft EIS (including the SIA) to relevant government agencies in March 2021 to provide a forum to answer questions and encourage formal submissions.

- Further meetings with GRC (in March and May 2021) and with TRC (in February and May 2021) to discuss the draft SIA, with subsequent meetings held to progress discussions on community wellbeing initiatives, accommodation management and business involvement

A detailed account of consultation during the public notification period for the Project's draft EIS is available in EIS Appendix E: Consultation Report. This includes a report on ARTC engagement with directly impacted landowners to discuss draft EIS findings, land acquisition and their specific circumstances. The Revised draft SIA has considered issues raised by submitters that are of relevance to social impacts and benefits, as described in Section 6.4.

6.1.4 Revised draft EIS preparation

May 2021 to December 2023

Following public notification of the draft EIS, ARTC has continued to engage with directly affected landowners, community members, Traditional Owners, Endorsed Aboriginal Parties, Councils, businesses, government agencies and other stakeholders (EIS Appendix E: Consultation Report).

Consultation has involved meetings with individual landowners, CCC meetings, community information sessions and drop-in displays, access to Project team members through the Project offices in Toowoomba and Goondiwindi, emails, phone calls and access to online information.

The outcomes of this consultation include property-specific agreements, Project design refinements, a decrease in the number of level crossings and further development of environmental mitigation measures.

Landowners who have met with the Project and DTMR for one-on-one meetings have received ongoing updates regarding potential noise impacts. Ongoing engagement with landowners on noise will be critical during the Detailed Design stage as the design development continues and additional modelling is conducted.

Following the release of the *Independent Flood Panel Draft Report* in July 2021, ARTC carried out additional consultation and technical investigations to expand the flood model further upstream including engagement with community members via meetings, phone and email, community information sessions, briefings to elected representatives and local councils, articles in the Project newsletter and e-news and updates to the Inland Rail website.

The outcomes of engagement relating to the Independent Flood Panel's Final Report is detailed in EIS Appendix E: Consultation Report. The Project's hydrology modelling as discussed in EIS Appendix T1 and T2: Hydrology and Flooding Technical Report (Volume 1 and 2).

Community information sessions that have been held since the public notification period in 2021 (EIS Appendix E: Consultation Report) include a focus on:

- Project noise assessment information session in Yelarbon (14 April 2021)
- non-resident workforce accommodation facility, in Yelarbon (31 August 2021), Inglewood (21 September 2021) and Millmerran (13 October 2021)
- Updated Project information sessions, in Yelarbon (12 October 2021) and (8 February 2022)
- Macintyre River Floodplain Model, in Goondiwindi (22 March 2022)
- Workforce development sessions, in Goondiwindi (24 March 2022) and Toowoomba (8 September 2022, with combined updates on the Project and the Gowrie to Helidon Project)
- Targeted workshops on community concerns regarding ecology and soil (18 January and 16 March 2023).

All community information sessions had an open-door policy, which allowed interested people to enter and leave at will. Participants were provided with opportunities to give feedback on the B2G Project either verbally (with notes taken by the Project team) or in writing (using email and or feedback forms).

A series of drop-in stalls were also held for general community outreach to support the EIS process and continue to inform key stakeholders, landowners, and the local community of Project updates. Spread along the alignment, a total of 57 drop-in displays were held across the SIA study area during February 2020 and March 2023, including two displays in Biddeston, one in Brookstead, one in Gowrie Junction, three in Inglewood, seven in Millmerran, two in Pampas, five in Pittsworth and one in Southbrook. The displays enabled discussions with stakeholders about changes to the reference design, key stakeholder concerns and the revised draft EIS process. This also provided an opportunity for the local community along the alignment to access Project team officers in the same way that local Toowoomba residents can access the Toowoomba Office.

Outcomes of consultation during May 2021 to October 2023 that are relevant to the SIA are detailed in Section 6.2.

6.1.5 SIA engagement process

The SIA engagement process was integrated with the EIS engagement process. During preparation of the draft SIA (which spanned December 2018 to January 2021), specialist SIA and EIS team members participated in ARTC-led Project engagement including:

- Seven community information sessions (at Yelarbon, Inglewood, Millmerran, Brookstead, Southbrook, Pittsworth and Gowrie) to provide information about the SIA and EIS process, seek input on the scope of potential impacts, and interview local residents about potential social impacts
- Attendance at the IDD CCC meeting (February 2019) and SDD CCC meeting (June 2019) to provide a briefing on the SIA process and key issues being assessed, and hear committee members' concerns about social and environmental impacts
- Analysis of community queries and ARTC responses during CCC meetings, to identify suggested mitigation or management measures.

The draft SIA considered the results of ARTC's stakeholder consultation, and an SIA-specific engagement process was also designed to ensure the involvement of stakeholders in the SIA process.

SIA stakeholder analysis involved:

- Reviewing the outcomes of ARTC's stakeholder engagement in the years preceding EIS commencement
- Meeting with ARTC's consultation team to identify the issues raised in each locality to date
- Participating in community information sessions to identify the location of interested community members and their key issues
- Scanning public media and social media to identify interested groups and businesses
- Desktop analysis of social infrastructure provision and management in the potentially impacted communities
- Identification of council departments and government agencies with an interest in the SIA.

The SIA-specific stakeholder engagement process is shown in Table 6.3 and included:

- A community survey during the SIA scoping stage, as described in Section 4.3
- Workshops with community and government agencies

- Meetings with Traditional Owners and Endorsed Aboriginal Parties
- Meetings with GRC and TRC
- Workshops and meetings with business organisations.

Table 6.3: Draft SIA Stakeholder Engagement

Stakeholder Groups	Objective	Mechanism	Timing
Office of Coordinator-General	Discuss the proposed SIA scope and consultation inputs	■ Meeting with Coordinator-General officers	May 2019
	Discuss the SIA's preliminary assessment findings with CG	■ Meeting with Coordinator-General officers	September 2019
Landowners community members and community organisations	Enable community members to contribute their views on potential social impacts and benefits	■ Participation in ARTC information sessions	November 2018
	Collect information on social baseline values, community concerns about social impacts and potential mitigation measures	■ Community survey	November-December 2018
	Seek input on social impacts and benefits from community members and community organisations	■ Briefings to and discussion with IDD and SDD CCCs	February to September 2019
GRC	Brief Council managers on the results of stakeholder engagement and preliminary assessment findings and seek input on community issues, social impacts and mitigation measures	■ Meeting with Council CEO and managers	November 2018
	Provide a briefing on the draft SIA findings and seek Council feedback on impact assessment and mitigation measures	■ Meeting with Council CEO and managers	June 2019
TRC	Brief Council managers on the results of stakeholder engagement and preliminary assessment findings, and seek input on community issues, social impact, and mitigation measures	■ Meeting with Council managers ■ Participation in Pittsworth SIA workshop	March 2019
	Provide a briefing on the draft SIA findings and seek Council feedback on impact assessment and mitigation measures, and discussion of proposed camp locations	■ Meeting with Council Managers	May 2019
Indigenous community members	Identify Indigenous community values to be considered in the SIA Seek inputs on opportunities for Indigenous economic and community development	■ SIA team meeting with BNTAC ■ SIA team phone interview with Western Wakka Wakka Elder	April –June 2019

Stakeholder Groups	Objective	Mechanism	Timing
		<ul style="list-style-type: none"> SIA team phone interview with two representatives of Endorsed Aboriginal Parties Access to further SIA inputs through ARTC's ongoing engagement program 	
Community and government agencies	Identify social infrastructure capacity and gaps Seek input on social impacts and opportunities for social infrastructure providers and vulnerable groups	<ul style="list-style-type: none"> SIA Workshops (Toowoomba, Goondiwindi and Pittsworth) Participation in community information sessions Interviews with social infrastructure providers in potentially impacted communities unable to attend workshops 	February 2019
	Seek agency input on the preliminary SIA findings and proposed mitigation strategies	<ul style="list-style-type: none"> Workshops with government agencies in Toowoomba and Goondiwindi 	May 2019
	Provide a briefing on draft SIA as part of a Coordinator-General led agency workshop	<ul style="list-style-type: none"> Formal briefing to government agencies 	March 2021
Businesses and business organisations	Identify businesses' views on potential impacts and opportunities, and identify strategies to support local suppliers to participate	<ul style="list-style-type: none"> Meeting with representatives of Goondiwindi Chamber of Commerce Workshop with Pittsworth Chambers of Commerce, Millmerran Commerce and Progress Association and Inner Downs Inland Rail Action Group Meeting with Toowoomba Surat Business and Enterprise Consideration of results of ARTC meeting with Toowoomba Chamber of Commerce 	February 2019

6.1.6 Revised Draft SIA engagement

The Revised draft SIA has considered the results of public and agency submissions to the draft EIS, as described in Section 6.4, as well as input from ARTC's continued engagement with landowners, community members, Councils and government agencies regarding SIA findings and mitigation and enhancement strategies. This consultation program is detailed in EIS Appendix E: Consultation Report. Key engagement activities informing the revised draft SIA are summarised below. The outcomes of this engagement are described in Section 6.2.

Traditional Owners and Endorsed Aboriginal Parties

Following public notification of the draft EIS, ARTC has continued to engage with Traditional Owners and Endorsed Aboriginal Parties with interests in the Project area and revised draft EIS development.

Engagement with BNTAC is ongoing involving regular meetings, phone calls and emails. During 2021, key meetings were held in May, July, September and November, with engagement focused on Inland Rail Skills Academy initiatives, opportunities for capability development and resourcing support, procurement of indigenous artwork for project offices, and collaborative opportunities on BNTAC-owned land.

Subsequent workshops in 2022 (March and May) and 2023 (February) focused on relationship building between BNTAC Board Members and ARTC Senior Leaders, EIS and Civil Work Project teams. This engagement also progressed opportunities under the Inland Rail Skills Academy, and with consideration of the 2019 Statement of Commitment between ARTC and BNTAC.

ARTC has continued to engage with Western Wakka Wakka People regarding interfacing Inland Rail projects, cultural heritage management, artwork procurement and preliminary liaison regarding opportunities through Inland Rail's social performance program. Meetings took place in March 2022 and April 2022, supported by ongoing direct phone and email correspondence between ARTC's Cultural Heritage team and First Nation Engagement team.

Liaison between Western Wakka Wakka People representatives and the Project's First Nations Engagement team in 2023 identified a number of social performance opportunities and interest areas (considerations for future cultural tours, an offer to introduce preferred contractor for Northern Civil Works, and opportunities for training, employment, business engagement), to be progressed in readiness for the Project's Construction Works stage.

ARTC's engagement with Endorsed Aboriginal Parties following public notification of the draft EIS involved follow up phone consultations through 2021, and meetings on cultural heritage and social performance during 2022 (March, May, and September), including introduction to ARTC's preferred contractors for the Northern Civil Works program. Relationships and Endorsed Party interests are maintained by ARTC's Cultural Heritage team and First Nation Engagement team through phone calls, emails and follow up meetings on specific topics (including subsequent meetings with employment agencies, sponsorship and donation enquiries, and updates on the Inland Rail review) throughout 2023. Regular engagement will be re-initiated in readiness for the Project's Construction Works stage.

Landowners

There are 116 individual landowners affected by land acquisition for the Project. As at December 2023, ARTC and DTMR had engaged with 96 impacted landowners to inform them of the land required for the Project, the land acquisition process, compensation entitlements, and the objection process. This engagement enabled ARTC to gather further information on land use, infrastructure, operations and stock/machinery movements to inform design. ARTC will continue to work with all directly impacted landowners to ensure the Project impacts are minimised or mitigated where possible.

The remaining 20 landowners declined to meet with ARTC, did not respond to the meeting requests, or requested to meet later when land acquisition requirements were more certain. Engagement with the remaining affected landowners has been postponed until the land impacts are confirmed following reference design refinements.

Local governments

ARTC's Social Performance and Stakeholder Engagement teams have engaged with TRC's Councillors and regional development and engagement staff and GRC's Mayor, Councillors and community development team during the draft EIS public notification and during preparation of the Revised draft SIA,

as detailed in Table 6.4. The outcomes of this engagement as relevant to the SIA are described in Section 6.2.3.

Table 6.4: Council engagement during and post EIS public notification

Council	Date	Attendees	Purpose
GRC	10 March 2021	Councillors and staff	<ul style="list-style-type: none"> Councillors and staff briefing to Council on B2G SIA seeking Council's feedback on Council engagement commitments Acknowledgement of Council's feedback on matters including housing/accommodation shortages and labour draw Discussion of legacy items
	17 May 2021	Mayor and staff, local businesses,	<ul style="list-style-type: none"> Discussion with Council and the business community to discuss legacy worker's accommodation opportunities Acknowledgement of feedback on matters including housing/accommodation Council feedback on non-resident workforce accommodation facilities including potential legacy value
	9 November 2021	Councillors and staff	<ul style="list-style-type: none"> Refresher briefing to Council regarding SIA and SIMP Acknowledgement of Council's feedback on various matters including interest in supply opportunities and (as a result of concerns around labour draw) request for no local employment targets outside unemployed people and Indigenous people Council's feedback reflected in various SIA updates, e.g. concern about labour draw Subsequent agreement by ARTC to provide funding towards Council's Employment Roadmap initiative in collaboration with local businesses to mitigate labour draw Provision of more information regarding indicative supply opportunities and indicative job opportunities Subsequent communication by ARTC of business capability opportunities and promotion by Council to business community Confirmation GRC is still comfortable with ad-hoc/as-needed meetings
	25 January 2022	Council staff	<ul style="list-style-type: none"> Update on social performance initiatives Demonstration of Living in Place survey and invitation for Council to partner in the project Confirmation of ongoing consultation with Council in developing the Accommodation Management Plan (AMP)
	14 June 2022	Council staff	<ul style="list-style-type: none"> Discuss concerns regarding local employment, in context of labour and skills shortages Councils' planned initiatives to support migrants and unskilled workers to gain skills and employment also discussed
	22 June 2022	Council staff	<ul style="list-style-type: none"> Living in Place survey insights Workshop
	July 2022 – June 2023	Councillors and staff	<ul style="list-style-type: none"> Regular monthly meetings and engagement with Council regarding design issues, level crossings and non-resident workforce accommodation plans Dedicated briefing to Mayor and Councillors regarding Inland Rail Review findings and transition to Inland Rail subsidiary

Council	Date	Attendees	Purpose
	September 2023	Council staff	<ul style="list-style-type: none"> Introduction to Flora Research partnership with University of Sunshine Coast, proposed community engagement, and road reserve access requirements
	October 2023	Councillors and staff	<ul style="list-style-type: none"> Participation in Inglewood Housing Forum and subsequent discussions regarding key issues raised at previous sessions in Goondiwindi and Texas
TRC	12 February 2021	Council staff	<ul style="list-style-type: none"> Briefing to Council on B2G SIA Council feedback on engagement commitments Acknowledgement of Council feedback on concern regarding housing shortages and labour draw Confirmation Council's previous Community Wellbeing suggestions are still relevant General update on ARTC Social Performance Program Engagement schedule - quarterly basis
	10 May 2021	Council staff	<ul style="list-style-type: none"> General update to Council regarding ARTC Social Performance Program progress
	18 August 2021	Council staff	<ul style="list-style-type: none"> Briefing to Council regarding B2G and G2H SIAs (additional attendees vs February meeting), encouraging Council's input on each SIMP sub-plan Acknowledgement of Council's feedback on various matters including concern regarding housing end accommodation shortages and skilled labour draw, and: Council recommendations on community engagement
	7 September 2021	Councillors and staff	<ul style="list-style-type: none"> Presentation to Mayor and Council chamber regarding SIA Acknowledgement of Councillor comments regarding low unemployment and housing shortages in the region, and Council's desire for a non-resident workforce accommodation facility for the G2H project
	18 September 2021		<ul style="list-style-type: none"> Acknowledgement of Council's feedback on various matters including: <ul style="list-style-type: none"> Interest in retaining accommodation facilities as a legacy for community Desire to maximise local procurement Council suggestion for ARTC to support Indigenous Business Month Launch in Toowoomba (ARTC supported) Council suggestion for ARTC to engage TSBE regarding specific matters (ARTC team arranged separate discussion with TSBE) Agreement to hold additional discussion regarding opportunity to partner with refugee/migrant support organisations (subsequent discussion and commitment by ARTC to include/consider refugee and migrant groups in relevant IRSAD initiatives)
	22 November 2021	Council staff	<ul style="list-style-type: none"> General update to Council regarding ARTC Social Performance Program, including discussion of opportunities for collaboration and participation in relevant initiatives by Council and/or local community members Discussion of training and capacity building programs

Council	Date	Attendees	Purpose
			<ul style="list-style-type: none"> Acknowledgement of Council's desire for recent accommodation facility consultation to be included in revised draft EIS
	16 February 2022	Council staff	<ul style="list-style-type: none"> Update on social performance initiatives Demonstration of Living in Place survey and invitation for Council to partner in the project Confirmation of ongoing consultation with Council in developing the AMP
	2 March 2022	Council staff	<ul style="list-style-type: none"> Introduction to Living in Place survey during Monthly Working Group meeting
	29 March 2022	Council staff	<ul style="list-style-type: none"> Discussion of social performance program and potential social investment opportunities Discussion of Community Wellbeing Plan scope, and review of ideas put forward for the Toowoomba LGA area
	11 May 2022	Council staff	<ul style="list-style-type: none"> Discussion of social performance program, and housing/accommodation issues Indigenous participation update provided including training, artwork, school workshops and community BBQs,
	13 June 2022	Council staff	<ul style="list-style-type: none"> Living in Place survey Insights Workshop
	1 September 2022 – 4 August 2023	Council staff	<ul style="list-style-type: none"> Social Performance update integrated with Monthly B2G/G2H Working Group

Agency engagement

ARTC has conducted engagement with Department of State Development, Infrastructure, Local Government and Planning (DSDILGP), DESBT and DITRDCA regarding training and capacity building on a program-wide basis, as detailed in Table 6.5.

Table 6.5: Agency consultation on training and capacity building

Agency	Date	Description
DSDILGP	5 March 2021	Meeting regarding supplier engagement and business capability collaboration opportunities.
	9 March 2021	Department exhibited at and provided support to local and indigenous businesses at ARTC 'Meet the Proponents' Supply Chain event (G2K Projects).
	28-29 April 2021	ARTC provided speaker for Department's business capability workshops, including one in Goondiwindi.
	10 May 2021	Meeting regarding supplier engagement, business capability collaboration opportunities and supply chain mapping.
	31 August 2021	Indigenous Business Month planning with Inland Rail Indigenous Participation Advisor
	10 September 2021	Meeting regarding supplier engagement, business capability collaboration opportunities and supply chain mapping
	Throughout 2021 – 2023	Monthly liaison regarding industry participation program and joint scoping and implementation of supply chain mapping exercise

Agency	Date	Description
	2 February 2022	Meeting to discuss outcomes of the 'Rail Supply Chain Mapping' research activity and Business Capability workshop support
	8 September 2022	Meeting update on Social Performance program and business engagement collaboration opportunities
	7 July 2023	Correspondence regarding the Inland Rail review and transition to Inland Rail subsidiary
DESBT	Throughout 2020 and 2021	ARTC submission and support for four SQW applications: <ul style="list-style-type: none"> - 2020 DGT & Goondi Regional Council – Land Management & Construction Skills - 2020-2021 Energy Skills Queensland/CERT "Career Start Rail Skills" Program
	17 November 2020	Meeting regarding upcoming supplier engagement and business capability activities.
	12 February 2021	Meeting regarding alignment of workforce training initiatives to Queensland government programs and supply chain development opportunities. Dept. advised all funding and cooperative activities must be via existing programs through a formal application process.
	Late February 2021	Received formal advice SQW applications were unsuccessful
	9 March 2021	Dept. representative attended and participated in ARTC 'Meet the Proponents' Supply Chain event.
	7 February 2023	Correspondence regarding upcoming Job Expo and future exhibitor opportunities
	7 July 2023	Correspondence regarding the Inland Rail review and transition to Inland Rail subsidiary
DITRDCA	Throughout	Participation in Community Consultative Committee meetings and Communications Working Group meetings (fortnightly)
	4 November 2020	Meeting to discuss and provide update on Social Performance program – invitation to participate in ARTC business capability workshops.
	12 February 2021	Meeting to discuss and provide update on Social Performance program
	9 March 2021	Dept. representative attended and participated in ARTC 'Meet the Proponents' Supply Chain event
	29 July 2021	Meeting to discuss and provide update on Social Performance program
	1 November 2021	Dedicated meeting to discuss and provide update on Social Performance program
	19 August 2021 to 17 August 2023	Social Performance updates through fortnightly Inland Rail and Agency Communications Working Group – updates include workforce and supply chain development, social investment and sponsorship and donations program, Indigenous participation, workforce accommodation, community wellbeing, stakeholder engagement
	9 February 2023	Meeting to provide update on Social Performance program and local capability development initiatives

Additional agency consultation undertaken since 2021 that has informed the SIA is summarised in Table 6.6. EIS Appendix E: Consultation Report details a wider range of consultation with government agencies as relevant to other sections of the EIS.

Table 6.6: Additional agency consultation during 2021

Agency	Date	Purpose
RDA Darling Downs South West and Department of Education	Throughout	Formal and informal Project updates
	4 May 2021	Meeting with RDA and Department of Education to discuss: Encouraging supply chain development Science, technology, engineering and maths (STEM) and early skilling initiatives
	7 September 2021	Presentation to RDA “Future of Jobs” forum in Toowoomba, sharing information about Inland Rail business participation and future job opportunities.
	10 May 2023	Correspondence and proposed meeting regarding Inland Rail Skills Academy initiatives
DSDSATSIP	November to December 2020	Dept. representative attended and provided support to participants at ARTC Indigenous Business Capability workshop in Toowoomba
	22 March 2022	Consultation with DD&WM PHN and DSDSATSIP regarding engagement with Cherbourg community with interests in Goondiwindi region opportunities
	8 August 2022	Invitation for ongoing participation of Indigenous Participation Advisor in Local Thriving Communities – Interim Local Decision Making Body for Toowoomba
	17 August 2022	Correspondence regarding Indigenous business mapping for construction projects
National Indigenous Australians Agency	9 Mar 2021	Dept. representative attended and participated in ARTC ‘Meet the Proponents’ Supply Chain event
	18 August 2021	Inland Rail representative participation in consultation on the new National Indigenous Australians Agency Indigenous Skills and Employment Program.
	13 January 2023	Meetings to reconnect with Toowoomba and Southern Queensland National Indigenous Australians Agency representatives – discussion of Social Performance program, Indigenous participation plan and procurement strategies, Indigenous Rangers programs
	16 March 2023	Meeting to discuss opportunities to collaborate – identification of Bunya Rangers Healthy Country Planning Workshop to follow up
Department of Communities, Housing and Digital Economy	21 September 2021	Meeting regarding collaboration to support residents who may be displaced via property acquisition for Inland Rail. Discussion informed further planning regarding available resources and partnerships.

Consultation on non-resident workforce accommodation facilities

ARTC has proposed three temporary non-resident workforce accommodation facilities as part of the Project. Consultation on proposed locations for non-resident workforce accommodation facilities was undertaken during preparation of the draft EIS and included:

- Discussion as part of SIA community and business workshops in Pittsworth and Millmerran (February 2019)
- Discussion with Councils as part of SIA workshops with Council staff (May 2019)
- ARTC meetings and correspondence with landowners of potential sites (September-November 2019)
- ARTC engagement with TRC and GRC about proposed camp locations (October 2019)

- Presentation of proposed sites for non-resident workforce accommodation facilities as part of Community Information Sessions (October 2019).

Following public notification of the draft EIS, ARTC continued consultation with Councils and communities regarding workforce accommodation and management, including:

- Meetings with communities and Council representatives near proposed non-resident workforce accommodation sites to discuss the proposal and site selection criteria, traffic routes, concerns about amenity, demands on emergency services or Council service impacts, and hydrology aspects:
 - Yelarbon (18 August 2021) with 16 participants
 - Inglewood (27 September 2021) with 22 participants
 - Millmerran (14 October 2021) with 35 participants.
- Meetings with GRC in May and September 2021 that included discussion of proposed non-resident workforce accommodation facility sites in Yelarbon and Inglewood

The outcomes of this consultation are discussed in Section 7.3.4. Having precluded the previously proposed temporary non-resident workforce accommodation facility location at Turallin near Millmerran, the Project is seeking an alternative site in the Millmerran area (Section 7.3.4). ARTC will conduct consultation with TRC and community members in Millmerran to discuss and seek feedback on options for an accommodation facility in the Millmerran area. Findings will support further planning by the Contractor during detailed design.

Engagement on skills development and training

ARTC has met with a broad range of stakeholders to discuss skills development and training opportunities to be offered as part of the Inland Rail Skills Academy. This is documented in detail in EIS Appendix E: Consultation Report and included meetings with:

- TRC and GRC
- TSBE
- CSQ
- Bigambul People
- DESBT
- Department of State Development, Tourism and Innovation (DSDTI) (as then known)
- Career Development Australia
- Goondiwindi Business
- RDA
- Local businesses as part of capacity and capability workshops
- University of Southern Queensland (USQ) and University of Newcastle
- Clontarf Foundation.

The outcomes of engagement on skills development and training and discussed in Section 7.2.3.

6.2 Engagement outcomes

This section details the results of key engagement activities that have informed the SIA.

6.2.1 Traditional Owners and Endorsed Aboriginal Parties

Key outcomes from Project engagement with Traditional Owners and Endorsed Aboriginal Parties (outlined in Section 6.1.3) include a strong understanding of the Project's potential impact and associated opportunities Indigenous community members and stakeholders. While this engagement program is ongoing, consultation findings pertinent to the SIA are documented below.

Bigambul People

Key issues raised during ARTC and SIA team consultation with the BNTAC included:

- The need for more comprehensive engagement in the draft and revised draft EIS process, with stronger integration of interests across technical assessments
- The need to ensure access to job readiness programs (e.g. White Card training, health and safety training) and skills training, noting that BNTAC has an existing workforce development strategy
- Interest in business opportunities, noting that BNTAC has a business development strategy
- The potential for the Project to affect cultural heritage sites and values, including both tangible and intangible heritage
- The need for cultural immersion training for all Project personnel working on Bigambul country
- Potential for erosion during construction or operations to affect Country
- Potential for changes to flooding patterns or to surface or groundwater, affecting cultural water flows
- Effects on physical fabric of shared cultural heritage.

BNTAC's review of the Project's draft EIS raised a number of concerns being worked through during the revised draft EIS process, including:

- Further definition of the Project's permanent and temporary impacts to land and waters within BNTAC's Native Title determination area (Chapter 8: Land Use and Tenure contains further detail)
- Further clarity regarding the legislative and policy drivers for Inland Rail social performance, including application of *Closing the Gap National Agreement* (Section 7.2.2) and *Indigenous Procurement Policy 2020* (Section 7.5.3)
- Further definition regarding Project targets for Indigenous participation in employment, training and supply chain procurement opportunities (Sections 7.2.2 and 7.5.3)
- A review of the Project's Cultural Heritage Management Agreement with BNTAC (Chapter 19: Cultural Heritage)
- Further engagement regarding alternative Project uses of BNTAC-owned property at Turallin (Chapter 5: Project Description)
- Further engagement regarding cultural changes to landscape and visual amenity mitigations (Chapter 10: – Landscape and Visual Impact Assessment)
- Further engagement regarding flooding, cultural water flows and cultural values (Chapter 6: Stakeholder Engagement)
- Continued engagement regarding the application of 2019 Statement of Commitment to Bigambul social and economic development, including working relationships with EIS team, contractor teams, and ARTC program areas on partnership and legacy opportunities.

Outcomes of engagement and partnership with BNTAC since 2019 include:

- Initial support for 2019 BNTAC Youth Summit, including official signing of Statement of Commitment

- 2020 joint engagement between Inland Rail Skills Academy and CSQ to inform Indigenous skills development programs and future opportunities
- Commissioning of an independent 2021 scoping report for BNTAC training options
- 2021 procurement of Bigambul artwork for Project office in Goondiwindi
- 2021-23 funding support for BNTAC/Project Liaison role to strengthen BNTAC's participation in the social, cultural, environmental and economic opportunities presented by the Project
- 2022 commitment to support a Land Management Services business pilot on ARTC-owned land, when available
- 2022 commitment to working with BNTAC and the Contractor to determine alternative Project uses of Turallin site, which was determined as no longer a feasible option for the Project's non-resident accommodation facility
- 2022-23 participation in Inland Rail Skills Academy training initiatives including Traffic Management, White Card, Safely Access the Rail Corridor, Forklift, Working at Heights
- 2022-23 consultation to further define Native Title impacted lands and waters within the Project footprint, and to confirm the Project's strategy for resolving Native Title matters with BNTAC
- 2023 funding of First Nations Fire Fighting Capability Development Program linked to Indigenous Ranger aspirations identified during draft SIA development
- 2023 flora research partnership for Inglewood Sandstones sub-bioregion with Inland Rail and University of Sunshine Coast
- 2023 commitment to review the Project's Cultural Heritage Management Plan
- Support for 2023 BNTAC Youth Summit, and participation at BNTAC's Youth and Elders events during NAIDOC.

BNTAC have identified Rainbow Reserve and the Rainbow Lagoon as culturally significant areas (as further discussed in Section 7.1.1).

Other engagement outcomes of relevance to the SIA are captured in Section 7.1.1.

Western Wakka Wakka People

Matters raised during SIA consultation with a Western Wakka Wakka People representative included:

- Concern about the impact of infrastructure projects on cultural landscapes and the stories bound to these landscapes
- Gowrie Creek and Gowrie Mountain hold creation stories and are culturally important areas
- The need for local job commitments to be honoured by proponents, and including set employment targets for local Indigenous people
- The risk of the Project reducing housing availability and affordability, with the likelihood that Indigenous people would be particularly vulnerable to housing shortages
- Concern about safety and delays for children needing to cross the alignment at level crossings
- The need for early engagement with the Indigenous community regarding job and supply opportunities so they have time to build capacity
- The need for job readiness programs and employment opportunities to adopt practical measures to addressing common barriers to employment for Indigenous people

- Broader recognition of cultural protocols associated with local places of cultural significance, for engaging Western Wakka Wakka People representatives, and for refining artwork procurement processes.

Potential opportunities identified included:

- Indigenous peoples are ready to seize opportunities, but need timely engagement to be able to participate effectively
- Engagement with Indigenous businesses with existing capability and capacity, formed through joint ventures
- Adopting the historical precedent for naming rail sidings after Indigenous people (subject to cultural sensitivities) or places
- Creating a legacy by addressing the need for an effective Indigenous keeping place for history, art and culture.

ARTC's engagement with Western Wakka Wakka People to date maintains a strong focus on cultural heritage management across the Project and the interfacing G2H Project, and a strong interest in social performance program opportunities. Outcomes of engagement to date include:

- Refinement of engagement protocols and Project understanding of cultural protocols
- Artwork procurement and refinement of procurement processes
- Further definition regarding Project targets for Indigenous participation (Sections 7.2.2 and 7.5.3)
- Promotion of Indigenous participation opportunities including workforce and business development events
- Preparations for future cultural tours and training for Project team members
- Commitment to recommence engagement regarding training, employment, and business development opportunities in line with Project evaluation timeframes, where an approval is given.

Endorsed Aboriginal Parties

Key issues and opportunities identified in consultation with Endorsed Aboriginal Parties connected to the area between Inglewood and Pampas for the SIA included:

- Concerns regarding the Project's impact on local cultural heritage, both tangible and intangible
- Worry that the storyline that stretches from the NSW/Queensland border to the Bunyas has been damaged by existing infrastructure and that the Project would represent a further 'cut' to the storyline
- The need to recognise the intrinsic connection for Indigenous people to native flora and fauna and to value cultural totems
- The need for culturally appropriate training and capacity building programs
- The need for realistic and tangible employment, training and business opportunities, noting historic complexities with recruitment processes achieving limited employment and supply chain outcomes
- Indigenous people's greater vulnerability to displacement from housing, noting particular challenges for young people in accessing and sustaining housing, and the vulnerability of older generations to potential displacement.

Potential opportunities identified included:

- Partnership opportunities for shared cultural and ecological conservation objectives
- Opportunities for knowledge sharing and youth engagement on country

- Recognition of music as an inclusive medium for community engagement, wellbeing and cohesion
- Supply chain, employment and training opportunities
- Ongoing capability development, including opportunities to access Inland Rail sponsorship and donations program for one-off initiatives and community projects.

Outcomes of engagement to date include:

- Refinement of engagement processes with Endorsed Parties and broader community network, including commitment to co-design of local engagement events
- Scoping of partnership opportunities associated with ARTC-owned property in the CHMP area
- Participation of community members in Inland Rail's workforce and business development events
- Further definition regarding Project targets for Indigenous participation (Sections 7.2.2 and 7.5.3)
- Introduction of Endorsed Parties to preferred contractors to discuss opportunities associated with future civil works contract
- Integrated liaison with BNTAC Empowerment team regarding opportunities in traffic management training and potential future employment
- Follow up meetings with nominated employment and labour hire agencies to encourage registration on Industry Capability Network (ICN) Gateway to be visible to contractors
- Commitment to recommence engagement regarding training, employment, and business development opportunities in line with Project evaluation timeframes, where an approval is given.

6.2.2 Community members and groups

Community members and groups provided inputs to the SIA through an early community survey as part of the SIA scoping stage, community information sessions and the CCC, as discussed below. Each of issues identified as relevant to social impacts and opportunities is addressed in the SIA, as summarised in Section 6.3.

SIA scoping community survey

As described in Section 4.3, the Inland Rail Border to Gowrie SIA community survey was undertaken as one of several inputs to the SIA scoping stage. As such, the survey was not designed to define the breadth or significance of social impacts, but rather to identify community concerns to be considered in the SIA scope, prior to implementation of the range of engagement strategies that informed the assessment and mitigation stages of the draft SIA process.

A total of 121 people participated, which was not a statistically valid sample of the SIA study area's total population, but provided valuable insights into local community characteristics and views. The survey specifically sought input from landowners, community members, business owners and community organisations in the Toowoomba and Goondiwindi LGAs. More than half of the total respondents (55 per cent or 66 respondents) identified as having property in the area within 1 km of the Project corridor as defined by ARTC in November 2018. A further 40 per cent of the sample (48 respondents) were members of local communities, while the balance skipped the question.

Survey respondents' views on community values indicate strong agreement regarding community safety, family-oriented communities, and mutual help (Section 5.3.1). Fewer respondents agreed their community was able to adapt to change, indicating some concern about community resilience and vulnerability to the Project's potential impacts.

With regard to social impacts, the survey responses reflected fears that the Project will result in significant environmental or social impacts, and a lack of confidence that Project employment or supply opportunities will eventuate. As described in Section 4.3, community members anticipated negative impacts on the amenity of towns, homes and farms, businesses, community wellbeing, and community, health and emergency services. Representative comments in relation to the Project's potential impacts that indicate key reasons for negative perceptions about Project impacts included:

- "The Inland Rail Line dissects small freehold farming blocks that people have spent all their lives paying off and creating the infrastructure to make the farms viable"
- "House prices will plummet leaving people with lesser assets"
- "We will get additional minimum 150 mm of floodwater through the house"
- "Noise and pollution will affect quality of life"
- "This is affecting a lot of people mentally already; it has resulted in community arguments"
- "Significant increase in the number of level crossings present risks of increase of road vehicle versus train accidents. Especially concerning is the number of times farm equipment/machinery may have to cross the line at all hours."

Comments about potential Project benefits included:

- "More people will live and work in rural areas"
- "More rail jobs/fast rail/better mental health because of the job created"
- "Could be beneficial to local businesses and contractors and secondary industry as it is developed, and this is likely to have significant long-term benefits"
- "More trucks off road and congestion caused by long, heavy vehicles".

Living in Place survey

ARTC has sponsored demographic research consultants, id consulting Pty Ltd, to undertake an independent survey of community wellbeing, quality of life and community values and priorities for enhanced liveability in Queensland LGAs where Inland Rail's projects are located. The first survey in the SIA study area was conducted in May 2022 and the second in May 2023.

Living in Place survey outcomes have informed development of the social baseline (Sections 5.3.1 and 5.7.2).

Community information sessions

During October and November 2018, ARTC facilitated community information sessions in Brookstead, Inglewood, Kingsthorpe, Gowrie Junction, Millmerran, Pittsworth, Southbrook, Yelarbon and Toowoomba. The purpose of the sessions was to provide information about the draft EIS and SIA process, and seek stakeholders' views on potential social and environmental impacts.

Table 6.7 provides a summary of issues raised by members of potentially impacted communities as part of these initial community information sessions. Section 6.3 provides a summary of where issues of relevance to social impacts are addressed in the SIA.

Table 6.7: Summary of issues raised at initial (2018) community information sessions

Location	Issues raised
Brookstead	<ul style="list-style-type: none"> ▪ Better community access to information ▪ Concerns about design and location of bridges and embankments ▪ Movement of large machinery across the corridor ▪ Concerns about flooding impacts on farms and residences ▪ Impacts of noise, vibration and intrusion on scenic quality ▪ Property severance ▪ Stock safety ▪ Road safety, particularly during construction and harvest periods
Kingsthorpe	<ul style="list-style-type: none"> ▪ Direct impacts on property and farm operations ▪ Access to properties ▪ Possible impacts on groundwater bores
Gowrie Junction	<ul style="list-style-type: none"> ▪ Impacts of road and rail works on local connectivity ▪ Potential noise impacts of construction and operation ▪ Concerns regarding property acquisitions and access to properties
Southbrook	<ul style="list-style-type: none"> ▪ Growing anxiety amongst landowners and others ▪ Delays to response times for emergency services (e.g. ambulance) ▪ Visual and noise impacts on rural character ▪ Impacts on property values ▪ Impacts on egg laying and processing farms ▪ Impacts on road network, property access and traffic safety ▪ Need for more information about compensation and mitigation measures ▪ Air quality (coal transport)
Millmerran	<ul style="list-style-type: none"> ▪ More information required about the Project, including visual impacts ▪ Supply opportunities for local businesses ▪ Increased flood risks ▪ Observation that views in the community are mixed ▪ Rail provides potential alternative to moving produce to market by road ▪ Impacts on school bus routes
Pittsworth	<ul style="list-style-type: none"> ▪ Impacts on livelihoods of landowners ▪ Concerns about impacts of blasting on houses ▪ Stock and machinery movements across the alignment ▪ Cumulative impact of railway and highway noise ▪ Impact on cohesive and culturally active community ▪ Potential for traffic impacts on Gore Highway ▪ Extent of Project 'unknowns' is generating fear in the community ▪ Impacts on lifestyle and quality of life (noise, vibration, air quality) ▪ Impacts on property values
Inglewood	<ul style="list-style-type: none"> ▪ Direct impacts on properties ▪ Access to properties ▪ Concerns about possible noise impacts on residents

Location	Issues raised
Yelarbon	<ul style="list-style-type: none"> ▪ Flooding impacts ▪ Land acquisition impacts on viability of properties ▪ Noise impacts ▪ Access to property ▪ Air quality ▪ Lack of certainty about alignment and potential property impacts ▪ Accessibility across rail line and speed of trains ▪ Noise impacts

During 2019, eight community information sessions were held in February at Brookstead, Toowoomba, Southbrook, Millmerran, Yelarbon, Inglewood, Pampas and Pittsworth, to gather information on public road crossings, with participants' key issues of relevance to the SIA including potential for passenger trains to use Inland Rail, the safety of level crossings, emergency services engagement, interfaces with Millmerran-Inglewood Road, the grade separation at the Cunningham Highway, and the Condamine floodplain crossing solution.

A further nine community information sessions were held during October 2019, including in Gowrie Junction, Southbrook, Millmerran, Brookstead, Pittsworth, Toowoomba, Yelarbon, Inglewood and Goondiwindi (the last a joint session with the NS2B project). These sessions focused on the release of the Project reference design, discussion of noise impacts and hydrology. Key issues raised included risks of increased flooding resulting from watercourses including the Condamine Floodplain, alignment selection, land severance affecting rural properties, noise and vibration impacts, and workforce accommodation.

A further 23 community information sessions were held in 2020 (during February, March, June, July, August, September, October, November and early December) in various locations (Revised draft EIS Appendix E: Consultation report). These were general outreach sessions, with issues raised including route selection, Project employment, property acquisition impacts, noise impacts, visual amenity and impacts on flora and fauna.

Participants in community information sessions included landowners, community members and representatives of community groups and organisations as described in Section 6.1.2.

Key themes identified with respect to social impacts and opportunities that are considered in the SIA included:

- Growing community stress and desire for better information and support (addressed in Sections 7.4.2 and 8.2)
- Health issues, including the potential for dust generated by construction works and the effects of stress and anxiety on mental health (addressed in Section 7.4)
- Concerns about direct impacts on properties, including loss of property value, severance of properties and uncertainties about acquisition and compensation processes and outcomes (addressed in Section 7.1.2)
- Impacts on the operation and viability of impacted rural enterprises, farm infrastructure (dams, bores and water troughs), stock safety and movement of stock and machinery across the alignment (addressed in Section 7.5.1)
- Impacts of noise, vibration, air quality and visual effects on landowner amenity (addressed in Section 7.1.4) and community wellbeing (addressed in Section 7.4.3)
- Emergency services engagement (addressed in Section 8.5.2)

- Workforce accommodation (addressed in Section 7.3.4)
- Interest in the potential benefits of Project employment for local residents (addressed in Section 7.2.2)
- Risks of flooding and erosion as a result of earthworks and rail infrastructure, particularly on the Condamine River floodplain (addressed in Section 7.4.5)
- Concerns about altered road network/access arrangements, travel delays and road safety (addressed in Section 7.1.7)
- Property impacts, compensation and the acquisition process, particularly where rail infrastructure does not directly impact the property.

Key themes that are addressed in other EIS sections included:

- Impacts on native vegetation and koala habitat (Chapter 11: Flora and Fauna)
- Approvals process and next steps (Chapter 3: Legislation and Project Approvals Process)
- Project justification, route selection, alignment and design issues (Chapter 2: Project Rationale)
- Need for effective engagement with the community in the draft EIS process (Appendix E: Consultation Report)
- The range of potential impacts on air quality (Chapter 12: Air Quality), the noise environment (Chapter 16: Noise and Vibration), traffic movements (Chapter 20: Traffic, Transport and Access) and groundwater (Chapter 15: Groundwater).

Community information sessions since the draft EIS was placed on public exhibition

Following public notification of the draft EIS, ARTC held community information sessions, staffed displays at community events, and drop-in sessions to enable access to draft EIS findings and assist community members to understand the impacts identified (EIS Appendix E: Consultation Report).

The key themes raised in these engagements were consistent with those raised during the draft EIS process (see previous sub-sections) and included:

- Project justification, route selection, alignment and design issues, as noted above, and in relation to land acquisition impacts on private properties
- Impacts of noise, vibration, air quality and visual effects on landowner amenity
- Workforce accommodation
- Support for removal of level crossings
- Construction on the Condamine River floodplain
- The schedule for Project approval and construction
- Potential issues around housing affordability and availability because of Inland Rail workforce demand
- Location for workers' accommodation facilities
- Management of road/rail interfaces to ensure safety
- Business opportunities during Project construction.

CCC meetings during draft EIS stage

The role of the CCCs is to act as a conduit between the community and ARTC, to provide input and feedback on community issues and concerns during the design and EIS process. During the draft EIS stage, CCC members raised a wide range of issues as summarised in Table 6.8 and Table 6.9. Concerns centred on:

- The location of the Project alignment in regard to effects on agricultural properties, the amenity of towns, landowner amenity and flooding
- Risks to farm operations including effects of land severance on properties' viability, bio-security risks, stock management, and third-party access to properties
- Impacts on directly affected landowners, including disruption of agricultural properties, compensation relating to land acquisitions, and availability of early acquisitions due to hardship
- The potential for impacts on Indigenous cultural heritage
- Community access to detailed information about the Project as it develops
- The potential for the Project to impact on flooding and hydrology, including the need for independent oversight of flood modelling
- Impacts on amenity including construction noise and vibration, rail noise and changes to the road network
- Long-term use of good agricultural land by the Project
- Potential impacts of changes to air quality on community health
- The impacts of road closures, both public roads and roads on properties
- Regional benefits, and how local workers and businesses will be supported to access Project opportunities.

Members have also voiced the need to ensure there are benefits from the Project for the local communities including jobs for local people and participation of local businesses in the Project's supply chain.

Mitigation measures suggested by CCC members have been considered in the development of measures to address social impacts. Suggestions that have not been addressed in the SIA include:

- Changing the alignment (as this is beyond the scope of the SIA and is discussed in EIS Appendix E: Consultation Report)
- Increasing the width of the corridor to accommodate other infrastructure (as this is beyond the scope of the Project).

Table 6.8: IDD CCC Meeting Outcomes

Key issues	Suggested mitigation measures	ARTC Response
<ul style="list-style-type: none"> ■ Impacts on farming properties ■ Biosecurity concerns/weed management ■ Uncertainty about the effects of the Project alignment on individual properties 	<ul style="list-style-type: none"> ■ Avoid impacts on agricultural properties ■ Change the alignment 	<ul style="list-style-type: none"> ■ Enviro/biosecurity/social investigations – developing understanding of how people use their properties ■ Each property access can have individual arrangements ■ Weed management policy/washdown policies to be distributed ■ ARTC to consider livestock management in management plans

Key issues	Suggested mitigation measures	ARTC Response
<ul style="list-style-type: none"> ▪ Livestock management during construction, e.g. while fences are down, and impediments to crossings between properties ▪ Need for hardship policy that considers age and health of affected residents in relation to land acquisition ▪ Impact on property values and for retiring landowners, the ability to afford retirement ▪ Methodology for compensation for land take ▪ Effects on water bores 		<ul style="list-style-type: none"> ▪ Consider potential for hardship as a basis for property acquisition ▪ ARTC will consult with all directly affected landowners before releasing public information on the Project alignment ▪ Compensation is based on the market value of any land that is taken, and ARTC will fund the services of a second valuer chosen by the landowner ▪ Effects on water bores are being investigated in the draft EIS in regard to the Project reference design ▪ Unlicensed bores were identified as part of the bore survey ▪ Meetings between CCC members groundwater and soil consultants provided
<ul style="list-style-type: none"> ▪ Impacts of property acquisition (stress and disruption of families) ▪ Stress and distress in the community regarding potential or perceived impacts 	<ul style="list-style-type: none"> ▪ Support landowners through the acquisition process 	<ul style="list-style-type: none"> ▪ Training in identifying stress and referral to support services provided to ARTC staff and offered to CCC members ▪ ARTC has initiated a mental health partnership to provide locally accessible services ▪ CCC members encouraged to share information about the opportunity to seek hardship provisions
<ul style="list-style-type: none"> ▪ Noise impacts from construction or operation ▪ Effects of blasting/vibrations on properties i.e. damage ▪ Effects of rail noise on the amenity of Brookstead, Pittsworth and Millmerran ▪ Transport of coal with potential for coal dust to affect people, houses or tank water 	<ul style="list-style-type: none"> ▪ Change the alignment 	<ul style="list-style-type: none"> ▪ Environmental impacts are being investigated and will be reported as part of the draft EIS ▪ Mitigation hierarchy involves control of noise and vibration at source, control of the pathway for noise to reach receptors and control of noise impacts at the receptors ▪ Dilapidation surveys will be undertaken for properties where there is potential for e.g. damage caused by vibration ▪ If coal is to be transported in future operation years, the potential for coal dust generation will require management via a Coal Dust Management Plan
<ul style="list-style-type: none"> ▪ Frustration about community access to Project design and information about impacts 	<ul style="list-style-type: none"> ▪ More timely provision of information and community ability of to influence the alignment 	<ul style="list-style-type: none"> ▪ As investigations continue, alignment can be narrowed down and communicated to landowners and other community members ▪ Project reference design discussed with CCC as it develops

Key issues	Suggested mitigation measures	ARTC Response
<ul style="list-style-type: none"> Potential to exacerbate flooding risks and affect community health and safety 	<ul style="list-style-type: none"> Residents to provide insight about flooding history in region 	<ul style="list-style-type: none"> Specialist sub-consultants addressing hydrology, water, geotechnical and other issues that may affect the floodplain Flood modelling is state of the art – utilising Bureau of Meteorology and TRC data ARTC held five flood workshops to consult with landowners and other stakeholders about the flooding model and the results of modelling, including the results of independent review An independent panel was convened to review flood modelling as part of the intergovernmental agreement between the Queensland and Australian governments The methodology and key findings of the panel's draft report were presented to the CCC
<ul style="list-style-type: none"> Concerns about boom-bust effects as were seen in Gladstone and Chinchilla 	<ul style="list-style-type: none"> Nil 	<ul style="list-style-type: none"> Housing impacts will be assessed in the SIA The Project will include non-resident workforce accommodation facilities to mitigate impacts on the housing market
<ul style="list-style-type: none"> Lack of perceived local benefit Concern about whether jobs would be available to local residents 	<ul style="list-style-type: none"> Sponsorship/social investment Ensure jobs are advertised locally 	<ul style="list-style-type: none"> The SIA is addressing local employment issues ARTC has initiated a Community Sponsorship and Donations Program
<ul style="list-style-type: none"> Potential for traffic impacts on the broader region 	<ul style="list-style-type: none"> Nil 	<ul style="list-style-type: none"> Modelling of long-term traffic changes is being undertaken as part of the draft EIS
<ul style="list-style-type: none"> Interest in Project's procurement model and how it will engage local businesses Difficulties faced by small businesses in accessing major Project opportunities 	<ul style="list-style-type: none"> Ensure local business can benefit from Project supply opportunities Protection for the rights of small businesses engaged by Contractor 	<ul style="list-style-type: none"> Consultation with local business chambers as part of planning business engagement and capability building Incorporation of acceptable standards and targets for engaging small businesses in construction contracts Partnerships for business capability building are planned.
<ul style="list-style-type: none"> Construction water sources 	<ul style="list-style-type: none"> Avoid impacting on landowners' water access 	<ul style="list-style-type: none"> The EIS established a hierarchy of water sources
<ul style="list-style-type: none"> Regional benefit 	<ul style="list-style-type: none"> Nil 	<ul style="list-style-type: none"> Project benefits are being assessed as part of the EIS

Key issues	Suggested mitigation measures	ARTC Response
<ul style="list-style-type: none"> Impacts on Pittsworth amenity 	<ul style="list-style-type: none"> Consider lowering the rail line to improve noise and visual impacts on the Pittsworth community 	<ul style="list-style-type: none"> ARTC acknowledged the concerns of the Pittsworth community regarding the proposed Project alignment The alignment in the Pittsworth area was selected due to better technical viability and construction feasibility, and less impacts to community members, stakeholders and properties. ARTC is committed to working with impacted landowners and the local community to develop a solution that mitigates impacts where possible.
	<ul style="list-style-type: none"> Alternate route via Cecil Plains 	<ul style="list-style-type: none"> Independent consultant engaged to provide report Australian Government confirmed the selected route remains the current reference design route
<ul style="list-style-type: none"> Property acquisition process 	<ul style="list-style-type: none"> Provide information to landowners who would be affected by acquisition 	<ul style="list-style-type: none"> A fact sheet on land acquisition was developed and distributed A Joint CCC meeting was held to provide independent advice on the land acquisition process
<ul style="list-style-type: none"> EIS process 	<ul style="list-style-type: none"> Access to EIS outcomes 	<ul style="list-style-type: none"> EIS documents were provided via the internet and printed copies, and on USBs Representatives of the Coordinator-General were invited to meet with the CCC that occurred in July 2020

Source: Inner Darling Downs Meeting Minutes <https://inlandrail.ARTC.com.au/community-consultative-committees>

Table 6.9: SDD Downs CCC Meeting Outcomes

Key issues	Suggested mitigation measures	ARTC Response
<ul style="list-style-type: none"> Opposition to land access Opposition to Project alignment due its impacts on farming properties and concern regarding exacerbation of flooding Design considerations for the movement of large farming machinery and stock across the corridor Severance of land supporting farming businesses Impacts of road closures and road interface treatments such as level crossings 	<ul style="list-style-type: none"> Change the alignment Avoid or at least minimise road closures May be benefit in making corridors wide enough to facilitate other infrastructure (i.e. water for irrigation) 	<ul style="list-style-type: none"> ARTC will not force access if landowner is not willing Project alignment is the result of extensive investigations and consultations over several years EIS will consider effects on agricultural land and businesses Environment/biosecurity assessments and consultation are assisting to develop an understanding of how people use their properties EIS will consider noise, air quality, vibration and traffic impacts Potential benefits of local procurement and non-resident workforce accommodation facilities considered in SIA

Key issues	Suggested mitigation measures	ARTC Response
<ul style="list-style-type: none"> Impacts of heavy vehicles on the Gore Highway 		
<ul style="list-style-type: none"> Concern about whether Project jobs would be available to local residents 	<ul style="list-style-type: none"> Ensure jobs are advertised locally 	<ul style="list-style-type: none"> The SIA is addressing local employment issues
<ul style="list-style-type: none"> Potential to impact on Aboriginal cultural heritage sites or values 	<ul style="list-style-type: none"> Nil 	<ul style="list-style-type: none"> ARTC is working with Aboriginal parties to identify and manage the potential for impacts on cultural heritage
<ul style="list-style-type: none"> Potential for local businesses to supply the Project 	<ul style="list-style-type: none"> Ensure local business can benefit from Project supply opportunities 	<ul style="list-style-type: none"> This will be addressed in the SIA
<ul style="list-style-type: none"> Concern regarding crossing loop locations and noise or air quality impacts 	<ul style="list-style-type: none"> Nil 	<ul style="list-style-type: none"> Environmental impacts are being investigated and will be reported as part of the draft EIS
<ul style="list-style-type: none"> Brookstead community concerns about impact on GrainCorp silos 	<ul style="list-style-type: none"> Nil 	<ul style="list-style-type: none"> Consultation with GrainCorp has assisted to minimise impacts on grain silos
<ul style="list-style-type: none"> The design of bridge structures across the Condamine River floodplain Particular concern regarding effects on agricultural land in the Condamine River floodplain, and potential to exacerbate major flood events in the floodplain Concern about the potential for the Project to increase flooding risks to affect homes and farms Concern about the potential for increased flooding to cause road closures 	<ul style="list-style-type: none"> Consideration of residents' inputs on flood modelling The need for independent technical advice on hydrology modelling and flooding impacts 	<ul style="list-style-type: none"> The Condamine Floodplain Solutions Report has been subject to independent verification at the request and approval of the CCC Flood modelling is state of the art – utilising Bureau of Meteorology and TRC data and applying <i>Australian Rainfall and Runoff: A Guide to Flood Estimation</i> (Ball, et al. 2019) guidelines. Landowners have been engaged and consulted regarding flood modelling, and road-rail interfaces An international, independent panel was convened to review flood modelling as part of the inter-governmental agreement between the Queensland and Australian governments The methodology and key findings of the panel's draft report were presented to the CCC.
<ul style="list-style-type: none"> Potential for threats to Biosecurity that could damage farming livelihoods 	<ul style="list-style-type: none"> Nil 	<ul style="list-style-type: none"> Biosecurity addressed in EIS and as part of individual property access agreements Weed management policy/washdown policies to be followed
<ul style="list-style-type: none"> Ability for pedestrian traffic to cross the railway line in Yelarbon 	<ul style="list-style-type: none"> Pedestrian path provided in Yelarbon across the rail corridor 	<ul style="list-style-type: none"> There is currently no pedestrian path across the existing rail corridor in Yelarbon. The Project's reference design has been revised to include a

Key issues	Suggested mitigation measures	ARTC Response
		pedestrian crossing across the rail corridor.
<ul style="list-style-type: none"> Current movement of contractors along the corridor 	<ul style="list-style-type: none"> Ensure all vehicles are branded to enable identification 	<ul style="list-style-type: none"> Instruction to all contractors to use branded vehicles when working on the Project
<ul style="list-style-type: none"> Potential benefits of non-resident workforce accommodation facilities near towns if business supply opportunities are established 	<ul style="list-style-type: none"> Locate non-resident workforce accommodation facilities within towns 	<ul style="list-style-type: none"> Identified locations for non-resident workforce accommodation facilities are assessed in the EIS, however the final decision regarding the location of accommodation camps is at the discretion of the Contractor
<ul style="list-style-type: none"> Property acquisition process 	<ul style="list-style-type: none"> Provide information to landowners who would be affected by acquisition 	<ul style="list-style-type: none"> A fact sheet on land acquisition was developed and distributed A Joint CCC meeting was held to provide independent advice on the land acquisition process
<ul style="list-style-type: none"> EIS process 	<ul style="list-style-type: none"> Access to EIS outcomes 	<ul style="list-style-type: none"> EIS documents were provided via the internet and printed copies, and on USBs Representatives of the Coordinator-General were invited to meet with the CCC which occurred in July 2020
<ul style="list-style-type: none"> Alignment review process 	<ul style="list-style-type: none"> A number of committee members believe the current alignment should be changed 	<ul style="list-style-type: none"> The alignment has been developed with the benefit of extensive consultation with communities and stakeholders

Source: Southern Darling Downs Meeting Minutes <https://inlandrail.ARTC.com.au/community-consultative-committees>

CCC meetings since public notification of the draft EIS

Inner Darling Downs Community Consultative Committee

Nine IDD CCC meetings were held between commencement of the draft EIS public notification period on 23 January 2021 and 31 March 2023. These meetings focussed on draft EIS findings and provision of updates on a wide range of topics.

At the February 2021 IDD CCC meeting, the EIS process and submissions process were explained. The potential for further consultation on the EIS was raised, and the timing for stakeholder engagement on land acquisition, and a proposed seminar on land acquisition was discussed.

The April 2021 meeting was a joint meeting of the IDD CCC and SDD CCC, at which an overview of the draft flood report by the Independent International Panel of Experts for Flood Studies in Queensland was provided. Community concern about ARTC's contractor behaviour during site investigations was raised, including vehicles not being branded while undertaking EIS investigations, and biosecurity and property safety issues (this was addressed through new protocols for branding and workforce behaviour).

The July 2021 meeting was a seminar on land acquisition where a range of questions were raised and answered regarding the land acquisition process and compensation provisions, engaging CCC members from both IDD CCC and SDD CCC.

The September 2021 meeting was focussed on a presentation on the G2H draft EIS and has not been further discussed here.

In November 2021, a joint meeting of the IDCC and SDD CCC focussed on a presentation on the independent International Panel of Experts for Flood Studies, at which community members raised issues regarding when the final report will be released, the scope of the review, methodological issues, cumulative impacts already affecting the system, flooding risks and design issues. A Project update was also provided, addressing landowner consultation, soil surveys, land access and field studies. The contractor for the Whetstone to Gowrie section was announced, along with 'Meet the Contractor' events planned for 2022. Feedback was provided on the outcomes of submissions to the draft EIS, and there was discussion about revised draft EIS public consultation. A social performance update was also provided, announcing new initiatives and the progress of existing initiatives. Consultation on the location of the site for the Millmerran workforce accommodation facility was raised (this is pending contractor identification and evaluation of options for accommodation sites in the Millmerran area).

The March 2022 IDCC CCC meeting considered a range of updates on soil surveys, engagement activities, the groundwater bore survey and groundwater impacts, the flood panel process, the EIS process and ecology, including detailed discussion on koalas and koala habitat. A reference design update was provided, with a focus on changes to road rail interfaces.

In June 2022, the IDCC CCC meeting included discussion of black soil construction methodology, a consultation update, land access update and questions on the status of land acquisition, a social performance update (workforce development events, support for the Goondiwindi Talent portal, BNTAC engagement, Clontarf Foundation partnership, and initial engagement on the Community Wellbeing Plan with Councils). An EIS update was provided, including fauna design examples, Koala Management Plan and Fauna Movement and Fencing Strategy, a koala genetics study, land resources assessment, hydrogeology, flooding and hydrology, with the committee members interested in methodological issues for each study. An update from the Contractor on proposed site activities that can be undertaken prior to EIS evaluation was also provided.

At the November 2022 meeting, the IDCC CCC was informed that an independent review to assess the governance and program delivery approaches of the Inland Rail Program was being undertaken. A Project update was provided, including a stakeholder engagement update, social performance update including partnership updates (Bigambul and Inland Rail Skills Academy), advice on sponsorship and donations, an EIS update regarding process and timing for further consultation, an update on the rail corridor program and Whetstone Materials Distribution Centre, an ecology studies update, and discussion of hydrology and flood impact objectives.

In March 2023, the IDCC CCC received an update on the Australian Government's Inland Rail Review, the Inland Rail Program and approvals process, Project timeline, site investigations and surveys, and a stakeholder engagement update. Four members of the IDCC CCC and three members of the SDD CCC participated had participated in a tour of locations along the Inland Rail Narromine to North Star (N2NS) alignment and shared their insights. Questions were raised regarding the location of intermodal terminals (not part of the Project), the business case and road maintenance. Updates were also provided on social performance, the draft EIS including timing for revised draft EIS submission, and geotechnical Investigations.

A question was raised regarding concerns about safety at private level crossings on-farm. ARTC advised that private level crossing procedures and a process that involves contacting network control before crossing private level crossings were being developed, with further information to be provided when available.

Of the issues raised by CCC members and observers during 2021, 2022 and 2023 meetings, the following are relevant to the SIA:

- Land acquisition (addressed in Section 7.1.2)
- Concerns about flooding (addressed in Section 7.4.5)
- Workforce accommodation (addressed in Section 7.3.4)
- Road rail interface safety (addressed in Sections 7.1.7 and 7.4.7).

Southern Darling Downs Community Consultative Committee

Eight SDD CCC meetings were held between the commencement of the draft EIS public notification period and 31 March 2023, including three joint meetings of the IDD CCC and SDD CCC as noted above.

In January 2021, the meeting focussed on the draft EIS submission, the submission process, and consultation opportunities. SDD CCC members' questions focused on the interaction of the EIS with the Independent International Panel of Experts for Flood Studies in Queensland report, Project design in the Pampas area, and further opportunities for community members to comment on design changes (which were discussed as part of a subsequent CCC meeting, noting that any further public notification on the draft EIS was at the discretion of the Coordinator-General). A consultation update was also provided, outlining landowner consultation, planned community information sessions, and the land acquisition seminar planned for July 2021.

The April 2021 meeting was a joint meeting of the IDD CCC and SDD CCC, at which an overview of the Border to Gowrie draft flood report by the Independent International Panel of Experts for Flood Studies in Queensland was provided. Community concerns about ARTC's contractor behaviour during site investigations was also raised, as noted above in the summary of IDD CCC proceedings.

As also noted above, the July 2021 meeting was a seminar on land acquisition involving IDD CCC and SDD CCC members, and the November 2021 meeting focussed on the Border to Gowrie draft flood report released by the Independent International Panel of Experts for Flood Studies in Queensland. The CCCs also received a brief update on the Project's EIS, site investigations, one-on-one property acquisition meetings, preferred proponent announcement and social performance initiatives. Committee members also raised concerns relating to land access, with a statutory land access program underway at that time.

The March 2022 SDD CCC meeting discussed the committee's interest in making comment on the Independent International Panel of Experts for Flood Studies in Queensland recommendations, which was actioned by the committee. An update on the northern part of the Project and appointment of Contractors was provided, along with an update on community engagement and the flood panel report. The Coordinator-General's request for further information was discussed, along with the opportunity for community members to provide further comments on the revised draft EIS findings. An update on additional investigations was provided, as for the IDD CCC March 2022 meeting. Members sought clarification on the make good strategy for impacts on groundwater bores. An update was also provided on the reference design, focussed on road rail interfaces, realignment of the Kildonan Road stock route underneath the rail bridge, and the proposed horizontal alignment change in the Millmerran area.

The Contractor for the Whetstone to Gowrie section was introduced, along with 'Meet the Contractor' events planned for 2022. Questions arising related to the location of the non-resident workforce accommodation facility in the Millmerran area, with an update on the status of site investigation provided.

At the June 2022 SDD CCC meeting, the SDD CCC charter was discussed, with no disagreements raised. An update was provided on the Sponsorships and Donations Program and land access program. Committee members sought further information on the status of the Inland Rail program as a whole, with a procurement status updated provided for the whole alignment. A social performance update was provided, noting progress with Inland Rail Skills Academy initiatives. An update on EIS studies (timing,

ecology studies, koala management plan and fauna connectivity review land resources, hydrogeology and flooding and hydrology) was also provided. Committee members' questions focused on koala field survey methodology, the status of detailed design (being advised that detailed design is major piece of work that can take 18 months, and will be done by the Contractor) and timing for public notification of the revised draft EIS. Questions were also raised regarding black soil construction methodology. Questions were raised regarding local procurement, along with questions regarding the location of workforce accommodation facilities.

At the November 2022 SDD CCC meeting, the Committee was provided with an update on the Inland Rail program including projects in New South Wales and Victoria. An update was also provided on the consultation program and key issues raised at community information sessions, along with ongoing opportunities for community consultation. Committee members' questions included the status of engagement with Traditional Owners about native title (being advised that consultation on this would be ongoing in 2023). A social performance update was also provided, describing sponsorships and donations, and Inland Rail Skills Academy initiatives including workforce capacity programs and business capability development. Committee members asked for an update on the location of workforce accommodation facilities, and were advised that the locations for Yelarbon and Inglewood facilities are as described in the draft EIS, with a third location being sought by the Contractor in the Millmerran area. BNTAC's Statement of Commitment with ARTC was also discussed.

An EIS update was provided, addressing the EIS process milestones, key changes to the EIS (i.e. response to submissions and requests for information, assessment of design optimisations, and more site-specific investigations). Updates on ecology studies (focussed on koala-specific investigation), hydrology and flood impact objectives, Contractor investigations, and the rail corridor program and Whetstone Materials Distribution Centre were also provided.

The SDD CCC's March 2023 meeting received updates on Australian Government Inland Rail Review, the status of the Inland Rail program, the NS2B project, the G2H project EIS, Inland Rail Program and approvals process, the EIS process, site investigations and surveys, and stakeholder engagement. CCC members gave positive feedback on the bus tour to Moree. Questions arose regarding the road rail interfaces with Millmerran-Inglewood Road, with members advised that assessments indicated that an active level crossing was the most suitable treatment near Inglewood, and grade separations were proposed for the two other crossings of Millmerran-Inglewood Road. A social performance update was also provided, focussing on local and Indigenous industry participation, including advice on how to ensure local businesses are visible to the Project.

An update on the location of the workers accommodation camp in Millmerran was sought, with the committee advised the revised draft EIS indicates a workers' accommodation camp in the vicinity of Millmerran, however, an exact location had not yet been decided. An update on the EIS process was provided, with questions arising relating to what fauna and flora was found on a Canning Creek property (proposed for biodiversity offsets) and how fauna connectivity would be maintained, with ARTC committing to providing further information when available. An update was also provided on the workforce accommodation facility which is proposed in Goondiwindi as part of the NS2B project, and on the contractors' site investigations. Questions about washdown process and facilities were asked and answered.

Of the issues raised by CCC members and observers during 2021, 2022 and 2023 meetings, the following are relevant to the SIA:

- Land acquisition (addressed in Section 7.1.2)
- Make good strategy for groundwater bores (addressed in Section 7.4.6)

- Local procurement (addressed in Section 7.5.3)
- Location of workforce accommodation facilities (addressed in Section 7.3.4).

Community and environmental groups

Key issues raised by members of community groups who participated in the CCC and community information sessions that have been addressed in relevant sections of the draft SIA include:

- Environmental management issues including the potential to mobilise contaminated material, weed and pest control, protection of endangered flora and fauna, biodiversity offsets and waste management (Section 7.4.6)
- Issues associated with water use and quality, including the potential to affect groundwater access for other use and the potential for the Project to compete with other water users for allocations (Section 7.4.6)
- The potential to increase the risk of flooding impacts with risks to community safety, particularly with respect to the Condamine River floodplain and local creeks (Section 7.4.7)
- Impacts to agricultural activities, including land acquisition and severance of agricultural properties (Section 7.5.1)
- Concerns about disruption to traffic and increased traffic volumes (Section 7.1.7)
- The need to ensure local people benefit from Project employment and supply opportunities (Section 7.2.2)
- The need for respectful and honest engagement as the Project progresses (Section 8.2).

6.2.3 Local governments

ARTC's engagement with TRC and GRC throughout the draft EIS process is summarised in Section 6.1.2 and detailed in EIS Appendix E: Consultation Report. Key issues pertaining to the design and EIS that were discussed with Councils, and ARTC's responses, are shown in Table 6.10.

Table 6.10: Key issues and responses – consultation with Councils during draft EIS stage

Issues	ARTC Responses
Construction water requirements	<p>Water demand is based on the proposed construction activities and addressed in Chapter 5: Project Description. At the time of consultation, options for the sourcing of construction water include:</p> <ul style="list-style-type: none"> ■ Commercial, licenced water supplies where capacity exists ■ Public water storages i.e. dams and weirs ■ Permanently (perennial) flowing watercourses ■ Privately held water storages i.e. dams, dams or ring tanks, under private agreement Use of existing sustainable allocated water entitlements/existing registered and licenced bores (under agreement) ■ Treated water mains water – required for concrete batching due to water quality requirements ■ New bores established to service the Project under appropriate water licence or entitlement (least preferred option). <p>Recycled water (from the Wetalla Waste Treatment Plant) and/or wastewater from Commodore Coal Mine may also be water source opportunities. Assessment of the suitability of each source will be conducted as part of the Detailed Design stage.</p>

Issues	ARTC Responses
Hydrology and surface water methodology	<p>Assessment of hydrology and flooding (EIS Appendix T: Hydrology and Flooding Technical Report) has considered the proposed Project alignment, road reconfigurations and associated drainage structures. A LIDAR (aerial laser scanning) survey was undertaken to verify catchments.</p> <p>Assessment included simulation of flooding events up to Probable Maximum Flood events. ARTC/Future Freight Joint Venture engaged with potentially affected landowners to undertake an independent verification of the model from landowner records. Feedback has generally been positive.</p> <p>Separate afflux mapping was included to identify modelled impacts from 12 per cent climate change.</p>
Groundwater	<p>Aquifer dewatering/seepage at deep cuts will be managed in accordance with legislative requirements, including through engineering design.</p> <p>EIS Appendix U: Groundwater Technical Report identifies two registered bores within the modelled drawdown area. A more detailed assessment of registered and unregistered bores is recommended to identify potential drawdown impacts and consultation with affected landowners to identify mitigation strategies.</p>
Landscape and visual impacts	<p>EIS Appendix K: Landscape and Visual Impact Assessment provides an assessment of landscape and visual impacts. It will address the introduction of large infrastructure on the character of Yelarbon, and design and textural structural solutions (e.g. near Brookstead) and opportunities for treatments for embankments.</p> <p>The alignment traverses the outskirts of Pittsworth to avoid potential amenity impacts that would have resulted from upgrade to current alignment and is partially screened from the view of Pittsworth residents.</p>
Non-indigenous Cultural Heritage	<p>Protest art recognised at Yandilla is recognised as place of local heritage value and assessed in EIS Appendix Z: Non-Indigenous Cultural Heritage Survey Report.</p>
Kildonan Road	<p>The Project requires a crossing of Kildonan Road. This has been proposed as an active level crossing to achieve safety design requirements, while GRC would prefer a grade separated crossing.</p>
Level crossings	<p>TRC requested that all level crossings within the Toowoomba LGA are grade separated crossings. This was incorporated in the revised reference design.</p>
SIA-specific issues	
Social infrastructure demands from non-resident workers	<p>Minimal potential impacts on most physical infrastructure/services are expected during construction because the workforce will include non-resident workforce accommodation facilities that will largely be self-sufficient for e.g. water, waste treatment and energy.</p> <p>The Project is aware of the need to mitigate demands on local health and emergency services. Existing local health facilities will not have adequate facilities to respond to serious cases, which will be transported to major centres.</p> <p>Consultation with emergency services i.e. QFES, QAS, air evacuation services, SES and hospitals through Queensland Health will continue after the Project evaluation is completed.</p> <p>The EIS identifies projects in the region that share similar timeframes and considers cumulative impacts in each technical area, including traffic impact assessment.</p> <p>ARTC is considering Project scheduling and resource sharing to reduce the potential for cumulative impacts.</p>
Housing	<p>ARTC acknowledges the current rental housing crisis in the SIA study area, and has strengthened the SIMP requirements for accommodation and housing management.</p>
Non-resident workforce accommodation facilities	<p>Non-resident accommodation facilities will be addressed in the EIS.</p>

Issues	ARTC Responses
Local employment, balanced against impacts of labour draw	ARTC is committed to enabling SIA study area residents to take up Inland Rail employment opportunities, but acknowledges that this may lead to competition for labour. Skills development programs are being delivered as part of the Inland Rail Skills Academy are aimed at increasing the local pool of suitably qualified personnel (Section 8.3.1). ARTC will continue to collaborate with Councils in this regard, and has partnered with GRC as outlined in Section 8.1.6.
Groups with higher unemployment rates	ARTC is committed to the inclusion of younger jobseekers, refugees and migrants in its skills development programs that are being delivered as part of the Inland Rail Skills Academy, and will engage Toowoomba-based community organisations to develop an approach for inclusion of refugees and migrants in potential skills program.

The process and outcomes of engagement with Council stakeholders on the SIA and social impact management during and after the draft EIS preparation stage are shown in Table 6.11.

Table 6.11: Council engagement on social impacts during draft and revised draft EIS stages

Month	Issues discussed	Outcomes
TRC – draft EIS preparation stage		
March 2019	<ul style="list-style-type: none"> Concerns about road closures during construction in the event of a flood event leading to isolation Whether buffers would be required between the rail line and residential development to protect amenity with respect to noise, noting there are no buffers around existing rail lines 	<ul style="list-style-type: none"> TRC is being consulted regarding all road closures in the Toowoomba LGA. The EIS includes detailed information to enable Council consideration of buffers (Section 7.3.1)
	<ul style="list-style-type: none"> Potential for noise from crossing loops to affect nearby residents Concern that additional lighting may affect visual amenity Potential severance by alignment of stormwater drainage and overland flow 	<ul style="list-style-type: none"> These issues are considered in the relevant EIS appendices and referenced in the SIA: <ul style="list-style-type: none"> EIS Appendix W: Noise and Vibration Assessment – Railway Operations EIS Appendix K: Landscape and Visual Impact Assessment EIS Appendix T: Hydrology and Flooding Technical Report
	<ul style="list-style-type: none"> Potential opportunities identified included: <ul style="list-style-type: none"> School based opportunities for students Legacy benefits in the form of contribution to community facilities to improve the impacted towns Cooperation with Council's RSIS project 	<ul style="list-style-type: none"> Training opportunities are addressed in Section 8.3.1. Potential legacy opportunities are identified in Section 7.4.9 and will be further investigated as part of the Community Wellbeing Plan (Section 8.5.6) ARTC cooperated with Council's RSIS officers while the RSIS projects were active.
	<ul style="list-style-type: none"> Potential for an increase in economic activity during construction Support for the development of Toowoomba as a freight and logistics hub 	<ul style="list-style-type: none"> EIS Appendix Y: Economic Impact Assessment describes contributions to regional economies

Month	Issues discussed	Outcomes
May 2019	<ul style="list-style-type: none"> Support for avoidance of level crossings on public roads, where they can be avoided 	<ul style="list-style-type: none"> The reference design minimises the number of proposed level crossings as described in Section 7.1.7
	<ul style="list-style-type: none"> Potential for legacy values of non-resident workforce accommodation facilities for communities that would host them, e.g. accommodation supply 	<ul style="list-style-type: none"> This potential will be considered by the Contractor as described in Section 8.4.5
	<ul style="list-style-type: none"> Need to avoid rapid change in population or housing demands, particularly considering potential for cumulative impacts Workers with families could be encouraged to settle locally 	<ul style="list-style-type: none"> Population and housing impacts are discussed in Section 7.3.2. Measures to mitigate impacts on housing access are provided in Section 8.4
	<ul style="list-style-type: none"> Labour draw from local businesses is likely, with upskilling of the local labour force a potential mitigation measure/offset 	<ul style="list-style-type: none"> Concerns regarding labour availability have been addressed through the relevant baseline data sets (Sections 5.4.1 and 5.4.3), impact assessment (Section 7.5.2), and management measures (Section 8.3.1)
	<ul style="list-style-type: none"> Opportunity to have welcome events for construction personnel to assist with community integration 	<ul style="list-style-type: none"> This opportunity is addressed in Section 8.4.5
	<ul style="list-style-type: none"> Potential for visual impacts during construction or operation 	<ul style="list-style-type: none"> This is assessed in EIS Appendix K: Landscape and Visual Amenity Impact Assessment (Section 7.1.6)
	<ul style="list-style-type: none"> Potential for engagement of social enterprises in the supply chain, including involvement of new migrants, with job readiness programs required 	<ul style="list-style-type: none"> Commencement of engagement regarding migrant workers is noted in Section 8.3.1 Involvement of social enterprises is noted, e.g. Section 8.3.3
	<ul style="list-style-type: none"> Community opposition to the Project alignment could constrain business participation 	<ul style="list-style-type: none"> EIS Appendix E: Consultation Report details ARTC's engagement with stakeholders including businesses. Section 8.6.3 details future business engagement measures.
	<ul style="list-style-type: none"> Potential for investment in community facilities in local towns to address existing issues and/or Project impacts on community cohesion 	<ul style="list-style-type: none"> To November 2021, ARTC had provided donations for 25 community facility upgrades Further investment in community facilities will be discussed with Council and other stakeholders as part of developing the Project's Community Wellbeing Plan (Section 8.5.6)
	<ul style="list-style-type: none"> The need for management of Project housing/accommodation impacts to avoid draining local accommodation supplies that are used for major events 	<ul style="list-style-type: none"> The AMP framework requires measures to identify local accommodation providers capacity to provide accommodation while avoiding impacts on peak tourist periods (Section 8.4.4)

Month	Issues discussed	Outcomes
	<ul style="list-style-type: none"> The need for ongoing consultation with TRC regarding infrastructure investments, place making outcomes, community facility investments and driving economic development 	<ul style="list-style-type: none"> Councils and other stakeholders will be involved in developing the Project's Community Wellbeing Plan (Section 8.5.6) and monitoring process (Section 8.7).
August 2019	<ul style="list-style-type: none"> Meeting with TRC's RSIS Coordinator in regarding local priorities for skills development, identified as including skills for the advanced manufacturing and transport/logistics industries. 	<ul style="list-style-type: none"> Opportunity for cross-skilling considered as part of Inland Rail Skills Academy Opportunity to develop joint skilling programs for applications to DESBT's SQW initiative was identified, as described in Section 6.2.4
September 2020	<ul style="list-style-type: none"> Update provided on SIA management measures with a particular focus on local and indigenous participation, alignment with TRC-community initiatives, and the process for development of health and community wellbeing initiatives. Need to ensure employment and business opportunities are adequately communicated to the business community (TRC is able to assist) Need to build community awareness of the skills and capacities required in building a rail line. Lessons from the Toowoomba Bypass' construction included involvement of businesses in ongoing consultation e.g. through an advisory group, the need for the procurement portal to be established early, and the value of 'procurement nights' to brief business owners. 	<ul style="list-style-type: none"> The SIA includes measures for cooperation with TRC and other agencies in ensuring local awareness of business supply opportunities and capacity to participate (Sections 8.2.4, 8.3.7 and 8.6.5)
	<ul style="list-style-type: none"> Meeting with Regional Economic Development Officer and RSIS Coordinator. Opportunities identified: <ul style="list-style-type: none"> Support for initiatives in Millmerran and Pittsworth to encourage workers to relocate to the region Opportunity to support the Gowrie Parents and Citizens (P&C) in fitting out its Community Hub facility Potential for cooperation and/or support for tourism initiatives in and around Millmerran e.g. trail development Potential for cooperation and/or support for recreation initiatives in and around Pittsworth e.g. rail trail 	<ul style="list-style-type: none"> Current rental housing availability would not support relocation of workers to local towns Other opportunities are noted in Section 8.5.6

Month	Issues discussed	Outcomes
October 2020	<ul style="list-style-type: none"> Update regarding the current status of the B2G and G2H projects and ARTC's social performance and stakeholder engagement activities TRC provided information regarding various community and social performance focus areas, ways that Inland Rail can potentially engage with the local community and Council's capacity building and workforce training projects 	<ul style="list-style-type: none"> No specific outcomes
TRC – post-draft EIS engagement		
February 2021	<ul style="list-style-type: none"> Scope of AMP discussed, noting COVID-19 incentives and Toowoomba's attractions had seen reduced housing availability during 2020 Workforce management, including Councils' priorities as part of SQW and economic development/recovery initiatives Social issues and community needs in light of COVID-19-related impacts, with the region not generally adversely impacted by COVID-19 to date, however, high levels of unemployment for young people, refugees and migrants remain a concern Council and community initiatives that could be considered as part of the Community Wellbeing Plan: <ul style="list-style-type: none"> TRC's proposed skills hub Running or bike tracks beside the rail line Support for social enterprises Support for tourism plans (e.g. in Millmerran and Pittsworth) 	<ul style="list-style-type: none"> AMP revised to provide additional measures to manage housing impacts (Section 8.4.4) Council's interest in joint SQW initiatives confirmed SIA Section 8.3 includes a focus on training for young people and migrants Opportunities noted in Section 8.5.6 These initiatives and other emerging ideas will be discussed with Council and other stakeholders as part of developing the Project's Community Wellbeing Plan
May 2021	<ul style="list-style-type: none"> Social performance update provided Encouragement of further Council feedback on community development and amenity improvement initiatives, 	<ul style="list-style-type: none"> No further specific initiatives were identified
June 2021	<ul style="list-style-type: none"> General project update 	<ul style="list-style-type: none"> Council noted current housing challenges and difficulty attracting human resources. Outcomes as detailed below for August 2021 meeting
August 2021	<ul style="list-style-type: none"> Council confirmed priorities for impact mitigation as including: <ul style="list-style-type: none"> Mitigation of labour draw from other local and regional businesses, with availability of skilled workers including tradespeople an ongoing concern Interest in the delivery of Inland Rail Skills Academy programs in the Toowoomba LGA 	<ul style="list-style-type: none"> Concerns regarding housing impacts and labour availability have been addressed through updates to the relevant baseline data sets (Sections 5.4.1 and 5.5.2), revision of relevant impact assessment sections (Sections 7.2.2, 7.3.4 and 7.3.5), and revision of relevant management measures (Sections 8.3.1 and 8.4.4)

Month	Issues discussed	Outcomes
	<ul style="list-style-type: none"> Accommodation management, as current very low rental vacancy rates with flow-on impacts such as community stress, and difficulties accommodating key workers 	
	<ul style="list-style-type: none"> Council is interested in retaining accommodation camps as permanent structures, to be a legacy for the community 	<ul style="list-style-type: none"> This potential will be considered by the Contractor as described in Section 8.4.5
	<ul style="list-style-type: none"> Opportunity to partner with migrant/refugee support organisations to upskill their clients for employment in Project construction 	<ul style="list-style-type: none"> Contact details to be provided, as discussed below
September 2021	<ul style="list-style-type: none"> Briefing to Mayor and Councillors confirmed Council's key priorities were housing availability, with provision of non-resident workforce accommodation facilities as a key mitigation, and potential for labour draw to affect other businesses' access to labour and skills 	<ul style="list-style-type: none"> Sections 8.3.7 and 8.6.5 were revised to provide further details on mitigation and monitoring of labour draw AMP revised to provide additional measures to manage housing impacts (Section 8.4.4)
November 2021	<ul style="list-style-type: none"> Update on ARTC's recent and upcoming social performance initiatives, i.e. on-line business capability and sustainability workshops, partnerships with USQ and the Clontarf Foundation ARTC's Indigenous Participation Advisor had supported and attended Indigenous business month events as discussed with Council Confirmation that recent consultation on the proposed non-resident workforce accommodation facility near Millmerran would be included in the revised draft EIS 	<ul style="list-style-type: none"> Engagement and cooperation opportunities advised by Council are being taken up prior to completion of evaluation of the Project, including: Support for TRC's potential SQW application for Busy@Work in February 2022 Enabling the Effective Pathways for Sustainable Migrant Employment Working Group to understand Project opportunities a meeting between TRC representatives and the Contractors, once onboarded
February 2022	<ul style="list-style-type: none"> Update by ARTC on Social Performance Program initiatives Introduction to "Living in Place" including online demonstration Housing and accommodation a key issue for Council 	<ul style="list-style-type: none"> Confirm shared value of survey for TRC planning purposes and willingness of council to participate in future insights workshop and discussion of collaborative monitoring opportunities Planning to present on housing and accommodation to Council Chamber in the second half of 2022
March 2022	<ul style="list-style-type: none"> Demonstration of Living in Place survey Discussion of social performance program and potential social investment opportunities 	<ul style="list-style-type: none"> Living in Place survey was undertaken in May 2022
May 2022	<ul style="list-style-type: none"> Discussion of social performance program Housing/accommodation issues are a priority concern for Council and communities 	<ul style="list-style-type: none"> Revised draft SIA updated note concerns and provide updated data
June 2022	<ul style="list-style-type: none"> Living in Place survey Insights Workshop 	<ul style="list-style-type: none"> Agreement that survey insights are valuable

Month	Issues discussed	Outcomes
GRC – draft EIS preparation stage		
November 2018	<ul style="list-style-type: none"> The community is sceptical about the Project going ahead, given its long history 	<ul style="list-style-type: none"> ARTC conducted a comprehensive stakeholder engagement process as part of the draft EIS process. Scepticism may continue until the Project commences construction
	<ul style="list-style-type: none"> Low local unemployment means workers will typically come from outside the region There was limited spare capacity in short-term accommodation Concern about loss of rental housing affordability and displacement of low income households Preference for non-resident workforce accommodation facility to be located at Goondiwindi and Inglewood, with adequate lead time provided for Council to plan relevant infrastructure 	<ul style="list-style-type: none"> AMP reflects the likelihood that non-resident workers will be required As discussed in Section 7.3.4, non-resident workforce accommodation facilities are proposed to be located near Yelarbon and Inglewood Engagement with Council regarding non-resident workforce accommodation facilities will continue as described in Section 8.1.4
	<ul style="list-style-type: none"> Council is open to the opportunities that Inland Rail could facilitate for its communities and willing to work cooperatively with ARTC 	<ul style="list-style-type: none"> Engagement and cooperation with Council was initiated during the EIS process and is continuing
	<ul style="list-style-type: none"> Businesses need advance notice to be able to plan ahead, and ARTC will need to overcome scepticism that the Project will happen Potential to benefit local businesses (in construction as well as retail and service delivery) and related increased job opportunities Opportunity for off-farm income for local residents 	<ul style="list-style-type: none"> Early implementation of business awareness and capability building programs is described in Section 8.6.3
	<ul style="list-style-type: none"> Strong community concerns regarding impacts on agricultural land 	<ul style="list-style-type: none"> Impacts on agricultural land and mitigation measures to address impacts are discussed in Section 7.5.1
	<ul style="list-style-type: none"> Potential for increased wait times to see local general practitioners 	<ul style="list-style-type: none"> SIMP measures include provision of paramedics and a range of other strategies to reduce non-resident worker demands on local services (Section 7.4.1)
	<ul style="list-style-type: none"> Road traffic safety during construction, particularly during harvest time with large machinery movements Project effects on the Macintyre River, with potential for exacerbation of flooding 	<ul style="list-style-type: none"> These issues were considered in the preparation of relevant EIS chapters and technical reports.
	<ul style="list-style-type: none"> Potential for Goondiwindi to be a regional rail hub for produce distribution, and to link Inland Rail to the rail line between Goondiwindi and Thallon 	<ul style="list-style-type: none"> GRC is actively pursuing these goals, however they are outside the Project scope.

Month	Issues discussed	Outcomes
	<ul style="list-style-type: none"> Potential for legacy projects (e.g. community facilities or augmentation of housing and accommodation supply) 	<ul style="list-style-type: none"> Legacies are discussed in Section 7.4.9
May 2019	<ul style="list-style-type: none"> Community scepticism about flood modelling 	<ul style="list-style-type: none"> Independent International Panel of Experts for Flood Studies was established by the Australian and Queensland Governments to review the flood modeling
	<ul style="list-style-type: none"> Diversion of water could affect farmer/ irrigators' access to water. Over-subscribed water allocations in the Yelarbon area may limit Project access to water, and the potential for a water bore to be constructed to supplement the water supply 	<ul style="list-style-type: none"> This has been addressed as part of EIS Appendix S: Surface Water Quality Technical Report and is not addressed in the SIA The Project has undertaken ongoing consultation including with GRC regarding water sources.
	<ul style="list-style-type: none"> The potential for an influx of young workers (due to the proposed non-resident workforce accommodation facility) to change social conditions in Inglewood, e.g. feelings of safety and familiarity The need to avoid 'boom-bust' population changes that affect housing, property values and social infrastructure access 	<ul style="list-style-type: none"> This is discussed in Sections 8.3.5 and 8.4.4
	<ul style="list-style-type: none"> The need for ongoing engagement with local businesses to advise them off the Project schedule, how to qualify for supply opportunities, and opportunities for capacity building The need to avoid creating false expectations of long-term benefits for businesses, given construction is time-limited The need for protection for small businesses in dealing with major contractors The benefit of mentoring advice for businesses 	<ul style="list-style-type: none"> ARTC has initiated a range of business awareness and capability building programs as described in Section 8.6.3.
	<ul style="list-style-type: none"> The Project's complexity is a challenge given Goondiwindi LGA's size and location near the juncture of two Inland Rail sections, so consideration of how to work effectively within Council's resources and support its involvement will be needed 	<ul style="list-style-type: none"> ARTC is in regular consultation with GRC to enable its consideration of key issues. Consultation on an as-needed basis will continue prior to and following Project evaluation
GRC – Post-draft draft EIS preparation		
April 2020	<ul style="list-style-type: none"> Meeting with GRC's RSIS Coordinators twice during April to discuss cooperation on skills development Identification of opportunities as part of DESBT's SQW program 	<ul style="list-style-type: none"> ARTC and GRC submitted SQW applications addressing land management and biosecurity skills and construction training at Goondiwindi Showgrounds while improving the showgrounds facilities, however these were unsuccessful

Month	Issues discussed	Outcomes
May, June, Jul, August 2020	<ul style="list-style-type: none"> Four meetings with Council representatives to provide Project updates including EIS findings and Project schedule Identification of Council priorities including: <ul style="list-style-type: none"> Availability of locally available training and business capability development opportunities Importance of opportunities for small businesses Potential for labour draw from local businesses to the Project 	<ul style="list-style-type: none"> Cooperation towards a partnership with GRC on the 'Local Employment Roadmap' (refer below) ARTC has initiated a range of business awareness and capability building programs as described in Section 8.6.3.
March 2021	<ul style="list-style-type: none"> Briefing to Council on Project SIA Council feedback on engagement commitments Housing/accommodation shortages Labour draw Discussion of potential for accommodation to remain as legacy Consider upgrading communications infrastructure to mitigate existing blackspots in the region Discussion of ARTC cooperation regarding bore drilling in Inglewood 	<ul style="list-style-type: none"> Input to stakeholder engagement planning regarding accommodation-specific discussion with local businesses (held in May 2021) Agreement to meet with ARTC Social Performance representatives on an ad-hoc, as needed basis moving forward AMP requirements revised to reflect Council feedback (Section 8.4.4) GRC drilled a test groundwater bore in Inglewood with ARTC support Engagement with Council regarding non-resident workforce accommodation facilities will continue as described in Section 8.2.4
May 2021	<ul style="list-style-type: none"> Discussion with Council and business community to discuss legacy worker's accommodation opportunities Acknowledgement of feedback on matters including housing/accommodation Council feedback on non-resident workforce accommodation facilities including potential legacy value Council confirmed concerns regarding labour draw given current job vacancy levels and low unemployment 	<ul style="list-style-type: none"> Labour draw is discussed in Sections 7.5.2 and 8.6.5 ARTC actions regarding improvement of digital connectivity are described in Section 7.4.9 AMP includes measures regarding local business opportunities to service the non-resident workforce accommodation facilities ARTC partnered with GRC to support a 'Local Employment Roadmap' that aims to attract skilled workers to the region
September 2021	<ul style="list-style-type: none"> Request from Council to not have local employment targets to avoid labour draw Reaffirmation of interest in local supply opportunities Interest in supplying list of small local suppliers for whom formal tender opportunities are not relevant (i.e. local retailers) The need to ensure local accommodation draw is monitored appropriately Overall satisfaction with ARTC's approach to workforce accommodation, including 	<ul style="list-style-type: none"> Final local employment targets will be negotiated with the Contractor, having regard to local demographics including labour availability ARTC agreed to pass on list of small local suppliers to Contractors (once developed) Accommodation monitoring requirements have been expanded (Section 8.7)

Month	Issues discussed	Outcomes
	support for non-resident workforce accommodation facilities <ul style="list-style-type: none"> Confirmation GRC is still comfortable with ad-hoc/as-needed meetings and does not desire a regularly scheduled Social meeting Ongoing role for Council in reporting and monitoring of the SIMP, including a 6-monthly feedback mechanism. 	
February 2022	<ul style="list-style-type: none"> Update on Social Performance Program initiatives – seek feedback following ARTC investment in GRC Local Employment Road Map initiative Introduction to Living in Place including online demonstration 	<ul style="list-style-type: none"> Interest in insights from impacted communities in Goondiwindi LGA and willingness to discuss collaborative monitoring opportunities GRC has existing community profile methods and does not see value in partnering to implement further profiling
June 2022	<ul style="list-style-type: none"> Update on Social Performance program – progressing discussions for workforce planning, community wellbeing and Living in Place Living in Place insights workshops held 	<ul style="list-style-type: none"> GRC will provide an overview of community projects to be considered

6.2.4 Government agencies

Government forums

ARTC undertook two forums with government agencies during the draft EIS process. Table 6.12 provides an overview of key issues considered in the Project's reference design and/or assessed in the EIS.

Table 6.12: Government Forums to discuss EIS findings

Issues	ARTC Responses
Toowoomba Forum – August 2019	
Impacts of potential lighting of dark landscapes	<ul style="list-style-type: none"> Permanent lighting is to be provided for road realignments to address safety guidelines and standards EIS Appendix K: Landscape and Visual Impact Assessment includes an assessment of potential lighting impacts.
Cultural landscapes	<ul style="list-style-type: none"> The SIA includes consideration of stakeholder input on cultural landscapes.
Potential impacts of road noise, cumulative rail and road noise	<ul style="list-style-type: none"> The EIS includes assessment of potential operational noise impacts as a result of proposed road alignments. Sensitive receptors perceive and respond to road traffic and railway noise differently, hence the application of separate and different noise criteria and management principles.
Potential noise impacts on State schools	<ul style="list-style-type: none"> Potential noise impacts on schools have been assessed on the basis of the revised reference design to identify exceedances. In circumstances where operational railway noise exceeds the relevant noise criteria, further assessment will be undertaken based on architectural plans and audit of site layout during detailed design.
Rail noise assessment methodology	<ul style="list-style-type: none"> Assessment was undertaken with consideration of the DTMR Interim Guideline – Operational Railway Noise and Vibration and ARTC's noise and vibration management approach for the Inland Rail Project.

Issues	ARTC Responses
Stock routes	<ul style="list-style-type: none"> ARTC has consulted with GRC and DNRME in relation to interfaces with the proposed Project alignment too maintain the connectivity of travelling stock routes.
Waste management	<ul style="list-style-type: none"> Key management measures include assessment of reuse opportunities, agreements to access waste management facilities and inclusion of Infrastructure Sustainability Council of Australia tracking credits.
Cumulative Impacts	<ul style="list-style-type: none"> Cumulative impacts are addressed for each discipline and Chapter 23
Brisbane Forum – October 2019	
Project Alignment	<ul style="list-style-type: none"> Functionality of stock routes maintained. Rail interfaces discussed with DR and GRC and consultation ongoing.
	<ul style="list-style-type: none"> Interfaces with Millmerran-Inglewood Road include one level crossing and two grade separated crossings.
	<ul style="list-style-type: none"> Sidings provided for GrainCorp facilities at Brookstead and Yelarbon.
Non-indigenous Cultural Heritage – Protest Art	<ul style="list-style-type: none"> Cultural heritage surveying identified protest art within the Project corridor near Pampas as locally significant under the cultural heritage significance guidelines. Opportunities for mitigation will be subject to consultation with the artist.
Indigenous Cultural Heritage – Story Lines	<ul style="list-style-type: none"> To date no story lines of relevance to the Project had been raised by Aboriginal Parties.
Non-resident workforce accommodation	<ul style="list-style-type: none"> Based on the construction methodology, temporary non-resident workforce accommodation facilities will be required in proximity to the alignment in the locality of Millmerran, Inglewood and Yelarbon.
Land Use	<ul style="list-style-type: none"> Land used for temporary construction activities will be reinstated as agreed with the landowner.
Waste Management	<ul style="list-style-type: none"> Waste management will include onsite reuse where practically possible. Goondiwindi landfill will accept regulated waste. Truck movements generated for waste disposal to be addressed in the traffic impact assessment.

SIA workshops

Regionally based government agencies participated in the SIA workshops as described in Section 6.1.5. Workshops were also held in May 2019 in Goondiwindi and Toowoomba to provide agencies with an overview of SIA findings and seek their feedback on mitigation measures and enhancement strategies. May workshop participants included:

- Department of Education
- DESBT
- Department of Aboriginal and Torres Strait Islander Partnerships, now part of Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts (DTATSIPCA)
- Queensland Health
- Department of Communities, Disability Services and Seniors (with the Communities function now part of DTATSIPCA)
- QPS, QAS, QFES and SES
- DITRDCA.

ARTC also consulted TransLink and Bus Queensland, however no particular issues were identified with respect to the SIA study area.

Key issues raised by agencies based in or servicing Goondiwindi included:

- Observation of the cumulative impacts that resulted in the Surat region during and after the gas fields expansion, with concerns that this boom-bust effect would also occur in the SIA study area
- Concerns that Project housing demands could cause increases in rental costs and displace local residents
- Management of workforce behaviour to avoid impacts on local values
- Provision of information about the skills required so that training organisations can tailor training accordingly
- Inclusion of KPIs for working with Indigenous businesses would assist Contractor accountability
- The value of linking with the DESBT-funded RSIS being implemented through Councils
- Concern regarding the effect of people moving to the region hoping to get a job resulting in housing impacts or increased need for support services
- Health agencies had not received feedback on stress-related issues but consider this is more likely to present when the Project commences. Preventative measures are needed, including on-ground support and regular monitoring
- General health and mental health services in the area have some capacity to meet increased demand
- Need to inform agencies in advance of planned closures and heavy equipment transportation (and for QPS – emergent social problems) and maintain regular and ongoing engagement
- The value of ongoing consultation with:
 - Department of Housing and Public Works (now Department of Housing) in development of the AMP
 - Community Advisory Networks (representing e.g. health, emergency and education services) in implementing their social performance (community development and engagement) programs
 - Schools and Department of Education to address potential noise impacts on schools
 - DESBT regarding information on skills development and business capability.
- Support for proposed collaboration with QPS and emergency services
- Government agencies willingness to continue to engage with ARTC in developing management plans that address social impacts and benefits.

Key issues raised in the May 2019 workshop with agencies based in or servicing Toowoomba included:

- The potential for blasting during construction to affect water bores that support farms
- Support for proposed collaboration with QPS and emergency services, including agreement about how information will be circulated to officers and stations
- The Toowoomba Bypass construction has had very minimal impacts on local housing markets
- Concerns for the security of farms with recent increases in theft
- Concern regarding the potential for impacts on traffic on the Gore Highway as the result of the road-rail grade separation
- The need for consideration of biosecurity to avoid impacts on farms and agribusinesses

- Millmerran has had experience with non-resident workforce accommodation facilities so should cope well with the proposed temporary non-resident workforce accommodation facility in this area
- The need for careful management of workers' behaviour to avoid issues such as good order offences and assaults
- Acknowledgement that the Project's operation could result in improved traffic safety through less wear and tear on roads and fewer large freight trucks on local roads and highways
- Government agencies willingness to continue to engage with ARTC in developing management plans that address social impacts and benefits.

Section 6.3 provides a summary of issues raised, and Sections 8.2 and 8.5 provide detailed response to agency inputs.

Consultation with education, training, and capacity building agencies

A meeting with Brisbane DESBT staff in October 2019 to discuss Inland Rail and existing DESBT programs that may support skills and business development identified the RSIS program as a key opportunity for alignment with local priorities. This was pursued through consultation with the two Councils' RSIS coordinators, and SQW applications for three training projects in the SIA study area were submitted or supported by ARTC. ARTC and DESBT met in October 2020 to discuss submission of Skilling Queenslanders for Work applications, and again in November 2020 to discuss ARTC's upcoming business capability development workshops. A third meeting was held in February 2021 to discuss SQW applications, however no applications were successful.

During July 2020, ARTC met twice with DSDTI (with the relevant section now part of DSDILGP) regarding their existing programs focused on working with major projects, and opportunities for DSDILGP and ARTC to collaborate on elements of business capability development. DSDILGP provides online business capability training programs that ARTC will promote to businesses interested in supplying the Project. The potential for a joint forum with other major projects in the SIA study area to provide information about a range of projects and their supply requirements was also identified. As a result of this engagement, to date, the Department has partnered with ARTC by exhibiting at and providing support to local and indigenous businesses at ARTC's 'Meet the Proponents' Supply Chain event, and ARTC has partnered with the Department. By providing speakers at a series of the Department's business capability workshops. In March 2021, a DESBT representative attended and participated in ARTC's 'Meet the Proponents' Supply Chain event.

Consultation with Department of Education

ARTC has consulted with the Department of Education regarding the potential for noise impacts or road realignments to affect schools. The Department of Education requested that consultation on the draft EIS findings as relevant to schools be coordinated through the Department. Consultation with Department of Education included a meeting in December 2018 to discuss the Project's reference design and the potential for impacts on schools near the alignment, a briefing on the noise impact assessment as part of an EIS workshop with government agencies in August 2019, and a phone meeting in November 2020 to provide an update on the Project, the assessment of noise impacts, road realignments and the process for confirming noise mitigation measures. A meeting was also held with Department of Education in July 2022 to discuss heavy vehicles during construction and potential to disrupt road access and school routes. Engagement with Department of Education will be ongoing to ensure management and mitigation measures are in place for noise and traffic impacts, with the next engagement to focus on noise impacts once noise modelling has been confirmed.

The Department of Education has experience in managing the impacts of major projects on schools and their surrounds, and has not raised any issues of concern that cannot be addressed through cooperation between the Department and ARTC. The agreed approach is to work with the Department of Education

during the Detailed Design stage to confirm noise mitigation measures based on an audit of the schools' site layouts, to determine in-corridor or at-property noise treatments. ARTC has also advised Department of Education about the permanent road realignments proposed at Brookstead and Yelarbon, and committed to consultation with the Yelarbon and Brookstead communities in the development of more detailed traffic management measures during the Detailed Design stage.

6.2.5 Social infrastructure providers

A range of government and non-government social infrastructure providers took part in social impact workshops held in Toowoomba, Millmerran and Goondiwindi in February and March 2019. Others who were unable to attend were interviewed by telephone. The agencies who participated were:

- QAS, QFES, SES and QPS
- DESBT
- DITRDCA
- DSDTI
- Department of Housing and Public Works
- TAFE Queensland
- TMR
- Queensland Health
- Pittsworth State High School
- Gowrie Junction Progress Association
- Kingsthorpe and District Progress Association
- TRC
- SW Training
- Best Employment
- NEATO Employment
- Darling Downs and West Moreton Primary Health Network
- Care Goondiwindi
- LifeFlight.

Table 6.13 shows the issues identified by participants, which were considered in developing the SIA.

Table 6.13: Social infrastructure providers' inputs to the SIA

Impact area	Stakeholder inputs
Education, training and employment	<ul style="list-style-type: none"> ■ Need for definition of local employment and targets (including Indigenous people and women), to ensure that Contractor employs people who live locally ■ Cater for the spectrum of job seekers, including people with barriers to employment ■ Integrate Project with local high schools' focus on skills development ■ Allow sufficient lead time for training ■ Manage business expectations and support effective preparation by communicating clearly about Project elements, time frames and contracting requirements ■ There is a risk of labour draw from existing businesses in Goondiwindi.
Community safety	<ul style="list-style-type: none"> ■ Road closures can alter emergency response times, but most issues can be overcome with alternative routes ■ For QAS, response times are critical but rolling trains are less of a concern than stationary trains ■ Emergency access points would be required across the alignment ■ A monthly liaison group was recommended (which was reported to have worked well during construction of the Toowoomba Bypass) ■ QFES interested in safety management of goods transported, including arrangement of materials on carriages

Impact area	Stakeholder inputs
	<ul style="list-style-type: none"> Ensure connectivity is maintained by providing alternative road routes during construction and clear communication with residents
Population and housing	<ul style="list-style-type: none"> Housing is scarce in Goondiwindi and Millmerran, there is very little social housing and no emergency accommodation for people experiencing homelessness Millmerran is eager to attract new residents and wants more permanent housing Millmerran Power Station has a shut-down twice a year with accommodation in Millmerran and Pittsworth fully occupied by contractors during this period Growth pressure is occurring in Pittsworth from population overflow from Millmerran Pittsworth High School has limited capacity for growth Kingsthorpe is growing, largely driven by population increases related to development of gas fields Concern that the experience of families being displaced by contractors in the gas fields might be replicated in Millmerran and Pittsworth Occasional issues experienced in Millmerran with outside contractors in town, although many local people are also fly-in fly-out or drive-in drive-out workers in other regions, so people are accustomed to a contractor presence
Temporary non-resident workforce accommodation	<ul style="list-style-type: none"> Mixed views on whether workforce accommodation facilities should be located in town (maximising increased benefit for businesses) or out of town (minimising any amenity, security or traffic concerns) Need to continue to consult with communities regarding proposed sites for workforce accommodation facilities Mixed views about whether non-resident workforce accommodation facilities should sell alcohol – ‘wet camps’ (where alcohol is available) reduce excessive use of local hotels while ‘dry camps’ are considered easier to manage but poor for worker morale Non-resident workforce accommodation facilities place extra demand on police resources and require a good relationship between facility management and QPS. QPS prefer ‘dry camps’, onsite security and strict workforce management There is no social, health or physical infrastructure in Yelarbon to support an increase in the Yelarbon population due to non-resident workers
Health and wellbeing	<ul style="list-style-type: none"> Local communities have a deeply embedded rural identity Perceived impacts can cause as much stress as real impacts if not managed well Stress is evident in some local communities, reflecting fear and anxiety about the impact of Inland Rail Community feel they are not getting enough information and are not being listened to by government decision makers Introduction of non-resident workers would change the community profile and the equipment/medication supplies required at local hospitals Concern for possible noise and vibration impacts of the Project on aged care facilities at Millmerran Darling Downs Health and Hospital Service (DDHHS) advised that there is sufficient capacity in regional hospitals to treat workers transported to Goondiwindi or airlifted to Toowoomba An ambulance service will be required during construction, and ambulance responses along the alignment may also be required during operation Yelarbon residents are concerned given the proximity of the line to the township Importance of not leaving communities worse off

Impact area	Stakeholder inputs
	<ul style="list-style-type: none"> Importance of maintaining honest communication and responsiveness to community concerns Communicate transparently about the full rollout of the Project Project should leave lasting legacy benefits for local communities.

6.2.6 Businesses

The SIA team held consultations with:

- Toowoomba Surat Basin Enterprise (TSBE)
- Goondiwindi Chamber of Commerce
- Pittsworth District Alliance
- Millmerran Commerce and Progress Association.

The SIA also incorporates the results of ARTC's consultation with the Toowoomba Chamber of Commerce and the two Councils' RSIS officers.

Inner Downs Inland Rail Action Group, representing farmers and residents opposed to Inland Rail, participated in a workshop with the Millmerran Commerce and Progress Association and the Pittsworth District Alliance. Acknowledging that Inner Downs Inland Rail Action Group's key objective is a change to the Project's alignment, the members who participated in the workshop contributed inputs on the Project's potential negative effects on farming businesses.

Businesses' inputs included:

- Support for the Project from Goondiwindi and Toowoomba-based businesses
- The workforce has skills capacity for construction in both Toowoomba and Goondiwindi LGAs
- Businesses are hesitant about making decisions about investments in (e.g. training, due to uncertainties about the Project)
- Some businesses including Indigenous businesses will need particular support to help them access Project opportunities
- The importance of securing local benefits by ensuring that local suppliers have genuine opportunities to provide goods and services to the Project, including to the non-resident workforce accommodation facilities
- Concern that local businesses will over-capitalise and be left in a difficult position if expectation is not managed properly
- Concern about the impact of property acquisitions on farmers' livelihoods and flooding patterns, including potential for road closures
- Concerns about impacts on biosecurity and the ability to move machinery and equipment across the alignment
- The community may suffer the loss of residents who need to relocate away from the Project
- Opportunity to encourage youth to stay in the area for work
- Lots of projects planned for the area including an abattoir and a solar farm

- Some Goondiwindi businesses have been exposed to Project work through contracting to the recent highway upgrades, but there have been no major projects previously in the area, so there is limited knowledge of what to expect.

Potential opportunities identified included:

- The Project would provide a boost to businesses in Toowoomba, with the region's small to medium businesses are very interested in the Project's supply opportunities relating to construction works, non-resident workforce accommodation facilities and workers' expenditure
- Opportunity for Project to build skills and business capacity in the Goondiwindi region, which can then be transferred to other industries
- Millmerran has previous experience with major projects (the Commodore Mine and Millmerran Power Station) which have built capacity to enable them to participate in Project supply
- Millmerran businesses are keen to work with ARTC to ensure local benefits
- Inglewood business community is mostly locally focused, but interested in opportunities
- Opportunity for peer to peer learning with local businesses learning from others that have worked with big projects, and benefits in businesses forming joint ventures to be more competitive
- Opportunity and interest in capacity building activities, with interest in a collaborative approach
- Increased opportunities for work, but need information and support to know how to tap into opportunities
- Potential legacy values from non-resident workforce accommodation infrastructure
- Encouraging construction workers to relocate and stay in Millmerran
- The Toowoomba and Goondiwindi Chambers of Commerce are keen to work with the Project to maximise local benefits.

Business capacity building

The Inland Rail Stakeholder Engagement and/or Project team attended all of the Toowoomba Chamber of Commerce's official meetings throughout 2020 and 2021, at which they provided formal and informal project updates and had discussions with the Chamber about project impacts and opportunities for Chamber members.

Inland Rail's Commercial/Supply Chain team engaged with TSBE during July, September and November 2020 to provide updates, provide feedback on the content of TSBE Supplier Portal – Rail Mapping activity and discuss respective supplier capability development initiatives. TSBE has developed the TSBE's Rail Supplier Portal, and at September 2021, more than 300 interested and capable businesses had registered through the portal. ARTC also supported TSBE initiatives in 2021 by providing a senior Inland Rail representative to present at a Professional Development Day for Small Businesses delivered in collaboration with CSQ (28 July), and at the TSBE Enterprise Evening (9 September).

ARTC also partnered with GRC to develop a 'Local Employment Roadmap' to assist local businesses and services to attract staff and build their capacity to participate in major projects, as discussed in Section 8.1.4.

Additionally, ARTC has commenced its formal Business Capability program in the Project area. From August to December 2020 ARTC conducted five Business Capability Development workshops in Goondiwindi (two workshops), Toowoomba (two workshops including one Indigenous-specific event) and Pittsworth, focused on business capability statements and to provide local businesses with visibility to major contractor requirements. From December 2020 to April 2021 ARTC offered participating businesses an additional one-hour one-on-one mentoring session with a specialist consultant to further support capability development.

In May 2021, ARTC launched three free business sustainability webinars, and subsequently invited participating local businesses to apply for free one-on-one mentoring with a specialist consultant to further support sustainability capability development. On 30 November 2021 ARTC delivered a business capability development webinar to provide general advice to local businesses interested in supplying to Inland Rail and other major Projects. ARTC also hosted “Black Coffee”, an Indigenous Business Network Event, at its Toowoomba office on 9 September 2021.

On 24 March 2022, ARTC delivered a ‘Workforce Development’ Event for the Goondiwindi regional community, acknowledging recent announcement of preferred Contractors for the Project, and strong local interest in upcoming supply opportunities. The event was designed to bring together local businesses, employers and employee candidates, to network with employment service providers, Australian Apprentice Support Networks Providers and other key agencies to facilitate workforce growth and development opportunities.

ARTC Inland Rail partnered with the ICN Queensland to host a series of eight business capability building workshops along the Queensland Inland Rail alignment between September and November 2022. This includes four workshops within the SIA study area, in Goondiwindi, Inglewood, Pittsworth and Toowoomba during September and October 2022. The workshops were designed to assist local and First Nations businesses to be ‘visible’ to the Inland Rail Program, by providing them with an understanding how to effectively communicate information about their business to buyers from major projects, and register their interest in supply opportunities communicated by buyers from major projects. Additionally, ‘Meet the Proponent’ events are planned during detailed design to provide opportunities for local business and employers to engage with the Contractor and discuss how they can be involved in the Project.

6.3 Stakeholder issues addressed in SIA

A wide range of issues was raised in SIA consultation. Issues such as the capacity of local roads and highways, biosecurity, effects on surface water and groundwater, noise and vibration impacts and air quality are discussed in detail in other EIS technical reports. The SIA has sought to incorporate the relevant results of other reports, where they are relevant to social impacts. Key issues that were raised in consultation and are addressed in the SIA are summarised in Table 6.14.

Table 6.14: Stakeholder issues addressed in draft SIA

Issues	SIA Section
Indigenous community interests (native title, cultural heritage, cultural landscapes)	7.1.1
Severance of properties and uncertainties about acquisition and compensation processes, impacts on directly impacted landowners	7.1.2
Potential for negative impacts on property values	7.1.9
Changes to the landscape and visual amenity affecting rural character	7.1.8
Rural amenity and general quality of life may be negatively impacted by noise or dust	7.1.4
Potential to affect the amenity of local towns through noise, dust and traffic disruption	7.1.5

Issues	SIA Section
Traffic delays resulting from level crossings, or road closures	7.1.6
Impacts on properties of alignment and level crossings and concerns about altered road network/access arrangements	7.1.6
Access to employment and training for local people	7.2.1
Competition for labour and trades	7.5.2
How local workers and businesses will be supported to access Project opportunities	8.3, 8.6
Indigenous training and employment opportunities	7.2.3, 8.3
Need for locally oriented training and development in partnership with training providers	7.2.3, 8.3
Non-resident workforce accommodation facility impacts on service access (e.g. police, ambulance, health)	7.3.4, 7.4.1
Need to improve digital connectivity in communities within Goondiwindi LGA	7.4.9
The potential benefits of non-resident workforce accommodation facilities to local businesses	7.5.3
Potential for non-resident workforce accommodation facilities to remain as a legacy	8.4.3
The need for capacity building to ensure local businesses benefit from Project opportunities	7.5.3, 8.6
Impacts on local access to housing due to workforce demands, given stress in the rental housing market during 2021 and 2022	7.3.4
The potential for Project traffic to use school bus routes leading to safety issues	7.4.1
Need for cooperation with QPS and emergency services to address increased demands for services and changes to access routes	7.4.1, 8.5
Growing community stress and concerns for the mental health of people affected by stress related to the Project	7.4.2
Impacts of noise, vibration and air quality changes (including coal dust) on community wellbeing and quality of life	7.4.3
Effects on the Condamine River floodplain	7.4.4
Concern about the potential to increase flooding risks, with potential to affect agricultural land or homes	7.4.5
Impacts of construction on groundwater access (bores)	7.4.6
Potential for road safety impacts from increased traffic or roadworks, or in relation to level crossings during operation	7.4.7
Community benefits as the result of Project legacies	7.4.9
Impacts on farm management and operations, farm infrastructure (dams, bores and water systems) and stock safety	7.5.1
Potential for labour to be drawn away from other industries	7.5.2
Local and Indigenous business participation in Project supply	7.5.3
Potential for cumulative social impacts	7.6
Consultation and cooperation with State agencies	8.2, 8.4, 8.5
Desire for better information about the Project	8.2
Cooperation with Regional Skills Investment Strategy initiatives	8.3
Project's contribution to local community wellbeing	7.2.3, 7.2.4, 7.2.5
Cooperation with current and planned Council/community initiatives	8.2, 8.5
Involvement of local, young and migrant workers from Toowoomba LGA in training and employment	8.3.1, 8.6.3

Issues	SIA Section
Capacity building with local businesses to enable their participation	8.6

6.4 Revised Draft SIA responses to draft EIS submissions

The EIS Appendix A1: Response to draft EIS Submissions describes the Project's responses to submissions to the draft EIS.

The SIA has considered issues raised by submitters that are of relevance to social impacts and benefits, as detailed in Table 6.15.

Table 6.15: Issues raised by submitters addressed in SIA

Issues	Section
Methodology	
Project staging described in draft EIS no longer reflects approval milestones	4.1, 8.1 to 8.6
Validity of community survey undertaken as part of scoping stage	4.3
Consider potential cumulative social impacts of Southern Queensland Correctional Centre and Macintyre Windfarm	7.6
Need for monitoring of social impacts	8.7
Amenity and wellbeing	
Effects of pending land acquisition on mental health and future circumstances	7.1.2, 7.4.2
Impact of relocation on tenants	7.1.2, 7.1.3, 8.2.4
Potential to affect property values	Not further addressed
Questions about compensation payable	7.1.2
Memorial sites in or near the Project footprint	7.1.2
Impacts of rail noise on rural and town residents	7.1.4, 7.1.5
Potential for elevated rail line near Pittsworth to have amenity impacts	7.1.5
Impacts of alignment on amenity of Brookstead	7.1.5
Impact of rail noise on the learning environment at Brookstead State School	7.4.1
Potential for Pampas Memorial Hall and RFB Shed to be affected by Project works	7.4.1
Potential for impacts on the Mount Kent Observatory	7.4.1, 8.2.4
Potential for non-resident workers to put pressure on local health services	7.4.1, 8.5.1
Impacts on amenity and connectivity in Yelarbon	7.1.5, 7.1.8, 8.2.5
Potential for noise wall to impact on visual access to Yelarbon silo murals	7.1.6
Improvements to connectivity and road safety by reducing the number of level crossings	7.1.6
Potential for non-resident workforce accommodation facilities to strain Council services or infrastructure	7.3.4, 8.4.4
Impacts of environmental changes on human health	7.4.3
Groundwater drawdown impacts on farming	7.4.6
Concern regarding drug or alcohol use by Project workers	8.3.5
Need for positive legacies for communities affected by Project impacts	7.4.9

Issues	Section
Employment	
Criteria and targets for local employment and procurement in Toowoomba LGA	7.2.1, 7.5.3, 8.3.3, 8.6.3
Impacts on agricultural employment through land acquisition affecting DA Hall and Co. operations	7.5.1
Housing and accommodation	
Decreased availability of housing and potential to exacerbate housing pressures	5.5, 7.3.5
Concerns regarding potential amenity impacts of non-resident workforce accommodation facility near Turallin/Millmerran	7.3.4, 8.4.4
Desire for non-resident workforce accommodation facility to be located closer to Millmerran	7.3.4, 8.4.4
Design and infrastructure requirements for non-resident workforce accommodation facilities	8.4.4
Provide additional health management measures in non-resident workforce accommodation facilities	8.4.4
Local businesses	
Concern about drawing skills/labour from local businesses, farms and services to the Project	7.5.2, 8.3.4
Agricultural property access across rail line	7.5.1
Ensure local business can benefit from Project supply opportunities in Goondiwindi LGA	7.5.3, 8.6.3
Set targets for local business involvement	8.6.3
Need for further mitigation of impacts on major local agribusiness employers	7.5.1, 8.6.1
Potential for noise impacts on farmstay and bed and breakfast establishment near Millmerran-Inglewood Road	7.5.2
Provide for further involvement of organisations such as TSBE in business engagement	8.4.2
Need for business capacity building measures	7.5.3, 8.6.3
Local access to training opportunities	8.6.1
Potential for operational noise and vibration mitigation to affect businesses' work health and safety requirements.	8.6.5

7. Potential impacts

7.1 Communities and stakeholders

This section describes the potential for impacts on Indigenous community values, impacts relating to property acquisition, the potential to exacerbate social disadvantage, effects of construction and/or operation on residential amenity, connectivity (community members' ability to move around the area), and community cohesion and sense of place.

7.1.1 Indigenous communities

Indigenous community members in the SIA study area include the Aboriginal Traditional Owners and other people with Aboriginal and Torres Strait Islander ancestry who have moved there or were born there. In 2021, the ABS Census indicates that the SIA study area's Indigenous community numbered 9,480 people.

Indigenous stakeholders' interests

Consultation indicated that Indigenous community members' key interests relating to the Project are:

- For Traditional Owners:
 - Bigambul People are concerned about the effect of changes to flooding patterns on cultural flows of water, and on the potential to affect cultural heritage, which is valued by both Bigambul and non-Indigenous people
 - Recognition of Aboriginal peoples' native title, cultural heritage and cultural landscapes, including cultural flows of water, and Gowrie Creek and Gowrie Mountain are culturally important areas for Western Wakka Wakka People
- Adopting the historical precedent for naming rail sidings after Indigenous people (subject to cultural sensitivities) or places
- For Traditional Owners and other community members:
 - Interest in Project jobs, but cynicism that they will be available to local people, and concern that opportunities for traditional custodians who no longer live on country would be limited
 - Indigenous people's readiness to seize opportunities, but the need for timely engagement with the Indigenous community regarding job and business opportunities so they have time to build capacity to be able to participate effectively
 - The need for training and development strategies to specifically involve local Indigenous people
 - The risk of the Project reducing housing availability and affordability.

These issues are discussed below, and further detailed in relevant sections of the SIA as referenced.

The opportunity to create a legacy by addressing the need for an effective Indigenous keeping place for history, art and culture was also raised. This is subject to further discussions with Aboriginal parties as part of cultural heritage management, and is not addressed in the SIA.

Native title

The Project footprint is predominantly located on freehold land where native title has been extinguished. Based on the reference design, the Project footprint traverses eight land parcels and seven watercourses, where native title may exist or is known to exist, within Bigambul People's native title area.

Bigambul People's registered native title area is extensive (bounds are described below). BNTAC is the registered native title holder. ARTC is committed to open and transparent engagement with BNTAC regarding lots affected by native title rights and interests and watercourses. Native title issues associated with the Project are described in the Chapter 8: Land Use and Tenure.

ARTC sought early engagement with BNTAC regarding their native title interests, and advisory support had also been initiated to inform future process and engagement with BNTAC. During 2021-2023, Inland Rail has had an agreement with BNTAC to fund an advisory role within BNTAC, to support engagement with Inland Rail and participation in the EIS process. The most recent meeting between BNTAC and Inland Rail was in October 2023, and discussed:

- A joint outcomes report being prepared with BNTAC, which will be treated confidentially as some items will inform Indigenous Land Use Agreements negotiations
- Continuation of direct engagement with ARTC's Senior Leaders (Section 6.2.1)
- Revision of the CHMPs
- The value of the role supporting BNTAC's participation in the EIS
- Concern regarding forward progress of some Statement of Commitments issues, given current limits on ARTC's mandate for works north of Narromine.

Engagement with BNTAC regarding the Statement of Commitment will continue as the Project's delivery program becomes clearer.

Cultural heritage

Aboriginal cultural heritage will be managed under approved Cultural Heritage Management Plans (CHMPs), prepared in consultation with statutory Aboriginal parties.

There are three Aboriginal Traditional Owner parties with an interest in the SIA study area. They include the Bigambul People, Western Wakka Wakka People and other Endorsed Aboriginal Parties.

As described in Section 5.3.2:

- The Bigambul People's CHMP area extends from the north west of Inglewood, south to Macintyre River to the south east of Goondiwindi. ARTC has commenced a process with the Bigambul People to revise the CHMP
- Western Wakka Wakka People's CHMP area commences to the east of Toowoomba at Wards Hill, extending west, intersecting Gowrie Junction, the north west edge of Wellcamp airport and intersecting the Gore Highway at Athol, where it then extends south west along the highway to Pampas
- The Endorsed Aboriginal parties' CHMP area extends from Pampas to the south-east of Millmerran, adjacent to the eastern most edge of the Bringalily State Forest north west of Inglewood.

Chapter 19: Cultural Heritage discusses cultural heritage issues in detail.

Cultural landscapes

The potential for impacts on cultural landscapes including those involving watercourses and the topography was identified during SIA consultation with Traditional Owners. Traditional Owners consulted for the SIA noted that development of major infrastructure such as highways, pipelines and roads in the SIA study area had damaged song lines and cultural landscapes, changed the nature of settlement (opening up the region and making it 'busier'), and affected Indigenous people's ability to care for Country.

The Project utilises 68 km of existing (brownfield) rail corridor and requires 149.48 km of new (greenfield) rail corridor. As an additional piece of major infrastructure in the landscape, particularly in greenfield areas, the Project will alter the landscape and may exacerbate losses of connection to place that have resulted

from major infrastructure and land development. To minimise this impact, where possible, the Project has located the proposed rail corridor within existing rail corridors for the South Western Line, and aligned the rail corridor with road corridors where possible(e.g. in proximity to the Gore Highway).

As noted in Section 6.2.1, Bigambul People identify Rainbow Reserve and the Rainbow Lagoon as culturally important, as is the Macintyre River. The permanent Project footprint traverses the eastern boundary of the reserve. ARTC is working with GRC to refine the road design requirements and scope of works for the Eukabilla Road reserve adjacent to Rainbow Reserve, to reduce the extent of impacts on the reserve during construction, where possible. ARTC has committed to consultation with affected Traditional Owners (including with BNTAC) to develop appropriate landscape design treatments in areas with particular cultural heritage significance

ARTC's Project team is committed to cooperation with Traditional Owners to recognise and acknowledge their cultural values. As also noted in Section 6.2.1, ARTC has developed a Statement of Commitment with the Bigambul People that recognises their ongoing connection to Country and Culture, and commits ARTC to working in partnership with the BNTAC to support a shared vision for a sustainable and thriving Bigambul Nation. Implementation of the Statement of Commitment to date has included:

- Funding for and participation in 2019 Youth Summit, and offer of support for 2023 event plans
- Investment in an Inland Rail Liaison role within BNTAC to support their involvement with the Project
- An agreement to explore collaborative opportunities on BNTAC-owned property
- Commissioning a Skills and Training Scoping Report for Bigambul People
- Facilitating BNTAC's engagement with CSQ regarding skills availability and development
- Support for the development of the First Nations Fire Fighting Capability Development Program
- Support for Bigambul people to apply for SQW funding, with plans for training to deliver skills relevant to caring for Country
- Training support across traffic management, white card and forklift capabilities
- Exploring a pilot project for Land Management Services
- Commissioning of artwork by Bigambul artists for Project offices.

The Inland Rail Indigenous Participation Plan sets out how ARTC will work with Indigenous communities, industry and government across the four key areas of 'Respect and Recognition for Partnership', 'Pathways to Economic Participation (employment and business supply chains)', 'Managing Cultural Heritage', and 'Measuring and Reporting on Performance'. To support promote respect and recognition, ARTC has committed to and is implementing:

- Proactive engagement with Indigenous communities and their leadership, including Elders, to develop partnerships based on mutual respect and understanding
- Participation of Indigenous community members in CCCs
- Acknowledgement of Country at meetings and events, and ensuring there is a Welcome to Country for significant events
- Encouraging cross-cultural exchanges and cultural learning opportunities, including cultural awareness tours by Traditional Owners in the SIA study area
- Celebrating Indigenous cultures, which at the local level has included participation in NAIDOC celebrations, visiting a Western Wakka Wakka cultural site for learning, and participation in other community events.

ARTC has also committed to cultural tours that will involve the Project team in touring the impact assessment area with Bigambul People and Western Wakka Wakka People to learn more about their culture, understand more about the importance of particular areas, and further develop the relationship between the Project and the Traditional Owners. Where practical, ARTC will also work with Traditional Owners to find suitable names in traditional languages and incorporate Indigenous cultural design in key pieces of infrastructure.

Training, employment and economic development

The SIA study area's Indigenous population is younger than the general population, and Indigenous people have lower labour force participation rates and higher unemployment rates than the general community (Section 5.4.2). As Indigenous people are disproportionately affected by unemployment, Project opportunities for training and employment are likely to be particularly beneficial to them.

ARTC is committed to working with Indigenous community members and organisations to make training and employment opportunities available to Indigenous people in the SIA study area, including a particular focus on young people. Training strategies designed for Indigenous people have commenced implementation as discussed in Section 8.3.3. As discussed in Section 8.3.1, ARTC is working with its Contractor to set Indigenous employment targets that optimise the involvement of Indigenous people in the workforce. ARTC is also working with its Contractor to set targets for Indigenous businesses' involvement in the Project's supply chain.

Engagement with Traditional Owners and Indigenous businesses has commenced as discussed in Section 7.5.3, to support early awareness of Project opportunities and the Contractor's likely requirements. In addition to Indigenous-business specific 'Meet the Buyer' and networking events, ARTC was part of a partnership to implement National Indigenous Business Month in the SIA study area in October 2021, which was a series of events supporting local Indigenous businesses' awareness and business networking.

The Project footprint includes a 20 ha development footprint within BNTAC's property at Turallin, west of Millmerran. This site was previously proposed as the location for a temporary non-resident workforce accommodation facility but was found to be unsuitable for the purpose (as discussed further in Section 7.3.4). The 20 ha development footprint within BNTAC's property is included in the revised draft EIS and presented as the Turallin facility, which could include a laydown area, a training facility, or native plants nursery and traditional land management training facility. This is to enable economic and business development opportunities. BNTAC has committed to providing a list of potential alternate uses for the site to Inland Rail for consideration. Ongoing negotiations between the Contractor and BNTAC is required regarding the confirmed land use of the Turallin facility.

Housing

The Project is not expected to directly impact on housing in which Indigenous families live, or on housing that is owned by government agencies, community organisations or Indigenous corporations. Property acquisitions that would require the relocation of households living within or near the Project corridor (addressed in Section 7.1.2) are primarily larger rural properties, with no Indigenous families identified as affected.

Indigenous community members are more likely to rent than own their homes. For example, 57.5 per cent of Indigenous households in the Toowoomba LGA (compared with 31.8 per cent for all households) were renting their homes in 2021). Indigenous households are therefore more vulnerable to increased rental costs or decreases in the availability of rental homes.

As discussed in Section 7.3, employment of local residents, provision of non-resident workforce accommodation facilities and implementation of an AMP are expected to minimise the potential for any changes in housing availability resulting from the Project.

7.1.2 Land acquisition

Landowners whose property would be partially or fully acquired for the Project would experience direct impacts on their land and have been described in this report as directly affected landowners.

The Project alignment has been intentionally located to use the existing South Western Line and Millmerran Branch Line rail corridors where possible, minimising the extent of 'new' lots to be acquired. The extent of the area associated with the lots and easements within the Project footprint, as well as tenure and existing land uses of these lots is detailed in Appendix F: Impacted Properties.

As of December 2023, there are a total of 116 individual landowners affected by land acquisition for the Project, representing approximately 200 private properties. This includes 46 landowners who have more than one lot and/or property affected by acquisition for the Project's permanent footprint. During the development of the EIS and reference design, ARTC has required access to private properties to undertake technical assessments as part of the approvals process. As at December 2023, ARTC has 1,001 Land Access Agreements in place, representing more than 94.4 per cent of all land access requirements. Further information on landowner engagement, including early engagement through community workshops, can be found in EIS Appendix E: Consultation Report.

Land acquisition process

The Project has been designed to minimise the requirement for land acquisition and disruption to property use by, where possible:

- Utilising the properties held in ownership by QR within the existing South Western Line and Millmerran Branch Line rail corridors, to minimise the extent of 'new' properties to be acquired
- Aligning with existing roads and property boundaries to reduce the severance of land parcels
- Reducing potential impacts on property access, services or farm operational arrangements
- Avoiding the location of major infrastructure on agricultural properties wherever possible.

Additional land required for the Project's operation will mostly be acquired through a compulsory land acquisition process, also known as land resumption. Land may also be acquired with the landowner's agreement via a Resumption Agreement (Section 15 of the AL Act).

Compulsory land acquisition processes in Queensland are undertaken by acquiring government agencies in accordance with the AL Act, which sets out the process for acquisition and the assessment of compensation.

DTMR is the constructing authority for land for the Inland Rail project in Queensland. DTMR has power to acquire or resume property for the purposes of transport and transport associated development. DTMR will manage the compulsory land acquisition process under the Queensland legislation set out in the AL Act. DTMR do not plan to commence the compulsory acquisition process before evaluation of the Project has been completed by the Coordinator-General and an approval is given.

Land required for temporary construction purposes and not for the ongoing operation of the Project (e.g. laydown areas and temporary non-resident workforce accommodation facilities) will be accessed and secured by either legislative provisions under the AL Act or *Transport Infrastructure Act 1994*, or may be leased from landowners by agreement. Chapter 8: Land Use and Tenure discusses the temporary Project footprint and how the Project will deal with land not required for the Project's operation.

Following Project evaluation and where a requirement on property is confirmed, a process of formal acquisition will commence with the provision of a Notice of an Intention to Resume including a plan showing the approximate location and area of the land required, together with information on the resumption process. Step by step, the process is as follows:

- Initial contact by the Project team advising possible requirements
- Communication with landowners about the acquisition process once a requirement is confirmed
- Issuing of Notice of Intent to Resume with Background Information Statement and resumption plan
- Objection process
- Taking of Land Notice gazettal
- Claim for compensation
- Advance payment – optional
- Compensation negotiations
- Settlement.

An objection period is provided to enable affected landowners and other interest holders an opportunity to lodge a written objection regarding the proposed resumption of land. All objections must be considered by an authorised delegate of DTMR. An objection hearing is held and a copy of the objection hearing report is required to be sent to each objector. The objection hearing report must address the objections that were raised at the hearing and include the authorised delegate's response and recommendation regarding each objection issue.

The objector is provided 14 days to respond to the recommendations in the objection hearing report. Once the objection process is completed the authorised delegate is required to complete a report. A copy of the objection hearing report and a copy of all written correspondence received from the objector(s) is required to be attached to the report.

A formal application to the Minister for Transport and Main Roads to take land is prepared by DTMR once the signed objections hearing report is finalised. The Minister will examine the taking of land application and any objections to ensure that the land should be taken for the proposed purpose. If the Minister is satisfied that the proposed resumption should proceed, it will be recommended to the Executive Council for the Taking of Land Notice to be published in the Queensland Government Gazette.

A copy of the Taking of Land Notice together with a compensation claim form is sent to the affected landowners and any party with an interest in the land.

Throughout the design development process, ARTC and DTMR have also held discussions around early acquisition for a number of impacted landowners experiencing hardship. Each application is assessed on a case-by-case basis, enabling the landowners to attain certainty and address hardship issues.

Compensation process

On the date the Taking of Land Notice is published in the Queensland Government Gazette, the part or whole land area described in the relevant notice becomes the property of the State of Queensland (represented by DTMR). Any registered interest in the land is extinguished and converted into a right to claim compensation.

A copy of the relevant Taking of Land Notice together with a compensation claim form is sent to the affected landowners and any party with an interest in the land. Where land is acquired by the compulsory acquisition process in accordance with the AL Act, a claim for compensation must be served on DTMR within three years from the day the Taking of Land Notice is published in the gazette.

Assessment of compensation is undertaken in accordance with Section 20 of the AL Act. Compensation is based upon the value of land taken at the date of the resumption, plus damage caused by severance and/or injurious affection to other land, and costs attributable to disturbance. Costs attributable to disturbance may include:

- Reasonable legal costs, valuation or other professional fees for preparing and filing a claim for compensation
- Costs related to the purchase of replacement comparable land
- Storage and removal costs
- Other reasonable financial costs incurred as a direct consequence of the resumption of the land.

If the landowner agrees to the resumption, a Resumption Agreement can be agreed between the landowner or interest holder and DTMR. An advance payment of compensation can be agreed with the final compensation settlement agreed at a later date.

If agreement on the compensation amount cannot be reached, either the constructing authority or the claimant can refer the matter to the Land Court of Queensland for a decision.

Impacts on landowners

Where a possible impact to property was identified, members of the Project team sought to meet with the landowners and other parties with a legal interest in impacted properties (e.g. registered lessees) to discuss the Project and its impacts on the property. This engagement enabled ARTC to gather further information on land use, infrastructure, operations and stock/ machinery movements to inform Project design. ARTC has also provided factsheets on property acquisition and facilitated the provision of independent advice on the acquisition process through the Project's two CCCs and online.

Design modifications made in response to stakeholder concerns about land acquisition impacts during the revised draft EIS process have included:

- Reviewing the program-wide design and reducing embankment grades and heights, which in turn has reduced the amount of land required for construction and operation of the Project
- Revision of the design in the Kurumbul area to re-route a stock route, provide an additional road corridor on the southern side of the alignment and retain level crossings to maximise connectivity
- Creation of a new road reserve north of Inglewood to provide access to severed land parcels
- Re-aligning Project sections through the Bringalily State Forest to reduce the area of State Forest impacted
- Altering the Project alignment near Millmerran to avoid impacts on DA Hall and Co properties that would affect their capacity for employment
- Widening the EIS boundary around the interface of Inland Rail with the Cunningham Highway and near Brookstead, to enable design options that would optimise land requirements and reduce impacts on nearby landowners.

The potential areas of impact of the Project footprint based on the current reference design, existing land use and tenure of these properties, are detailed in EIS Appendix F: Impacted Properties. These figures refer to the number of lots affected, rather than the number of properties, as some properties comprise amalgamated lots.

The predominant primary land use within the Project's total footprint is production from dryland agriculture and plantations (approximately 43 per cent of land), followed by production from relatively natural environments (approximately 34.5 per cent), intensive uses (which are primarily residential land, services

or land used for transport and communication purposes) at 13.0 per cent, conservation and natural environments (6.0 per cent) and production from irrigated agriculture and plantations (3.5 per cent).

It follows that the majority of lots affected by land acquisition for the Project have an agricultural use, or potential for agricultural use. Potential impacts of land acquisition on agricultural properties are discussed in Section 7.5.1 and impacts on other businesses are discussed in Section 7.5.2.

Based on the Queensland Land Use Mapping Program (QLUMP) dataset, as detailed in EIS Appendix F: Impacted Properties, the Project's permanent footprint affects 28 lots that include a residential use, including 16 lots in the Goondiwindi LGA and 12 lots in the Toowoomba LGA. The temporary footprint would require full or partial acquisition, or lease, of 15 lots which have residential use, including nine lots in the Goondiwindi LGA and six lots in the Toowoomba LGA.

Full or partial acquisition will depend on the size and configuration of the lots, the distance between the Project corridor and dwellings, and the results of the land acquisition process.

On the basis of the proposed revised reference design and consultation with landowners to date, ARTC anticipates that the land acquisition requirement will include approximately 30 residential dwellings, requiring affected households to relocate. This would include the acquisition of small numbers of properties with dwellings in the Kurumbul, Millmerran, Pittsworth, Southbrook and Athol areas. Approximately three of the affected dwellings are rented to tenants who would also need to find alternative accommodation. During the detailed design process, land acquisition requirements may change as a result of consultation between the constructing authority and landowners regarding impacts on properties.

Consultation with directly affected landowners (those whose land would be partially or fully acquired) has been central to understanding individual property operational arrangements and the potential for Project impacts. ARTC has met with directly affected landowners to identify their specific needs and concerns, and to provide information to assist landowners to identify their options for impact mitigation.

Many directly affected landowners held significant fears and concerns about amenity impacts (discussed in Section 7.1.4), property severance resulting in reduced productivity (discussed in Section 7.5.1), changes to flooding patterns (discussed in Section 7.4.5) and impacts on property values (discussed in Section 7.1.9). Landowners were also feeling anxious about the land acquisition process, and for those with residential properties affected, the potential need to relocate.

Landowners whose properties would be wholly acquired have identified impacts including:

- Distress about having to leave their properties, abandoning future plans and the loss of family heritage such as land management practices and gardens, and potential impacts on the mental health of affected residents, as discussed in Section 7.4.2
- Potential to exacerbate social disadvantage, as discussed in Section 7.1.3
- Disruption to lifestyles, including farming activities and social links, (e.g. neighbourhood networks and participation in social and sporting groups) as discussed in Section 7.1.8.

As described above, landowners whose properties would be wholly or partially acquired will be entitled to claim compensation for the loss of a legal interest in land. Notwithstanding compensation provisions, some directly affected landowners whose residence or agricultural property are affected will experience distress and require support to maintain their wellbeing.

For landowners whose properties would be subject to partial acquisitions, potential impacts identified included:

- Impact on properties' amenity as the result of noise, dust, vibrations or changes to views or vistas (discussed in Section 7.1.4)

- Impacts on farm infrastructure, such as dams, yards and fences, and impacts of property severance on the movement of agricultural commodities, stock, groundwater bores, feed, water and equipment (further discussed in Section 7.5.1).

Based on the detailed design, ARTC and/or the Contractor will meet with directly affected landowners to confirm property-specific management measures as discussed below.

Memorial sites

Submissions to the draft EIS identified the potential for the grave of an early settler located near Southbrook (Mrs. Maria Tibbs, 1878) to be affected by the Project alignment, including potential for disturbance of the site. In October 2021, ARTC conducted initial investigations at the property where the grave is located and engaged with History Pittsworth who are the local historical society. The results of ARTC's investigations are available in Chapter 19: Cultural Heritage and EIS Appendix Z: Non-Indigenous Cultural Heritage Survey Report. This engagement indicated that the remains could be moved to the Pittsworth Cemetery where Mrs. Tibbs' husband is buried, though he is in an unmarked grave. ARTC will also place an acknowledgment near the site of the original grave in negotiation with the landowners. Engagement with the landowner and History Pittsworth will continue after Project evaluation.

The owner of a property that would be partially or fully acquired for the Project identified in their submission that two memorial sites are located (together) on their property, with concern that the sites could be disturbed by the Project footprint. ARTC has assessed the location of the memorial sites and determined that the Project footprint would not impact them.

An additional owner of a property that would be partially or fully acquired identified a location where a relative's ashes were spread, however the Project footprint would not affect this location.

Mitigation measures

ARTC will continue to work with all directly impacted landowners to ensure that Project impacts are minimised or mitigated where possible. ARTC's strategies to reduce the impacts of property acquisition on landowners, tenants and their families include:

- Based on the detailed design, meeting with directly affected landowners to confirm property-specific management measures including, as relevant:
 - Property access arrangements
 - Noise mitigation where triggered by noise exceedances
 - Avoiding/minimising impacts on property uses
 - Access and egress solutions across the rail corridor.
- Meeting with all directly affected landowners and tenants who would need to relocate as the result of the Project's land acquisitions, to provide information, identify their specific needs and concerns, and refer them to services that can support them in the relocation process if required
- Engagement with DTATSIPCA regarding their support programs for people who would need to relocate
- Training for Inland Rail staff working with impacted landowners and their families regarding mental health and referral to services
- Training for CCC members in identifying mental health issues and supporting people experiencing stress and anxiety
- Establishment of a partnership with the DD&WM PHN to support mental health services in the SIA study area and address any additional demand resulting from Inland Rail

- Provision of funding for community organisations that can provide community and individual support services to support people with their relocation and adjustment to new circumstances.

As noted above, there are 46 landowners who have more than one lot and/or property affected by acquisition for the Project's permanent footprint. These include freehold lots used for grazing or other agricultural purposes, and lots held for land banking (i.e. investment and/or future use). In engaging with landowners who would have more than one lot affected by land acquisition, ARTC and the Contractor will:

- Identify the area of direct impacts (land acquisition) and other potential impacts (e.g. severance of property infrastructure such as fences or water pipelines) on each lot individually
- Identify the impacts of land acquisition on connectivity or shared use of infrastructure between landowners' adjacent properties
- With the landowner, develop property-specific management plans (inclusive of each lot affected) that address impacts on individual lots as well as connectivity, fencing, and infrastructure shared between adjacent lots.

Prior to conclusion of the Detailed Design stage, and consequent to the outcomes of the DTMR's negotiation with landowners, the Project will confirm the number of landowners and tenants who would need to relocate, in order to calibrate the level of assistance required (e.g. the number of people who would require the support of community or housing services, and the level of assistance services required to support relocating residents), as further discussed in Section 7.1.3. Specific mitigation measures will also be implemented with respect to impacts on agricultural land and businesses, as referenced in Section 7.5.1.

7.1.3 Disadvantage

Acquisition of residential properties to accommodate the Project is likely to displace approximately 30 households from their current homes, and potentially from within their local communities. This number may change following consultation between DTMR and directly impacted landowners

While financial compensation arrangements will be in place for landowners whose homes or business operations would be directly affected, changes related to the Project may place pressure on the resilience of affected individuals and the community's resources for mutual support.

As discussed in Section 5.2.6, SEIFA scores based on ABS Census 2021 data indicate that there is potential for disadvantage in Southbrook, Kingsthorpe, Pittsworth, Millmerran, Inglewood and Yelarbon. People who are socio-economically disadvantaged (such as people receiving government benefits and unemployed people) are likely to face greater pressure, with fewer personal, social and economic resources to cope with change.

ARTC is consulting with directly affected landowners to develop an understanding of each household's circumstances, including those who may need support to adjust to changes brought about by the Project. Some residents who are affected will need specific support, including practical assistance to understand the acquisition process and to relocate from their current homes. ARTC has also initiated an early acquisition process with landowners who are experiencing hardship in relation to land acquisition.

ARTC is developing relocation support strategies to provide information and support for people who need to relocate as a result of land acquisition. ARTC also consulted with Department of Communities, Housing and Digital Economy (with the relevant functions now in the Department of Housing) who have indicated they have several programs to which displaced residents can be referred.

During the acquisition process, the Project's stakeholder engagement staff will continue to engage with residents who will need to relocate, to link them to services that can provide independent, professional advice and support, in cooperation with DTATSIPCA and/or Department of Housing who will identify the appropriate services depending on residents' specific needs. While the number of households who will require support to relocate is anticipated to be less than 30, ARTC will also monitor Project-related demands on support services and provide supplementary funding if services identify the need for additional resources.

There is also potential to affect the amenity of properties near the Project footprint as a result of noise during construction or operation, in areas where some residents have low levels of social resources to help them cope with change. Seniors and people with disability are well represented in some communities, particularly in Inglewood, Gowrie Mountain, Millmerran, Pittsworth and Yelarbon (Section 5.2.5). Indigenous people (who are more likely to experience socio-economic disadvantage) are also well represented in potentially impacted communities.

Consultation with landowners and occupants will be undertaken in accordance with the communication plan for the Project, and Section 8.2, to ensure that all potentially impacted owners and occupiers are informed about the timing and scope of activities in their area, and any potential property impacts or changes, particularly in relation to potential impacts to property access, amenity (such as noise impacts), services (where utilities are affected), or farm operational arrangements.

ARTC will continue to engage with nearby residents to identify amenity and connectivity concerns, and work with them to mitigate any impacts (e.g. changes to property access or noise mitigation treatments where triggered by noise exceedances). These mitigation measures will be detailed as part of the Project's Construction Environmental Management Plan (CEMP).

While English is the main language spoken across the SIA study area, some residents who do not speak English well or at all, including 1.6 per cent of Toowoomba LGA residents and 0.4 per cent of Goondiwindi LGA residents. As a general rule, Project communications seek to be easy to access, and easy to read and understand. Provision of information in languages other than English will be made available during construction through telephone interpreter services, to ensure all residents are able to access information about the Project.

The Project will offer significant opportunities for training, employment and business supply, with the potential to improve the socio-economic circumstances for disadvantaged community members who may currently be unemployed and who gain work through the Project or through local business growth. This is discussed further in Section 7.2 and will be supported by training and capacity building programs as described in Section 8.3.

7.1.4 Landowner amenity and lifestyle

As described in Section 5.3.4, residential amenity in rural areas near the Project footprint is characterised by enjoyment of the outdoors, privacy, a rural environment, and access to local villages and towns. Local lifestyles are based on farming, access to employment in local towns and cities, community events and close connections between neighbours.

Residents' concerns about potential impacts on amenity and lifestyle include:

- Construction noise and vibration impacts
- Dust or other changes to air quality
- Construction traffic and roadworks on local roads
- Loss of privacy while construction activities are near homes.

Potential impacts on amenity and lifestyle are discussed below.

Construction noise and vibration

‘Sensitive receptors’ are land uses that are sensitive to noise and vibration impacts and include residential dwellings, community facilities (including libraries, early learning centres, and education, health and aged care and facilities), community buildings including places of public worship, courts of law, premises that provide accommodation to the public, and protected areas under the *Nature Conservation Act 1992*.

EIS Appendix V: Noise and Vibration Assessment – Construction and Road Traffic provides the result of an assessment of potential construction noise levels and triggers for the implementation of noise and vibration management and mitigation measures. Noise criteria for construction noise were adopted from DTMR’s *Transport Noise Management Code of Practice (CoP): Volume 2 – Construction Noise and Vibration* (DTMR, 2023) and refer to the Project’s contribution to noise levels relative to background noise, setting lower and upper limits. For example, for airborne construction noise during standard hours, the lower limit for is the baseline noise level plus 10 dB(A), and where the background noise level is equal to or below 40 decibels (dB(A)), the upper level is 65 dB(A). The CoP volume 2 states that all reasonable and practicable measures should be implemented to achieve the lower limit.

Project construction works that produce noise will include the operation of earth moving machinery, cranes, trucks, placement of ballast and tracks, and the use of sundry plant and equipment.

The number of sensitive receptors affected by noise or vibration at any one time will vary depending on the location and type of construction activities and progress of works along the alignment for each stage. The discussion below refers primarily to impacts on dwellings, noting that the total number of sensitive receptors for construction noise includes community facilities as detailed in Section 7.4.1, and businesses as detailed in Section 7.5.2. The assessment of construction noise and vibration is representative of the worst case 15-minute period of construction activity, and does not represent ongoing day to day noise impact at noise sensitive receivers for an extended period.

The assessment indicates that exceedance of construction noise criteria could occur, which has potential to affect the amenity of sensitive receptors.

For standard working hours, this could include exceedances of the upper noise limit of 65 dB(A) at properties within 500 m of construction activities, with up to 462 sensitive receptors affected over the full course of the construction period. Non-standard hours work has the potential to exceed the relevant noise criterion of 45 dB(A) at up to 2,751 residential receptors across all construction scenarios. However, most of these exceedances are no louder than 60 dB(A), which is subjectively equivalent to a person talking in a normal voice.

Over the full construction period, construction traffic noise is predicted to exceed the criteria for some roads within the SIA study area, primarily in rural locations (Chapter 16: Noise and Vibration).

Construction noise may impact on amenity and discourage people from participating in outdoor activities while areas are affected by noise and/or vibration impacts from construction of major structures such as bridges have the potential to impact on local amenity for extended periods as construction activities in these areas would extend over months or years rather than being transitory, while laydown areas and borrow pits (as discussed below) may also be required for extended periods.

Construction traffic noise is also predicted to exceed the criteria for some roads within the SIA study area, primarily in rural locations. Chapter 16: Noise and Vibration details the roads where construction traffic noise exceedances are predicted.

Works that will create vibration (e.g. piling and vibratory rolling) will also be undertaken as part of construction. EIS Appendix V: Noise and Vibration Assessment – Construction and Road Traffic indicates that, without mitigation, the lower night-time vibration human comfort limit is predicted to be exceeded at receptors adjacent to the Project footprint (Chapter 16: Noise and Vibration).

Mitigation of construction noise and vibration impacts on amenity

Measures to mitigate noise and vibration impacts are provided in the Draft Outline Environmental Management Plan, and include:

- Designing and constructing the Project with the aim of achieving the operational noise and vibration criteria identified by the noise and vibration assessment
- Development of a Noise and Vibration Management Plan as a component of the CEMP, which documents the process to manage and mitigate impacts and monitor and audit environmental performance.
- The results of refined construction noise and vibration modelling will be communicated to potentially impacted residents and occupants
- Construction progress and upcoming activities will be communicated to local residents and stakeholders, particularly when noisy or vibration generating activities are planned
- Details of ARTC's complaints management handling procedure will be provided to members of the public to enable them to notify ARTC of issues to enable members of the public to notify ARTC of issues, including the generation of excessive noise and/or vibration
- Building condition/dilapidation surveys will be undertaken at receptors identified as being particularly sensitive to vibration
- Vibration monitoring will be undertaken at locations where the potential for building/structural damage risk has been identified.

Advance notice will also be provided prior to construction activities that may result in excessive noise generating and for blasting activities, to all residents that could be affected, by these activities, as identified in the Noise and Vibration Management Plan.

Blasting

The potential for blasting to impact on building structures, human comfort or water bores was a concern for some consultation participants living near the Project footprint. If blasting is deemed necessary for construction, appropriately trained and licenced shot firers will be engaged to undertake the blasting activities in accordance with Queensland Government's regulatory requirements.

The potential for blasting to cause vibration that could affect human comfort or built structures is considered in EIS Appendix V: Noise and Vibration Assessment – Construction and Road Traffic. Individual blasts will be coordinated and managed by a specialist blasting contractor that will establish the parameters of each blast to minimise air blast and vibration emissions.

The Draft Outline Environmental Management Plan has identified measures with respect to mitigation of blasting impacts (e.g. noise, vibration, dust or damage to buildings) including:

- Vibration impacts from blasting will be assessed by the Contractor once the locations and depths of blasting and the charges to be used are confirmed. This assessment will confirm which receptors at which blasting impacts are expected to exceed the blasting vibration criteria, if any.
- Where blasting impacts are expected to exceed the Project blasting performance objectives, as specified in the Draft Outline Environmental Management Plan, the following measures are proposed, where practicable:
 - Reducing the charge size by use of delays and reduced charge masses
 - Ensuring adequate blast confinement to minimise the amount of overpressure

- Avoiding secondary blasting, where possible. The use of rock breakers or drop hammers may be an acceptable alternative
- Avoiding blasting during heavy cloud cover or during strong winds blowing towards sensitive receptors
- Establishing a blasting timetable through community consultation, with blast times negotiated with surrounding sensitive receptors
- Residents, occupants and other stakeholders within 1 km radius of a blast location (or wider, if deemed appropriate by pre-blast assessment) will be notified a minimum of three calendar days in advance of a blast occurring.

Laydown areas and bridges

Noise, dust and privacy impacts as the result of track construction are expected to be transitory as works move along the alignment, but would last for longer periods in relation to laydown areas and bridge construction.

Project construction would require approximately 78 temporary laydown areas (plus Whetstone Material Distribution Centre), including track laydown areas (situated next to the corridor to facilitate direct access to/from the alignment) and bridge laydown areas. Laydown areas and access tracks will be located within the Project's temporary footprint and/or attached to QR's existing rail corridor, however temporary use of properties for laydown areas could also be by negotiated lease arrangements with landowners. Factors considered in identifying the properties to be utilised include the availability of properties already acquired by the DTMR as the constructing authority, utilisation of properties that will be severed or alienated by the Project, access to main roads, avoidance of land used for intensive livestock or cropping land uses, and avoidance of environmentally sensitive areas.

Establishing temporary laydown areas will generally involve clearing, grubbing, topsoil stripping, installing environmental controls, laying hardstand material, and constructing parking areas and access tracks. Noise from establishment of the laydown areas will be short-term, but there is potential for the use of the laydown areas to impact on local amenity through increased traffic, noise, increased dust or temporary impacts on scenic character.

The laydown areas will act as centralised points for material storage, and some will include fuel storage areas and site office compounds. Flash butt welding sites (which include a large shed housing machinery to weld track sections together and heavy vehicles to place track sections) would also be required in proximity to the proposed Project alignment to facilitate transport within the rail corridor, minimising haulage on public roads wherever practically possible.

As indicated by the revised reference design, several laydown areas would be located within approximately 500 m of dwellings in locations including Inglewood, between Inglewood and Millmerran, Southbrook, the Gore Highway between Pittsworth and Southbrook, and Charlton at the Project's most easterly extent.

The Project will mitigate construction noise and vibration impacts by locating laydown areas and other Construction Works stage facilities to avoid impacts on sensitive receptors, with the aim of achieving compliance with the adopted construction noise and vibration criteria, as per DTMR Noise CoP Vol 2. The Project will also engage with landowners living within 500 m of laydown and bridge construction areas as discussed below.

Residents living on roads from which laydown areas would be accessed would experience increased heavy vehicle and commuter traffic. A Road Use Management Plan (RUMP) will be developed in consultation with DTMR, QPS and local councils, and in accordance with DTMR requirements, to identify, where required, appropriate traffic and transport management strategies for the use of roads during Project construction.

The Project involves the construction of 37 new bridge structures to accommodate topographical variation, crossings of waterways and other infrastructure, including:

- Five road-over-rail bridges (Cunningham Highway, Heckendorf Road, Owens Scrub Road, Gore Highway and Linthorpe Road)
- 14 rail-over-road bridges
- 18 rail-over-watercourse bridges.

Construction of bridges would require earthworks, piling, formwork, cement pouring and track construction, which may result in noise impacts for nearby dwellings, facilities or businesses. Each bridge location along the alignment will have a dedicated laydown/work area, primarily for the bridge works, with larger areas provided for locations requiring the storage of other materials that are not associated with the construction of the bridge. Where they interact with public roads, bridge construction sites would be subject to traffic management and temporary works restrictions to ensure traffic safety.

Construction noise and vibration will be managed in accordance with the measures outlined under 'Construction noise and vibration' above, and dust will be managed in accordance with the Project's Draft Outline Environmental Management Plan (Draft OEMP) as referenced below (Air Quality).

Residents within a radius of approximately 500 m of laydown and bridge construction sites will require ongoing engagement prior to and during construction to:

- Identify any specific household concerns (e.g. the presence of children or seniors)
- Provide advance warning of the construction schedule and sequence (e.g. how long specific activities will take), and any disruptions to access or services
- Describe the nature and causes of noise and vibration
- Advise on how long construction work will be heard or seen for each property
- Provide 24-hour contact details for construction managers.

Laydown areas and demountable buildings used for site offices during construction would be progressively decommissioned and the affected area rehabilitated as their use is completed. Some office facilities may be left within the Project footprint for the Commissioning and or Operations stages.

There is potential for some laydown areas to be left in place for their legacy value to landowners or businesses. This would be determined as part of ongoing engagement with local stakeholders.

Quarry and borrow pit operation

The operation of quarries (extraction of rock) and borrow pits (extraction of soil, gravel or sand) for Project construction has the potential to impact on the amenity of nearby neighbours through creating noise, dust or increases in the number of heavy vehicles using local roads.

Material source locations identified by ARTC as potentially suitable for use during construction activities include seven operational quarries, and six potential borrow pit locations.

Nearby quarries that may potentially supply the Project include:

- Inglewood Quarry
- Captains Mountain Quarry
- Bland Quarries, Pittsworth
- Quarry Road Quarry
- Toowoomba Quarry

- Wellcamp Downs Quarry
- Toowoomba Wellcamp Quarry.

The proposed use of existing licenced quarries is not expected to affect the amenity of nearby landowners. However, an increase in truck movements may result for access roads leading to and from these quarries. As described for laydown areas, measures to mitigate impacts of traffic are provided in the Draft Outline Environmental Management Plan.

Potential borrow pit locations include the Yelarbon, Inglewood, Millmerran, and Pittsworth areas, between Inglewood and Millmerran, and between Southbrook and Gowrie Junction (Chapter 5: Project Description). EIS Appendix V: Noise and Vibration Assessment – Construction and Road Traffic indicates that where sensitive receptors are within 500 m of a proposed borrow pit location, operational noise mitigation would be required. EIS Appendix AD: Borrow Pits provides an assessment of the impacts of potential locations for borrow pits.

Further detailed assessments of each borrow pit location will be undertaken during the Detailed Design stage of the Project (post-EIS) to determine material usability and volumes, and will include consultation with the owners of sensitive receptors regarding mitigation of noise impacts identified as part of these assessments.

Air quality during construction

The Project goals for air quality are based on protecting health and wellbeing, health and the biodiversity of ecosystems, and protecting agriculture environmental values. Assessment of the potential for dust and/or diesel emissions to affect air quality is detailed in EIS Appendix R: Air Quality Technical Report.

The results of the air quality risk assessment indicate that the unmitigated air emissions from the construction of the Project pose a 'low' risk of human health impacts but a 'high' risk of dust soiling. Particulate matter deposited as dust has the potential for nuisance impacts if not correctly managed. Recommended mitigation measures provided in the Draft Outline Environmental Management Plan include, in addition to detailed measures regarding the management of activities that may generate dust or emissions:

- Implement an Air Quality and Dust Management Plan, as a component of the CEMP. The objective of the Plan will be to specify controls and procedures for the avoidance or minimisation of impacts relating to dust and emissions during construction of the Project, including monitoring requirements and complaint response procedures
- Landowners will be notified in advance of the commencement of activities with potential to generate dust
- Details of ARTC's complaints management handling procedure will be provided to members of the public to enable them to notify ARTC of issues, including the generation of excessive dust during construction.

Whetstone Material Distribution Centre

ARTC has proposed a new temporary MDC in Whetstone, adjacent to the Project footprint near Ch 45.0 km.

The Whetstone MDC site is bounded by the South Western System Railway Line to the north, Whetstone Access Road to the east, the Cunningham Highway to the south and land available for grazing to the west. The site has road access to and from the Cunningham Highway via Whetstone Access Road, and is approximately 18 km southwest of Inglewood, 16 km northeast of Yelarbon, and 59 km east of Goondiwindi, in the Goondiwindi LGA.

The MDC will enable sleepers to be transported and stored ahead of construction, maximise the potential for the delivery of materials by rail and reduce the number of deliveries that will be required by road.

Establishment of the Whetstone MDC site is described in detail in EIS Appendix AE: Whetstone Material Distribution Centre Environmental Assessment. Materials will be transported to the MDC site by rail (via the South Western System Railway Line and a rail siding) and by road (via the Cunningham Highway and Whetstone Access Road). It is currently estimated that on average, two trains will arrive at the Whetstone MDC per day for the duration of the MDC's use. On-site activities will include rail management, loading and unloading of trains carrying ballast, steel rail and sleepers, rail welding including flash butt welding, and materials storage.

ARTC will lease the required land for the MDC site from the landowner, and the site will be unavailable to the landowner for grazing during construction. Given agreed terms under the lease agreement, temporary loss of property access or use for grazing is not expected to have a negative effect on the landowners' lifestyle or wellbeing.

There are five land owners within 2 km of the MDC site. Noise levels generated during the site establishment and the Construction Works stage activities are predicted to be above the construction noise lower limits during standard hours and non-standard hours at some nearby sensitive receptors. All reasonable and practical measures as described in the *CoP Vol 2* will be implemented to reduce noise levels to below relevant noise criteria. Where works are unable to be carried out during standard hours, the owners of dwellings that could be impacted by noise will be consulted prior to the commencement of the relevant works.

Views between nearby homes and the MDC site appear to be largely screened by vegetation, including bushland and vegetation associated with Macintyre Brook. Further detail is provided in EIS Appendix AE: Whetstone Material Distribution Centre.

Dust generation is possible during MDC site establishment or operation, but standard air quality management measures are expected to minimise dust that may cause a nuisance, and avoid emissions or dust levels which could be harmful to the health of nearby households. Air quality risk assessment (Katestone, 2023) indicates that, with appropriate mitigation applied, the risk of the Whetstone MDC causing adverse impacts on air quality was found to be 'not significant'.

Direct communication will be established with the owners/residents of the dwellings within 2 km of the Whetstone MDC to explain the EIS findings, discuss the noise mitigation measures to be put in place (where triggered), and establish communication to enable resolution of any noise, dust or other complaints.

Cumulative environmental impacts on amenity during construction

Some properties may experience changes to more than one environmental condition (e.g. noise, dust and increased traffic), resulting in cumulative impacts on their amenity during construction. This is most pertinent for residents living nearest to the Project footprint, where such impacts are more likely.

As noted above, impacts would be transitory while works progress along the alignment, so for most residents they would be short-term, but residents living near laydown areas and bridge construction sites would experience impacts for longer periods. Residents whose property will be partially acquired may also experience the cumulative impacts of loss of property and environmental impacts such as noise.

The mitigation measures addressing various impacts that could have cumulative impacts on amenity are outlined in previous sub-sections and include:

- Designing and constructing the Project with the aim of achieving environmental criteria to prevent impacts where possible

- Implementation of management plans to avoid or reduce noise and vibration, air quality, traffic and visual amenity impacts
- Providing information to residents within 2 km of the Project footprint to enable them to understand the likely nature, extent and duration of noise and vibration impacts during construction, and how impacts will be managed
- Engagement with residents near the Project footprint to ensure they are able to provide feedback to Project representatives about their experience of impacts, to inform refinement of environmental management measures where necessary
- Property-specific management measures for properties that are directly affected by land acquisition, addressing impacts as relevant to each property
- Access to a complaints handling procedure if unacceptable impacts are experienced.

As detailed in Section 8.2.2, residents will also have access to a Community Relations Monitor whose responsibilities will include facilitating discussions between ARTC and the Contractor and stakeholders about mitigation measures and to the extent reasonable and practicable, resolving community complaints not resolved by the complaints process.

Operations

The peaceful nature of the environment and local townships was a common theme in community engagement, with noise and vibration impacts a significant matter of concern amongst consultation participants.

Many residents living near the alignment are concerned about the potential for the Project's operation to have a long-term impact on their ability to relax and enjoy the places where they live and recreate, and in relation to potential for sleep disturbance (which is further discussed in Section 7.4.3). Issues of concern identified in consultation include:

- Noise from locomotive engines, track and wheel squeal, including potential for noise to carry long distances where the track is on bridges, and noise from horns and crossing operation
- Whether noise from trains using crossing loops (braking, idling and accelerating) or diesel emissions could affect the amenity or health of nearby residents
- Vibration impacts from passing trains
- Visual impacts on rural scenery and town character.

The results of the relevant technical reports as they relate to amenity are summarised below (noting that potential visual impacts are discussed in Section 7.1.6).

Noise

During operations, noise would result from locomotives and from the track, while in some areas train horns would also be used.

Assessment of rail noise is detailed in EIS Appendix W: Noise and Vibration Assessment - Railway Operations, which indicates that the predicted noise levels would exceed the noise assessment criteria requiring mitigation measures to be investigated for up to 86 sensitive residential receptors at Project opening, and up to 14 non-residential sensitive receptors. The 14 non-residential sensitive receptors include the Brookstead State School (two buildings), Yelarbon and District Soldiers Memorial Hall, Yelarbon Fire Station, Yelarbon Scouts Hall, Brookstead Park, Pampas Memorial Hall, Pampas RFB Shed, and the Pittsworth and District Assembly of God/Harvest New Life Church (Section 7.4.1), as well as five businesses including Yelarbon Post Office, Brookstead Post Office, two buildings with office usage in Brookstead and one building with office usage in Yelarbon. The assessment presented in EIS

Appendix W: Noise and Vibration Assessment – Railway Operations also identifies the potential for sleep disturbance for some sensitive receptors, as further discussed in Section 7.4.3. The rail noise and vibration assessment did not identify sensitive receptors where the ground-borne vibration criteria are expected to be triggered for receptors, outside of those that are within 10 m of the track and would likely be resumed as part of the Project.

At the townships of Yelarbon, Brookstead and Pittsworth, the predicted noise levels and location of the nearby sensitive receptors triggered an investigation of rail noise treatments. In other locations, sensitive receptors where predicted noise levels were above the assessment criteria were distributed throughout the alignment and were generally within 300 m of the permanent Project footprint.

The assessment presented in EIS Appendix W: Noise and Vibration Assessment – Railway Operations concludes that based on the predicted noise levels and the remoteness of the sensitive receptors, feasible and reasonable measures to suitably reduce railway noise impacts are expected to be limited to property controls such as architectural property treatments and upgrades to property fencing. Sensitive receivers located on land within the Project footprint would be acquired to enable construction of Project. Beyond this distance, noise mitigation measures will be investigated and implemented in consultation with affected landowners.

Five crossing loops would be constructed as part of the Project to allow trains travelling in opposite directions to pass, initially catering for 1,800 m long trains. The passing loops would be located within 500 m of rural dwellings. EIS Appendix W: Noise and Vibration Assessment – Railway Operations found that the predicted noise levels from the crossing loops were well within the ARTC noise management criteria and would be substantially lower than the railway noise levels from the daily train pass-by events on the adjacent main line.

With respect to noise near crossings, analysis of the predicted noise levels through the Inland Rail Business Case (ARTC, 2015) determined that, where sensitive receptors are located within approximately 200 m of each level crossing or train horn location (100 m either side of level crossings), noise from the crossing alarm bells and train horns would potentially contribute to noise levels above ARTC's noise management levels. ARTC acknowledges that noise from horns and alarm bells at crossings may impact some sensitive receptors, however they are required for operational rail safety requirements. Noise mitigation measures may need to be investigated for receptors near some of the crossings.

The potential noise impacts of the operation of new roads and the proposed upgrade of roads (EIS Appendix V: Noise and Vibration Assessment – Construction and Road Traffic). Road traffic noise levels from Warrego Highway, Gore Highway and Cunningham Highway are predicted to exceed the nominated noise criterion at several receptors along the alignment, as summarised in EIS Appendix W: Noise and Vibration Assessment – Railway Operations. Accordingly, noise treatments are recommended to control noise impact to these sensitive receptors as detailed in EIS Appendix W: Noise and Vibration Assessment – Railway Operations.

Air quality

The potential for air quality impacts such as dust or diesel emissions to result from the operation of the rail corridor, including crossing loops, was identified as a community concern. This included concern about the potential for dust or emissions to settle in water tanks.

Air quality assessment of the Project's construction and operation is discussed in EIS Appendix R: Air Quality Technical Report, as previously referenced. Atmospheric dispersion modelling undertaken as part of the assessment predicts cumulative background plus Project air quality pollutants to be below Project goals at sensitive receptors.

Investigations into the deposition of emissions in water tanks showed that predicted concentrations of potential contaminants would also be significantly lower than Australian Drinking Water Guidelines.

EIS Appendix R: Air Quality Technical Report indicates that with implementation of the proposed mitigation measures described in the EIS, the residual impacts related to air quality can be effectively minimised.

Lifestyle

As described in Section 5.3.4, amenity in the potentially impacted communities is characterised by enjoyment of rural scenery and access to local towns with closely-knit communities. Lifestyles are generally based around outdoor activities, family life and neighbourhood and community activities.

As outlined earlier in this sub-section, there is potential for construction noise to affect a large number of dwellings during construction. Standard and Project-specific noise and vibration mitigation strategies will be used to enable the Project to meet its conditions of approval with respect to noise. However, construction noise may still be experienced as intrusive and annoying, particularly in outdoor areas, while construction activities are near homes.

There is also potential for residents' informal access patterns (such as walking and bike tracks) across or between rural properties to be severed by the Project in greenfield sections of the alignment, which may effect on-property recreational activities or ease in visiting neighbours. ARTC is consulting with all potentially impacted land holders living within close proximity to the Project footprint, to identify property-specific mitigation measures (such as the relocation of property accesses and the location of access roads in relation to on-property recreation areas) that could reduce amenity impacts on elements supporting local lifestyles.

During Project operation, there is potential for rail noise to exceed the Project's noise goals for an estimated up to 86 residential receptors, which may affect residents' lifestyle (e.g. use of outdoor areas). ARTC will implement the mitigation measures from the noise and vibration assessment and further review during the detailed design process to maintain the amenity of noise-affected sensitive receptors. ARTC will also provide specific engagement mechanisms with residents of properties exposed to noise impacts, to ensure the potential for impacts on amenity is clearly explained, and where relevant, to obtain their inputs to the development of property-specific mitigation measures. Regardless of compliance with noise criteria, rail noise may be experienced as intrusive on everyday life or disruptive to outdoor social activities.

7.1.5 Amenity of towns and localities

Environmental mitigation measures as outlined in Section 7.1.4 will be implemented to reduce and where possible avoid construction noise, vibration and traffic impacts on the amenity of towns and rural localities. Notwithstanding, a range of impacts may be experienced as discussed below. Further measures are proposed in Sections 8.2 and 8.5 to mitigate impacts on the amenity of local communities.

Kurumbul to Whetstone

The Project would pass through the rural locality of Kurumbul within the existing South Western Railway Line corridor, along the boundaries of large agricultural landholdings.

Remaining in the existing rail corridor, the Project would then pass along the Yelarbon township's northern border in close proximity to homes, businesses and community facilities. The Project's construction has potential for significant impacts on Yelarbon's amenity due to the potential for noise and vibration impacts, and increased traffic associated with construction works, laydowns areas and the proposed non-resident workforce accommodation facility near Yelarbon (Section 7.3.4).

The Project will increase the width of the existing rail corridor and intensify rail infrastructure and use of the rail corridor by providing for larger and more frequent trains. This has potential to affect the longer term amenity of land near the Project footprint, including the Yelarbon Railway Park (adjacent to the existing railway corridor and owned by GRC) and a rest stop within the existing rail corridor, as described

in Section 7.4.1), and the character of the main street. ARTC has committed to avoiding direct impacts to the rest stop and railway park where possible.

During operations, homes nearest the rail corridor and community facilities including the Yelarbon and District Soldiers Memorial Hall were predicted to experience rail noise criteria exceedances triggering mitigation, with a concept noise barrier proposed to be further investigated at detailed design. The noise treatments would also provide noise mitigation for businesses in Yelarbon. The noise treatments, if required following further assessment during detailed design, has potential to affect Yelarbon's character including views to the grain silos that are a tourist attraction (Section 7.1.6). This has been assessed as part of the revised draft EIS Chapter 10: Landscape and Visual Impact Assessment.

As detailed in Section 7.1.7, there are two homes to the north of the rail line. There is currently no pedestrian connectivity across the existing rail line in Yelarbon. The Project's reference design incorporates a pedestrian crossing to enable access across the rail corridor.

Consultation with Yelarbon business owners indicates that they are pleased to see that the Project is progressing as the Construction Works stage 'would bring much-needed activity to Yelarbon for employment and businesses', especially with respect to the nearby non-resident workforce accommodation facility.

From Yelarbon, the Project would progress north through the rural locality of Whetstone, in the existing corridor through rural land, and adjacent to the Yarranlea Feedlot (further discussed in Section 7.5.1).

As described in detail in Section 7.1.4, noise levels generated by works at the Whetstone MDC are predicted to be above the construction noise lower limits at some nearby sensitive receptors. All reasonable and practical measures as described in the DTMR Noise CoP Vol. 2. will be implemented to reduce noise levels to below relevant noise criteria.

Whetstone MDC is considered as part of EIS Appendix AE: Whetstone Material Distribution Centre.

Inglewood to Millmerran

North of Whetstone, a greenfield corridor will be constructed, passing approximately 2.5 km north of Inglewood and running parallel to the Gore Highway approximately 3 km southeast of the centre of Millmerran. With the exception of increased traffic in the area during construction, and travel interruptions due to the operation of level crossings, residents of the Inglewood and Millmerran townships are not expected to experience impacts on their amenity. As noted in Section 7.1.4, there is potential for transient construction noise impacts and disruption to traffic movements in rural areas. The proposed site for a non-resident workforce accommodation facility in Inglewood is located 12 km by road north of Inglewood, with no potential to impact on the amenity of the town.

A non-resident workforce accommodation facility is proposed in the Millmerran area. A proposed site will be identified by the Contractor, in consultation with TRC and other stakeholders. This is further discussed in Section 7.3.4.

Increased activity levels and traffic related to workers at the non-resident workforce accommodation facilities may affect the amenity of Inglewood and Millmerran, as discussed in Section 7.3.4, however both Councils and members of communities (particularly businesses owners) have expressed support for the non-resident workforce accommodation facilities to be located close to the towns to maximise business opportunities.

Yandilla to Yarranlea

From the rural locality of Yandilla, the Project alignment returns to the existing rail corridor, passing cropping and intensive animal uses, and progresses to Pampas, which includes a settlement of approximately 24 occupied dwellings, the Pampas Memorial Hall, the Pampas RFB shed and a service station.

The Project's reference design and level crossing in Pampas were developed in consultation with the local community. In July 2019, the Pampas community asked to keep the level crossing as close to its current location as possible to minimise impacts to Pampas Memorial Hall and residents and enable continued movement of farming equipment. The Project team worked in consultation with road authorities to accommodate these aspects, but it was found that the Gore Highway would require additional turning lanes, with potential road safety issues and impact on access to the Caltex service station and properties on the northern side of Gore Highway. An alternate solution was then developed with both options presented to the community through a letterbox drop and information session. Feedback from the community indicated a preference for the alternate solution.

The amenity of homes and the Pampas Memorial Hall may be affected by noise from construction while works occur in this area. Exceedance of operational rail noise criteria were predicted for homes in Pampas, requiring at-property noise mitigation treatments.

Within the existing corridor, the Project alignment would then travel northeast to pass along the southern boundary of the town of Brookstead, which has potential to result in construction noise impacts, and effects on scenic amenity due to the intensification of infrastructure and frequency of trains. This has potential to affect the amenity of land near the Project footprint. Exceedances of operational rail noise criteria triggering noise mitigation were also predicted for some dwellings in Brookstead, Brookstead State School, Brookstead Park, Brookstead Community Hall, Brookstead Post Office and two office buildings in Brookstead. Further assessment of operational rail noise impacts will be investigated during detailed design to identify if additional mitigation measures are required.

In December 2020, ARTC hosted a community information session to discuss proposed changes to the Brookstead road network design. Feedback from the community is being reviewed in the redesign of Madeleine Street intersection with the Gore Highway to the western end and removal of the proposed extension to the east.

North of Brookstead, the Project proceeds through the rural locality of Yarranlea. Lots in this area are generally smaller than the large grazing and cropping lots to the south, and the topography is undulating with rolling hills, requiring significant cuts, embankments and elevated structures to achieve the required grade. This will result in construction noise affecting the amenity of rural properties and impacts on scenic views from some homes. A grade separated crossing of Yarranlea Road is required, which will change the rural scenic amenity in this area.

Pittsworth to Gowrie Junction

The Project alignment is within a greenfield corridor from south of Pittsworth to Gowrie Junction. The Project corridor avoids Pittsworth's town centre and skirts north of the town. As noted in the Project Rationale (EIS Chapter 2), the alignment around the Pittsworth area was selected due to better technical viability and construction feasibility, and fewer impacts to the community, stakeholders, and properties.

The construction of significant embankments and bridgeworks for road-rail crossings of Oakey-Pittsworth Road and Lochaber Road has potential to cause noise and/or vibration, affecting the amenity of residences on the north side of town, as well as the Pittsworth Motor Inn and Club Pittsworth, while earthworks and bridge construction is underway. Construction of road-rail crossings will also cause temporary traffic delays during construction. Longer term, the embankments and bridge structures will change the scenic amenity of areas north of Pittsworth, introducing structures to a primarily rural vista. The Pittsworth town centre is not expected to experience impacts on amenity, but railway noise on the town's northern boundary may affect dwellings on the northern outskirts as well as Pittsworth Motor Inn, Club Pittsworth and Assembly of God/Harvest Life Church in Pittsworth, and will require investigation of a conceptual noise barrier, at the rail corridor.

The Project avoids the township of Southbrook, skirting to the north west, but construction noise may affect the amenity of dwellings to the west of the township. This will be managed through standard and

project-specific noise mitigation measures as referenced in the Draft Outline Environmental Management Plan. Operational railway noise may also result in noise exceedances for rural residents near Southbrook. While the Southbrook Central State School already experiences some noise from the Gore Highway, operational railway noise may also be audible within the school. ARTC has engaged with Department of Education regarding the potential for noise exceedances to affect schools, and will continue this engagement to agree location-specific noise mitigation measures where triggered, following completion of the Project's evaluation. Detailed noise mitigation measures are provided in EIS Appendix W: Noise and Vibration Assessment – Railway Operations.

The Project would pass through grazing and cropping land in the rural localities of Athol, Umbiram and Biddeston, and through rural land in Westbrook, then skirt the locality of Wellcamp and pass approximately 1 km west of Gowrie Mountain.

Consultation with impacted landowners, government agencies, local councils, community members and industry and economic development groups regarding Athol School Road and Purcell Road resulted in road network changes designed to increase road user safety and minimise impacts to properties. This included a rail-over-road grade separation at Athol School Road, rather than a closure as previously proposed, and providing a more direct route to and from Toowoomba via Athol School Road compared to the design proposed in the draft EIS.

The Project avoids the centre of Kingsthorpe, passing approximately 1 km south of the nearest houses, and is unlikely to affect their amenity. Gowrie Mountain and Athol residents have expressed opposition to the Project because they anticipate that its operation would cause noise impacts on residential communities, and detract from the quiet and scenic character in this area, however rail noise criteria exceedances were not predicted in these areas. Gowrie Mountain residents' preferred alignment was to the south of the mountain, however this was not considered technically feasible nor was it considered to be an optimal alignment. The rail corridor would be visible from some homes in Gowrie Mountain.

The Project ends (and connects with the Gowrie to Helidon Project) approximately 1 km southwest of Gowrie Junction. Project impacts on the amenity of Gowrie Junction are not anticipated, beyond an increase in the number of trains using the existing West Moreton Line section.

Mitigation measures

As discussed in previous subsections, Project impacts on amenity may occur due to changes to local environmental conditions including noise, vibration, dust, traffic volumes, and changes to local character. The revised draft EIS includes detailed mitigation measures addressing these environmental impacts in relevant technical appendices, as summarised in the Draft Outline Environmental Management Plan. Effective implementation of environmental management measures is expected to minimise impacts on local amenity. ARTC is committed to working directly with affected communities to develop design solutions that minimise impacts where possible. Further consultation with Councils and communities will continue into the Detailed Design stage to ensure community views and social impacts are considered by the Contractors in finalising the design (Section 8.1.7).

Additionally, the Project will work with GRC, TRC and affected communities to identify and support community initiatives that aim to improve and support local amenity.

ARTC has commenced consultation with GRC and TRC with respect to projects and initiatives that would offset amenity impacts in the towns of Yelarbon, Pittsworth, Southbrook and Brookstead where the close co-location of Project infrastructure with town boundaries could affect amenity. This is further discussed in Section 8.5.6.

Table 7.1 summarises impacts on the amenity of towns and rural localities, along with mitigation measures committed in the revised draft EIS to address area-specific concerns.

Table 7.1: Amenity impacts and mitigation measures by location

Location	Impact	Mitigation measures
Yelarbon	<ul style="list-style-type: none"> Construction – noise and vibration, dust and traffic affecting residents and businesses 	<ul style="list-style-type: none"> Management measures as discussed in Section 7.1.4, including development and implementation of a Noise and Vibration Management Plan as a component of the CEMP, air quality management strategies and a Traffic Management Plan (TMP) Ongoing engagement with residents including provision of information to enable them to understand likely noise and vibration impacts, and seek community feedback on the effectiveness of management measures
	<ul style="list-style-type: none"> Construction - Location of non-resident workforce accommodation facility could result in increased activity and traffic volumes in town 	<ul style="list-style-type: none"> Strategies addressing workforce management are provided in Section 7.2.5 and management of non-resident workforce accommodation facilities is addressed in Section 7.3.4
	<ul style="list-style-type: none"> Operation – rail noise exceedances affecting the amenity of homes 	<ul style="list-style-type: none"> Engage with community members in Yelarbon regarding design treatments that will lessen the impacts of potential noise treatments on town character
	<ul style="list-style-type: none"> Operation – Effects on scenic amenity due to the intensification of rail infrastructure 	<ul style="list-style-type: none"> Design of Project components in an urban context will consider the appearance and careful integration of new structures, fencing and other visual amenity and noise treatments Provision of enhanced planting and habitat creation to benefit the local community and support health and wellbeing, for example streetscape strategies within the vicinity of the Project alignment and street tree planting ARTC has engaged with Yelarbon residents and the Yelarbon CCC has developed a community streetscape strategy. GRC has worked with the Yelarbon CCC to identify a list of projects as part of the strategy that will be considered as part of the Project's Community Wellbeing Plan (further discussed in Section 8.5.6). Progression of the streetscape strategy is awaiting the final design for the Project to determine the elements to be included.
	<ul style="list-style-type: none"> Construction – Impact on use of Railway Park and the rest stop 	<ul style="list-style-type: none"> Detailed design will be refined to avoid direct impacts on the Yelarbon Rest Stop and Railway Park Opportunities to assist with e.g. park rehabilitation/upgrade will be discussed with GRC as part of developing the Community Wellbeing Plan

Location	Impact	Mitigation measures
Whetstone	<ul style="list-style-type: none"> Construction – Potential for impact on amenity due to construction or operation of the Whetstone MDC 	<ul style="list-style-type: none"> Whetstone MDC is considered as part of EIS Appendix AE: Whetstone Material Distribution Centre, referencing environmental management strategies as described in the Draft Outline Environmental Management Plan Consideration of noise mitigation measures is triggered for some sensitive receptors (dwellings) near the MDC Direct communication will be established with the owners/residents of dwellings within 2 km of the Whetstone MDC to explain the revised draft EIS findings, discuss the noise mitigation measures to be put in place, and establish communication to enable resolution of any noise, dust or other complaints
Inglewood	<ul style="list-style-type: none"> Construction – Location of non-resident workforce accommodation facility could result in increased activity and traffic volumes in town 	<ul style="list-style-type: none"> Strategies addressing workforce management are provided in Section 8.3.5, and management of non-resident workforce accommodation facilities is addressed in Section 8.4.4
Millmerran	<ul style="list-style-type: none"> Construction – Location of non-resident workforce accommodation facility could result in increased activity and traffic volumes in town 	<ul style="list-style-type: none"> Strategies addressing workforce management are provided in Section 8.3.5, and management of non-resident workforce accommodation facilities is addressed in Section 8.4.4
Pampas	<ul style="list-style-type: none"> Construction – Noise and vibration, dust and traffic affecting the amenity of rural residents and Pampas Memorial Hall and Pampas RFB Shed 	<ul style="list-style-type: none"> Management measures as detailed in the Draft Outline Environmental Management Plan and referenced in Section 7.1.4, including development and implementation of a Noise and Vibration Management Plan as a component of the CEMP, air quality management strategies and a TMP Ongoing engagement with residents and the Memorial Hall committee including provision of information to enable them to understand likely noise and vibration impacts, and seek community feedback on the effectiveness of management measures
	<ul style="list-style-type: none"> Operation – rail noise exceedances for dwellings the Pampas Memorial Hall, and the Pampas RFB Shed 	<ul style="list-style-type: none"> At-property architectural noise mitigation treatments where these are triggered by exceedance of noise criteria
Brookstead	<ul style="list-style-type: none"> Construction – Potential for noise impacts for residents in the southern part of town 	<ul style="list-style-type: none"> Management measures as detailed in the Draft Outline Environmental Management Plan and referenced in Section 7.1.4, including development and implementation of a Noise and Vibration Management Plan as a component of the CEMP, air quality management strategies and a TMP Ongoing engagement with residents including provision of information to enable them to understand likely noise and vibration impacts, and seeking community feedback on the effectiveness of management measures

Location	Impact	Mitigation measures
	<ul style="list-style-type: none"> Operation – Effects on scenic amenity due to the intensification of rail infrastructure 	<ul style="list-style-type: none"> Design of Project components in an urban context will consider the appearance and careful integration of new structures, fencing and other visual amenity and noise treatments Provision of enhanced planting and habitat creation to benefit the local community and support health and wellbeing, for example streetscape strategies within the vicinity of the Project alignment and street tree planting Engagement with community members in Brookstead regarding design treatments that will lessen the impacts of Project elements on town character
	<ul style="list-style-type: none"> Operation – Potential for exceedances of operational rail noise criteria for some residents, Brookstead Post Office, two office buildings in Brookstead and Brookstead State School 	<ul style="list-style-type: none"> At-property architectural noise mitigation treatments where these are triggered by exceedance of noise criteria, and as agreed with landowners and Department of Education
Yarranlea	<ul style="list-style-type: none"> Construction – Potential for construction noise to affect amenity 	<ul style="list-style-type: none"> Management measures as discussed in Section 7.1.4, including development and implementation of a Noise and Vibration Management Plan as a component of the CEMP
	<ul style="list-style-type: none"> Operation – Audible railway noise and changes to scenic amenity due to embankment and bridge structures 	<ul style="list-style-type: none"> Operation of the railway within operational railway noise criteria (EIS Appendix W: Noise and Vibration Assessment – Railway Operations) Embankment and bridge structures designs will be reviewed as part of detailed design
Pittsworth	<ul style="list-style-type: none"> Construction – Potential for noise to affect the amenity of residents on Pittsworth's northern fringe, and changes to the scenic amenity in this area 	<ul style="list-style-type: none"> Management measures as detailed in the Draft Outline Environmental Management Plan and referenced in Section 7.1.4, including development and implementation of a Noise and Vibration Management Plan as a component of the CEMP, air quality management strategies and a TMP
	<ul style="list-style-type: none"> Operation – Potential for rail noise to affect the amenity of residents on Pittsworth's northern fringe, as well as the Assembly of God Church 	<ul style="list-style-type: none"> At-property architectural noise mitigation treatments where these are triggered by exceedance of noise criteria and as agreed with landowners Noise treatments within the railway corridor is also being considered at Pittsworth
	<ul style="list-style-type: none"> Operation – Changes to the scenic amenity northwest of Pittsworth 	<ul style="list-style-type: none"> Design of Project components in an urban context will consider the appearance and careful integration of new structures, fencing and other visual amenity and noise treatments Providing enhanced planting and habitat creation to benefit the local community and support health and wellbeing, for example streetscape strategies within the vicinity of the Project alignment and street tree planting

Location	Impact	Mitigation measures
		<ul style="list-style-type: none"> Engagement with community members in Pittsworth regarding design treatments that will lessen the impacts of potential noise treatments on town character
Southbrook	<ul style="list-style-type: none"> Construction – Noise audible to residents, and potentially exceeding the relevant noise criterion for the Southbrook Central State School (earthworks only) 	<ul style="list-style-type: none"> Management measures as discussed in Section 7.1.4, including development and implementation of a Noise and Vibration Management Plan as a component of the CEMP
	<ul style="list-style-type: none"> Operation – Potential for rail noise to affect the amenity of residents and the Southbrook Central State School 	<ul style="list-style-type: none"> At-property architectural noise mitigation treatments where these are triggered by exceedance of noise criteria and as agreed with landowners and Department of Education
Athol, Umbiram, Biddeston	<ul style="list-style-type: none"> Construction – Noise exceedances are possible for a small number of rural residents 	<ul style="list-style-type: none"> Management measures as referenced in Section 7.1.4, including development and implementation of a Noise and Vibration Management Plan as a component of the CEMP, air quality management strategies and a TMP
Gowrie Mountain	<ul style="list-style-type: none"> Operation – Impacts on views to and from dwellings on Gowrie Mountain 	<ul style="list-style-type: none"> Embankment and bridge structures designs will be reviewed as part of detailed design

7.1.6 Local character

Construction

During construction, the Project would impact on local character through the removal of vegetation and clearing of sites for laydown areas, the removal of rural homes and outbuildings within the permanent and temporary footprints, and the relocation of fences and farm infrastructure that contribute to scenic views.

The EIS Appendix K: Landscape and Visual Impact Assessment identified visual impacts of moderate significance during the construction period for viewpoints relevant to the Yelarbon rest area, Commodore Peak picnic area (near Millmerran), the Gore Highway near the service station at Pampas, near the Brookstead State School, on Pittsworth-Felton Road near the Pittsworth Motor Inn, on the Gore Highway near Southbrook, the view from Athol, and the view from the Mount Kingsthorpe summit lookout.

Construction noise may also detract from the enjoyment of natural and rural environments near the Project footprint. Changes to the road network also have potential to disorient motorists, and affect their connection to way-finding points, however people are likely to adapt to the changes over time.

The EIS Appendix K Landscape and Visual Impact Assessment recommends a range of mitigation measures to mitigate impacts on visual amenity during construction, including:

- Minimising vegetation clearance where possible in specific areas
- Preparing a Rehabilitation and Landscaping Management Plan including areas within the Project footprint
- Designing infrastructure (such as structures, embankments/cuttings, viaducts and bridges) in accordance with an integrated design process with regard to landscape character and views
- Minimising the height of stockpiles to the greatest extent possible to reduce their visual impact

- Temporary treatments (such as hoardings and screens) to site compounds
- Avoid or minimise out of hours works within close proximity to residences and, where construction light impacts are predicted, implement attenuation measures in discussion with potentially affected residents.

Cultural heritage also contributes strongly to local character and sense of place. Indigenous cultural heritage values are addressed as part of the Project's CHMP. Assessment of Project impacts on non-Indigenous cultural heritage is documented in EIS Appendix Z: Non-Indigenous Cultural Heritage Survey Report and identifies the potential for removal of the remaining elements of structures including defunct railway sidings and stations, and of other structures such as homesteads, sheds and outbuildings at various locations along the Project alignment. Where structures and the remnants of structures are visible, they contribute to rural character, and for residents who know of the sites' history, to sense of place.

In the Yelarbon area in particular, there is potential for the destruction or removal of remnants of structures with local heritage significance including a shearing complex, the Yelarbon Railway Complex and the Yelarbon Mill. There is also potential for dust and vibration from construction and operation to accelerate the dilapidation of the former Yelarbon Presbyterian Church. The EIS Appendix Z: Non-Indigenous Cultural Heritage Survey Report recommends measures to mitigate significant impacts on cultural heritage. Notwithstanding, the loss of heritage structures and remnants, in combination with changes to visual amenity, is likely to be experienced as a negative impact on local character.

Community members who participated in Project consultation also identified a concern that the Project would result in unacceptable lighting impacts on the area's rural character. During construction, temporary lighting will be associated with the non-resident workforce accommodation facility near Yelarbon, Inglewood and Millmerran, site offices and fuel storage areas, and potentially at bridge laydown areas. The only proposed permanent lighting for operations is associated with safety lighting at the controlled active level crossings, and there would also be transient lighting associated with train headlights.

The EIS Appendix K: Landscape and Visual Impact Assessment includes assessment of lighting impacts, and concludes that the proposed alignment and associated infrastructure are unlikely to create any significant obtrusive lighting into the external environment as a result of construction activities or permanent Project lighting. Qualitative assessment found that the greatest effect during construction and operation is up to a 'low' level of effect.

Additional information represented in the EIS Appendix K: Landscape and Visual Impact Assessment on potential obtrusive lighting impacts, based on quantitative analysis, identified up to 60 potential technical non-compliances with *Australian New Zealand Standard AS/NZS4282:2019 Control of obtrusive effects of outdoor lighting* (i.e. the assessed property is closer than the recommended distance). Of note, this standard refers to fixed venues such as new sport stadiums and event facilities, rather than transient lighting. The EIS Appendix K: Landscape and Visual Impact Assessment notes that the presence of potential screening vegetation may result in some of the identified 'non-compliances' being compliant, and that there are three locations directly in the path of the track alignment and/or proposed associated road works that require specific mitigation measures to address the impact.

Appendix K: Landscape and Visual Impact Assessment Technical Report provides mitigation measures for potential lighting impacts. For the Construction Works stage they include:

- Avoiding night works to the greatest extent possible close to residences
- Where night works are unavoidable, considering light attenuation measures in discussion with potentially affected landowners
- Minimising light spill from the proposed non-resident workforce accommodation facility at Yelarbon, Inglewood and Millmerran by orientating and/or shielding light sources.

For the Operations stage, mitigation measures provided in the EIS Appendix K: Landscape and Visual Impact Assessment include:

- Detailed design to incorporate lighting to the minimal level required to meet operational road and rail safety requirements for the Project
- Attenuation measures to minimise light spillage incorporated into the detailed design, such as selection of appropriate light fittings/shields and/or at-receptor treatments
- For three locations identified as being directly in the path of the track alignment and/or proposed associated road works, mitigation measures (e.g. screening to address the identified impact)
- In response to any legitimate complaints, consideration of additional control measures, such as screening of sensitive receptors.

Whetstone MDC

The Whetstone MDC site is located adjacent to the rail corridor, within a rural setting. Surrounding land uses include the South Western System Railway Line to the north, Whetstone Access Road to the east, the Cunningham Highway to the south, agricultural properties, reserves and State forests.

The Whetstone Siding (established in 1908 as part of the South Western Line) is located within the development footprint, but no heritage structures associated with the Whetstone Siding remain. There would be no direct or indirect impact on the nearby Railway Bridge crossing of Macintyre Brook.

There would no impacts on the Whetstone Rest Area which is located to the south on the Cunningham Highway, within approximately 500 m of the rail turn around siding within the MDC. Rail noise may be audible at the rest stop but with only two trains/day for MDC activities, and in the context of noise from the Cunningham Highway, this would not be a significant impact to the rest area's character.

The proposed development will have no direct impact on the Macintyre Brook which could affect its amenity or visitor's environmental appreciation. Any impacts on scenic amenity in this area would be temporary.

The EIS Appendix AE: Whetstone Material Distribution Centre identifies one visual impact of up to a moderate level of effect relating to the Whetstone MDC, associated with very close views to the MDC experienced by people travelling along Whetstone Access Road. This viewpoint is situated in proximity to two dwellings who would experience views towards the MDC when travelling to and from their properties. However, it is anticipated that existing vegetation present within these private properties would screen views towards the MDC from these dwellings. A range of additional mitigation measures, including protection of existing vegetation, rehabilitation of disturbed vegetation and opportunities for temporary or permanent screen planting (subject to site feasibility and landowner agreement) are provided.

Other visual impacts of up to a low level of effect relate to views available from the Cunningham Highway (near the Whetstone Rest Area) (Viewpoint 1) and the eastern part of Whetstone Access Road, where it intersects the Cunningham Highway.

When construction of the Project is complete, the need for the Whetstone MDC will no longer exist and the site will be progressively decommissioned. It is anticipated that the site will be returned to the rural landowner, and its current low-intensity agricultural use will be resumed. A Rehabilitation and Landscaping Management Plan would be prepared as a component of the CEMP, and rehabilitation works would be programmed to occur on the Whetstone MDC as soon as practicable, to reinstate the landscape character, views and visual amenity of the MDC to their former conditions.

Operation`

As described in Section 7.1.1, Indigenous community members consulted for the SIA noted that development of major infrastructure had affected cultural landscapes and Indigenous people's ability to

recognise and care for Country, and the addition of the Project as an additional piece of major infrastructure could also affect cultural landscapes. The Project has been aligned within the existing railway corridor and with road reserves where possible to minimise this impact. As also described in Section 7.1.1, ARTC's Project team is committed to cooperation with Traditional Owners to recognise and acknowledge their cultural values.

In areas where a greenfield corridor is required, the Project will introduce a new element to the landscape that some residents see as incongruent with local character, particularly as it will sever rural properties and bushland. Some residents of local towns and rural localities including Pittsworth, Millmerran, Athol, Southbrook, Umbiram, Biddeston and Gowrie Mountain are strongly opposed to the Project as it would introduce rail noise as an intrusion on their quiet environment, and change the rural landscape. While construction impacts on visual amenity would be temporary, impacts during operation represent a long-term change to local character in the towns of Yelarbon and Brookstead, and in rural localities such as Athol and Gowrie Junction, due to changes in scenic amenity and the noise environment.

There is also potential for the Project's Condamine River floodplain crossing to affect sense of place in this area as the crossings would include extensive bridge structures that would be prominent in the landscape.

Potential visual impacts with respect to the Project's operations were assessed as of moderate significance for viewpoints relevant to:

- Rainbow Reserve
- Millmerran-Inglewood Road towards the level crossing and Rail Bridge, and near a private dwelling
- Brookstead State School
- Toowoomba-Cecil Plains Road from a private dwelling
- Linora Court, Gowrie Mountain.

Potential visual impacts of high significance were assessed for viewpoints relevant to:

- Yelarbon rest area
- Near Brookstead State School
- Pittsworth-Felton Road
- Gore Highway near Southbrook
- Athol
- Mount Kingsthorpe summit scenic lookout.

The likely significance of impacts on some areas was assessed as variable dependent on the mitigation measures applied.

The Project will implement a landscape design that enhances the rural landscapes including planting and screening to integrate the railway and associated structures and features.

The operational railway noise technical report provided as part of the draft EIS proposed a concept noise barrier in Yelarbon to mitigate railway noise impacts on homes and businesses. Depending on its location, height, materials and length, a noise wall could affect views to the Yelarbon silo art (which is a recent enhancement to Yelarbon's character, and a tourism attraction) from the viewing platform on the other side of the rail line. Noise mitigation impacts will need to be balanced against potential impacts on views to the silos. Further assessment during the detailed design process will be undertaken to assess requirements for noise treatments. If additional treatments are required the process will involve consultation with Yelarbon stakeholders. The objective will be to preserve visibility of the silos. If this would

compromise noise mitigation, alternative mitigation measures for discussion with the Yelarbon community may include architectural treatment to sensitive receptors that would experience noise impacts, or moving the viewing platform. The EIS Appendix K: Landscape and Visual Impact Assessment provides mitigation measures for noise treatments if required, including:

- Ensure noise treatments are designed sympathetically to their surroundings and consider Crime Prevention through Environmental Design and graffiti issues
- Where appropriate consider the inclusion of community artwork and urban design and/or transparent panelling.

In summary, temporary changes to local character would commence during Pre-Construction Activities and Early Works, with clearing of vegetation, and continue during construction in areas near the Project footprint. Noise exposure during construction may also affect local amenity or character and sense of place, which are strongly related to the peaceful rural and natural environments.

The intensification of the rail corridor in the Project's brownfield sections and the location of Project infrastructure in greenfield sections may affect residents' enjoyment of local character and their sense of place, leading to distress. As described in Section 8.5.6, ARTC has commenced consultation with Council and local communities regarding opportunities to offset impacts on amenity and character, with initiatives and projects to be selected via further consultation during the Detailed Design stage.

7.1.7 Connectivity and travel behaviour

Construction – public roads

From November 2018 to February 2019, ARTC consulted landowners and road users for feedback on how they use local roads, to inform the design of rail crossings on public roads. ARTC also engaged with the Toowoomba Regional Access and Disability Advisory Committee, to guide engagement with vulnerable road users, including people who are differently abled or with disabilities, to manage and mitigate, where possible, the potential impacts of the Project.

Consultation with active transport users and representative groups, including the Queensland Regional Active and Public Transport Advisory Committee and the Toowoomba Regional Bicycle Users Group was undertaken in May 2022 to discuss the needs of stakeholders represented by these interest groups. ARTC will continue to engage with these active travel user groups as the Project progresses through the Detailed Design and Construction Works stages to ensure active transport corridors are considered and active transport users, including cyclists and pedestrians, are informed at each stage regarding changes to access and roads.

This feedback was considered, together with traffic counts and information from local councils and Queensland Government departments on current and expected future transport needs, in designing the crossings (EIS Appendix E: Consultation Report). Stakeholders have raised concerns about connectivity and risks to isolation during flood events. Communities impacted by the construction of the Toowoomba Bypass have also urged ARTC to be aware of local movement patterns to plan effectively for community connectivity and reduce the risk of community grievance, as occurred regarding the alternate routes provided during construction of the Bypass.

The Project requires the crossing of State-controlled roads, local government (GRC and TRC) roads and private/occupational roads and access tracks. The revised reference design includes nine interfaces with eight State-controlled roads, 14 interfaces with GRC roads and 25 interfaces with TRC roads, as detailed in EIS Chapter 20: Traffic, Transport and Access (Section 20.6). Rail-road interface treatments for public road rail interfaces are described below under *Operation – public roads and pedestrian connectivity*, and include grade separated (road over rail or rail over road) crossings, active level crossings, passive level crossings, and crossing consolidation, relocation, diversion or realignment.

Localised impacts such as minor traffic disruptions are expected due to interfaces with the Project and the existing traffic and transport networks as construction progresses. In particular the construction of bridges and level crossings at the interface with public roads would require detours, which may cause some delays to travel.

Disruption to traffic can also be expected during the Project's Construction Works stage as equipment, materials and people are transported to and along the rail corridor, and as roads are closed for site works. There would also be an increase in heavy and light vehicle movements on local roads associated with construction, as detailed in EIS Chapter 20: Traffic, Transport and Access (Section 20.6).

In summary, impacts on connectivity and travel behaviour on public roads during the Construction Works stage are likely to include:

- Detours as the result of construction of bridges and level crossings at the interface with public roads, causing some delays to travel
- Changes to access on local roads that may include temporary road closures or detours
- An increase in light and heavy vehicle traffic on the Cunningham, Gore and Warrego Highways, the Inglewood-Millmerran Road and local roads, associated with the transportation of construction workers, materials and equipment
- Some potential for degradation of local roads due to construction traffic, which would be monitored and remediated in compliance with the Project's agreements with the relevant Councils
- The possible need to relocate the access from Gore Highway to Pampas community facilities.

The detailed design and construction method for the Project will be developed in combination with continued consultation with road network managers (DTMR, TRC and GRC), road users and landowners adjacent to the Project, as described in the Draft Outline Environmental Management Plan. The Draft OEMP includes detailed measure to manage potential impacts on traffic safety and connectivity, including:

- The detailed design will be developed to ensure that legal and practical access for private properties is maintained.
- Consultation with relevant stakeholders throughout the detailed design process to ensure that appropriate access and egress solutions are incorporated into the detailed design to enable movements across the rail corridor
- Road safety audits will be undertaken before construction at level crossings in accordance with the Austroads guidelines
- Consultation with the Department of Education to ensure that mitigation measures are implemented to maintain the current levels of amenity and operation of Brookstead State School, Southbrook Central State School and Yelarbon State School are incorporated into the detailed design and construction planning.
- Ongoing consultation with local Council/TMR and asset owners will be undertaken to ensure safety concerns and issues are addressed
- Relevant emergency services will be notified of changes to the road network and of construction activities prior to construction commencing
- A travel demand management campaign should be developed to inform the public on the proposed construction works and its potential effect on local road network operations
- Safe corridor access and vehicle turnaround points will be provided for maintenance work.

A TMP will be developed in consultation with relevant local governments and DTMR. The purpose of a TMP is to limit impact to the public and asset owners by managing construction movements and deliveries

during peak periods, and minimising construction staff traffic using shuttles and public transport. The TMP will be communicated to all site personnel during site induction, including requirements for traffic routes and parking.

Construction and operation – private/occupational roads

The Project alignment intersects roads and tracks within private properties, including approximately 74 private/occupational, formed access roads or tracks, and 168 private/occupational, unformed access roads or tracks, with the final numbers to be determined as part of detailed design.

Private access to individual properties will be temporarily disrupted during construction where the Project will result in the severance of driveways and informal private access roads to properties, or access is restricted where land is required temporarily for construction activities. Legal access to properties will be retained through the provision of alternative access roads, grade separation or a level crossing where appropriate. ARTC is consulting with affected land holders to determine appropriate measures to mitigate potential individual property access impacts.

During operation, the Project may impact on connectivity across and between rural properties where crossing consolidation, relocation, diversion or realignment occurs. ARTC has consulted with impacted landowners to obtain an understanding of property access requirements and present potential access solutions based on the reference design. Each property solution will be designed on a case-by-case basis through on-going consultation with landowners and further design refinement. For example, in areas where farmers use large machinery, the design of the level crossing including gate widths, crossing surface and approach grades will need to accommodate this. Where there is stock on a property, the focus will be on installing appropriate fencing and gates to keep the stock out of the rail corridor.

ARTC will work with each landowner to find access solutions that minimise the number of level crossings for the Project, consistent with the safety objectives of the Office of the National Rail Safety Regulator. Design and layout of occupational crossing solutions will be determined based on specific property requirements such as stock movements and vehicle access requirements and alternative access arrangements, safety standards such as criteria for minimum sight distances for trains and vehicles, and rail design and landform. Typical treatments include underpasses (subject to topography), level crossings and diversion to adjacent public road/public road crossings.

Operation – public roads and pedestrian connectivity

With the exception of Yelarbon and Brookstead, the Project bypasses the main townships in the region, avoiding impacts on connectivity within towns.

In Yelarbon, the existing level crossing will be preserved, and a grade separated crossing (road over rail) will also be provided over Yelarbon Kurumbul Road and connecting to the Cunningham Highway. The crossing design maintains connectivity from the Cunningham Highway to the township. There is currently no pedestrian path across the existing rail line in Yelarbon. As a result of consultation with GRC and the Yelarbon CCC (a community-run committee), the Project's reference design has been revised to include a pedestrian crossing to provide north-south connectivity.

In Brookstead, there are two houses that are south of the proposed alignment, with access to town provided via an existing level crossing over the rail line at Scrubby Creek Road, which would be preserved.

In rural localities along the alignment, the Project's operation will interface with public roads, including local roads managed by local Councils, and State-controlled roads managed by DTMR. Key access roads affected include Kildonan Road, Cunningham Highway Yelarbon-Keetah Road, Millmerran-Inglewood Road, Kooroongarra Road, Millmerran-Leyburn Road, Gore Highway, Geitz Road, Mann Silo Road, Yarranlea Road, Linthorpe Road, Biddeston-Southbrook Road, Toowoomba-Cecil Plains Road and the Warrego Highway. Existing road rail interfaces may be closed, consolidated into fewer crossing points,

relocated or diverted. Roads will only be closed where the impact of diversions or consolidations is considered acceptable, or the existing location is not considered safe and cannot reasonably be made safe. Approval for closures, where required, will be progressed in accordance with the requirements of the relevant legislation.

Residents of local communities have identified concerns regarding road-rail safety (e.g. the potential for accidents at level crossings) and changes to the connectivity of the road network as the result of Project operation.

Grade separated crossings

Grade separated crossings (either road over rail, or rail over road) are where road and rail cross each other at different heights so that traffic flow is not affected.

The road network and number of road-rail interfaces have been carefully considered with the aim of minimising the number of rail crossings. The Project would require 18 grade separated crossings, proposed to promote safety and avoid permanent disruption to traffic.

Road-over-rail bridges provided at the Cunningham Highway, Heckendorf Road, Owens Scrub Road and Linthorpe Road. Rail-over-road crossings would be provided at Scraggs Road, Athol School Road, Millmerran–Inglewood Road (two locations), Oakey–Pittsworth Road, Toowoomba–Cecil Plains Road, Warrego Highway, Bybera Road, Yarranlea Road, Roche Road, Lochaber Road, Biddeston-Southbrook Road, Brimblecombe Road, Chamberlain Road and an Unnamed Road.

Grade separated crossings avoid travel delays and prevent interactions between road vehicle and trains, and improve safety for motorists.

Level crossings

Level crossings are where road and rail cross each other at the same level. Where it was determined that a road-rail interface point was unable to provide for a grade separation, level crossings are proposed. Level crossings have either passive or active controls to guide road users as follows:

- Passive – have static warning signs (e.g. stop and give way signs) that are visible on approach. This signage is unchanging with no mechanical aspects or light devices
- Active – flashing lights with or without boom barriers for motorists, and automated gates for pedestrians, with these devices are activated prior to and during the passage of a train through the level crossing.

The designation of active and passive level crossings has been undertaken with consideration of safety requirements.

There are 15 existing level crossings along the Project alignment, of which three are active level crossings, eleven are passive level crossings and one has no crossing infrastructure. The Project would result in the upgrading of passive level crossings of the Millmerran-Leyburn Road, South Kurumbul Road, Elsdon Road and Longhurst Road to active level crossings, and of the active level crossing on the Gore Highway to a grade separated road-over-rail crossing, which would improve connectivity in these locations by reducing the need to stop at crossings while trains are passing.

The Project includes new crossing infrastructure including seven passive level crossings and 22 active level crossings including one active pedestrian level crossing (in Yelarbon) or 29 level crossings in total. This is a reduction from the 37 level crossings that were assessed as part of the draft EIS, and will reduce the frequency of disruptions to traffic.

During operations, level crossings will result in periodic disruptions to traffic. It is estimated that once operational, the Project will involve an annual average of about 14 train services per day at the commencement of Project operation. This is likely to increase to an average of 20 trains per day in 2040,

and up to 25 per day during peak operational periods. The maximum wait time at a level crossing has been estimated at approximately 2 to 3 minutes. Traffic delays at level crossings are commonly experienced throughout Australia and are not expected to cause significant inconveniences or frustration for residents, outreach service providers or businesses.

The potential to affect emergency services' response times due to construction works or delays at level crossings was a concern for local residents and is discussed in Section 7.4.1.

The EIS Appendix AA: Traffic Impact Assessment provides further details on potential construction and operational impacts on roads and traffic.

7.1.8 Community cohesion

Community cohesion refers to a community's connectedness, and its capacity for sustaining social relationships and providing mutual support. Small rural communities such as those in the SIA study area rely on community connections to help each other in times of need, and to provide the social resources needed to support community organisations and activities (from running school tuckshops to sustaining sports and other community activities).

The SIA community survey indicated that respondents lacked confidence about their communities' capacity to cope with change, and social indicators such as higher proportions of ageing people and potential for disadvantage (Section 5.7.3) denote the potential for a lack of resources to adapt to change. Conflict within the community associated with the Project also has potential to impact on community cohesion, with some respondents commenting that the Project was causing anxiety to landowners, and has caused arguments in the community.

Local residents have also expressed concern that residents may choose to leave the community to avoid any loss of amenity, impacting school enrolments, community participation, and overall cohesion. The Project largely avoids local towns, and ARTC is working with landowners who may be affected by noise or other impacts to address potential impacts on their amenity, so this currently appears to be a low risk to community cohesion.

The acquisition of private properties required for the Project will see some households relocating. While some directly impacted landowners may be able to relocate their dwellings on the same property, some would leave their local areas. For the purposes of assessment, and on the basis of ARTC's consultation with affected landowners to date, the SIA has assumed that up to 30 households would leave the immediate area and potentially, the affected communities. This equates to approximately 75 people, applying the average household size of 2.5 people per household (as was the case in Toowoomba LGA and Goondiwindi LGA in 2021) (ABS, 2021a).

Within the context of the SIA study area's overall population this would not be a significant impact on community cohesion. However, at the local level, impacts on community cohesion would include severance between neighbours, diminished neighbourhood networks and the potential for community members to be lost from community, sporting and business associations. As noted in Section 7.1.7, the Project may also disrupt movements across the rail corridor in the short-term while the community adjusts to the change, which may affect their willingness to travel to social and community activities.

Severance between properties, changes to road networks and displacement of residents through property acquisition would be inevitable as a result of the Project, and may reduce cohesion in affected localities in the short-term. This will require particular attention in ARTC's community engagement and social investment programs. ARTC's investments in local communities will also need to focus on programs and services that strengthen local social networks and provide opportunities for people to meet and participate in community activities.

The ability of individuals and communities to adapt to change (their resilience) is influenced by a variety of economic, social, information, communication and personal/community competencies (Sherrieb K et al. 2010). Communities are considered to have good adaptive capacity where economic resources (such as access to education, employment, affordable housing) are distributed fairly, and where strong social relationships, networks and community organisation exist, along with the presence of trust, cooperation and reciprocity (Sherrieb K et al. 2010; Ross H et al. 2010).

While the communities in the SIA study area generally exhibit adaptive capacities, and under regular circumstances would be likely to adapt well over time, the SIA study area includes high numbers of seniors, and the potential for disadvantage. Community engagement and community investments to help strengthen the community's ability to adapt to the multiple stresses to which they may be exposed are outlined in Sections 8.2 and 8.5 respectively.

7.1.9 Property values

Some landowners near the Project are concerned that property values could be affected by Project impacts on visual amenity, noise or severance impacts, diminishment of agricultural properties' carrying capacity or productivity, disruption to water supplies, or perceived or actual increases in flooding risk. This was a source of considerable anxiety about their future financial security.

Research on the relationship between property values and infrastructure indicates that property prices are determined by a combination of the properties' actual utility (i.e. use and amenity) and buyers' perceptions about the environmental impacts of infrastructure (Elliott, 2008), with responses to perceptions of risk varying. Studies that have examined the effect of infrastructure on property values are summarised below. Research on the effects of freight rail lines on property values in Australia was not identified.

A study examining the effect of traffic noise (including road and rail traffic noise) on property values in areas around the airport in Memphis, Tennessee (Ozdenerol, Huang Javadnejad and Antipova, 2015) noted that two previous studies had found a level of around 55 dB(A) as the ambient noise level that starts to influence house prices, however Ozdenerol et al's study found that traffic noise levels of 45 dB could affect housing prices in the urban areas surrounding the airport, with properties losing additional value as decibels increased. The relevance of this study to a rural context is unknown.

A study undertaken in Cuyahoga County, Ohio (United States of America) (Simons and Abdellaziz 2004) evaluated the impact of freight railroad tracks on housing markets between 1996 and 1999, using a hedonic price model. The researchers noted that most of the studies they reviewed for the research measured the frequency and level of noise to assess their impact on residents or property values, rather than the effect of proximity to a rail track in terms of distance. Simons and Abdellaziz's findings indicated an average loss in value between \$3,800 and \$5,800 (5 to 7 per cent) for smaller houses located within 750 feet (approximately 230 m) from a freight railroad track. Again, the relevance of this study to the local context is unknown.

A study conducted as part of the Western Sydney Airport EIS (JLL, 2016) analysed the effect that aircraft and airport operations (primarily aircraft noise) may have on property prices for residential and large lot land holdings in Sydney, Adelaide, Brisbane and Melbourne. For residential properties, the study identified a strong relationship between house prices and noise exposure in the house sale price data for Adelaide and Brisbane, with an average negative effect on price of around 7 per cent in Adelaide and 11 per cent in Brisbane. For Sydney and Melbourne, the data was far less strongly correlated and indicated that house pricing was not related to or significantly influenced by aircraft noise. Analysis of impacts of aircraft noise on large lot residential properties suggested that there was no discernible or statistically significant relationship between large lot land holdings exposed to aircraft noise and the sale price.

Property values may be affected by a mix of factors related to the Project, including direct impacts on land and infrastructure (which will be addressed through commercial agreements between ARTC and

landowners) or impacts on amenity (e.g. increased traffic or dust during construction, or noise during operation). Impacts would be differential depending on potential buyers' perceptions about potential impacts as well as the actual impacts (such as rail noise). Values may also be affected by factors that are unrelated to the Project, such as supply and demand, agricultural commodity prices, or the effects of other projects.

Landowners' concerns about the Project's potential to change property values are acknowledged, however assessment of the likelihood and magnitude of change is not possible given the individual circumstances of particular properties, other market drivers, the variability of Project impacts, and payment of compensation according to individual agreements with landowners. Stress and anxiety about the potential for negative impacts on property values is likely to result for some residents near the Project footprint.

7.2 Workforce

This section discusses the Project's likely employment and training benefits, workforce management and the potential for the Project's labour requirements to impacts on other stakeholders.

7.2.1 Project employment and availability of personnel

Construction personnel

A small workforce, assumed as an average of 50 personnel, will be required during the Pre-Construction Activities and Early Works stage. Workers and businesses within the SIA study area are likely to contribute a proportion of personnel during the Pre-Construction Activities and Early Works stage, as skills and capacities such as surveying, civil construction, grading and establishment of access tracks are available in local communities.

As described in Section 4.1.7, Project construction would require an average of 383 personnel during the total construction period and an estimated peak workforce of up to 900 personnel occurring during the second year of construction. These workforce numbers are inclusive of the workers required for the Whetstone MDC.

The following occupations and trades are anticipated to be engaged during construction:

- | | |
|------------------------------|---|
| ■ Mobile plant operators | ■ Construction trade workers |
| ■ Welders | ■ Telecommunications workers |
| ■ Concrete worker/concreters | ■ Electricians |
| ■ Road workers | ■ Driller/Blasters |
| ■ Construction worker | ■ Labourers |
| ■ Truck drivers | ■ Clerical and administration workers |
| ■ Crane operators | ■ Workplace, health and safety officers |
| ■ Doggers and riggers | ■ Engineering managers |
| ■ Construction manager | ■ Civil engineers |
| ■ Scheduler/planner | ■ Electrical engineers |
| ■ Rail designer | ■ Horticultural trades workers |
| ■ CAD operator | ■ Chef and kitchen hands |
| ■ Construction foreman | ■ Housekeeping personnel |

- Fencing personnel
- Architectural, building and surveying technicians
- Camp manager
- Paramedics
- Traffic control personnel.

This represents a broad cross-section of occupations where opportunities will be available for local and regional residents.

Construction labour availability

A proportion of the construction workforce is expected to be drawn from the Goondiwindi and Toowoomba LGAs. At the northern extent, the EIS Appendix Y: Economic Impact Assessment, notes that labour supply is likely to be sourced locally within the Toowoomba region and surrounds. At the southern extent of the Project alignment, workers may be drawn from regional communities including those across the NSW State border, reflecting the local labour market conditions.

The number of construction industry workers whose jobs were located in the SIA study area in 2021 is shown in Table 7.2. These data are based on 'place of work' (the location of jobs) and refer to those who were employed on Census day (rather than the total labour force), so the data totals differ from those shown for residents' industry of employment (based on place of usual residence) in Section 5.4.6.

There were 5,496 employed construction industry workers whose job was based in the Toowoomba LGA, of whom the majority (3,299 people) were employed in construction services, and 602 workers were employed in heavy and civil engineering construction. There were 194 employed construction services workers and 54 heavy and civil engineering construction workers employed within the Goondiwindi LGA.

Building construction skills may also be required (e.g. for construction of worksite site and workforce accommodation facilities). Skills and labour from within these three construction industry sectors are likely to be applicable to Project construction.

There is potential for Project workers to be drawn from the Moree Plains LGA and Gwydir LGA (which adjoin the Goondiwindi LGA over the NSW/QLD border). An additional 453 construction workers had jobs based within these two LGAs in 2021, however their availability to the Project would depend on the construction programs for Inland Rail sections that are within or near these LGAs, (i.e. NS2B and Narromine to North Star).

Table 7.2: Labour force by construction industry sector – LGA, 2021 (number)

Construction	Toowoomba LGA	Goondiwindi LGA	Total SIA study area	Moree Plains LGA	Gwydir LGA	Total SIA study area, Moree Plains and Gwydir LGAs
Building Construction	1,329	49	1,378	38	10	1,426
Heavy and Civil Engineering Construction	602	54	656	134	3	793
Construction Services	3,299	194	3,493	209	31	3,733
Construction, not defined	263	12	275	15	0	290
Total	5,496	307	5,803	398	55	6,256

Source: ABS Census 2021 – Working population profiles. Based on place of work and on employed workers (not total labour force as shown for usual residents)

The EIS Appendix Y: Economic Impact Assessment notes that ‘there is some slack in the Darling Downs–Maranoa labour markets [which include the SIA study area], which will provide opportunities for recruiting, training and re-skilling available workforces in the region to supply a portion of the workforce requirements of the Project’. However, the Economic Impact Assessment also notes that labour market conditions in the Darling Downs–Maranoa region and other regional economies in Queensland are generally expected to closer to a ‘tight’ rather than ‘slack’ characterisation over the Inland Rail Construction Works stage period.

Consultation with potentially impacted communities, Councils, Indigenous organisations and businesses has identified strong interest in the employment opportunities offered by the Project and has emphasised the availability of personnel and business capacity that will support employment of local people. Workforce capacity in the Toowoomba LGA in particular has been strengthened by participation in other major infrastructure projects in the region (including construction of the gas fields in the Western Downs and the Toowoomba Bypass).

In summary, positive indicators of labour and skills availability include:

- Data based on place of usual residents for the Toowoomba LGA show that there are 6,686 people in the Toowoomba LGA and 363 people in the Goondiwindi LGA who were employed in construction in 2021 (ABS, 2021a)
- This exceeds the number of construction jobs that are located in these LGAs, with 5,496 construction jobs located in the Toowoomba LGA and 307 construction jobs located in the Goondiwindi LGA workforce in 2021 (ABS, 2021c)
- As detailed in Table 5.16, in June 2022, there were 299 people in Goondiwindi LGA and 4,746 people in the Toowoomba LGA who were unemployed, which totalled 5,045 people in the SIA study area (Section 5.4.6), representing a pool of potential employees for the Project
- There may be potential for the Project to employ SIA study area residents who have construction industry experience but were unemployed in 2021
- The construction industry had the second largest number of businesses in the SIA study area in 2022 (after agriculture, forestry and fishing), with 197 businesses in the Goondiwindi LGA and 2,695 businesses in the Toowoomba LGA, for a total of 2,892 business across the SIA study area. This was equivalent to an additional 118 businesses since 2020
- Businesses based in the SIA study area are keenly interested in Project supply opportunities, and some have significant capabilities developed through involvement in major project construction projects in the Toowoomba LGA.

There is also the possibility that the completion of the Cross River Rail, Brisbane Metro and Gold Coast Light Rail Stage 3 projects, prior to the Project’s construction commencing, will increase the availability of South East Queensland workers with highly applicable skills and experience.

Limitations on the availability of labour and skills for Project employment include:

- Queensland is experiencing skills shortages in some professions and trades that Project will require, including engineers, welders, earth moving and mobile plant operators and truck operators (NSC, 2023b) (Section 5.4.6)
- Australian Industry Group’s National Skill Needs Survey in 2022 indicated that 71.0 per cent of Australian businesses who participated in the survey were having difficulty meeting their requirements for technicians and trades workers (Australian Industry Group, 2022)
- The availability of construction labour changes rapidly in response to economic conditions (e.g. level of investment in infrastructure projects) and the cumulative impacts of major project construction

- The Project may compete for labour with other infrastructure projects, including other Inland Rail projects, with the potential for labour shortages in specific trades. Cumulative demands for labour are discussed in Section 7.6.

The EIS Appendix Y: Economic Impact Assessment notes that the impacts of the Covid-19 pandemic, rising inflation, and increases in interest rates have the potential to deteriorate labour market conditions if the economy begins to decline, so labour market conditions remain unpredictable.

In conclusion, with an estimated average of 383 personnel required for Project construction, in the context of regional labour supply, the Project's requirement for construction personnel is not expected to place undue pressure on the regional labour market. Increased requirements for skills and labour would occur around the workforce peak of up to 900 personnel (expected in the second year of construction). The Project may compete with other infrastructure projects (including other Inland Rail projects) for labour, with the potential to exacerbate labour and skill shortages. Cumulative demands for labour are discussed in Section 7.6.

ARTC is working with CSQ to identify specific skills and labour shortages, to support ARTC's identification of priority areas for consideration as part of the Inland Rail Skills Academy programs (Section 7.2.3), and will work with a range of training and education providers to implement training that will offset demands that could otherwise affect local access to labour, as also discussed in Section 7.2.3.

7.2.2 Local and Indigenous employment

Stakeholder feedback has included the need for contracts to specify local employment targets, including targets for Indigenous people and women, and being clear that 'local' means people who live locally, with the perception that the construction of the Toowoomba Bypass offered few opportunities for local people. Local businesses and community members in Toowoomba recommended that the Project learn from the experiences of the Toowoomba Bypass with respect to achieving local employment and business participation. ARTC has received a briefing from personnel involved in the construction of the Toowoomba Bypass and will apply the knowledge shared in developing recruitment and business supply arrangements.

Consultation has also revealed a concern for employment opportunities to be available to the spectrum of job seekers, including entry-level workers, Indigenous people, young people, women, people with disabilities and cross-border job seekers in NSW.

TRC and GRC have identified a current (2023) lack of skilled labour and tradespeople, and both Councils have expressed concern that staff from Council, local services and local businesses will be drawn to the Project, with GRC expressing reservations about local employment targets in Goondiwindi LGA as a result. ARTC partnered with GRC during 2021/2022 to facilitate provision of a Local Employment Roadmap and local employment portal for Goondiwindi LGA, to increase the awareness of both local people and others of job and lifestyle opportunities in the Goondiwindi LGA, including jobs that will be available through Inland Rail. This project did not continue, as per a decision by GRC.

Local employment during construction

The Project's procurement process for the construction contract enabled competitive negotiation of local employment targets and procurement targets, scoring Contractors' local and Indigenous labour strategies in the tender assessment criteria, and incentivising the Contractors to maximise local benefits. The Project's contractual negotiations will remain commercial in confidence.

The Project will underpin its planning with the minimum participation targets set by relevant Commonwealth and Queensland policy. Where policy benchmarks do not exist, minimum targets have been set with consideration for baseline labour and supply chain conditions, likely cumulative demand and competition for roles or supply at the time of Project construction, and key stakeholder inputs. The

Project will drive outcomes toward aspirational or incentivised targets with Contractors to exceed these minimum benchmarks.

The Project is committed to a minimum employment target of 15.0 per cent from within the SIA study area. This target ensures that the Project will enable employment choice for SIA study areas resident while managing the potential for regulated Project employment targets to accelerate or exacerbate local labour draw. Labour draw is a serious concern raised by both GRC and TRC. The Project's aspiration is for its Contractors to exceed the Project's local employment target, should local labour capacity support this without significant adverse impact to other local industry or supply chains, at the time of Project delivery.

During its Construction Works stage, the Project will also align with the Queensland Government commitment to achieving an 11.0 per cent female participation target.

Updated analysis of the likely availability of construction labour from the SIA study area will be required prior to construction, to enable the refinement of local and regional recruitment and training strategies.

ARTC is engaging with its Contractor to set targets and performance measures for local employment and Indigenous employment, and will monitor the Contractor's progress towards employment targets. The proportion of personnel to be drawn from the SIA study area will be determined by the Contractor prior to construction commencing, based on the availability of personnel across the range of occupations and trades required, and by agreement with ARTC regarding local employment goals. The percentage of personnel who are Goondiwindi and Toowoomba LGA residents may differ between LGAs, according to the availability of labour.

The Contractor will be required to report on local and Indigenous employment outcomes, which will include quarterly monitoring of the number of people from the SIA study area that are employed in construction in line with targets, and reporting on outcomes as part of SIMP reporting. Updated analysis of the likely availability of construction labour from the SIA study area will be required prior to construction, to enable the refinement of local and regional recruitment and training strategies.

The Project will also continue to engage with stakeholders including Councils, TSBE, Toowoomba Chamber of Commerce and Goondiwindi Chamber of Commerce to monitor labour draw, and implement corrective actions such as changes to recruitment advertising or specific training strategies addressing skilled shortages if stakeholder feedback indicates that this is necessary to reduce competition with local businesses and organisations.

Work in Project construction is likely to be a strong positive opportunity for those personnel who gain employment, and would be particularly beneficial for people who are experiencing unemployment (including young people and Indigenous people) or the financial effects of drought.

Indigenous employment

Consultation with BNTAC, Western Wakka Wakka People and the Project's Endorsed Aboriginal Parties has indicated strong interest in employment opportunities for Indigenous people with the Project, and emphasised the need for early engagement with Indigenous communities so that people can be job ready.

The minimum Indigenous employment participation target referred to in the Commonwealth Indigenous Procurement Policy's organisation-based requirements is at least 3.0 per cent of the FTE Australian-based workforce of the Contractor must be Indigenous Australians, on average over the initial term of the contract (Australian Government, 2015). The Project will aspire to a target of 4.0 per cent Indigenous employment. The Project appreciates feedback received from local Indigenous groups expressing employment aspirations above this benchmark and will work on tailored strategies to increase participation outcomes in response to these expressed aspirations.

ARTC undertook a skills survey with Bigambul young people as part of a September 2019 youth summit. The results indicate keen interest in working as part of the Project on country, and that key skills and

development needs include obtaining licences and operators' certificates, and mentoring and peer support to help them succeed in employment. This was a topic of continued discussion at the BNTAC Youth and Elders Gatherings during May 2023. Inland Rail staff have also participated in a range of community events to engage with Indigenous community members, including Toowoomba NAIDOC Family Fun Day, engagement with the Clontarf Foundation (through partnership discussions, participation in the Foundation's Employment Forum in July 2022, and attendance at Awards Dinners in November 2022 and March 2023). Inland Rail's partnership with Clontarf Foundation will continue to support Indigenous boys with skill development and career aspirations.

ARTC has developed the Inland Rail Indigenous Participation Plan as the foundation of its commitments to Indigenous employment and training opportunities for Indigenous people. Further information on ARTC's training commitments and early implementation of Inland Rail Skills Academy programs is provided in Section 8.3.3.

ARTC is engaging with its Contractor to set targets and performance measures for Indigenous employment, and will monitor Contractors' progress towards employment targets.

ARTC anticipates that its commitments to Indigenous employment will make a contribution to Closing the Gap outcomes, in particular training and employment pathways for young Indigenous people.

Opportunities associated with non-resident workforce accommodation

There would be an opportunity for local employment in staffing and servicing the non-resident workforce accommodation facilities. ARTC will require its non-resident workforce accommodation provider to liaise with TRC, GRC and employment agencies in the SIA study area regarding employment opportunities available in the non-resident workforce accommodation facility (e.g. accommodation management, maintenance, cleaning and kitchen services) and require the Contractor to invite and consider job applications from residents in the SIA study area.

Operations

ARTC estimates that the Inland Rail Program will employ approximately 700 people nationally during operations. A workforce of approximately 10-15 personnel is expected for the Project when operational, however the workforce may be shared with adjoining Inland Rail projects, resulting in a larger shared workforce. Occupational groups required would include management and maintenance staff for the track and associated infrastructure.

A proportion of the operational workforce and contractors are likely to be drawn from within the SIA study area. This would require development of targeted training programs designed to help equip local residents for employment in the operational workforce. Through the Inland Rail Skills Academy, ARTC has a partnership with the Australasian Rail Association aimed at developing skills related to rail operations.

7.2.3 Training and development opportunities

Consultation with community members, Councils and training providers in the SIA study area has identified a strong interest in the Project and its potential to create employment for local residents. They have emphasised the need for training to include both certification and skill development, with recruitment closely following training. Training agencies advised the need for early information about the nature of skills required by the Project to allow them to customise their training, and with sufficient lead-time (up to 24 months) to enable trainees to be job ready. TAFE have expressed interest for early information to guide student direction and potential new certifications.

The Project's Construction Works stage represents an important source of potential training and career pathway development for residents including young people and Indigenous people in the SIA study area. During the contracting and procurement process, ARTC and its Contractor will agree targets for

employment of trainees and apprentices. The Project's workforce training target will aim to exceed the 15.0 per cent core requirement set by the *Queensland Government's Building and Construction Training Policy* (Queensland Government, 2014).

ARTC has engaged with TAFE, training agencies including JobActive (an Australian Government service connecting employers and jobseekers) and local employment agencies to describe the civil construction skills required, and discuss the timing for construction,. ARTC will support development and roll out of an apprenticeship program for the Project, with a focus on priority cohorts including people with disability, migrants, and women returning to work. ARTC will also continue to support local events to encourage women into trades and frontline construction roles.).

The Project will work with Indigenous communities, industry and government agencies to support the design and delivery of training and development programs to improve the capability of Indigenous workers and businesses, where this is needed, as further outlined in Section 8.3.3.

Inland Rail Skills Academy

ARTC has established the Inland Rail Skills Academy, a collection of projects and partnerships that aim to:

- Increase the number of skilled local people eligible for employment on Inland Rail and associated regional industries
- Increase school student awareness and capability by connecting students with industry best practice
- Create opportunities for local businesses to participate in new supply chains
- Equip Inland Rail employees with world-class skills.

The partnerships and projects that make up the Inland Rail Skills Academy include:

- STEM and trades education in schools
- University scholarships into Inland Rail related professions (e.g. engineering, project management)
- Promotion of apprenticeships, traineeships and industry accreditation to support employment into Inland Rail projects and other major regional industries
- Business capacity building programs for small-to-medium enterprises.

Further details are provided in Section 8.3.1.

Training pathways and creation of opportunities for the development of skilled local and Indigenous workers through the Project's construction and operation will be achieved by:

- Providing information about the nature of skills required with sufficient lead-time to enable local training programs to be customised
- Cooperating with high schools in the SIA study area and training providers, to provide appropriate training and skill development, and identify available employment pathways
- Working with Indigenous community networks, to encourage applications and increase the number of Indigenous people applying for jobs
- Working with key partners, to link training and development programs with other projects and local industries to provide the greatest regional benefit
- Working with Queensland and Australian Governments, to provide long-term outcomes through training, mentoring and other support programs.

Inland Rail Skills Academy is facilitating delivery of the following training initiatives for First Nations candidates from Moree and Goondiwindi LGA (supporting both NS2B and B2G project interests) during 2023:

- White Card (general, and students)
- Forklift
- Working at Heights
- Plant Machinery Roller & Skid Steer.

As part of Inland Rail Skills Academy partnerships, Inland Rail has a Memorandum of Understanding with CSQ, an independent body funded by the Building and Construction Industry Training Fund. Under the Memorandum of Understanding, CSQ will:

- Provide information and advice on skills shortages to ARTC
- Work with ARTC to broker and enable training responses to address identified shortages
- Provide targeted construction skills training to Indigenous people, in cooperation with major contractors
- Support ARTC and potential contractors to develop and deliver targeted skills development in the Goondiwindi and Toowoomba LGAs
- Work with ARTC to deliver CSQ's 'Try a Trade' program (delivery of this program commenced at Millmerran State School in 2021).

ARTC also consulted the two Councils' RSIS Coordinators in 2020 to identify opportunities to align Inland Rail's skills development and business participation objectives with RSIS objectives and activities, including cross-industry training and certification programs relevant to the construction and agricultural industries. The RSIS program has now concluded.

The nature of local priorities may be changing due to social and economic changes as a result of skill shortages and the COVID-19 pandemic (e.g. a lack of migrant workers affecting the agricultural industry's access to labour). ARTC will continue to engage with Councils, TSBE, the Toowoomba and Goondiwindi Chambers of Commerce and DESBT to refine and implement alignment of training priorities after the Project's evaluation.

ARTC's training partnerships as part of the Inland Rail Skills Academy and the Contractor's provision of traineeships and apprenticeships will help to ensure that young people and Indigenous people in the SIA study area have the opportunity for skills training that will equip them for the construction industry and will be transferrable to future major projects. It will also result in an increase in the skilled labour force in the SIA study area, which will be a positive community legacy.

The Contractor will utilise the Inland Rail Skills Academy programs to support meeting its commitments, but will also have its own established programs including a work-ready program targeted at school leavers and other new entrants to the construction industry.

7.2.4 Impacts on access to employment in other industries

Community members have raised concerns about the potential for acquisition of agricultural land to displace farming uses and affect the availability of employment in the agricultural industry. As discussed in Section 7.5.1, the Project would wholly acquire lots that are used for cropping and grazing, resulting in the acquisition of property accommodating three grazing operations, one cropping farm, two transport businesses and a welding business. These are owner-operated businesses with small numbers of staff, including casual and seasonal staff, but the acquisitions may result in a very small decrease in the availability of employment work.

Partial acquisitions would also be required, resulting in a reduction in properties' land areas and property severance. This may impact on employment if productivity is reduced, however the potential effect cannot be quantified. In the context of very low unemployment rates in the SIA study area, this reduction in employment availability is not expected to have a negative impact on these workers' wellbeing.

As detailed in Section 7.5.1, the Project was designed to avoid impacts on major employers such as feedlots, intensive animal production facilities and the Commodore Coal Mine. The Project's reference design was further refined during preparation of the revised draft EIS including re-alignment of the rail corridor to avoid impacts on DA Hall and Co's poultry and piggery operations, which could otherwise have affected their employment numbers. Further refinements were also made to the Project's design to minimise impacts on feedlot infrastructure. ARTC is working with directly affected landowners to minimise impacts on farming properties, grazing properties and agribusinesses that could affect employment availability, as further discussed in Section 7.5.1.

The SIA study area has relatively low levels of unemployment (Section 5.4.5) and a number of projects may draw on labourers and skilled workers over the same period. This could result in a draw of personnel away from local businesses or Councils. The Project may also impact on the availability of casual workers at harvest time if casual workers in the agricultural industry take up employment in the Project's construction instead. Labour draw is further discussed in Section 7.5.2.

As described in the EIS Appendix Y: Economic Impact Assessment, the industrial and consumption effects of the Project will result in the creation of indirect jobs through stimulation of businesses and the expenditure patterns of employees, primarily in the Professional, Scientific and Technical Services and Wholesale Trade sectors.

7.2.5 Workforce behaviour

Construction personnel would be working in close proximity to homes and businesses, on 12-hour daily shifts. Worker activity may contribute to noise impacts where work is proceeding close to homes, and may cause residents to have concern regarding safety or privacy.

As outlined in the Draft Outline Environmental Management Plan, all employees, contractors and subcontractors will also receive an environmental induction that will include:

- CEMP requirements
- Code of Conduct and Behaviour
- Coordinator-General Evaluation Report imposed and CoA
- Secondary approvals and conditions obtained by the Project for the relevant activities Statutory duties in regard to notification of environmental harm
- Environmental incident notification procedures Complaints management procedures
- Key environmental risks and issues } Location of sensitive receptors and environmentally sensitive areas
- Cultural heritage and cultural awareness training, in consultation with the Traditional Owners
- Permissible hours of work
- Construction traffic routes
- Key environmental contacts.

ARTC will also employ the following strategies to reduce concerns about, and the potential for, any impacts on community safety or residential privacy:

- The Contractor will be required to implement a workforce Code of Conduct that adheres to ARTC's Code of Conduct and associated policies as a minimum standard, containing requirements for positive behaviours and respect for local residents and businesses for all Contractor and Project personnel
- Policies associated with the Code of Conduct will require a commitment to a drug/alcohol free workplace and implementation of a drug/alcohol testing program that covers all workers, supported by strict penalties for breaches
- Employment of strict protocols for entering private property, developed in consultation with land holders
- Adoption of mentally healthy workplace practices on site and in non-resident workforce accommodation facilities
- Ensuring that the Contractor has appropriate complaints mechanisms that ensure fast and effective resolution to any issues experienced.

Notwithstanding, it is possible that a small number of workforce personnel may exhibit behaviours that are not in keeping with the courteous way that locals interact, for example in local hotels or on local roads. The Contractor will be required to monitor this through consultation with local police and community members, and ensure that any behaviour by groups or individuals that offend local values is addressed through communication and contractual arrangements.

7.2.6 Workforce travel

Project personnel will travel between their homes or temporary non-resident workforce accommodation facilities and work sites using passenger vehicles such as utilities and four-wheel drives. The Contractor will consider the use of buses to transport workers between non-resident workforce accommodation facilities and worksites, depending on the number of personnel at different times and the distribution of crews between worksites.

The Project will locate proposed non-resident workforce accommodation facilities in reasonable proximity to worksites to minimise kilometres travelled and manage workforce fatigue (Section 7.3.4). The Project will also investigate and implement best industry practices with respect to journey management, and investigate the potential for shared driving arrangements to reduce traffic volumes and the potential for fatigue. The results of these investigations will inform development of the Contractor's workforce management sub-plan.

Temporary parking facilities for construction workers will be located within construction laydown areas, the rail corridor and within non-resident workforce accommodation facilities, with designated areas selected to minimise the potential for noise impacts. The provision of parking in each location will be sufficient to accommodate the number of vehicles associated with the maximum number of workers expected to use each area during peak occupancy.

7.3 Housing and accommodation

This section describes the Project's potential to constrain the settlement pattern of the local towns in the SIA study area, or impact on other's access to housing and short-term accommodation. Provision of temporary non-resident workforce accommodation facilities and the potential social impacts of accommodation facilities are also discussed.

7.3.1 Settlement pattern

There are no interfaces between the Project and towns that would be likely to alter the SIA study area's settlement pattern (i.e. existing or planned land uses that support human settlements, including the potential for population growth). The corridor intersects with three towns:

- Yelarbon, where the alignment is within the existing rail corridor forming the northern perimeter of the town
- Brookstead, where the alignment is within the existing rail corridor forming the southern perimeter of the town
- Pittsworth, where the alignment follows the Gore Highway forming the northern perimeter of the town.

As such, there would be no changes to the existing urban development pattern or constraints on the settlement pattern that would affect population growth in Yelarbon, Brookstead or Pittsworth.

During SIA consultation, TRC raised the question of whether buffers would be required between the rail line and residential development to protect amenity with respect to noise, noting there are no buffers around existing rail lines. The EIS Appendix W: Noise and Vibration Assessment – Railway Operations provides detailed information about potential noise exposure that may assist Councils to consider the potential need for buffers around rail lines as part of revising regional and local planning instruments.

7.3.2 Population change and its effect on housing demand

Assuming up to 30 households would need to relocate from within the Project footprint as the result of property acquisitions for the Project (Section 7.1.2), approximately 75 people may need to relocate. Displaced residents are likely to relocate elsewhere within the region, such that, in the context of the SIA study area's population of more than 183,514 people in 2021, changes to the regional population and housing demand resulting from relocating households would be negligible. There is sufficient availability of housing for purchase in the two LGAs for displaced landowners (e.g. at October 2023, housing for purchase included more than 1,300 dwellings in Toowoomba's urban postcodes), 49 dwellings in Pittsworth, 36 dwellings in Millmerran, 49 dwellings in Pittsworth and 66 dwellings in Goondiwindi (SQM Research, 2023b). ARTC will facilitate access to relocation support services for tenants who need to relocate due to land acquisition for the Project, if required (Section 8.2.4).

Project construction would require a peak workforce of up to 900 personnel, of whom a proportion would originate from other regions, resulting in a temporary increase in the SIA study area's population during the Construction Works stage.

The number of non-local personnel (from outside a safe daily driving distance, as determined by the Contractor) will not be known until labour force verification prior to construction, however scenarios are useful for providing insights about the implications for population change. For example, referring to the peak Project workforce:

- Where 60% of the peak workforce is recruited from within a safe daily driving distance, 360 temporary non-resident personnel would be required
- Where 40% of the peak workforce is recruited within a safe daily driving distance, 540 temporary non-resident personnel would be required
- Where 20% of the peak workforce is recruited within a safe daily driving distance, 720 temporary non-resident personnel would be required.

With a maximum possible 900 non-local personnel at peak, a negligible temporary increase would be experienced in the SIA study area's population overall (approximately 0.005 per cent, depending on the percentage of workers who could safely travel home each night or between rostered periods).

Non-resident personnel will have access to the Project's proposed temporary non-resident workforce accommodation facilities (Section 7.3.4). This will result in temporary population influxes to local communities as discussed in Section 7.3.4.

The provision of temporary non-resident workforce accommodation facilities will substantially mitigate Project housing demands in the SIA study area during the construction period. There is some potential for a small number of construction workers to settle locally during the Construction Works stage. Again, this would be a negligible increase in the SIA study area's population, but could result in impacts on local housing availability or cost, as further discussed in Section 7.3.5.

With a requirement for approximately 10-15 personnel during operations, the Operations stage is not expected to significantly increase local populations or affect housing demand.

7.3.3 Short-term accommodation

Impacts on amenity of accommodation establishments

The closest tourism accommodation establishments to the Project corridor are:

- Oasis Hotel in Yelarbon, which is approximately 50 m south of the Project footprint
- Brookstead Hotel, Brookstead, approximately 140 m north of the Project footprint
- Pittsworth Motor Inn, Pittsworth, approximately 220 m south of the Project footprint.

As discussed in Section 7.5.2, construction noise is expected to exceed construction noise criteria while works are occurring near these establishments, but standard hours construction would minimise the potential for overnight visitors to be disturbed. As also discussed in Section 7.5.2, traffic access to the Oasis Hotel in Yelarbon and Pittsworth Motor Inn may be temporarily disrupted during construction. As the Project is otherwise located outside of towns where accommodation is located, there is no potential for Project impacts on their amenity.

ARTC shared the results of the noise modelling and potential mitigation strategies with the owners of sensitive receivers where construction noise is predicted to exceed noise guidelines to during the operation of Inland Rail. As noted in the EIS Appendix AC: Proponent Commitments, prior to finalising any required operational noise mitigation measures, the Contractor will consult with the relevant owners at sensitive receptors where potential triggers of the Project's operational noise and vibration performance criteria.

Submissions referred to the Woodspring BnB and camping grounds on Millmerran-Inglewood Road, and the location of the road-rail crossing with concern about potential noise impacts. The structures on the Woodspring Farm have not been predicted to experience operational noise exceeding noise guidelines. ARTC acknowledges the request for Millmerran-Inglewood Road crossing to be grade separated, however investigations show that a grade separation is not required at Millmerran-Inglewood Road. An active level crossing will be provided in this location.

Project workforce use of short term accommodation

The Project's construction workforce will include locally based personnel and personnel from outside the SIA study area. The provision of non-resident workforce accommodation facilities would minimise the need to access other accommodation, however non-resident personnel working at the northern end of the Project may access short-term accommodation in Toowoomba.

Analysis based on various data sources indicates that the average availability of short-term accommodation rooms on any one night during 2021 was approximately 69 vacant rooms in the Goondiwindi LGA and between 495 and 570 vacant rooms in the Toowoomba LGA (Section 5.5.3). As visitation was intermittently interrupted by COVID-19 restrictions during 2021, the lower estimate of

availability within the Toowoomba LGA (495 vacant rooms) has been assumed for the purpose of the discussion below.

Short term accommodation vacancies decrease during peak event times in the SIA study area. Engagement with Southern Queensland Country Tourism in May 2022 informed the Project team of supply and demand in regional tourism. The Toowoomba Chamber of Commerce was also engaged to further inform ARTC's understanding of the impacts to tourism businesses, and to provide support for engagement with accommodation providers in the region as the Project progresses. ARTC has identified peak tourism times (i.e. during winter, and around the Carnival of Flowers in Toowoomba in September, the Camp Oven festival in Millmerran in October, the Landscape Festival in Goondiwindi in October, and various racing and sporting events whose dates vary). Millmerran also hosts a large temporary workforce during maintenance shut downs at the Millmerran Power Station, and consultation with the community indicated that accommodation is fully occupied by contractors during these periods (estimated at 6 weeks at a time) with overflow into Pittsworth.

As some personnel would be locally based, and the Project is offering low cost/free accommodation at non-resident workforce accommodation facilities (Section 7.3.4), the number of construction personnel using short-term accommodation in the SIA study area is expected to be low and is unlikely to place pressure on short-term accommodation supply. Local accommodation establishments are interested in accommodating Project personnel. The Project is committed to enabling local accommodation establishments to benefit from the Project, but recognises the possibility that personnel usage could displace tourists during peak demand periods. Engagement with accommodation providers will continue after Project evaluation in collaboration with the Contractor, with the aim of avoiding use of accommodation which would impact on tourist visitation.

There is potential for Project personnel engaged during the Pre-Construction Activities and Early Works stage to require short-term accommodation. Workers and businesses within the SIA study area are likely to represent a proportion of this workforce, but assuming that an average of 50 early works personnel required short-term accommodation while they are working the SIA study area, this would be well within the average vacant capacity of short-term accommodation within the SIA study area.

During the Construction Works stage, assuming as one hypothetical scenario that 40 per cent of the peak workforce was sourced from outside a safe daily driving distance, there would be a need for accommodation for up to 360 personnel, at peak. This level of demand is likely to be within the average vacant capacity of accommodation in the SIA study area, particularly in Toowoomba, assuming cumulative project demands have not affected capacity.

In another scenario, if 60 per cent of the peak workforce was sourced from outside a safe daily driving distance, 540 people would require accommodation, which would have potential to displace tourists and other workers at any time of the year.

The Project's AMP provisions include the requirement for the Contractor to consult with tourism associations in respect of Toowoomba-based accommodation capacity and accommodation providers in potentially impacted communities (Goondiwindi, Yelarbon, Inglewood, Millmerran, Pittsworth and Brookstead) to identify interest and capacity to accommodate Project personnel, and peak occupancy periods that should be avoided in scheduling Project use of short-term accommodation, in order to plan for any use of short-term accommodation usage (Section 8.4.4). Any use of short-term accommodation will be monitored as part of the AMP as discussed in Section 8.4.4.

In conclusion, Project personnel demands could negatively affect tourist and other industries' access to short-term accommodation, if this was relied upon as the primary source of workforce accommodation, and particularly if compounded by the cumulative effect of other projects in the area. The Project proposes to provide temporary non-resident workforce accommodation facilities as discussed below.

7.3.4 Temporary non-resident workforce accommodation

Rationale

To mitigate potential impacts on local housing access and short-term accommodation, and due to the distances that personnel would be required to travel from population centres to construction sites, the Project proposes to provide temporary non-resident workforce accommodation facilities. These facilities would:

- Reduce the travel distance for construction workers who live outside a safe daily driving distance
- Minimise demands for local rental housing that could displace other residents
- Minimise excessive demands on short-term tourism accommodation
- Enable the Contractor to provide a safe, healthy and inclusive environment for the Project's personnel
- Support road safety by enabling coordination and management of workers' transport to and from worksites in shared vehicles or by bus, minimising pressure on the region's roads
- Support management of workforce behaviour.

While it is likely that the non-resident workforce accommodation facilities would operate concurrently, they would not be fully occupied at the same time, as workers would move between facilities as construction proceeds along the alignment. Each facility would have a capacity of up to approximately 300 beds, sufficient to collectively meet the peak workforce demand, and with an average occupancy outside the peak period of approximately 150 people per facility. Identified sites for non-resident workforce accommodation facilities have sufficient land area to increase accommodation capacity if needed.

The non-resident workforce accommodation facilities would be temporary for the purpose of construction and would be decommissioned following the completion of construction. Any future use of buildings or infrastructure on the properties would be subject to discussion between ARTC, the Contractor, Councils and the owners of properties on which facilities would be located.

Facility provisions

The layout and design for each non-resident workforce accommodation facility will vary depending on site constraints and accessibility to existing services. Description and the final layout of the facilities will be determined by the Contractor. An example layout of an existing non-resident workforce accommodation is provided in Chapter 5: Project Description (Figure 5-21).

ARTC will fulfil its obligations under the *Workplace Health and Safety Act 2011*, as will the Contractor. This will ensure the provision of adequate infrastructure, utilities, recreational facilities, health and social services for workers.

Non-resident workforce accommodation facilities will include accommodation units with kitchen, dining, ablution, and laundry facilities. They will be self-sufficient, to minimise demands on Council and government services, with their own:

- Potable water storage sufficient to meet peak occupancy and based on an average use of 250 litres per person per day
- Power generation (if not connected to the local electricity grid) by diesel-powered generators, in combination with solar panels, where appropriate
- Water and wastewater treatment and collection facilities, including temporary onsite sewage treatment systems
- Solid waste-collection facilities

- Paramedic and first aid facilities
- Recreational facilities such as barbecue areas and exercise areas
- Offices
- Car parking and gatehouse/security.

Opportunities would also be explored to utilise rainwater harvesting and greywater recycling to reduce water requirements.

As described in further detail in Section 8.3.6, health service provisions within non-resident workforce accommodation facilities would include access to paramedic services, first aid facilities, and medical and workplace health and safety services, programs to support mental health, and arrangements for medical evacuations for more serious health issues or accidents.

Proposed sites

ARTC applies the following criteria for selecting proposed sites for non-resident workforce accommodation facilities:

- The proximity of the accommodation to likely construction sites
- Land tenure and ownership of the site
- Available land area
- Proximity to supporting infrastructure and services
- Likelihood of noise, vibration and air quality impacts originating from the accommodation
- Avoidance of areas that are within the one per cent AEP floodplains where possible
- Consideration of constraints such as significant vegetation communities, threatened species or heritage sites
- Road access considerations
- Potential for planned future developments to impact on the non-resident workforce accommodation facilities, or vice versa.

Based on these criteria, two properties were identified as suitable sites for the non-resident workforce accommodation facilities, one near Inglewood area and one near Yelarbon. ARTC has consulted with the landowners of the two proposed properties, each of whom are receptive to having a non-resident workforce accommodation facilities located on their property. The proposed sites are included in the Project footprint, and include:

- On Millmerran-Inglewood Road, on a property of approximately 207 ha where the predominant use is cattle grazing, located approximately 12 km north by road and 14 minutes' travel time of Inglewood, and surrounded by the Bringalily State Forest
- On the Cunningham Highway, on a property of approximately 161 ha where the predominant use is grazing, located approximately 2.5 km north west by road (near Whetstone) and three minutes' travel time by road from Yelarbon.

The Yelarbon non-resident workforce accommodation facility would be accessed from the Cunningham Highway, and the Inglewood facility would be accessed from Millmerran-Inglewood Road (both State-controlled roads). ARTC will consult with DTMR to agree on appropriate turning solutions into and out of the non-resident workforce accommodation facilities. Approvals for the turning solutions will be acquired prior to construction of the facilities.

A third non-resident workforce accommodation site will be required in the Millmerran area, but has not been included in the Project footprint.

The site for a non-resident workforce accommodation facility on BNTAC's property in Turallin that was proposed in the draft EIS was found to be unsuitable for this purpose, due to safety and distance requirements. ARTC is cooperating with BNTAC to explore options for use of this property in Turallin, which is located approximately 8 km by road northwest of Millmerran. A 20 ha development footprint on this site is included in the revised draft EIS, presented as a Turallin facility to allow mutually beneficial land uses to continue to be worked through between the Contractor and Bigambul. The inclusion of this site seeks to allow economic and business development opportunities as planning with BNTAC continues.

The Millmerran non-resident workforce accommodation facility would be subject to a post-EIS request for Project Change. Site selection, engagement with TRC and landowners and due diligence associated with locating a non-resident workforce accommodation facility in the Millmerran area will be undertaken by the Contractor during detailed design. The selection of the site will also be informed by consultation being undertaken with TRC and Millmerran community members during 2023, consideration of any potential for impacts on the health, amenity or privacy of local community members, and local businesses' feedback about potential benefits for businesses (discussed below). Access to the proposed non-resident workforce accommodation facility in the Millmerran area will be determined as part of identifying the site, including consultation with DTMR and/or TRC (depending on the assets involved) regarding any additional road treatments or turning solutions required for this facility.

Stakeholder inputs to draft EIS

During preparation of the draft EIS, consultation was conducted with GRC, TRC and local communities regarding the proposed non-resident workforce accommodation facilities.

TRC inputs on the proposed non-resident workforce accommodation in the Millmerran area included:

- Non-resident workforce accommodation facilities had been approved in the past (in Millmerran and Oakey) and would be assessed on a site-specific basis
- Council had no specific preference for locations in town versus out of town, and would assess proposed workforce accommodation sites on a case-by-case basis
- ARTC would need to consult further on water and sewerage infrastructure when proposed workforce accommodation sites are selected
- Council may not have capacity for waste management for workforce accommodation facilities, but local operators would be likely to have capacity and may benefit from the opportunity
- There is potential for the location of non-resident workforce accommodation facility near Millmerran to bring business opportunities to Millmerran, and potentially provide legacy benefits to support tourism.

GRC inputs on the proposed non-resident workforce accommodation facilities in the Yelarbon and Inglewood areas included:

- A preference for non-resident workforce accommodation to be located at Goondiwindi and/or Inglewood, noting that Goondiwindi with a larger population and a range of retail and other services would have more capacity to integrate non-resident workers
- Various locations on private land have potential to accommodate non-resident workforce accommodation facilities, subject to water and waste management infrastructure availability
- Council will need enough forward notice to plan ahead for water, sewer and waste management infrastructure if required

- Non-resident workforce accommodation facilities would be beneficial for local businesses and job seekers, but may put pressure on GP services
- GRC's preference was for a non-resident workforce accommodation facility to be located at Goondiwindi rather than Yelarbon. This was not considered feasible due to the distance to the Project, which would result in increased travel times for the workforce, fatigue management concerns and reduced efficiencies.

Preliminary consultations regarding locations for non-resident workforce accommodation facilities with GRC and TRC also addressed the capacity of waste management, sewage treatment, water requirements and road use. Non-resident workforce accommodation facilities are likely to require self-sufficient provision of potable water, sewage treatment, paramedic services, and gym and dining facilities in order to avoid placing undue pressure on local services.

Consultation undertaken during the SIA process with TRC and GRC, QPS and Queensland Health regarding non-resident workforce accommodation facilities anticipated that the facilities would bring the benefits of local supply opportunities and workforce expenditure, and also noted the potential for non-resident workforce accommodation facility to leave legacy values that would increase town amenity and/or tourism potential, however limitations on waste, water and sewerage infrastructure were noted.

The potential for a non-resident workforce accommodation facility to be located near Millmerran, Inglewood and Yelarbon was also discussed during SIA workshops with community and government agencies, and local business groups, and as part of ARTC's Community Information Sessions. Potential issues identified included:

- The potential for noise or privacy issues if non-resident workforce accommodation facilities are located close to dwellings, schools or other sensitive land uses
- Millmerran has previously accommodated non-resident workforce accommodation within town, with no negative impacts reported and with positive impacts for businesses
- Concerns about workforce behaviour with potential to affect local behaviours, character, and/or perceived or actual community safety
- The potential for an influx of young workers to change social conditions (e.g. feelings of safety and familiarity)
- Capacity of local emergency, health, community and recreational facilities and services to absorb potential workforce demands
- The visual impact of the non-resident workforce accommodation facility, and the amenity of the vacated sites following decommissioning of the facilities
- The opportunity to have permanent structures built as part of the non-resident workforce accommodation facilities, providing legacy value for the benefit of the host community (such as accommodation, halls, sporting or other facilities)
- The opportunity for local businesses to benefit from non-resident workforce accommodation facility operation (supply and servicing), as well as through increased trade from accommodation residents
- Millmerran businesses would prefer that non-resident workforce accommodation facilities be built in or close to town to maximise potential for businesses to benefit
- Opportunity for local people to be employed in the non-resident workforce accommodation facilities.

Stakeholder inputs to revised draft EIS

ARTC continued to consult with key stakeholders regarding non-resident workforce accommodation facilities during preparation of the revised draft EIS, as detailed in Section 6.2.

Consultation with TRC identified Council's view that the non-resident workforce accommodation facility in the Millmerran area is necessary, but should be located in or closer to Millmerran. Consultation with approximately 30 Turallin area residents was undertaken in October 2021, with these stakeholders also encouraging the location of the facility to be in or closer to Millmerran, citing:

- The potential for amenity impacts to affect the lifestyle of Turallin land owners
- Concerns regarding the adequacy of the road between Millmerran and Turallin for increased traffic, and potential for accidents to occur, with resulting demands on emergency services
- Potential to exacerbate flooding if the preferred site was used, as it includes a watercourse
- Businesses' interest in supplying the non-resident workforce accommodation facilities and a desire for the facility to be located closer to town to maximise workers' use of local shops.

As previously noted, the proposed site for a non-resident workforce accommodation facility in Turallin was found to be unsuitable, and the Contractor will identify another site for the facility.

Consultation regarding the proposed non-resident workforce accommodation facility near Inglewood included a series of meetings with the Mayor and Council staff, a meeting between ARTC, GRC and four local businesses in May 2021, and a workshop with 25 community members in September 2021. GRC has identified an alternative site for the Inglewood non-resident workforce accommodation facility. Consultation with the Inglewood community considered both ARTC's proposed site and GRC's proposed alternative site, however the alternative site is not assessed in the EIS. The Inglewood community's feedback included:

- Support for workers' accommodation being located near Inglewood, providing the Contractor involves and consults community members throughout the design and implementation
- Council and businesses believe the non-resident workforce accommodation facility needs to be closer to Inglewood to maximise benefits for businesses
- Keen interest in the facility's potential to leave a legacy to Inglewood in the form of long-term accommodation (e.g. for seasonal workers and visitors or affordable housing)
- Potential for rooms to be used by other (agricultural) businesses when the facility is not operating at peak
- Need to ensure that roads are maintained and are suitable for the required traffic movements
- Need to maintain privacy for people whose properties adjoin or are near the facility (e.g. a screening hedge or Colourbond fence)
- The Inglewood hospital and local doctors' surgeries are already experiencing pressure, and the Inglewood area's three police officers are already busy
- Need for consultation with the community in the planning of the non-resident workforce accommodation facility to optimise future function and aesthetics.

GRC held three housing forums during September-October 2023, in Goondinwadi, Texas and Inglewood. Inland Rail staff participated in the Inglewood forum (4 October 2023), in relation to their plans for workforce accommodation facility in the area.

Participants noted that demand from industry contractors (e.g. for the Acciona Macintyre Wind Farm and John Dee (meat processing facility)) had impacted availability and cost of rental housing. A preference to locate non-resident workers' accommodation facilities in the Inglewood area closer to town was expressed.

Outcomes of a meeting with the Yelarbon community in September 2021 and their subsequent feedback included:

- The community is supportive of a nearby non-resident workforce accommodation facility, given the increased trade that would result for Yelarbon businesses, and opportunities for employment at the facility
- Businesses are keen to be involved in Project supply, including to the non-resident workforce accommodation facility
- Benefits for local businesses would be maximised by the Contractor consulting with local businesses about supply of goods and services to the facility
- There is an expectation that facility users would behave in accordance with local community standards, which would be managed by an appropriate workforce code of conduct.

The following subsections discuss potential social impacts and benefits of the non-resident workforce accommodation facilities.

Impacts on population size and cohesion

Occupancy of approximately 300 beds is possible in each non-resident workforce accommodation facility at different times. At full occupancy, non-resident workforce accommodation facilities could temporarily and significantly increase the population in the Millmerran area by approximately 20 per cent and in the Inglewood area by approximately 30 per cent.

In the Yelarbon area, full occupancy would effectively double the population. With the accommodation facility proposed to be located three minutes' travel time by road from Yelarbon, the potential for large numbers of workers to visit the One-Stop Shop and Oasis Hotel in Yelarbon could change Yelarbon's existing quiet village character while workers are in town, and cause concerns regarding community safety related to having non-local people in the area. The businesses are supportive of the potential extra custom.

Businesses in Inglewood and Millmerran may also experience patronage from Project workers. Workers visiting the towns will be required to behave with respect for local residents and in accordance with local community values, such as traffic safety with particular regard to children and elderly residents, and the close, safe small community feel in these towns. The Project's workforce code of conduct will apply to off-duty behaviour, with repercussions for the employment of workers who breach the code.

The Project will offer to host welcome events for personnel and local residents in Millmerran, Inglewood and Yelarbon to introduce workers to the town, the residents, local businesses and local values, support the development of mutual respect between Project personnel and local residents and identify any potential for integration of personnel to the local community (e.g. through participation in community events or sporting activities).

ARTC will also consult with residents of the three communities regarding community investments to support residents' resilience and community activities. This could include, for example, community safety and empowerment programs, and community events to bring people together.

Consultation as part of the draft SIA process indicates that Millmerran, Inglewood and Pittsworth community representatives want to attract new residents (including Project workers) to live in town permanently, but also highlighted a lack of rental housing. Rental housing availability has worsened during the past few years, as detailed in Section 7.3.5, which will limit this possibility.

Impacts on amenity

The preferred non-resident workforce accommodation facility site in the Inglewood area is more than five km from the town, preventing impacts on the amenity of town residents. The buffering afforded by the

large parcel of land on which the non-resident workforce accommodation facilities is proposed (207 ha) would help to avoid impacts on the amenity of adjacent landowners with respect to (e.g. noise and odour).

Yelarbon community members expressed support for the location of a non-resident workforce accommodation facility near town, providing it is managed appropriately to avoid impacts on local residents, and involves local businesses in its supply chain. At more than 2 km from the town, the non-resident workforce accommodation facility is unlikely to impact on town residents' amenity, and with a proposed site of 161 ha, there is sufficient land to limit the potential for impacts on the amenity of nearby landowners.

Yelarbon and Inglewood residents want to be involved in consultation as part of planning the accommodation facilities, with the prospect that some legacy values may remain. Consultation with Yelarbon residents, Inglewood residents and GRC during the non-resident workforce accommodation facility planning process will include community involvement in planning the facility, and refinement of measures to be included in the AMP and Code of Conduct to avoid impacting on the 'village feel' of the towns.

The site to be proposed for an non-resident workforce accommodation facility in the Millmerran area will be located to minimise the potential for impacts on the amenity of nearby landowners or town residents. The facility will be planned in consultation with TRC. Consultation with Millmerran community members and businesses will be undertaken as part of planning for the non-resident workforce accommodation facility (e.g. realisation of benefits for local businesses).

The Project will continue to consult with the owners of prospective sites for non-resident workforce accommodation facilities, and with GRC, TRC and DTMR, regarding any road/intersection upgrades. The Contractor will also consult with landowners adjacent to proposed non-resident workforce accommodation sites to identify any specific concerns to be addressed as part of the AMP.

Impacts on services

There is potential for non-residents workers to change the profile of health service needs, and stakeholders have raised concerns about impacts on already stretched local health services. With an approximate average of 150 guests and approximately 300 guests at peak, the non-resident workforce accommodation facilities may generate an increase in demand for health, ambulance and police services in Inglewood, Millmerran, Toowoomba or Goondiwindi. While workers' health service needs would be primarily addressed in their home communities, occasional demands on local health services may occur. Given currently stretched health services, this has the potential to affect local residents' access to health services in Inglewood or Millmerran, with patients requiring more complex treatment transferred to Toowoomba or Brisbane. This is further discussed in Section 7.4.1 with measures to mitigate workforce impacts on residents' access to services detailed in Section 8.5.1.

There are no health services located in Yelarbon, which is generally serviced from Goondiwindi. Non-resident workforce accommodation facilities may create greater demand for police or emergency services with respect to (e.g. traffic policing or workers' behaviour, in the context of limited capacity for additional demands, as further discussed in Section 7.4.1. Compliance with the Workforce Code of Conduct (Section 8.3.5) is expected to minimise demands on police and emergency services.

Goondiwindi as a regional centre may experience occasional demands from non-local workers staying near Yelarbon or Inglewood, for example for health services, emergency services and retail services, however impacts on services would be mitigated by the range of actions to support workforce health described in Section 8.3.6, and measures to mitigate demands on services described in Section 8.5.1. As a larger town with an estimated population of 6,230 people and serving a regional population of more than 10,300 people in 2021, a temporary increased demand relating to an workers and approximately 300 non-local workers at Yelarbon would be unlikely to impact significantly on residents' access to services and facilities in Goondiwindi, or to alter the town's amenity.

Queensland Health's submission to the draft EIS noted concern regarding the potential for the Project to impact on air quality or result in noise impacts affecting environmental conditions within the non-resident workforce accommodation facilities. The proposed location for the Yelarbon non-resident workforce accommodation facility is the nearest to the rail corridor at approximately 2 km. ARTC will consider whether there is a need for air quality monitoring stations to be provided as part of the non-resident workforce accommodation facilities but considers it unlikely that the air quality or noise impacts resulting from the Project would affect environmental conditions within the non-resident workforce accommodation facilities.

Non-resident workforce accommodation facilities would largely be self-sufficient with respect to dining, recreation facilities, water waste management and sewage treatment.

Business benefits

Local business representatives consulted as part of the SIA were supportive of hosting non-resident workforce accommodation facilities and the potential benefits they can bring to the local economy. Businesses in Yelarbon, Millmerran and Inglewood (such as hotels, clubs, shops and cafes) would be likely to benefit from an increase in trade from workers who would stay in the facility. This would be a significant benefit for local businesses given the small populations they are serving.

While the non-resident workforce accommodation facilities would be self-sufficient for personnel's needs such as basic health care and meals, the Yelarbon One-Stop Shop and Oasis Hotel in Yelarbon would derive a substantial benefit from a temporary increase in trade, and have communicated their capacity to meet the needs of personnel. Engagement with Yelarbon businesses will be undertaken during the Detailed Design stage to enable them to gauge the need to increase their offerings so that local residents' access to local goods and services is not affected.

All non-resident workforce accommodation facilities would be utilised under lease agreements with the owners, which would result in a financial benefit to the owners.

There is also a likelihood that Millmerran, Inglewood and Yelarbon residents could access employment at the non-resident workforce accommodation facilities, with opportunities for example chefs, cooks, kitchen hands, housekeeping and maintenance personnel and camp managers.

Legacy value

The potential for non-resident workforce accommodation facilities to leave a legacy of additional accommodation or facilities in the town was identified by consultation participants, however the proposed sites will be privately owned and would be leased by the Project, so legacy benefits would be at the discretion of the landowners.

As requested by the Yelarbon, Inglewood and Millmerran communities, the Project will consult with GRC, TRC and the communities regarding the design and master plan for the non-resident workforce accommodation facilities, so that potential future legacy values may be enabled.

7.3.5 Housing supply and affordability

The number of non-local construction personnel (from outside the SIA study area) that would seek to access housing in the SIA study area is likely to be small, given:

- The Project's objective is to employ local residents where possible
- Contracts for different work packages will be time-limited
- Free or subsidised accommodation will be provided for all non-resident personnel.

Social infrastructure providers consulted as part of the SIA indicated that the Toowoomba Bypass project's construction (with a peak workforce of approximately 900 personnel) had negligible impacts on local housing markets, as the Toowoomba LGA's housing stock had sufficient capacity to absorb the minimal housing demands that resulted from construction personnel. However, housing availability has changed considerably from 2020 to 2023, and rental housing vacancy rates are extremely low across the SIA study area.

In October 2023, there were no rental vacancies in the communities closest to the Project alignment with the exception of just nine dwellings in the large postcode that includes Gowrie Junction. Rental vacancy rates in Goondiwindi and Toowoomba's urban areas were between 0.0 and 0.9 per cent. If this very tight rental market persists during the Project construction period, any Project demand for housing would compete with existing or new local residents, with potential to increase rental prices.

It is not possible to predict the Project's housing impacts with certainty, as housing conditions can change rapidly in response to social or economic conditions, as was seen from 2020 to 2023. However, it is possible to test how the housing choices of Project personnel may impact on the housing market.

For the purpose of this exercise, it has been assumed that 5.0 per cent of the average workforce (up to 20 people) chose to access rental housing over non-resident workforce accommodation facilities, that all would rent rather than buy dwellings, and that all personnel settling locally would be 'family status' (bringing a partner and/or dependents) and require one dwelling each. (The figure of 5.0 per cent was chosen on the basis of a Queensland town's experience with a major construction project where 6.0 per cent of construction workers moved to the town during construction, discounted on the basis that a local construction workforce is available within the SIA study area, and the Project will supply accommodation for all non-local workers).

Any settlement of personnel in the SIA study area is most likely to occur during the first year or two of construction as the workforce builds to a peak.

With non-resident workforce accommodation facilities provided near Millmerran and Inglewood, rental housing demands in these areas would be minimised, but are possible. Pittsworth, which is the largest centre near the Project alignment, and the urban centres of Goondiwindi and Toowoomba, could also potentially attract workers given their role as district centres. There appears little likelihood that workers would seek to settle in the smaller communities of Yelarbon (where a non-resident workforce accommodation facility is proposed nearby), or in Southbrook or Brookstead, which have very small rental housing pools and few services to attract workers, and are close to Toowoomba.

Project housing demands have been compared below to the 'worse case' scenario, which is reflected by current conditions in the SIA study area, (i.e. there is no rental housing available in the smaller local towns, and rental vacancy rates in Toowoomba and Goondiwindi are below 1.0 per cent).

Millmerran, Pittsworth and Inglewood

Demand is likely to be spread between local towns and Toowoomba, but if a demand for 20 dwellings was concentrated in one of the towns near the Project alignment, in the context of the current very low rental vacancy rates, this could affect local residents' access to rental housing.

Concentration of Project housing demand in these towns is unlikely but if it occurred would be likely to increase rental prices, and importantly in the context of zero rental vacancies, displace existing local residents. This would be exacerbated if combined with the cumulative effect of other projects in proximity to these towns.

Local residents and particularly businesses have expressed a desire to see Project personnel settle locally, with even small population increases of benefit, so this should not be precluded if rental housing availability is sufficient to accommodate new residents without displacing existing residents.

Toowoomba

Toowoomba suburbs have the largest supply of rental housing in the SIA study area, and at October 2023, had the only supply of rental housing in the Toowoomba LGA (approximately 150 dwellings) (SQMRResearch, 2023a). Toowoomba is outside the desired maximum daily driving distance for the majority of the Project alignment, which would minimise its attractiveness when compared with the non-resident workforce accommodation facilities, but would be within a daily driving distance for workers in the northern part of the rail corridor. The assumed requirement for 20 dwellings, compared to the availability of approximately 150 vacant rental dwellings, would equate to 13.3 per cent of the available listed stock in Toowoomba suburbs as at October 2023. Again, if concentrated in a short period of time, this is likely to increase rental costs with the potential to displace local residents.

There were more than 1,200 residential building approvals in the Toowoomba LGA in 2020/21 (QGSO, 2021a) and as 31.8 per cent of the LGA's dwellings in 2021 were rental dwellings (QGSO, 2023), an increase in rental housing supply (potentially in the order of 400 dwellings per year) is possible prior to Project construction. The unknown is whether current high levels of demand for housing will abate, which will require monitoring of housing availability prior to and during the construction period.

Goondiwindi

Given the juncture of two separate Inland Rail sections near Goondiwindi, and depending on the timing of their construction, there is potential for the Project to draw newcomers and returning locals to re-settle in Goondiwindi, attracted to the prospect of work and the town's lifestyle and service availability. Consultation indicates that one reason for low unemployment in the Goondiwindi LGA is because many workers and younger people leave the area to pursue employment and studies elsewhere, and in the past, locals have returned to the town when work is available. Consultation with GRC, Care Goondiwindi and Goondiwindi Chamber of Commerce also indicate that newcomers have been attracted by major projects (including by the upgrade to the Newell Highway in NSW), boosting demand for housing.

Project personnel preferring to rent housing in town rather than staying in non-resident workforce accommodation facilities may similarly increase demand for housing. The Goondiwindi community would welcome new or returning residents, and this possibility should not be precluded. However, baseline data (Section 5.5.2) indicates that Goondiwindi has a tight rental market with very limited availability of rental housing.

In such a tight rental market with limited supply, Project demand could see rents become unaffordable for low income households, with the consequential risk of displacing them from secure and appropriate housing and potentially from the community.

Summary

The Project would remove an estimated 30 privately owned dwellings from the Project footprint, requiring the purchase of other homes, and potentially the rental of a small number of homes. The demand for housing for families who are relocating would occur over a period of some months prior to the commencement of construction. Demand for up to 30 dwellings is not expected to impact on the housing market. ARTC's staff will provide information and support for people who need to relocate, including referral to Department of Housing support programs, where necessary.

Any housing demand from construction workers is likely to be spread between Toowoomba, Goondiwindi and potentially impacted communities near the alignment, but if a demand for 20 dwellings was concentrated in one of the towns near the Project alignment, this would affect local residents' access to rental housing. Concentration of Project housing demand in these towns is unlikely but if it occurred in the context of a very tight rental market, would be likely to increase rental prices and potentially displace local residents. This would be exacerbated if combined with the cumulative effect of other projects in proximity to these towns.

On its own, given the provision of non-resident workforce accommodation facilities and detailed provisions for the AMP (Section 8.4.4), the Project is unlikely to boost housing demand to levels that would cause rental housing to become unaffordable to the average income earner, but could place low income renters (such as pensioners and other benefit recipients) at risk of displacement. Housing impacts may be compounded with the cumulative effect of seasonal workers in the agricultural sector and other concurrent projects in the area (such as the NS2B Inland Rail Project, new abattoir and solar farms). Cumulative impacts are discussed further in Section 7.6.

To mitigate potential negative effects of the Project on housing affordability and availability, the Project will:

- Develop and implement an AMP, in consultation with key stakeholders
- Provide free or subsidised accommodation to construction workers in the non-resident workforce accommodation facilities
- Require the Contractor monitor the number of non-local personnel choosing to live outside the non-resident workforce accommodation facilities, as well as the availability and cost of rental housing in Goondiwindi, Inglewood, Millmerran and Pittsworth
- Avoid use of rental housing in postcodes where vacancy rates are below 2.5 per cent
- Provide timely information to Councils and TSBE about workforce size and the likely timing for the build and decline in the Project workforce

The AMP will also consider the potential cumulative impact of concurrent projects on housing demand. If rental vacancy rates remain low (i.e. below 2.5 per cent, (as is expected)), ARTC would take steps to mitigate negative impacts by encouraging workers to take up occupancy in the non-resident workforce accommodation facilities provided, rather than in the rental market or short-term accommodation premises (as appropriate). Further details are provided in Section 8.4.

Potential housing demand from jobseekers

Community agencies have raised the concern that people may move to the SIA study area seeking work 'at the Project gate', leading to an increase in demand for short-term or emergency accommodation or an increased need for support services. ARTC and its Contractor will provide clear information through their websites and other channels regarding how to apply for a job and the accommodation options on offer to Project personnel to reduce this risk. ARTC will also monitor rental housing availability in potentially impacted communities to enable any corrective actions required of the Contractor (such as strengthening Project communications about how to access employment and Project employment-related accommodation) if these issues arise. This monitoring process will include engagement with the Project's CRG, which is described in Section 8.2, and with the Department of Housing in regard to emergency housing.

7.4 Health and wellbeing

A community's health and wellbeing are shaped by a complex interplay of personal, social, economic, and environmental influences. A safe environment, adequate income, meaningful social roles, secure housing, higher levels of education and social support are all associated with better health. This section examines the impacts of the Project on aspects that influence health and wellbeing.

7.4.1 Social infrastructure

Social infrastructure (community services, facilities and networks) have a vital function in supporting communities' health, education, cultural and social development needs. The main urban centres providing

education, health, civic and recreational facilities in the SIA study area are Pittsworth, Millmerran and Inglewood. Regional level services are accessed at either Toowoomba or Goondiwindi. Other smaller centres provide State Schools and/or community halls, including Gowrie Junction, Kingsthorpe and Yelarbon. This section describes the potential for Project demands (relative to the known state of their capacity) to alter the availability of or accessibility to social infrastructure for local communities.

The Project footprint avoids most towns, reducing the exposure of most community services and facilities to amenity impacts.

Schools

The Brookstead State School and Yelarbon State School are located within 250 m of the Project footprint and Southbrook Central State School is located approximately 900 m southeast of the alignment (Table 7.3). During construction:

- Works required to construct the road over rail bridge and road alignment for Yelarbon Kurumbul Road to the Cunningham Highway would be located with 250 m of the Yelarbon State School, which could result in traffic disruptions or noise or impacts over an extended period
- Works required to construct the Gore Highway overpass would be located within 200 m of the Brookstead State School, with similar potential for traffic disruptions or noise or over an extended period

There is potential for construction noise to exceed the relevant criterion within the Brookstead State School, and Yelarbon State School, and also Southbrook Central State School in relation to noise from earthworks. Construction works would be transitory, potentially affecting the schools' amenity for a period of weeks or months. Works close to schools will be staged where practicable, to conduct work outside of school hours or during school holidays. There is also potential for disruptions to school bus routes as discussed below.

Assessment of the Project's potential operational noise impacts is detailed in the EIS Appendix W: Noise and Vibration Assessment – Railway Operations and indicates the potential for noise to exceed the assessment criteria at the Brookstead State School, where noise mitigation measures may be required.

ARTC met with Department of Education in December 2018 to discuss the location of the Project near schools and the potential for noise to affect the schools, and provided further information on the findings of noise and traffic studies as part of a technical workshop for government agencies in August 2019. Consultation via a phone meeting with Department of Education in November 2020 included an update on the Project and the assessment of noise impacts, and the potential need for mitigation measures to address operational noise impacts. Additional consultation with Department of Education representatives in Toowoomba and Brisbane was undertaken in 2021 and 2022 and the outcomes of this engagement will be used to inform construction management plans and mitigation measures. The most recent meeting was held with Department of Education representatives in July 2022, regarding the management of construction traffic for Queensland Inland Rail projects (B2G and G2K projects), including how ARTC would manage any impact to school bus routes, and the management of heavy traffic around schools during construction.

The agreed approach is to work with the Department of Education during the Detailed Design stage to confirm appropriate noise mitigation measures based on an audit of each affected schools' site layout, to determine the applicability of in-corridor or at-property noise treatments in relation to Brookstead State School.

As further discussed in Section 8.5.1, ARTC will continue to consult with the Department of Education and Yelarbon, Brookstead and Southbrook Central State schools (facilitated by the Department) during the development of the detailed design and confirmation of construction methodology to:

- Confirm the location of the Project alignment, road-realignments and associated laydown areas and access tracks
- Describe the construction schedule and the nature of road-rail interface treatments, temporary disruptions to local traffic during construction, any disruptions to school bus routes and traffic management measures (e.g. supervised crossings, traffic flow and speed control measures or relocation of pedestrian pathways)
- Conduct an audit of the affected schools' sites layouts, to determine the need for any in-corridor or at-property treatments to mitigate operational rail noise impacts, which may include façade treatments, fence treatments or air conditioning
- Confirm all relevant school bus services and contact details for their operators to enable consultation with the operators
- Identify any specific considerations (e.g. off-campus sports or activities) that should be considered in the Project's RUMP and Traffic Management Plan.

Community halls and churches

A range of community facilities are located near the existing rail lines and therefore near the Project alignment.

The Project footprint would be adjacent to the Yelarbon and District Soldiers Memorial Hall and the adjoining Anzac Memorial Garden, with the potential for construction noise to exceed the relevant criterion for the hall. Construction noise exceedances are also predicted for the Yerlarbon Fire Station. The Yelarbon and District Soldiers Memorial Hall and the Pampas Memorial Hall are structures of local heritage value, are valued as a symbol of remembrance and community spirit, and are in use for community activities, meetings and events. Potential vibration impacts will be managed in accordance with the Draft OEMP provisions and in accordance with the respective Councils' local heritage management requirements to avoid impacts on the halls' structures.

The Pampas Memorial Hall and Pampas RFB shed would be within approximately 60 m of the Project alignment and are also predicted to experience noise exceedances during construction. As part of the detailed design, the Project will aim to avoid direct impacts on the Pampas Memorial Hall and RFB shed. Construction of a level crossing in Pampas would require works to relocate the road access from the Gore Highway to the two facilities in Pampas.

Brookstead Park is located within approximately 50 m of the Project footprint, and Brookstead Community Hall is located approximately 200 m from the Project alignment. Project construction is predicted to exceed the relevant criterion at the Brookstead Community Hall.

For the limited time that earthworks would be required near Pittsworth, there is also potential for construction noise to exceed the relevant criterion at the Pittsworth Library, Pittsworth Soldiers Memorial School of Arts and Pittsworth State High School, however the maximum predicted noise levels at these receptors were predicted to be less than 60 dB(A). There is also potential for construction noise to exceed the relevant criterion at the Pittsworth and District Assembly of God Church/Harvest New Life Church, which is located 150 m south of the alignment.

Noting that the construction noise impacts presented in the EIS are predicted unmitigated worst-case 15 minute noise impacts, construction works may result in exceedance of noise criteria that could affect the amenity of these facilities. During detailed design, the construction noise and vibration assessment will be refined based on a detailed construction methodology. As per DTMR's Transport Noise Management CoP Volume 2 (2023), reasonable and practicable measures will be taken to minimise noise and vibration impacts on the community including community facilities. Construction noise and vibration impacts will be

temporary and noise impacts at each receptor will reduce due to increases in distance as the works progress along the alignment.

Potential for operational rail noise to exceed Project criteria was identified in relation to the Yelarbon and District Soldiers Memorial Hall, Yelarbon Fire Station, Pampas Memorial Hall, Pampas RFB Shed, Brookstead Park, Brookstead State School, and Assembly of God Church in Pittsworth.

ARTC will consult with the Department of Education and the management committees/trustees of community facilities where exceedances are predicted, to identify mitigation measures to reduce the impacts of noise and dust on the facilities' amenity. Subject to their feedback, this could include temporary relocation and reinstatement of the halls, and/or other mitigation measures to reduce the impacts of noise on amenity (Section 8.5.1).

Table 7.3: Potential impacts on community facilities

Locality	Facility	Proximity to Project footprint	Potential impact on facility	Potential impact on access
Yelarbon	Yelarbon State School	200 m south of the alignment at Ch 2.0 km	Noise exceedances during construction, potential for audible noise during operation	Potential disruption to access during construction for Yelarbon residents travelling west along the Cunningham Highway to Goondiwindi
	Yelarbon and District Soldiers Memorial Hall	100 m south of the alignment at Ch 26.1	Noise impacts during construction and potentially operation	Potential disruption to traffic and pedestrian access during construction
	Yelarbon Fire Station	80 m south of the alignment near Ch 26.0	Noise impacts during construction and operation	Potential disruption to traffic and pedestrian access during construction
Pampas	Pampas Memorial Hall	80 m north of the alignment at Ch 148.3 km	Noise impacts during construction and operation	Impacts on the current road access are possible with reconfiguration provided as part of the Project's design
	Pampas RFB Shed	80 m north of the alignment at Ch 148.3 km	Noise impacts during construction and operation	Impacts on the current road access are possible with reconfiguration provided as part of the Project's design
Southbrook	Southbrook Central State School	900 m southeast of the alignment at Ch 178.8 km	Potential for construction noise exceedances, and potential for operational rail noise to be audible within school grounds	Impacts on access unlikely
Brookstead	Brookstead State School	100 m north of the alignment at Ch 153.7 km	Noise and visual impacts during construction and operation	Potential disruption to access during construction for Brookstead residents travelling along the Gore Highway.
	Brookstead Park	60 m north of the alignment at Ch 153.4 km	Noise and visual impacts during construction and operation	Nil

Locality	Facility	Proximity to Project footprint	Potential impact on facility	Potential impact on access
	Brookstead Community Hall	200 m north of the alignment at Ch 153.5 km	Potential audible noise impacts during construction, potential for noise exceedances during operation	Nil
Pittsworth	Pittsworth and District Assembly of God Church/ Harvest New Life Church	150 m south of the alignment at Ch 173.1 km	Noise impacts during construction and operation	Potential disruption to access during construction for residents accessing the church from the Gore Highway

School bus routes

Interfaces between school bus routes and the Project footprint are outlined in Table 7.4. Disruptions to school access routes, travel times and school bus scheduling are anticipated during construction with most routes interfacing with the Project alignment. There is also potential for short delays to school bus services as the result of level crossing operation.

The only school bus routes that do not appear to interface with the Project footprint are those servicing Gowrie Junction and Goondiwindi, however this will be confirmed in consultation with Department of Education and school bus operators during the detailed design period.

Management measures identified in the Draft OEMP include:

- Construction traffic on known school bus routes will be restricted to only essential movements during pick-up and set-down times on school days
- Further measures may include measures such as signage or protection on construction routes with a high proportion of cyclists or pedestrians, employing contractor driver briefings on safe driving to avoid active transport users and community notifications
- Relevant emergency services should be notified in advance prior to the movement of all hazardous/dangerous or oversize construction material and equipment
- Temporary traffic management to be implemented, for example road signs stipulating reduced speed limits as per the Traffic Management Plan
- Consultation with school bus operators in relation to temporary and permanent traffic arrangements to enable adjustments to be made to service timetables.

Once construction routes and vehicle numbers are finalised, specific measures to mitigate impacts to active transport users will be required to be developed for the construction routes on a case-by-case basis.

Table 7.4: Alignment interface with school bus routes – revised reference design

School bus service	Potential impact
P1082 – Koarlo to Goondiwindi State School	The Project alignment crosses Kildonan Road, which is on this bus route. An active level crossing treatment is proposed. A wait time of approximately 97 seconds is expected at this crossing during a train pass-by.
P1883 AM and PM Service Athol to Bunker's Hill State School	The Project alignment interfaces with Athol School Road, which is on this bus route. The interface will not have a rail crossing provided, however an interface located adjacent is proposed for grade separation. This results in

School bus service	Potential impact
	no diversion for this bus route. Impacts to services passing through this location will be confined to construction of the Project.
P473 Yuraraba to Inglewood State School	There is one new road-rail interface in the revised reference design for the Project that is located on this bus route, with an active level crossing provided in the reference design. A wait time of approximately 101 seconds is expected at this crossing during a train pass-by.
P510 Southbrook North to Southbrook Central State School	There are two new road-rail intersections on this bus route, at Linthorpe Valley Road (proposed for active level crossing) and Biddeston-Southbrook Road where a rail-over-road grade separation is proposed. Impacts to services passing through this location will be confined to construction of the Project.
P522 Mt Emlyn area to Millmerran State School	There is one new road-rail interface on this bus route, at Millmerran-Inglewood Road where an over-road grade separation is proposed. Impacts to services passing through this location will be confined to construction of the Project.
P772 AM and PM Service Tumbarville to Millmerran State School	There are two existing rail crossings that are located on this bus route, at Millmerran-Leyburn Road and Fysh Road. It is proposed that Millmerran-Leyburn Road crossing be upgraded from a passive level crossing to an active level crossing. Minor, temporary delays may be encountered at this location during construction. During operation, impacts experienced at this location will be as a result of re-commenced rail operations along this section of corridor and the need to wait during train pass-bys. A rail crossing is not provided in the revised reference design at Fysh Road. Instead, traffic will be re-directed to use the active level crossing provided at Harris Road. This is a diversion of approximately 500 m, which may increase travel time for this bus service.
P938 Bringalily to Millmerran State School	There are two new road-rail intersections on Millmerran-Inglewood Road on this bus route, with rail-over-road grade separations proposed at both intersections. Impacts to services passing through these locations will be confined to construction.
P957 AM and PM Service Ivanhoe to Millmerran State School	There are two new road-rail intersections in the revised reference design that are located on this bus route, at Millmerran-Inglewood Road and Owens Scrub Road. A rail-over-road grade separation is proposed at Millmerran-Inglewood Road. Impacts to services passing through this location will be confined to construction of the Project. Once operational, vehicular movements at this location are expected to be unimpeded. While the road rail interface at Owens Road is proposed for closure, a grade separated crossing would be provided approximately 40 m to the east. Impacts to services passing through this location will be confined to construction of the Project.
S118 AM and PM Service Pittsworth to Brookstead Area	There are three road-rail intersections, one at the Gore Highway, and two at Yarranlea Road on this bus route. No crossing is to be provided at the existing interface of Yarranlea Road however a grade separated crossing is proposed approximately 85 m south to the south. Impacts to services passing through these locations will be confined to construction of the Project.
S178 Kingsthorpe Secondary to Harristown State High School	There is one new road-rail interface on this bus route, at Warrego Highway. A rail-over-road grade separation is proposed at Warrego Highway. Impacts to services passing through this location will be confined to construction of the Project.

School bus service	Potential impact
S577 Kingsthorpe/Wellcamp to Harristown State High School	There is one new road-rail interface on this bus route, at Warrego Highway. A rail-over-road grade separation is proposed. Impacts to services passing through this location will be confined to construction of the Project.
S740 AM and PM Service Millmerran Years 11 and 12 to Pittsworth State High School	There are three road-rail intersections, one at the Gore Highway, and two at Yarranlea Road on this bus route. No crossing is to be provided at the existing interface of Yarranlea Road however a grade separated crossing is proposed approximately 85 m south to the south. Impacts to services passing through these locations will be confined to construction of the Project.

Road access to community facilities

During construction, the Project's temporary footprint would directly impact on sealed roads, unformed roads and unsealed roads in the Toowoomba LGA and the Goondiwindi LGA. Residents travelling to access schools and community facilities services may experience travel delays or increased traffic during construction, (due to the movement of large vehicles and oversize loads accessing worksites and laydown areas, or due to works at road/rail interfaces). Routes to the following centres would potentially be affected:

- Kingsthorpe and Toowoomba for residents of Gowrie Mountain (at the interface with the Warrego Highway)
- Southbrook (at the interface with Geitz Road and Linthorpe Valley Road)
- Pittsworth (at the interface with Oakey-Pittsworth Road, Lochaber Road and McEwan Lane)
- Brookstead (at the interface with the Gore Highway)
- Millmerran (at interfaces with Millmerran-Inglewood Road)
- Inglewood (at interfaces with Millmerran-Inglewood Road, Thornton Road, Lovells Crossing Road, Schofields Boundary Road and Bybera Road)
- Yelarbon (at the interface with the Cunningham Highway and Suttons Road).

Local roads that would be closed during the construction period (and remain closed during operations), potentially affecting residents' access to services include formed roads and unformed roads, which will also have potential to cause small increases in travel times to schools and community facilities. The Project will ensure that all schools and community facilities in the potentially impacted communities are aware of the construction program, and are provided with regular updates about road closures and roadworks, to allow school community members to plan their travel to minimise delays.

As noted above, there is also potential for the proposed level crossing in Pampas to impact on the current road access to the Pampas Memorial Hall and RFB Shed, with an alternate access to be provided if the detailed design would affect the current access.

During operations, delays to access to service centres of approximately two minutes would be likely to occur on secondary and local roads when encountering trains at level crossings. As grade separated crossings are proposed at the Gore, Cunningham and Warrego highway interfaces, no disruption is anticipated on these routes.

Community and recreational services

Project construction would not significantly alter the population of the SIA study area resulting in increased demand for community services and facilities, except in relation health and emergency services, as discussed below.

With shifts of 12 hours, and as non-resident workforce accommodation facilities will be self-sufficient and likely located outside of towns, there is little likelihood of accommodation residents ‘crowding out’ other residents from community and recreational facilities such as community halls or sporting facilities. There is potential for non-residents to visit facilities such as the Inglewood or Millmerran Aquatic Centres or local hotels. This will be monitored (including adherence to the workforce code of conduct) in cooperation with GRC, TRC and facility managers to ensure that workforce visitation of facilities or hotels is not inhibiting residents’ access.

There is a possibility of increased demand for services such as counselling, and family support as the result of stresses and anxiety related to the Project, or in regard to relocation of directly affected households. Additional service demand could also be generated for community service agencies providing emergency relief, homelessness and other support if people were to arrive in local towns in search of work and want to stay.

As noted in Section 5.6.6, the capacity of services changes over time in response to community needs, Government funding priorities and the requirements to respond to disasters (e.g. floods, bushfires, drought and the current pandemic). ARTC has established a partnership with the DD&WM PHN to increase the availability of counselling services (Section 7.4.2). ARTC will consult with DTATSIPCA prior to construction commencing, and annually during construction, to identify any Project-related stresses on local services and if stresses on services are identified, enable a cooperative response to community needs between DTATSIPCA, ARTC and community organisations.

ARTC’s Community Sponsorship and Donations program is available to a wide range of community organisations and groups that are supporting people affected by stress, anxiety or personal difficulties arising from the Project. As further discussed in Section 8.5.1 examples of funded projects to date include community events, upgrades to sporting cultural and community facilities, and community health projects.

Health and emergency services and facilities

Construction

The workforce of up to 900 personnel (at peak) may generate an increase in demand for health, ambulance and police services, roughly proportionate to the number of non-resident workers staying locally while they are rostered on, noting that their regular demands for health services would largely be met in their home communities. The nature of demand may also differ from current demands on services, due to the workforce’s younger age profile compared to the existing population.

It is likely that, for the most part, workforce demands on local health services would involve minor injuries and illnesses, which could involve visits to GPs or accessing basic hospital care such as minor injury treatments at the Goondiwindi, Inglewood, or Millmerran hospitals. Given currently stretched health services, this has the potential to affect local residents’ access to health services in Inglewood or Millmerran, which are the locations of the closest GP and hospital facilities to the proposed non-resident workforce accommodation facilities. Patients requiring more complex treatment would be transferred to Toowoomba or Brisbane where there are several hospitals and specialist services.

Consultation between ARTC and the DDHHS identified the need for advance notice of the construction program and scheduled workforce build-up, to enable forward planning by DDHHS for any service adjustments that may be required. For example, smaller hospitals at Millmerran and Inglewood would not have capacity to service large numbers of non-residents without affecting locals’ access and would need supplementation, and other health services may require adjustments (such as additional prescription drugs and equipment) to meet the needs of a construction workforce.

The Project's measures to mitigate workforce impacts on local health services and residents' access to services are detailed in Section 8.5.1 and include:

- Provision of information to enable DDHHS to plan for any increased or changed demands within hospital services
- Employment of paramedic staff at major work sites and/or non-resident workforce accommodation facilities, in accordance with the Contractor's established ratios for paramedic care
- Encouraging personnel to access regular health services in their home communities prior to travelling to work sites, and to access their local services or state-wide services via telehealth appointments.

This will minimise demands on local services and should avoid impediments to community members' access to local health services. The Project will undertake quarterly consultation with Queensland Health during the Project's construction to monitor impacts on local health services. If Queensland Health identifies a strain on local health services that is attributable to the Project, the Project will work with Queensland Health to implement appropriate measures such as funding for additional health services and programs (Section 8.5.1).

Police, ambulance and fire services are co-ordinated in the SIA study area from command centres in Toowoomba and Goondiwindi. Operational bases (police, ambulance and fire stations) are provided in Pittsworth, Millmerran, Inglewood and Goondiwindi, with some services also available at smaller stations at Yelarbon, Gowrie Junction and Millmerran Downs. Large scale emergencies within the SIA study area are serviced from Goondiwindi or Toowoomba. Agencies are well organised and consider they have access to the resources needed to attend to any incidents. However, the SES has capacity only as far as Inglewood and assume only a backup role to other agencies beyond Inglewood.

It is expected that the Project would have the following impacts on emergency services during construction:

- Delays to emergency response vehicle times at road/rail interface construction sites and when encountering heavy haulage and large load vehicles (this is a matter of significant concern for community members, especially in relation to ambulance response times)
- Increased demand for police services associated with traffic control assistance associated at major construction sites (such as bridges and viaducts), and escorting oversize vehicles or loads (co-ordinated from Toowoomba)
- Possible increase in ambulance service demand in the event of road and/or workplace accidents at construction sites
- Non-resident workforce accommodation facilities would create greater demand for police services (Goondiwindi has 15 officers and is seeking to upgrade to a 24/7 station, Inglewood has two officers and is operating at capacity, and Millmerran is a single officer station with limited capacity).

Measures to reduce the potential impacts of Project construction on emergency services include:

- Consultation with Toowoomba and Goondiwindi Local Disaster Management Groups, in addition to QPS and QAS, will continue through the detailed design process to ensure that appropriate access and egress solutions are incorporated into the detailed design to enable movements across the rail corridor
- Early advice to providers about pre-construction works, the construction schedule, the number and nature of vehicles and plant to be used, construction hours and construction personnel numbers
- Provision of a forward schedule for construction activities requiring oversized vehicle escorts to police services and all emergency services bases

- Early engagement with emergency service providers to develop co-operative mechanisms and protocols for emergency responses (first response and recovery), and the maintenance of regular liaison meetings from the commencement of construction works through to Project operation.

Further detail on engagement between ARTC and health, police and emergency services is provided in Section 8.5.1.

Operation

The operational workforce would not create any significant population increase and is therefore unlikely to increase demand for local health services. However, any incidents such as level crossing accidents, derailment, load loss, hazardous goods spill or other major incident, would place a significant demand on local and regional services including police, ambulance and rural fire services.

Accessibility and response times for emergency services may be impeded when the railway is operational, due to encountering passing trains at level crossings. Stationary trains would present a greater problem than rolling stock.

The impact of travel delays may alter ambulance response times in the region. In the year to 30 June 2023, Darling Downs and South West Region QAS services achieved the average response times for an Emergency (Code 1A potentially life threatening event):

- 50 per cent of QAS responses in the Darling Downs region (which includes the Toowoomba LGA) were achieved in 7.9 minutes
- in the South West region (including Goondinwadi LGA) 50 per cent of QAS responses were achieved in 6.6 minutes.

These performance statistics compare favourably with the Queensland average (50 per cent of QAS responses to emergencies within 8.6 minutes).

Assuming only one level crossing is encountered, the worst case scenario would be a delay of approximately two to three minutes. In an emergency, such a delay can have serious consequences. For example, delays of three minutes can halve the chance of survivability for a patient in cardiac arrest (Wiltshire, 2015).

The revised Project design has replaced seven level crossings with grade separations, with 21 active (secured) road level crossings and six passive road level crossings of public roads now proposed (Section 4.1). The Project design process will ensure that appropriate access and egress solutions are incorporated into the detailed design to enable movements across the rail corridor, in consultation with QPS and QAS. This is expected to support manageable impacts on response times during operations, providing alternate routes are available. Ready access to train schedules and developing a shared understanding of the alternate route options may also be appropriate.

Prior to the Project's commissioning, arrangements between ARTC and emergency service providers, defining appropriate and co-ordinated responses and communication in the event of accidents and other emergencies, will assist the efficacy and efficiency of emergency service responses. Communication with potentially impacted communities regarding risk and safety management, and cooperation with emergency service providers, would also be required to reduce community concerns about emergency services' capacity and response times.

Utilities

The interaction of the proposed Project alignment and associated road works with existing utilities has been a key consideration for the Project's design.

The Project footprint interfaces with 723 utilities, including communication, energy, water and sewerage infrastructure. The majority are proposed to be relocated, while others will require appropriate protection

or would remain in place with no treatment required. Consultation has commenced with utility providers and engineering asset owners regarding their specific asset interface requirements, including meetings with 10 separate utility asset owners to provide Project updates and discuss reference design development, and a risk workshop with APA Gas to discuss the management of interface treatments between the Project and APA's Roma-Brisbane gas pipeline during construction.

During construction, surrounding residences and businesses may experience temporary disruption to services from time to time as these services are relocated or upgraded. Consultation has commenced with the various utility providers regarding their requirements for relocation or protection of the services impacted by the Project. Procedures will be developed and implemented in cooperation with utility providers to minimise the potential for service interruptions. Affected businesses and residences will be notified one week in advance of any planned interruptions.

Once operational, the Project will not impact on services and utilities within the area. ARTC is consulting with the owners of utilities which include overhead powerlines, pipes and optic fibre lines to identify potential impacts and develop strategies that will reduce impacts on public and private assets and maintain their benefits to local communities.

Mount Kent observatory

The Mount Kent observatory is located approximately 21 km southeast of the alignment, and was therefore not considered in the EIS as a sensitive receptor for light, noting the substantial distance, the limited lighting associated with Project construction and operation, and the presence of several more substantial light sources that are closer to the observatory.

ARTC consultation with the Mount Kent Observatory indicates that the potential for blasting and therefore increased dust in the air is of interest, and that prior advice on any blasting to the observatory would be appreciated.

7.4.2 Mental health

Anxiety is the most common mental health condition in Australia and can have a temporary or prolonged effect on a person's quality of life and day-to-day functioning (Beyond Blue, 2018). As described in Section 5.7.4, ABS 2021 Census data indicate that 10.9 per cent of Toowoomba LGA residents experience a mental health condition including depression or anxiety (slightly higher than the Queensland average of 9.6 per cent), compared with 7.2 per cent of Goondiwindi LGA residents.

While most people can cope well with a level of stress and anxiety, there is potential for stress related to the Project to affect individual and family wellbeing or trigger a pre-existing mental health condition. Research indicates that the impacts of major projects for people who oppose them can include increased stress levels, a sense of things happening beyond one's control and distress induced by environmental change (University of Melbourne, 2018).

Community members, particularly by those in proximity to the alignment, are worried about the risk of harm to their physical environment, their sense of place and quality of life, and some landowners are worried about their future financial security.

The Project is likely to have both positive and negative effects on the mental health of community members, through bringing benefits such as employment or new business opportunity, and through disadvantages such as disruption to quality of life or business operations. Risks to mental health may be moderated where benefits could also be gained.

Prior to construction

Consultation indicated that drought conditions had affected the mental health of farmers and other business owners in the potentially impacted communities. As at June 2023, neither LGA was drought declared, however this could change due to extended dry conditions to date during 2023. Stress was also evident in communities who experienced negative effects during construction of the Toowoomba Bypass. More recently, the COVID-19 pandemic and related restrictions also introduced additional uncertainty and stress.

The Project would require property acquisitions that would commence prior to the construction period. Uncertainty about the acquisition process, its implications for business operations and/or future living arrangement is a source of stress and anxiety for people who are affected. As described in Section 7.1.2, ARTC is consulting with residents whose properties would be acquired, and will work closely with them to reduce Project-related stress and any practical difficulties with their transition to new living arrangements.

Impacts such as fears about Project-related changes are also exacerbating existing stress and anxiety for some community members, due to concerns about impacts on livelihoods, amenity, property values and environmental values. Consultation participants have noted increased evidence of stress amongst some community members and highlighted the need for appropriate support to be available immediately to support those who are struggling with stress. While health agencies advise they have not seen escalated service demands from Project-related stress, it was their view that stress may be more evident when the likelihood of the Project proceeding increases (such as after the Project evaluation and/or at the commencement of property acquisitions).

Construction

Employment opportunities during construction would be likely to have positive mental health benefits for the individuals employed, particularly if previously unemployed. This would be particularly important where unemployment levels are high, such as in Yelarbon, and amongst particular population groups such as Indigenous people and young people. Employment in this stage may also benefit individuals and families struggling financially as a result of drought. It will be important to ensure that training and employment opportunities are targeted to people in the region experiencing such hardships to increase their prospect of being employed.

Disturbance to farming properties and alterations to floodplain hydrology (affecting flooding and water storage) as a result of construction will also cause stress. ARTC worked closely with affected land holders in the design of flood modelling, and the design and engineering of the proposed alignment. ARTC and the Project's design team are consulting with affected land holders to modify design, develop appropriate mitigation measures and discuss land acquisition where appropriate.

Construction noise and vibration disturbances may cause stress and anxiety for residents near construction sites, particularly if those sites require extended periods of activity (as discussed in Section 7.1.4). These impacts will be as referenced in Section 7.1.4, and supported by the Inland Rail Complaint Management Handling Procedure.

Concern was raised during consultations about the risk of increased substance abuse due to high disposable incomes amongst Project personnel, the influx of temporary workers, and stress-related causes. ARTC will adopt mentally healthy workplace principles and practices, and apply strict protocols for the management of workforce substance use and behaviour (discussed in Section 7.2.5).

There is a likelihood of increased demand for support services (such as counselling and family support) during the Construction Works stage in response to the stresses and changes resulting from Project acquisitions or perceived Project impacts. Services will be supported by community development initiatives as outlined in Section 8.5 and the program-wide mental health partnership described below.

Operation

Community consultation revealed anxiety about operational impacts of the Project. Participants held a broad range of concerns about impacts on the rural character and amenity of their environment, property values and aspirations, severance of landholdings and impacts on farming operations, road safety, dust, noise and vibration impacts. Community survey participants also perceived change to be difficult, rating their capacity to adapt to change lower than other community attributes.

Potential stress factors during Project operation that were identified in consultation include:

- Fear of increased flooding risks
- Delays at level crossings, which can generate stress
- Disruptions to farming activities and travel delays
- Concern for the safety of children, young drivers, elderly and disabled community members in relation to level crossings
- Noise and vibration disturbance for residents close to the alignment
- The potential impacts on property values and re-sale.

Stress and anxiety about disturbances to people's quality of life can persist even if disturbances fall within regulated standards.

Police consulted for the SIA noted that rail suicides had occurred in the Toowoomba region. Railway-based suicide is a risk, as evidence shows that access to a lethal means is a key factor in turning thoughts of suicide into actual suicide, and a rail line provides such lethal means (Toronto Public Health, 2014).

Managing impacts on mental health

While the extent and nature of mental health impacts from the Project is difficult to estimate due to the complex interplay of factors that influence mental health, it is likely that most Project-related impacts would be felt at an individual level, affecting smaller numbers of people, rather than having a population-wide effect.

Most cases would be likely to involve high prevalence stress disorders (such as anxiety, sleep disorders and depression) that are generally managed by GPs or through mental health support services. Less common would be instances where the Project may trigger more complex, persistent mental health disorders that would be managed by specialist mental health services through the DDHHS.

The number of Project-related contacts with GP services since the Project was announced is not known. Consultation indicated that DDHHS did not anticipate the Project would significantly increase demand for their mental health services and advised that services in the region have the capacity to absorb any additional demand that may be triggered. This situation may change over time in response to crises such as drought or flooding, while factors such as high agricultural commodity prices or increased business confidence may be positive for mental health by reducing emotional and financial stress. Queensland Health suggested that ARTC ensure GPs are well informed about the Project, and that Project staff are trained in identifying and responding appropriately to signs of stress in the community.

The joint regional comprehensive Mental Health, Suicide Prevention, Alcohol and Other Drug Plan 2021 - 2026 ('Healthy Minds, Healthy Lives') was launched by DDHHS and DD&WM PHN in 2021, with the aim of improving access to mental health, suicide prevention and alcohol and other drug services in the Darling Downs and West Moreton region. The 'Healthy Minds, Healthy Lives' Plan aims to achieve positive impact across four focus areas, including 'integration and coordination, availability, awareness and access of service, workforce support and services that meet the needs of individuals, specific populations and changing needs across the lifespan' (DD&WM PHN, 2021).

ARTC has a strong focus on creating a safe environment for all and supporting community wellbeing during the changes the Project would bring. Measures initiated to date to support to mental health in the potentially impacted communities include:

- Disseminating accurate, transparent and accessible information about the Project to the community, including community information about the acquisition process, the draft EIS process and outcomes, to alleviate uncertainty
- A program-wide mental health partnership with independent specialist services to support the mental wellbeing of community members, including increasing access to counselling services and up to six coaching sessions for community members struggling with Inland Rail related issues, through the New Access Program
- Providing training for Project staff who have direct contact with community members (land access personnel community engagement personnel, and complaints staff) in how to recognise and respond appropriately to signs of stress
- Offering training to CCC members focused on assisting them (as community members based in and trusted by local communities) to recognise stress and support residents to access support services
- Engaging proactively with Queensland Health and QPS to ensure they are well informed about the Project and are aware of any additional resources that may be available through the Project to support mental health in the affected communities.

During construction, the Project will also:

- Continue to engage with landowners and other community members, and listen and respond to community concerns and anxieties
- Sponsor independent monitoring of liveability and community wellbeing – physical, mental, social and financial – to understand change over time and support appropriate dialogue and/or planning with local stakeholders
- Monitor use of services funded as part of the mental health partnership
- Support mentally healthy workplace practices.

The Project is expected to lead to the establishment of new and/or expanded businesses and industries, increasing employment opportunities for people in the SIA study area, with the potential for mental health benefits for the individuals involved.

7.4.3 Environmental qualities

Construction

As outlined in Section 7.1.4, construction activity is expected to generate noise and vibration impacts on sensitive receivers. Construction noise or vibration may affect daytime amenity and cause sleep disturbance for people (e.g. shift-workers, elderly people and children) who sleep during the day. Assessment of the potential for construction noise and vibration levels (EIS Appendix V: Noise and Vibration Assessment – Construction and Road Traffic) indicates that a large number of dwellings may be exposed to noise during the construction period, requiring a suite of noise and vibration mitigation measures.

Assessment of the potential for Project construction to increase dust for properties near the Project footprint (EIS Appendix R: Air Quality Technical Report) indicates that the unmitigated air emissions from the construction of the Project pose a low risk of human health impacts. However, dust may cause a nuisance for residents near construction sites and may also cause anxiety about potential health impacts.

The measures that would be adopted to mitigate noise, vibration and air quality impacts are outlined in the Draft Outline Environmental Management Plan prepared for the Project as referenced in Section 7.1.4 and will be incorporated into the Project's CEMP prior to the commencement of construction. They include:

- Development and implementation of a Noise and Vibration Management Plan as part of the CEMP
- Communicating the results of refined construction noise and vibration modelling and noise mitigation measures to potentially impacted residents (sensitive receptors)
- Providing information to residents and occupants within 2 km of the Project footprint to enable them to understand the likely nature, extent and duration of noise and vibration impacts during construction, including construction progress and upcoming activities particularly when noisy, potentially dusty or vibration-generating activities are planned.

Details of ARTC's complaint management handling procedure will be provided to residents and occupants within 2 km of the Project footprint and made available to other community members to enable them to notify ARTC of issues including the generation of excessive noise and/or vibration, or dust and seek resolution of their complaint.

Operation

With respect to operations, residents have raised concerns about the potential for noise, vibration and dust to impact their health.

Rail noise, including locomotive engine noise, wheel squeal and brake squeal, locomotive horns and the operation of signalled crossings was raised as a concern by residents and businesses near the Project footprint.

The EIS Appendix W: Noise and Vibration Assessment – Railway Operations presents an assessment of the potential for rail noise to cause sleep disturbance. The assessment identified a total of up to 86 sensitive residential receptors where the predicted noise levels are expected to be above the noise assessment criteria adopted for the Project without the implementation of mitigation.

The EIS Appendix W: Noise and Vibration Assessment – Railway Operations references the World Health Organization guideline Night Noise Guidelines for Europe (World Health Organization, 2009), which recommends that indoor noise levels are not above LA_{max} 42 dB(A) to preserve sleep quality, which the technical report indicates corresponds to a conservative external (outdoor) level of LA_{max} 49 dB(A). Based on a conservative assessment, the assessment found that the noise levels from rolling stock could be above LA_{max} 49 dB(A) within approximately 1 km from the rail corridor. As noted in EIS Appendix W: Noise and Vibration Assessment – Railway Operations, individuals respond to noise differently and audible railway noise may not cause disturbance or annoyance impacts for all residents. There is however potential for rail noise to disturb residents' sleep at sensitive receptors. This will require mitigation measures to reduce noise levels, as outlined in the Draft Outline Environmental Management Plan.

In some locations, residents may feel that there is a disparity between noise criteria that are considered acceptable to protect human health, and noise levels or noise types that can be experienced as intrusive or stressful. As noted previously, stress and anxiety in response to disturbances to people's quality of life can persist even if the disturbances (such as noise or vibration) fall within regulated standards, and particularly if they currently enjoy a mostly quiet rural soundscape.

Diesel emissions may affect air quality where concentrations occur. Overall, there is limited research on concentrations of and human exposure to PM_{2.5} (fine particle) emissions from diesel trains (Jaffe et al. 2015). The limited studies regarding emissions from diesel trains as a potential health hazard found that they may only be significant in rail yards and enclosed rail stations (Jaffe et al. 2015; Rail Safety Standards Board, 2016; van Essen, 2008).

The results of the air quality assessment of Project operations (EIS Appendix R: Air Quality Technical Report) indicate that cumulative background plus Project air quality pollutants to be below guideline levels at all sensitive receptors, and the deposition of emissions in water tanks predicted that concentrations of potential contaminants would also be significantly lower than Australian Drinking Water Guidelines.

Local residents have raised concerns that the alignment could be used in future to transport coal, potentially affecting community health. There is presently no foreseeable market-driven demand for coal to be transported on the Inland Rail network between the NSW/QLD border and Gowrie. However, the transportation of coal on this section of the network cannot be precluded in future operational years.

ARTC will be responsible for the management of access to the Inland Rail network by third party freight train operators and maintenance of the railway and other infrastructure components within the rail corridor. As described in Chapter 12: Air Quality, during operations, dust and air quality management measures will be incorporated into the environmental risk management frameworks that will apply to third party freight train operators as part of network access agreements.

ARTC has advised that there is presently no foreseeable market-driven demand for coal to be transported on the Inland Rail network. However, should this change in the future, the potential for coal dust generation would require management by a Coal Dust Management Plan as described in Chapter 12: Air Quality. If a Coal Dust Management Plan was required to support future operations, the plan would be prepared in consultation with the relevant regulatory agency at that time.

Community concerns about dust emanating from the rail corridor indicate the need to provide information to the community about how dust from the Project's construction and operation will be minimised. If residents living adjacent to the Project footprint identify health concerns regarding dust during the Construction Works stage, and investigation identifies reasonable causes for concern, ARTC will provide air quality monitoring mechanisms (e.g. dust deposition gauges or testing of water tanks) and if the results indicate it is required, provide additional dust mitigation measures.

For the operational period, ARTC will establish communication mechanisms that are accessible to all residents living near the Project footprint, including implementation of ARTC's Complaints Handling Management Procedure (Section 8.2.6). If complaints about rail noise or dust indicate that a particular section of the rail line or a specific freight rail service is contributing to unacceptable levels of noise or dust, ARTC will investigate and implement measures to address the cause of legitimate concerns (e.g. exceedance of noise levels or air quality goals) as provided in the Project's conditions of approval.

7.4.4 Condamine River floodplain

The Project involves a significant crossing of the Condamine River floodplain (approximately 12.5 km based on 1% AEP inundated floodplain width), including cuts, embankments, bridges, and viaducts, between Ch 139.5 km and 152.0 km. The southern end of the floodplain for the Project crossing is just to the south of Grasstree Creek near the locality of Yandilla. The northern end of the floodplain for the Project is just to the north of Elsdon Road near the township of Brookstead.

The floodplain crossing would pass through highly productive agricultural areas with unique soils and carefully managed water flows. One of the floodplain's important functions is to reduce water flow velocities, by temporarily storing water to reduce flood peaks and downstream impacts of flooding. Local landowners include inter-generational farming families and major agribusinesses that have endured through floods, droughts and the intrusion of other land uses, using sophisticated farm and water management knowledge built over decades.

Farmers and community members in the Condamine River floodplain raised concerns that the Project could result in:

- Permanent alienation of high-quality agricultural land within the Project footprint

- Changes to water flows that may impact on flood irrigation and potentially on productivity
- Increased high velocity overland water flows, resulting in loss of topsoil/black soils, streambank erosion or sand and silt deposition
- Loss or damage to crops and farm infrastructure
- Reduced access to land or water that supports farms due to changed flooding patterns
- Unanticipated flooding effects due to debris blocking culverts
- Changes to flooding patterns upstream or downstream of the floodplain crossing.

Assessment of impacts on agricultural land (EIS Chapter 8: Land Use and Tenure) indicates that high quality agricultural land within the Condamine River floodplain and outside of the existing Millmerran Branch Line rail corridor would be required to accommodate elements of the Project.

ARTC has developed a detailed flood model of the Condamine River floodplain catchment area in accordance with the *Australian Rainfall and Runoff: A Guide to Flood Estimation* (Ball et al., 2019), using multiple data sources including the results of consultation with landowners, and considering the predicted future impacts from climate change.

Based on the modelling, a preliminary design solution was developed to minimise impacts on existing water flows, while maintaining connectivity to existing infrastructure. The preliminary design solution included five bridges with nearly 6 km of bridge openings, and embankments with more than 540 large culverts.

The preliminary solution was selected to minimise impacts to landowners and stakeholders and was presented to directly affected individual landowners in one on one consultations during October 2018. Following this, the results were presented at the SDD CCC on 7 November 2018, and at community information sessions during November 2018. Several CCC members raised concerns about the alignment, the bridge designs, culvert size and impacts on land and homes due to the potential for increased flooding. The information and feedback received from the community and stakeholder engagement has led to further running and refinement of the hydrology model and preliminary design solution using different combinations of embankment and viaduct structure to achieve an optimised preliminary design solution.

The results of the Project's flooding and hydrology assessment are presented in EIS Appendix T: Hydrology and Flooding Technical Report and indicate that alterations to the Condamine River floodplain would result in changes in peak water levels under the 1% AEP event that exceed the flood impact objectives adopted by the Project at a number of dwellings. As detailed in EIS Chapter 14: Flooding and Geomorphology, of a total of 384 flood sensitive receptors assessed on the Condamine River regional floodplain, potential afflux flood impact objective exceedances are predicted at 12 flood sensitive receptors in infrequent to rare flood events (i.e. 2% and 1% AEP events). This includes six houses and six non-habitable structures (two sheds and four grain silos).

ARTC will continue consultation with land holders whose properties are directly affected by the Project footprint or by the potential for increased flooding, to identify management measures that will reduce impacts on the use and amenity of their properties, and the safety of humans and stock.

In combination, loss of agricultural land, the operation of rail bridges across the floodplain and community and concerns about flooding may result in anxiety about potential impacts on the floodplain's functions or environmental qualities.

7.4.5 Flooding

Stakeholders have concerns about the potential for the Project to result in changes to the duration and extent of flooding impacts on farms, businesses and homes. For some, there is a high degree of anxiety about potential flood impacts. Concerns about impacts on stormwater drainage were also raised by TRC.

The Project has undertaken comprehensive consultation with stakeholders as part of calibrating the flooding model and identifying potential impacts on properties and dwellings. As noted above, flood sensitive receptors that are projected to be impacted by changes in peak water levels under the 1% AEP event that exceed the flood impact objectives adopted by the Project include six dwellings, two sheds and four grain silos.

This may affect feelings of security, potentially the amenity of homes, and the use and condition of sheds, silos and other infrastructure on affected properties. ARTC is working with the owners of affected properties to develop effective flood mitigation solutions and/or acquisition agreements for increased flooding potential.

In order to avoid increasing flooding in Yelarbon, the Project proposes to re-instate the existing levee on the southern side of Yelarbon. This would direct water flows away from homes and reduce flooding impacts on the GrainCorp's operations by increasing cross-drainage in this area. This would not solve the existing flooding situation in Yelarbon, but is predicted to provide a small reduction in flood levels across town.

7.4.6 Access to natural resources and active recreation

Consultation identified significant stakeholder and community concern about the Project's potential impacts on water availability as the result of disturbance to bores or competition for water allocations. This is of particular relevance given frequent drought conditions.

The Project will require access to water during construction for earthworks, conditioning of material, maintenance, concrete batching and dust suppression. As detailed in the Draft Outline Environmental Management Plan, construction water requirements will be confirmed through the construction approach refinement process, and will be documented in a Construction Water Plan. Licenses, approvals and agreements to access water from sources identified in the finalised construction water strategy will be obtained. These may include water licenses under the *Water Act 2000* (Qld) or access agreements with bulk water suppliers or private landowners.

Where private water sources are utilised for construction purposes, monitoring will be undertaken during extraction to ensure volumes and conditions stipulated by license requirements and/or private landowner agreements are met.

Groundwater

Potential impacts on landowners' groundwater bores were assessed in EIS Appendix U: Groundwater Technical Report. There are 44 registered bores identified within the Project footprint for the revised reference design. A groundwater bore survey was undertaken between December 2021 to April 2022 by means of telephone, email and hard copy mail out. A total of 179 landowners were identified and invited to complete the survey, of which 74 surveys were completed. This identified a further three unregistered groundwater bores within the Project footprint.

Bores within the Project footprint would be decommissioned to enable construction of the Project. Decommissioning of bores will be in accordance with the *Minimum Construction Requirements for Water Bores in Australia* (National Uniform Drillers Licensing Committee, 2020). No impacts to groundwater outside the Project footprint are anticipated.

Landowners affected by the Project will be consulted to confirm the location of bores. Where a groundwater bore is expected to be decommissioned or have access to it impaired as result of the Project, 'make good' measures shall be developed on a case-by-case basis and agreed in consultation with the affected landowner. The proposed draft make-good process is presented in EIS Appendix U: Groundwater Report.

As detailed in Chapter 14: Flooding and Geomorphology, the Project will continue collection of baseline groundwater monitoring data during the Detailed Design stage to establish a baseline against which Construction Works stage impacts can be monitored and compared. Baseline groundwater monitoring data will be used to derive location/bore specific groundwater monitoring procedures, establish location/bore specific impact thresholds and establish responses to impact threshold exceedances, including 'make good' agreements.

Surface water

During the Construction Works stage, impact mitigation measures relevant to surface water quality are expected to be sufficient to mitigate most potential conceivable impacts, such that the residual significance would be low for all but one specific impact (EIS Appendix S: Surface Water Quality Technical Report). This specific impact was the potential for an increase in saline discharge into proximal waterways during construction, potentially remaining at a moderate residual impact. An increase in saline discharge into proximal waterways, if not mitigated, could affect water quality and suitability for agricultural or residential use. EIS Appendix S: Surface Water Quality Technical Report, identified the need for strict vigilance and adherence to ARTC controls around management of problem soils and sediments to reduce this risk.

For the Operations stage, the ARTC-approved impact mitigation measures were assessed to be sufficient for the purposes of mitigating impacts that could cause impacts to the receiving surface water environment.

Natural recreational resources

The Project is not expected to impact on communities' access to or enjoyment of the SIA study area's parks or hiking trails for recreational use with one exception. Between Ch 33.4 km and Ch 35.4 km, the Project and the re-alignment of Eukabilla Road to the west of the Project alignment would traverse land along the boundary of the Rainbow Reserve, which is a small reserve on Bigambul country on the Dumaresq River at the junction of Eukabilla Road and Kildonan Road, available for camping and fishing. The Rainbow Reserve also accommodates a stock route, which would be realigned to avoid interfacing with the Project alignment.

The alignment avoids the lagoon area and walking tracks within Rainbow Reserve, and there are no facilities in the reserve, however the peaceful ambience of the reserve may be affected by noise while construction activities are nearby, and during operations, while trains are passing. Rainbow Reserve is one of six fishing and camping reserves along the border rivers to the east of Goondiwindi (Freerange Camping, 2019) so this is not expected to have a significant impact on the availability of recreational resources in this area. The Project does not intersect any other national parks or conservation parks that contribute to natural recreational values.

7.4.7 Safety

'Feeling safe' is an integral aspect of wellbeing. Feeling unsafe can influence levels of anxiety and be a barrier to community participation and accessing services. SIA study area residents who participated in the Living in Place 2023 survey (Section 5.3.1) rated their experience of 'feeling safe' in their local area 6.2 out of 10, on average, which was slightly lower than the Queensland average rating of 6.5. This section discusses the potential for Project impacts on community safety.

Construction

Non-local workers

The Project is likely to generate an influx of new people to local areas, and it is possible that perceptions of safety ('stranger danger') would change for residents near the Project footprint as a result. It is also anticipated that residents of towns near the proposed non-resident workforce accommodation facilities would have some safety concerns related to such a significant influx of newcomers to their small community. Landowners have also raised concerns about the ability to identify personnel who have been authorised to access to their properties.

ARTC will employ the following strategies to reduce concerns about and potential impacts on community safety:

- Enforcing a Code of Conduct containing requirements for positive behaviours and respect for local residents and businesses applying to all Contractor and Project personnel
- Ensuring that the Contractor has appropriate workforce conduct policies and procedures, complemented by complaints mechanisms that ensure fast and effective resolution to any issues experienced
- Appropriate authorisation procedures and means of identification for personnel accessing private property.

ARTC will also engage the Project's CRG in discussion of welcome events for construction personnel to support relationship building between the construction workforce and local residents. Additional measures would apply to the operation of non-resident workforce accommodation facilities (Section 8.4).

Domestic and family violence

Domestic and family violence has significant impacts on the health and wellbeing of victims. As discussed in Section 5.7.7, the Toowoomba Magistrates Court sees fewer applications for DFVO (per population) than Magistrates Courts in the comparable regional centres of Ipswich and Cairns, but the number of DFVO applications to the Toowoomba Magistrates Court has increased over the past five years.

The reasons for domestic violence are complex.

Improved access to employment could remove one trigger for domestic and family violence, potentially reducing occurrences. However, heightened stress related to disrupted accessibility, travel times, noise or other disturbances associated with the Project could also increase the risk of violence. The initiatives for managing impacts on mental health outlined in Section 7.4.2 would help to reduce this risk.

Traffic safety

During construction, the workforce will be encouraged to move within the Project footprint where practically possible, to minimise use of public roads. Non-resident workforce accommodation facilities are proposed to be located within reasonable proximity to worksites (Section 7.3.4) to manage personnel fatigue that could otherwise lead to accidents, and shared transport arrangements will also be investigated. Selection of the proposed locations for non-resident workforce accommodation facilities has considered road access, which will be further considered in consultation with Councils and DTMR.

Construction would involve large and oversize loads including deliveries of equipment, building supplies and steel. This would necessitate interaction between Project traffic and public traffic, including school buses, which operate on several of the roads affected by the Project. There would also be increased traffic movements generated by employees from within the region driving to work sites. Potential risks (prior to mitigation) are presented in EIS Appendix AA: Traffic Impact Assessment and may include:

- Potential for an increased risk of road accidents

- Deterioration of road surfaces due to truck weights (which is addressed as part of ARTC agreements with the relevant road authorities)
- Safety issues associated with fatigued or inattentive commuters
- Disruption of school bus and other public transportation.

The residual risk of construction works on road network safety was rated as medium, as this level of residual risk is largely attributed to human factors that contribute to road network and access safety that cannot be completely controlled by measures implemented by the Project.

Mitigation measures are provided in EIS Appendix AA: Traffic Impact Assessment and include preparation of a RUMP and Traffic Management Plan in consultation with DTMR, local Councils and emergency services.

The Project's Draft OEMP outlines strategies to mitigate potential impacts on road safety, including:

- Input will be sought from relevant stakeholders prior to finalising the detailed design of those aspects of the Project that impact on the operation of road infrastructure under the management of these stakeholders
- Identification of suitable detour routes will be undertaken for all of the affected school bus services
- A Traffic Management Plan is to be prepared prior to construction as a joint effort between the Contractor, DTMR, local governments and an accredited road safety auditor once preferred construction routes are confirmed. The Traffic Management Plan is to be implemented and reviewed annually for effectiveness, including review by road asset managers (DTMR and local governments). The agreed processes for road controlling authorities to review and have input into the TMP will be contained within agreements that will exist between ARTC and relevant local councils.
- A RUMP will be prepared for the Project
- The community will be notified in advance of any proposed road and pedestrian network changes through signage, the local media, and other appropriate forms of communication
- Travel demand management campaign will be delivered to inform the public on works and its effect on network operations
- Ongoing consultation with relevant councils, DTMR, Police, emergency services and affected landowners/occupiers will be conducted.

This will be supported by communication strategies to ensure stakeholders know about construction traffic routes, peak construction periods, the Project's workforce conduct policies, and how to contact the Project staff in the event of any concerns.

Contaminated land management

Project activities, particularly through construction, have the potential to disturb existing contaminated soil, or to cause land contamination through leaks or spills or through the transport and movement of existing contaminated soil or groundwater.

Land contamination risks have the potential to impact on agricultural land, with potential effects including reduced soil quality, reduced productivity, and increase in costs to agricultural operations.

Assessment of the potential for the Project to interface with contaminated land is presented in Chapter 9: Land Resources indicates that potential sources of contamination in the vicinity of the Project include agricultural activities, quarries, hazardous materials storage and landfilling. As outlined in the Project's Draft OEMP, measures for mitigating risks relating to contaminated land will address the following criteria:

- Minimise and manage the disturbance of problem soils (i.e. erosive, dispersive, reactive, acidic, saline, sodic, alkaline) to avoid or minimise impacts to land, water and ecosystems
- Assess, classify, manage and dispose of soil, spoil, ballast and waste in accordance with the relevant regulatory requirements
- Avoid the introduction of new contamination risk or ongoing management issues through the import of contaminated fill or other construction activities
- Minimise the import and disposal of fill material
- Prevent the contamination of soil as a direct result of construction activity
- Minimise and manage the environmental and health impacts arising from disturbance of pre-existing contaminated and/or hazardous soil and materials.

Assessment of potential for risks to human health and the environment indicates that with appropriate mitigation measures as recommended in Project's Draft OEMP, risks to human health would be negligible.

Biosecurity

The transport and movement of people, vehicles and machinery through construction, or the transport and movement of goods in operation, also have potential to increase biosecurity risks relating to the spread of weeds.

Detailed assessment and mitigation of biosecurity issues was undertaken as part of the EIS Appendix L: Terrestrial and Aquatic Ecology Technical Report, finding that, without appropriate management strategies, the Project activities have the potential to disperse weeds. A Biosecurity Management Plan will be developed as part of the CEMP, which complies with the Project conditions of approval, relevant regulatory requirements and guidelines. This is expected to include:

- Requirements for pre-clearing surveys, including weeds, pest animal presence or risk of presence – map existing extent and severity of weed infestation and to determine weed management requirements
- Pest animal management (including fire ants in fire ant biosecurity zones, noting that the alignment is not within a fire ant zone)
- Site hygiene and waste management to deter pest animals
- Weed surveillance and treatment during construction and rehabilitation activities
- Pesticide and herbicide use, documentation and limitations on use (i.e. not used in sensitive environmental areas, drainage lines that flow to waterways and aquatic habitats, broadscale use does not result in an increased erosion and sediment risk).
- Vehicle, machinery and imported fill hygiene protocols and documentation
- Erosion and sediment control risk associated with broadscale weed removal or treatment.

This is expected to significantly reduce the likelihood that Project activities will result in biosecurity risks.

Operation

Traffic safety

Potential impacts on traffic safety during operations include:

- Disruption to familiar travel routes due to road re-alignments and delays at level crossings
- Running line and level crossing collisions with motor vehicles, pedestrians and cyclists
- Heightened risk exposure for young males, young drivers, school children, older pedestrians and people with disabilities in crossing the rail corridor.

A Queensland study has shown that driver decision making at level crossings is affected by the amount of time needed to wait, with frustration and risky behaviour more pronounced when drivers had to wait for longer times (Larue, 2016). Risky behaviours include driving through flashing lights to beat the train, driving around boom gates, and performing U-turns or back-up movements, with longer wait times associated with increased likelihood of risky behaviour. The study also noted that although collisions at level crossings are relatively infrequent, the severity of collisions is high, and collision risk increases with an increase in the number of level crossings and magnitude of traffic flowing through them.

Studies in North America have found that gender and age are also factors influencing behaviour at level crossings, with young male pedestrians more likely to cross against activated warning signals and young drivers more likely to commit violations at level crossings (Morant, 2015). School children, older pedestrians and those with disabilities were also found to be disproportionately represented in railway crossing fatality databases (Morant, 2015).

There are 14 existing operational level crossings along the Project alignment, of which three are active level crossings and eleven are passive level crossings. The Project would result in the upgrading of passive level crossings of the Millmerran-Leyburn Road, South Kurumbul Road, Elsdon Road and Longhurst Road to active level crossings, and of the active level crossing on the Gore Highway to a grade separated road over rail crossing, which would reduce the risk of accidents in these locations.

The Project design for new road-rail interfaces has adopted grade separated crossings of existing roads instead of level crossings, where deemed feasible, and proposes 21 grade separated crossings, to promote traffic safety and avoid permanent disruption to traffic. The Project's reference design also optimises the number of active level crossings and minimises the number of passive level crossings on public roads. There are also passive crossings provided on 10 private roads.

Level crossings will be provided with warning signage, line marking, and other relevant controls, in accordance with the relevant national and ARTC standards.

The EIS Appendix AA: Traffic Impact Assessment includes consideration of increased traffic and road/rail interfaces, and rated the residual risks to traffic safety during operations as a 'medium' residual risk rating following the implementation of all mitigation measures, which is largely attributed to the human factors that contribute to road network and access safety that cannot be completely controlled by measures implemented by the Project. ARTC will develop a safety education program that has a clear focus on interactions between the rail corridor, roads and other access tracks, interactions with rural roads and rural traffic. Further discussion regarding ARTC's provision of safety messages during the Construction Works stage is provided in EIS Appendix E: Consultation Report.

Hazards and risks

The Project's hazard and risk assessment identifies potential hazards falling into medium to high risk levels including incidents related to dangerous goods freight transport, trespass, pedestrian and community safety, interface with live trains and derailment, or involving a travelling stock route, private access route, overbridges, emergency access and connectivity during floods.

In SIA consultation, QFES stakeholders requested that hazard management measures also consider the arrangement of materials on carriages of transported goods in relation to hazard risk reduction.

ARTC operations are required to comply with a range of legislation in Queensland, as outlined in the EIS Chapter 3: Legislation and Project Approvals Process and including with respect to management of safety risks the *Explosives Act 1999* (Qld), *Rail Safety National Law (Queensland) Act 2017* and *Work Health and Safety Act 2011* (Qld).

As described in EIS Chapter 21: Hazard and Risk, the residual risk of potential bushfire incidents was rated as medium. Proposed mitigation measures include:

- The rail corridor will be designed to be kept clear of woody vegetation, thereby acting as a potential firebreak in bushfire risk areas, (e.g. Whetstone and Bringalily State Forests)
- Appropriate access and egress solutions throughout Whetstone and Bringalily State Forests will be incorporated into the design and continued access will be allowed for in the construction methodology. This aspect of the design will be supported by consultation with DAF and DES.
- A Rail Maintenance Access Road strategy has been developed as a part of the design. Where provided, the rail maintenance access road will be designed to be suitable for use by emergency response vehicles in the event of an incident.

Further consultation with the QFES will confirm the location of access tracks that may be affected by the Project's detailed design, and the actions required of the Project in order to ensure firefighters' continued access to areas that they are currently able to service.

ARTC is also required to comply with the specific operational rail conditions that are required in both in Queensland and Australia for ARTC to remain an accredited railway manager. ARTC operates under its Safety Management System that includes safe operations protocols of the network including incidents and has direct contact with emergency services in all states of ARTC operations. As part of ARTC's ongoing engagement with QR and DTMR, roles and responsibilities regarding the Rail Infrastructure Manager obligations during detailed design, construction and operations will be clarified. DTMR, QR and ARTC are working collaboratively to establish a governance structure to address these matters in the form of a Tripartite Agreement between all three parties.

Hazard mitigation measures have been developed for the Project and will be applied throughout its lifecycle. Controls include mitigation measures incorporated into engineering and design development, in addition to management strategies and procedures for construction and operations. The management of hazard risk throughout the life of the Project will involve ongoing reporting, monitoring, reviewing and documenting the risks. The Project will also ensure that the requirements of the safety management system are implemented and communicated to all personnel.

At the national level, the Inland Rail Business Case (ARTC, 2015) anticipates that the Inland Rail Program as a whole would change the nature of truck movements (e.g. reducing the need for long-haul freight movements) and result in improved road safety and reduced truck volumes in regional towns. The Inland Rail Business Case notes that analysis has shown that the Inland Rail Program will reduce the nation's reliance on road transport, and as a consequence, reduce road congestion, lower carbon emissions, reduce road traffic noise, and reduce deaths and injuries from road accidents.

7.4.8 Contagious diseases

Should appropriate controls not be implemented, Project workers could potentially contribute to the spread of COVID-19 or other contagious diseases, which could result in increased strains on health services and/or trigger restrictions with implications for social and economic conditions in the SIA study area.

Stringent (adaptive) safety protocols have been put in place in hospitals, healthcare facilities and aged care facilities across Australia to protect healthcare workers and visitors. The Project does not anticipate any physical interaction between construction personnel and aged care or health facilities. Personnel will observe social distancing (and comply with other health advice that pertains from time to time) in stakeholder interactions and visits to businesses, community facilities and other properties.

ARTC's COVIDSafe Plan and management responses to the COVID-19 pandemic have been informed by close monitoring of guidance provided by various Government Departments, Work Health and Safety Regulators and industry bodies on controlling the spread of COVID-19 and ensuring workplaces remain COVIDSafe. As described in Section 8.5.7, ARTC and the Contractor will implement COVIDSafe plans and procedures and any other Queensland Health-required health protection provisions to minimise any risk of contributing to the spread of COVID-19 infections.

7.4.9 Legacy benefits

ARTC aims to create long-term value and deliver Inland Rail with the best possible outcomes for local communities, the economy and the natural environment. A consistent theme throughout engagement with the community has been interest and concern about how the Project would benefit local communities. A number of stakeholders have commented that creating legacy benefits – positive social change or social benefits that remain long after Inland Rail is constructed and operational – would help to compensate for some of the stress and disruption the Project is likely to generate.

ARTC consultation with GRC and TRC has also identified positive legacies as a key priority, and GRC has provided a list of legacy and community investment opportunities. TRC has also prepared a list of legacy and community investment opportunities to be shared and worked through with ARTC at future meetings. These initiatives and other emerging ideas will be further discussed with Council and other stakeholders as part of developing the Project's Community Wellbeing Plan (Section 8.5.6).

The Project's legacy benefits are described below.

Local skills and business capability

The Project's provision of training and employment opportunities will build the skills base within the SIA study area, enabling ongoing opportunities for local workers in major projects, and providing a greater skills base for local businesses. The Inland Rail Skills Academy is central to this, supporting skills and capability development for both construction and operation. A focus on involving local young people, other local workers, Indigenous workers and local and Indigenous businesses will ensure these benefits accrue locally.

Local and Indigenous businesses' participation in the Project's supply chain will provide opportunities to learn new skills of relevance to major projects, and support growth in their capability and potentially the diversity of their offerings, increasing the future opportunities available to them, and also increasing local availability of goods and services to the region.

Road safety

The SIA study area will experience the road safety benefits of reduced freight truck movements on local and State road networks, with one 1,800 m double-stacked freight train carrying the same amount of freight as 110 B-Double trucks.

The Project will improve the safety of road-rail interfaces on the existing brownfield rail corridor of some 71.2 km. The design has also optimised the number of grade separated crossings and active level crossings as part of the Project.

Economic development

The operation of the Project as part of Inland Rail will support regional economic development by facilitating the development of intermodal facilities that will sustain employment and business activity for the long term. Goondiwindi LGA has strengths in transport and logistics, and GRC is actively pursuing its opportunities for links to Inland Rail, while the Wellcamp, InterlinkSQ and business/logistics parks in the Toowoomba LGA are well-positioned to develop in conjunction with Inland Rail. Economic development associated with Inland Rail has potential for significant consequent benefits for local employment and business activity in the Toowoomba and Goondiwindi LGAs.

This is further discussed in Section 7.5.4.

Community projects

ARTC is considering and seeking stakeholder input on opportunities that will deliver significant legacy benefits for communities across the Inland Rail program. Community facility upgrades have commenced through the Inland Rail Sponsorship and Donations Program. Other initiatives will be confirmed in consultation with Councils and community members as part of the Project's Community Wellbeing Plan.

There is also community interest in retaining laydown areas and/or infrastructure within non-resident workforce accommodation facilities to be left in place for their legacy value to landowners, businesses, or community members. This would be determined by the Contractor as part of ongoing engagement with local stakeholders.

Stakeholders' other suggestions for positive legacies that will be considered as part of consultation on the Community Wellbeing Plan have included:

- Creating a keeping place for Indigenous history, art and culture
- Naming rail sidings after Indigenous people
- Contributing to streetscape projects in Yelarbon
- Providing community facilities
- Capturing the opportunity for non-resident workforce accommodation facilities to augment long-term accommodation or housing supply
- Sponsoring expanded emergency health retrieval services
- Facilitating the development of town infrastructure (such as waste management, roads, and water access).

Community values monitoring and planning resource

ARTC has sponsored an independent survey of community wellbeing, quality of life and community values and priorities for enhanced liveability. The survey is called 'Living in Place' and has been conducted during 2022 and 2023 in the SIA study area and adjacent LGAs to the north where Inland Rail projects are proposed. The Living in Place survey is a shared and independent resource that identifies changes in community values and priorities, to support Councils to plan for and prioritise liveability and wellbeing. Living in Place outcomes will also support development of the Project's Community Wellbeing Plan, monitoring of Project impacts, and related local stakeholder engagement.

ARTC plans to undertake annual community surveys during the Construction Works stage as part of its SIMP monitoring program.

Digital connectivity

GRC has noted a need to improve digital connectivity throughout the Goondiwindi LGA, which would have widespread economic and social benefits for residents, local business and the agricultural sector. The Whetstone/Kurrumbul area is a particular priority.

The Inland Rail Program is planning telecommunications systems as part of construction requirements and ongoing safe rail operations. The Project is working with telecommunications carrier network operators to provide services for construction site offices, non-resident workforce accommodation facilities and ongoing safe rail operations. While the focus will mainly be for the provision of voice and high speed data services in the vicinity of the rail corridor, infrastructure that will be constructed as part of the Project will improve telecommunications capacity near the Project alignment, and improve digital connectivity for landowners and town residents who are closest to the Project.

While telecommunications expansions beyond the Project's requirements are not within the Project scope, Inland Rail is committed to leaving a positive legacy in this regard and has actively advocated for its stakeholders by establishing a dedicated Telecommunications Working Group comprising representation from Inland Rail, Telstra and DITRDCA. In cooperation with Telstra, feasibility studies into the augmentation of telecommunications along the Inland Rail alignment are being undertaken. Options being investigated include augmenting existing towers with additional capacity, and identifying greenfield telecommunication enhancement sites. This may require additional funds and ARTC is working with the Australian Government and Telstra to cost infrastructure which is outside the Project's scope and assess the availability of additional funds.

7.5 Business and industry

This section discusses the Project's potential impacts and benefits for businesses and local industries.

7.5.1 Impacts on farms and agribusinesses

The proposed alignment would follow the brownfield corridor (i.e. South Western Line and the Millmerran Branch Line) for approximately a third of its length, however the construction of a new rail corridor and associated infrastructure, road realignments and laydown areas would impact on a range of farms and agribusinesses.

Agricultural land use change

As noted in Section 7.1.2, the predominant primary land use within the Project's footprint is production from dryland agriculture and plantations (33.7 per cent of land), followed by production from relatively natural environments (30.0 per cent), intensive uses (which are primarily residential land, services or land used for transport and communication purposes) at 7.8 per cent, conservation and natural environments (3.4 per cent) and production from irrigated agriculture and plantations (3.0 per cent).

The Project's land acquisition requirements are detailed in the EIS Appendix F: Impacted Properties.

Where the Project is within the existing brownfield corridor or near road corridors, land acquisitions are generally on the boundary of lots, whereas more severance of lots would occur in greenfield areas. ARTC has endeavoured to avoid higher quality land and agricultural infrastructure wherever possible, and has worked closely with landowners as part of the design process to avoid and reduce impacts on their properties.

The permanent footprint will traverse less than 0.1 per cent of the Class A agricultural land, approximately 0.44 per cent of the Class B land mapped within the Goondiwindi LGA, and less than 0.1 per cent of land within an important agricultural area.

In the Toowoomba LGA, the permanent footprint will traverse 0.17 per cent of Class A agricultural land, 0.14 per cent Class B agricultural land and 0.18 per cent of land within an important agricultural area within the Toowoomba LGA.

At the regional level, these are very small decreases in the availability of agricultural land. As discussed below, at an individual property level, the loss of agricultural land along with severance or isolation of parcels of agricultural land could lead to reductions in productivity.

Temporary land use

In addition to the land requirement for the permanent footprint as discussed below, temporary use of land will be required for construction purposes. Factors considered in identifying the properties to be utilised during construction include the availability of properties already owned by DTMR, utilisation of parcels that will be severed or alienated by the Project, access to main roads, avoidance of land used for intensive livestock or cropping land uses, and avoidance of environmentally sensitive areas.

In addition to the lots required for establishment of non-resident workforce accommodation facilities, seventy-one properties and four road reserves have been nominated for the purpose of temporary construction facilities and laydown areas. These lots are primarily freehold tenure where the predominant use is grazing native vegetation, but include lands lease and State land, primarily within road reserves.

Land required for construction and not for the ongoing operation of the Project (e.g. laydown areas and temporary non-resident workforce accommodation facilities) will be acquired in accordance with the requirements of the AL Act, or leased from landowners, subject to agreement, resulting in a financial benefit from its use. Following construction, land used during construction would be rehabilitated in accordance with the Rehabilitation and Landscaping Management Plan, in addition to location and property-specific reinstatement commitments.

Impacts of permanent footprint on agricultural properties and other businesses in Toowoomba LGA

The Project's permanent footprint within the Toowoomba LGA traverses approximately 355 lots. Of the 55 lots traversed, 293 (approximately 82.5 per cent are held as freehold, and the remaining lots are land lease, State land and reserve lots.

The predominant land uses of the freehold lots within the permanent footprint include:

- Production from dryland agriculture and plantation (116 lots)
- Production from relatively natural environments, generally grazing (124 lots)
- Intensive uses (29 lots primarily residential services, transport and communication uses, but including two lots used for manufacturing and industrial and one lot used for intensive animal production)
- Conservation and natural environments (18 lots)
- Production from irrigated agriculture and plantations. (six lots).

Prior to the outcomes of the land acquisition process to be undertaken by DTMR, the precise number of agricultural businesses that would be wholly affected by land acquisition is unknown. Based on ARTC's consultation with landowners, most of the affected landowners are expected to be able to adjust their operations and continue their businesses. Consultation to date indicates that business operations where acquisition would result in the closure or relocation of the business or retirement of the business owner include:

- Three cattle grazing properties
- Two transport businesses
- One welding business

- One cropping farm.

The affected businesses are located between Millmerran and Athol. Land acquisition resulting in cessation of business operations would be disruptive and may be distressing for some landowners. Those who wish to relocate their business are likely to adjust over time, with compensation payable under the AL Act, and with Project assistance as described below.

In the context of the extensive grazing and cropping industries in the Toowoomba LGA, the loss of four agricultural operations appears unlikely to affect the area's regional productivity, especially as some may relocate locally. The relocation of two transport businesses and the welding business will inconvenience the businesses owners and disrupt their operations, but their relocation appears unlikely to result in significant impacts on other businesses. Business owners may be referred to business support or community support services if they indicate the need for assistance in adjusting to the changes resulting from land acquisition for the Project.

Impacts of permanent footprint on agricultural properties in Goondiwindi LGA

The Project's permanent footprint traverses approximately 140 lots within the Goondiwindi LGA. The lower number of lots required within the Goondiwindi LGA reflect the Project's location within the existing rail corridor between Kildonan/Kurumbul and Whetstone, and its alignment with road corridors where possible. This has resulted in more marginal impacts on properties.

Of the 140 lots, 110 lots (approximately 78.5 per cent) traversed by the permanent footprint are held as freehold and the remainder are Lands lease, reserve or State forest lots.

The predominant land uses of the 110 freehold lots include:

- Production from relatively natural environments, (i.e. grazing(78 lots)
- Production from dryland agriculture and plantation three lots)
- Intensive uses (14 lots)
- Production from irrigated agriculture and plantations (five lots)
- Conservation and natural environments (nine lots)
- Water (reservoir/dam) (one lot).

Based on ARTC's consultation with landowners, ARTC does not currently anticipate land acquisition that would result in the closure of any businesses in the Goondiwindi LGA. There is a possibility that future land acquisition negotiations will result in the purchase of land accommodating one or two grazing operations.

Impacts on grazing and farm business owners

The impacts of land acquisition, Project construction and Project operation on individual graziers and farmers will vary according to the extent and location of land acquisition in relation to their property boundaries, property infrastructure and access roads, and whether their land holdings would be wholly acquired.

Based on landowner consultation to date, a total of seven business operations (all within the Toowoomba LGA) would be wholly acquired. There is potential for this number to increase to approximately ten operations as the result of land acquisition process. The need to acquire infrastructure services was not identified.

Landowners whose properties would be wholly acquired would need to either relocate their operations, or cease operations, with at least one landowner intending to retire.

For landowners whose land holdings would be affected by partial acquisition, impacts would range from minor inconvenience where smaller or marginal land areas are required, to significant impacts on property management and the need to redevelop on-farm infrastructure where larger areas of land and/or multiple lots are affected. Depending on individual circumstances, impacts on agricultural properties and landowners include:

- Reduction in the area of productive land available for grazing/cropping as relevant, and/or the need for alternative agistment areas while fences or property infrastructure are disrupted, which will be addressed by the compensation process
- Severance of landholdings, leading to reduced access to land parcels and relocation or dissection of farm infrastructure, including irrigation equipment, pipelines, water storage or drainage infrastructure which will be addressed through property-specific agreements (e.g. provision of underpasses and overpasses), and may also attract compensation for disturbance to properties as relevant under the AL Act
- Reduced ability to move machinery, stock and supplies across the corridor, with particular concern regarding the movement of very large machinery through level crossings, which has been addressed through consultation with affected landowners as part of designing specific level crossings
- Concerns about impacts on organic production certification, which will be addressed through air quality mitigation measures
- Temporary disruptions to access to landholdings and/or business operations, with alternative access arrangements provided for all properties
- The likelihood that some existing level crossings that are used by landowners would be closed, is being addressed through continuing consultation with affected landowners to ensure landowners' access across the rail corridor is maintained
- The potential for a small number of landowners to need to adjust their fencing or property management with respect to the wild-dog check fence re-alignment, which is being addressed through a process of consultation being undertaken by GRC.

Disruption to travel patterns

Construction of crossings and road realignments on private land may disrupt on-farm connectivity and property operations. ARTC will ensure an appropriate level of access is maintained for landowners across existing crossings or through their property where affected by the rail corridor. Close consultation will be required with potentially impacted landowners to confirm existing stock and equipment movement paths. Crossings of roads on private properties will be designed in consultation with the landowners and will include consideration of the need to move stock, large equipment and vehicles across the corridor, but may result in delays for landowners using private roads across properties.

In the brownfield sections, there is also a likelihood that some existing level crossings that are used by landowners would be closed. ARTC is continuing consultation with affected landowners to ensure landowners' access across the rail corridor is maintained. Provision of a timetable of train movements to landowners would assist to plan movement around properties to reduce these delays.

Temporary travel delays are likely at locations where rail-road interfaces and road re-alignments are being constructed. Agricultural businesses for whom temporary disruptions to travel patterns are possible during construction include grazing and cropping operations, poultry farms, dairies, piggeries and egg farms. The impacts on movement of stock and product to market during construction potentially include:

- Increased transport costs and delays to market associated with temporary traffic delays during construction, particularly where the alignment crosses local and secondary roads, and the major market connectors of the Gore, Warrego and Cunningham Highways

- Changes to access arrangements for animal production businesses depending upon the final resolution of rail/road interfaces.

Agricultural businesses' submissions also raised the possibility that closure of the Gore Highway could affect their movements. Any temporary road closures proposed during construction will be reviewed and approved by the relevant road authority as part of the Contractor's TMP. As the Gore Highway is a State-controlled road, the relevant Traffic Management Plan and any proposed closures will need to be reviewed and approved by DTMR, however it is expected that the Gore Highway will generally remain open during daytime working hours, with short-term, partial closures potentially required at suitable times to enable construction works to be completed safely. Ongoing communication will be provided to nearby businesses to advise of any upcoming temporary closures and to ensure accesses are maintained.

During operations, farmers and business owners would experience the same periodic delays to travel as other motorists, as described in Section 7.1.7. Design refinements during the EIS process have resulted in several level crossings being upgraded to grade separated crossings, which will reduce the potential for travel delays.

Stock routes

Stock routes in Queensland are parcels of land reserved under legislation for the use by travelling stock and provide pasture reserves for travelling or grazing stock. Their functions include allowing graziers access to a food source for cattle (which is particularly important during times of drought), environmental values, and connectivity to access to markets (e.g. the Roma stockyards).

As described in EIS Chapter 5: Project Description, the Project footprint interfaces with the State stock route network in 12 locations. Proposed treatments to maintain the connectivity of stock routes include:

- Provision of an adjacent level crossing (designed to physically separate road traffic and livestock at the level crossing) on Kildonan Road, Kurumbul
- Eukabilla Road will be realigned to run parallel to the western edge of the new rail corridor, allowing uninterrupted stock movement from Kildonan Road onto Eukabilla road and connectivity to the Rainbow Reserve stock rest area
- An active level crossing on South Kurumbul Road (upgrading the existing level crossing) and Lovells Crossing Road
- Realignment of the stock route aligned with Merton Road in Yelarbon to provide continued connectivity via a passive level crossing off Yelarbon-Kurumbul Road. Passive crossing treatment also at Koorangarra Andersons Road
- Realignment of the stock route at Millmerran Inglewood Road
- Grade separation solutions at all remaining interfaces (box culverts or bridges).

ARTC is continuing to engage with the Coordinator-General, Department of Resources and Councils to resolve stock route interface issues (such as gates, fencing, holding yard locations and sizing), which are subject to further detailed design.

Impacts on use of stock routes are expected to be minimal. For example, construction activities for the Project may result in temporary disruption to the connectivity of the stock route network, particularly in and around the rail-road interface locations.

During the Detailed Design stage, ARTC or the Contractor will consult with GRC, TRC, the Department of Resources and driving stakeholders to confirm the effectiveness of the proposed infrastructure for level crossings on stock routes. Where relevant, this will include discussion of holding yards to contain stock near roads.

As detailed in EIS Chapter 8: Land Use and Tenure, ARTC have developed a draft 'Call Train Control Process' to identify requirements for drovers using public stock routes that interface with the Project corridor. Information about the 'Call Train Control Process' will be made available through TRC, GRC and AgForce, and through ARTC's website. ARTC will request GRC and TRC to provide access to information about the 'Call Train Control Process' as part of their travelling stock permitting processes.

Further information is provided in Chapter 8: Land Use and Tenure.

Wild dog check fence

Wild dog check fences protect areas of grazing and cropping land in southern Queensland from wild dogs. GRC is responsible for the ongoing maintenance of approximately 283 km of the wild dog check fence.

As further described in EIS Chapter 5: Project Description, the Project alignment intersects the wild dog check fence. ARTC have consulted with the GRC to determine fencing requirements at these locations in order to make the wild dog check fence permeable to as much wildlife as possible and maintain its function and integrity. From Ch 28.9 km to 37.7 km, the wild dog check fence is proposed to be decommissioned. The proposed treatment for the decommissioned wild dog check fence will be standard rural chain wire fence. This section will no longer be maintained by Council. Where the Project intersects the wild dog check fence at the following four locations, Ch 5.0 km, Ch 5.5 km, Ch 50.1 km to Ch 51.2 km, Ch 54.7 km to Ch 56.0 km, the fencing will be realigned.

GRC consultation with landowners who would be affected by the re-alignment of the fence indicated that of the 14 landowners affected, 10 had no objections, two had objections primarily related to maintenance of fences, and one required further negotiation regarding provisions to maintain stock access to water (with one landowner unable to be contacted). The results of GRC's consultation with landowners will be considered as part of the detailed design for re-alignment of the wild-dog check fence.

Rabbit fence

The Darling Downs–Moreton Rabbit Board (DDMRB) fence is a 555 km long rabbit-proof fence, stretching from Lamington National Park in the east, to Goombi in the southwest, where it connects to the wild dog barrier fence. The Project intersects the DDMRB fence when traversing through the locality of Clontarf, at approximately Ch 120.2 km. The rabbit fence will need to be reinstated as detailed in Chapter 5: Project Description. In addition, a rabbit trap will be set up in this location. ARTC have commenced consultation with the DDMRB to determine fencing requirements, and detailed design drawings of ARTC's nominated fencing solution at Ch 120.2 km will be submitted to DDMRB for acceptance prior to construction commencing. No impact on landowners or environmental values is expected, except for the environmental benefits of setting up a rabbit trap.

Poultry farms and piggeries

The Project alignment assessed as part of the draft EIS would have resulted in partial or full land acquisitions within the Moyness Piggery (off Lindenmayer Road, Yandilla) and the DA Hall and Co Poultry and eggs farms at Pfeffer Road/Hall Road. Potential impacts identified included severance and loss of land area, with potential to affect the operations of these businesses and loss of employment for a significant number of farm work as if operations were significantly disrupted reduced, as well as disruptions to supply relationships with local businesses. DA Hall and Co is a major employer in the Millmerran area.

In response to these potential impacts and submissions to the draft EIS, the proposed rail corridor was refined to include the Millmerran Alternative Alignment. The realignment includes:

- Veering off approximately 1.5 km south of the reference design, before Owen Scrub Road, and re-joining at Halls Road
- Revised horizontal alignment and crossing loop location based on operational capacity requirements

- Road-over-rail grade separation at Owen Scrub Road, rather than enactive level crossing as previously proposed, and upgrade works to Owen Scrub Road Removal of the Lindenmayer Road active level crossing, as the design alignment no longer impacts this road.

This would avoid any direct impacts on DA Hall and Co infrastructure, with only a small part of one of DA Hall and Co's lots affected, reduce the potential for noise and vibration to affect poultry and piggery livestock, and eliminate the need for an occupational level crossing on DA Hall and Co's poultry property. This would therefore avoid impacts on employment within the poultry and piggery operations.

Compared with the feasibility design EIS alignment, the proposed Millmerran Alternative Alignment option would result in acquisition of one newly affected property used for cropping and grazing uses, and an increase in the extent of land take for a second property.

GrainCorp

The region's grain producers are served by GrainCorp silos, rail sidings and logistics management to move product to market by rail. GrainCorp silos adjacent to the Project corridor are located at Yelarbon, Yandilla, and Brookstead, while the Project skirts the grain silos at Yarranlea. ARTC has engaged closely with GrainCorp to ensure that the Project's reference design avoids direct to minimise impacts on GrainCorp's operations wherever possible.

GrainCorp's business within the SIA study area involves storage, transportation and marketing of local producers' agricultural commodities. GrainCorp has sites adjacent to the Project corridor at Yelarbon and Brookstead, with the corridor skirting the GrainCorp site at Yarranlea.

The Project acknowledges GrainCorp's concerns regarding the closure of East Sawmill Road level crossing in Yelarbon, and will continue to work collaboratively with GrainCorp to progress solutions addressing access to the Yelarbon silos during detailed design.

With respect to potential interruptions to rail transport on existing rail lines, the construction approach for Project components within the existing rail corridor for the South Western Line and the Millmerran Branch Line will be confirmed through discussion with QR and other key stakeholders including GrainCorp. This consultation will be used to inform the programming of construction activities requiring track possessions and effective communication strategies with QR and GrainCorp to minimise impacts on grain haulage by rail.

GrainCorp has noted that with the proximity of the Project alignment to GrainCorp facilities, it expects early involvement in development of any noise mitigation control strategies at its sites to ensure work health and safety obligations are met. This is addressed in Section 8.6.

The Project has also identified non-resident workforce accommodation for temporary workers at the GrainCorp facility as a new sensitive receptor for noise modelling (both construction and operation) and has assessed potential impacts and required mitigation measures in EIS Appendix V: Noise and Vibration Assessment – Construction and Road Traffic, and EIS Appendix W: Noise and Vibration Assessment – Railway Operations.

The Project proposes to reinstate the existing levee on the southern side of Yelarbon, which would improve cross-drainage in this area and reduce (but not solve) flooding impacts on the GrainCorp's operations.

Feedlots

In response to engagement with the owners of the Sapphire Feedlot, ARTC was able to narrow the Project footprint in the vicinity of the Sapphire Feedlot, avoiding high-value feedlot infrastructure and providing crossings suitable for stock movements.

The Project would traverse land owned by the Yarranbrook (Whetstone), D M Fletcher (Bringalily) and R Sydney and KM Stevens (Millwood).

ARTC engaged extensively with the owners of the Yarranbrook feedlot in developing the alignment. Reflecting the outcomes of consultation, the Project footprint avoids the Yarranbrook Feedlot's feeding system infrastructure, cattle handling infrastructure and associated facilities, but traverses through the feedlot's pivot irrigation fields, where partial acquisition will be required. The permanent footprint traverses Cremascos Road, which is the main access road to the Yarranbrook feedlot, with an active level crossing proposed to maintain safe access to the feedlot, which will delay traffic to and from the feedlot when trains are passing.

Engagement has been undertaken with the owner of the Fletcher feedlot at Bringalily, which is a small owner-operated business. The footprint avoids the feedlot's infrastructure, but severs the land parcel. The owner would still have unrestricted access across the property beneath a bridge crossing.

Extensive engagement has also been undertaken with the owners of the Stephens feedlot at Millwood, particularly with respect to the alignment in the area near Millmerran-Inglewood Road, to minimise impacts on their property and avoid the feedlot's major infrastructure, however a degree of property severance would remain.

Property severance and/or loss of land area may affect the operations of these businesses and therefore the owners' incomes, which will be considered as part of acquisition and compensation agreements. There may also be potential for a small decrease in employment for feedlot workers if the feedlots are unable to maintain the same level of production, however this is currently unquantifiable. Given low unemployment rates in the SIA study area, the location of other agribusinesses within the region and the likelihood of additional employment becoming available at the Wyemo Piggery, the Goondiwindi Abattoir and/or other major projects as described in Section 7.6, it appears likely that alternative employment would be available to those affected, and a substantive increase in unemployment is not anticipated.

A fourth feedlot would be impacted by the Project footprint. This is part of an extensive agricultural holding owned by Tandrielle in the Yelarbon/Whetstone area. The Project alignment avoids the property's cattle feeding infrastructure but impacts on pivot fields and water carriage infrastructure. ARTC will continue to work with the property's owner throughout the detailed design process to minimise impacts on this infrastructure, however its relocation to another part of the property would be required.

Vary Agricultural Services

Vary Agricultural Services (Vary) is located south of Brookstead, and is adjacent to the Project footprint near Ch 151.0 km. Vary provides bulk transport services of grain and fertiliser, and their operations include a weighbridge which is sensitive to vibrations. The business owner has expressed their concern regarding the potential for vibration from Project construction works to affect the calibration of the weighbridge, and the potential for dust or weed spread during construction to result in contamination of grains or fertiliser, both of which could affect the business's operation. The Project will further investigate the potential for impacts, to identify and implement detailed design and construction management measures to avoid impacts on the weighbridge's operation. ARTC will also incorporate dust management procedures and biosecurity (weed management) practices during construction to minimise the potential for any contamination impact.

Mitigation of impacts on farms, grazing operations and agribusinesses

ARTC has met with directly affected landowners and the owners of agribusinesses traversed by or adjacent to the Project footprint. Design responses developed as part of the stakeholder engagement processes during the draft EIS process include:

- Refining the alignment to minimise impacts on farm access routes, productive land, infrastructure, connectivity and water access

- Minimising impacts on feedlots, including narrowing the Project footprint and/or aligning the corridor to avoid high-value feedlot infrastructure, and providing crossings suitable for stock movements
- Provision within the Project footprint for a new access track and road to service to replace access to a feedlot that would otherwise be severed
- Development of an alignment that endeavours to minimise impacts on poultry farms' and piggeries operations and productivity
- Designing level crossings to enable the movement of large machinery across the rail corridor
- Refining the alignment to minimise the impact to the Yandilla GrainCorp site operations and achieve a more suitable clearance to the Yandilla siding
- Adjusting the alignment to the east away from the Gore Highway to protect the GrainCorp operations in Brookstead and community access to Elsdens Road, with potential for more beneficial arrangements for GrainCorp and its customers
- Shifting the alignment to the east to create a potential siding off the mainline to the Yarranlea grain silos if required in the future
- Locating the alignment primarily to the northwest of Millmerran-Inglewood Road to minimise impacts to the mining lease at the Commodore Mine.

In response to submissions to the draft EIS regarding impacts on farming, grazing and agribusinesses, the following design refinements have been made to avoid or reduce impacts:

- Changing the embankment grades and reducing embankment heights to reduce the Project footprint and the amount of land required for the Project's construction and operation
- Provision of additional width for the road corridor and retaining existing level crossings to ensure connectivity for properties near the South West Railway Line at Kurumbul
- Creating a new road reserve north west of Inglewood to provide access to land parcels that would otherwise be severed
- Re-aligning sections of the Project to reduce the area of State forest impacted
- Altering the Project alignment near Millmerran, to reduce impacts on intensive agribusiness operations
- Upgrading the Heckendorf Road (Clontarf), Commodore Peak Road/Scragg Road Millmerran, Owen Scrub Road (Millmerran), Gilgai Lane (Pampas) level crossings to grade separated crossings to maintain connectivity
- Altering the Project alignment to remove a level crossing at Hall Road In Yandilla, in response to concerns about property severance.

In several areas, widening the EIS boundary to enable design options to be explored for specific issues raised in submission. ARTC will continue to consult with farmers, graziers and owners of agricultural businesses that are directly affected or adjacent to the Project footprint during the Detailed Design stage to develop measures to mitigate impacts including:

- Direct impacts on properties (e.g. severance and loss of productive land)
- Impacts on property accesses and connectivity, including the location of level crossings on private roads
- Impacts on the movement of stock, water, produce and equipment.

ARTC will also ensure an appropriate level of access is maintained for landowners across existing crossings or through their property where affected by the rail corridor. Close consultation will be required

with potentially impacted landowners to confirm existing stock and equipment movement paths. Crossings of roads on private properties will be designed in consultation with the landowners and will include consideration of the need to move stock, large equipment and vehicles across the corridor, but may result in delays for landowners using private roads across properties.

As noted in the Project Draft OEMP, ARTC will work with individual landowners to accommodate the continuation of current property management activities and access across properties, where possible, in the detailed design and construction methodology. Individual property treatments will be developed in consultation with landowners/occupants, with respect to the management of construction on, or immediately adjacent to, private properties. The treatments will detail any required adjustments to fencing, access, farm infrastructure or impacted structures as required, and where relevant, agreed noise mitigation measures.

As also noted in the Draft OEMP, an independent Community Relations Monitor will be appointed to provide support to stakeholders and communities that are facing change due to Inland Rail, as well as other relevant tasks.

Compensation will be able to be claimed by the landowners for land that is acquired by the compulsory acquisition process, in accordance with the AL Act, as described in Section 7.1.2. Compensation will have regard is given to the value of the land taken, land severance, injurious affection and disturbance. Compensation for disturbance caused by the resumption may include:

- Reasonable legal costs, valuation or other professional fees
- Costs related to purchase of replacement comparable land
- Storage and removal costs
- Other reasonable financial costs incurred as a direct consequence of the resumption of the land.

7.5.2 Impacts on other businesses

Businesses near the Project footprint

The Project avoids most towns, reducing direct impacts on local business centres and their amenity. There would be no direct impacts on properties owned by businesses within towns.

Businesses where construction noise is expected to exceed construction noise criteria and could affect amenity include:

- Oasis Hotel, Yelarbon (50 m south of the Project footprint)
- Yelarbon One Stop Shop and Service Station (50 m south of the Project footprint)
- Yelarbon Post Office (50 m south of the Project footprint)
- Caltex Pampas, Pampas (130 m north of the Project footprint)
- The Brookstead Store and Post Office, Brookstead (140 m north of the Project footprint)
- Brookstead Hotel, Brookstead (140 m north of the Project footprint)
- Pittsworth Motor Inn, Pittsworth (220 m south of the Project footprint)
- Club Pittsworth, (300 m south of the Project footprint at 171.2 km).

Businesses to which traffic access may be temporarily disrupted during construction include:

- Yelarbon One Stop Shop and Oasis Hotel, Yelarbon Service Station and Yelarbon Sawmill, which are accessed from the Cunningham Highway

- Pittsworth Motor Inn, Pittsworth, approximately 220 m south of the alignment and with access from the Gore Highway.

During construction, impacts would be managed through the measures outlined in relevant sections of the Draft OEMP (e.g. noise and vibration management measures, traffic management measures and regular communication between ARTC and affected businesses).

Construction work will generally be undertaken during the ARTC proposed primary construction hours (further detail is in Chapter 5: Project Description in accordance with criteria within the DTMR Noise Management CoP Volume 2. While works are occurring nearby, construction noise may affect the amenity of businesses during the day, but standard hours construction would minimise the potential for overnight visitors to be disturbed.

Works outside the standard construction hours may also be required. Noise generating construction activities outside of standard hours will only be undertaken where:

- A location and activity-specific noise assessment has been undertaken
- Assessment has concluded that there are no nearby sensitive receptors or impacts to receivers can be appropriately managed, as defined by the DTMR Noise Management CoP Vol. 2
- Consultation with the local community is demonstrated.

ARTC will consult with businesses that may be affected by construction noise or disruption to business access to explain the result of EIS studies, as relevant (e.g. construction noise and roadworks, and work with business operators) to reduce the potential for impacts on their amenity and ensure access is maintained. This will include identifying specific needs (e.g. high visitation or occupancy periods) to be considered in planning particularly noisy works or night works. Consultation with businesses that are sensitive receptors (such as GrainCorp) will include consideration of businesses' work health and safety requirements with respect to noise levels.

It is also likely that local businesses would benefit from increased trade from patronage by the additional workforce in the SIA study area during the construction period, which would offset any impacts on visitation. Yelarbon businesses who were consulted by ARTC during September 2021 indicated their support for the increased business opportunities that would result in relation to the non-resident workforce accommodation facility that is proposed be located near Yelarbon.

Businesses where exceedances of operational railway noise criteria were predicted include Yelarbon Post Office, Brookstead Post Office, two buildings with office usage in Brookstead and one building with office usage in Yelarbon. The Project includes investigation of concept noise barriers in Yelarbon, Pittsworth and Brookstead to mitigate predicted exceedances of operational rail noise criteria. During the operational period, impacts will be managed through the implementation of the imposed conditions to the Project's EIS evaluation report and ARTC's operational management standards.

Tourism businesses in the SIA study area

Tourism is a relatively small but growing industry sector in the potentially impacted communities, offering tourists a range of attractions based in heritage, community events, access to the natural environment, and rural hospitality,

With the exception of Yelarbon, which is already located on the rail corridor, the Project corridor avoids town centres and any direct impacts on the tourism-oriented business within them. The potential for non-resident workers to displace tourists has been minimised through provision of accommodation for non-resident workers.

The only tourism establishments within 500 m of the Project footprint (where construction noise impacts are possible) are the Oasis Hotel in Yelarbon, Pittsworth Motor Inn, and the Brookstead Hotel. The owners

have been consulted and expressed interest in accommodating and hosting Project personnel, noting that tourism visitation had been low. The Yelarbon Hotel owner has also expressed support for the location of the non-resident workforce accommodation facility near Yelarbon. Noise abatement treatments are proposed in each location to avoid the potential for noise exceedances to affect tourism establishments.

There is potential for road works, bridge construction and the visual impact of laydown areas during construction to affect the amenity of hotels and shops in Yelarbon and Brookstead, and roadworks may affect tourists' experience and travel times. There is also potential for construction noise to affect the Oasis Hotel in Yelarbon, this will be temporary while construction activities are undertaken in particular areas, but some tourists may be deterred from visiting during these periods. There is also potential for changes to road access during construction to interrupt road access to major community events such as the Millmerran Camp Oven Festival or farming expos, however this is likely to have a minimal impact on event visitation as it is common to encounter roadworks in South East Queensland. Temporary access arrangements will be agreed with DTMR and local Councils as is the standard approach adopted by linear transport projects.

When the detailed design is confirmed, the Project will consult with tourism-related businesses (accommodation establishments, farm stays, restaurants, cafes and specialty shops) located within 10 km of the Project corridor, as well as local Chambers of Commerce, tourist information centres and the Goondiwindi and Toowoomba Regional Councils, to ensure there is a full understanding of how impacts resulting from road works, changes to the road network, and noise/vibration exceedances may affect local tourism businesses. The Project will develop a strategy, working with stakeholders, to mitigate potential impacts on tourism visitation during the Construction Works stage, which could include support for tourism marketing campaigns targeting potentially impacted communities. This is expected to offset any deterrence of tourists.

Consultation with Councils has also identified the potential for cooperation and/or support for tourism initiatives such as trail development near Millmerran and Pittsworth, or character improvements such as placemaking initiatives, which will be further explored with Councils and community members after Project evaluation.

During operation, noise treatments in Yelarbon, Brookstead and Pittsworth are expected to mitigate any noise exceedances that could affect tourism businesses located there. There is potential for waiting times at level crossings to diminish the quality of tourists' experience, however traffic delays due to rail crossings and road intersection are a common occurrence and are unlikely to be a significant deterrent for visitors.

There is also potential for diminished scenic amenity due to the Project's location within the rural landscape, particularly where the rail line would be elevated. Assessment of the Project's impacts on visual amenity (EIS Appendix K: Landscape and Visual Impact Assessment) found that the operation of the Project could result in potentially significant impacts to viewpoints from the Yelarbon rest area and the Mount Kingsthorpe summit scenic lookout.

While some visitors will see the Project as diminishing the rural character, others will find interest in Project structures, and the occurrence of rail lines is common in rural areas. Significant permanent decreases in visitation as a result of changes to the noise environment or visual amenity seem unlikely.

Labour draw

There is potential for some local businesses and services to lose staff to the Project. This may be difficult to overcome due to the relatively low level of unemployment in the SIA study area.

As described in Section 7.2.1, a wide range of occupations and skills are required. The extent of potential labour draw cannot be definitively assessed, but attraction of workers from existing businesses may cause inconvenience and disruptions to business owners. Some of the types of trades required (e.g. welders, concreters) may be in demand by local business and residents, however other trades required (e.g. those

required for major civil construction, flashbutt welding and sleeper laying) are specific to major infrastructure projects.

Inland Rail's key strategies to reduce labour draw are to:

- Deliver skills and trades training to increase the pool of skilled workers
- Orient local businesses to Project opportunities, and support business capability building, to enable businesses to upskill and/or build their workforces
- Monitoring of labour draw be in cooperation with key stakeholders such as GRC, TRC and TSBE to enable corrective action if required, as further discussed in Section 8.3.7.

Longer term, local businesses would have access to personnel whose skills were developed or upgraded through Project training and employment.

Forestry

The Project footprint traverses through the Whetstone State Forest and traverses the Bringalily State Forest, which are protected for native timber production. Fragmentation of the forests is minimised, as the Project predominately follows road corridors and property boundaries, where possible.

ARTC has engaged with DAF to confirm their requirements and potential impacts of the Project on State forest resources. As a result of this early engagement, ARTC is working with DAF to:

- Assist them to plan for early harvesting of the cypress plantation to supply local and district timber mills well in advance of construction
- Ensure adequate access for bushfire management is accommodated in the Project design
- Ensure forestry haul routes are maintained
- Ensure lessee requirements are considered in the detailed design process.

The Project's alignment through State forests may affect access roads used for large tree-harvesting equipment and movement. Each road interface within the State forest has been reviewed and a proposed interface treatment identified in consultation with DES and DAF. ARTC has committed to mitigating the impact on all formed public roads within the State forests with level crossings or grade separations, to maintain the continuity of access throughout the State forests as much as reasonably possible.

State forest revocation approvals will be required to facilitate the Project. As the areas required for the Project's operation are relatively small (at 80.47 ha within the Bringalily State Forest and 29.93 ha in the Whetstone State Forest) and in comparison to the total area of the State forests, and effects such as changes to noise or dust levels are not expected to affect forestry operations, the potential for adverse impacts to production within the State forest is expected to be low. ARTC is engaging with DES to understand and commence the process for revocation of State forest land.

Honey production

ARTC met with a Queensland Beekeepers' Association Inc (QBA) representative to identify any impacts on beekeeping, which includes commercial operations and recreational beekeeping. Members of the QBA sub-lease sites in the Bringalily State Forest which, when not in drought, is very suitable for beekeeping, with up to 150 hives on each sub-lease.

QBA advised that the Project would not have as significant an impact as if the route had traversed the steeper sections of the Bringalily State Forest occupied by Ironbark trees, and it did not appear that the Project would result in a major impact on ongoing operation of the apiaries in the State forest. Loss of vegetation or light pollution may require a small number of beekeeping sites to be relocated.

ARTC advised the QBA that said they were working with DAF to maintain access to the State forest while Project construction is active in that area. ARTC is also undertaking further consultation with QBA on potential issues to be addressed by the Project during construction and operation.

Energy and mining

The Yarranlea Solar Farm, a large-scale solar farm under construction is located 1.5 km north of the Project. Design refinements undertaken during 2021 have avoided any impacts on the solar farm's operation, but temporary delays to access to the solar farm may be experienced during Project construction at the interface of Yarranlea Road and the Project. The Maryborough Solar Farm (near Pittsworth) on Roche Road may also experience temporary delays to access during Project construction.

The Project footprint is located near the boundary of the Commodore Mine east of Millmerran, but does not encroach on land within current mining leases. Intergen as the owner of Commodore Mine has made a new Mining Lease Application and EPBC referral including land within the Project footprint. ARTC and Intergen are undertaking further discussions regarding how any potential conflicts would be managed. The permanent footprint also traverses two private roads that provide access to the Commodore Mine Road. Grade separation and a level crossing are proposed at these interface points. Where the grade separation is proposed, impacts are minimised. Where the level crossing is proposed, delays to traffic due to waiting times may occur at the interface of the Project footprint with the Millmerran-Inglewood Road, affecting access to the southern area of the Commodore Mine.

Vehicle access to the Millmerran Power Station, located 3.6 km east of the Project footprint and fuelled by coal from the Commodore Mine, may also experience temporary disruptions from heavy traffic and oversize loads. The road traffic assessment in EIS Appendix AA: Traffic Impact Assessment indicates that a satisfactory design solution is available to avoid impacts on traffic safety.

The Wetalla Water Pipeline servicing New Acland Coal Mine is located in the Project footprint near Kingsthorpe. Inland Rail's adjoining G2H project would result in the localised re-alignment of the Wetalla Water Pipeline. As part of this realignment, ARTC is in negotiations with New Acland Coal to install an offtake, so that water can be taken from the pipeline for construction purposes for both the Project and the G2H project.

Transport and logistics

The Growth Action Plan for Millmerran identifies Inland Rail as an opportunity to enhance the town's transport industry (TRC, 2015). Similarly, the Growth Action Plan for Pittsworth (TRC, 2017) identifies business and investment opportunities for the town associated with the Inland Rail and Toowoomba Trade Gateway.

As noted in Section 7.5.1, acquisition of land for the Project's operation will include full acquisition of land parcels accommodating two transport businesses, which would need to relocate if the owners wish to continue operating them. Compensation will be payable to the affected business owners under the AL Act as described in Section 7.5.1.

Transport or logistics businesses in Goondiwindi may benefit from significant opportunities during construction to transport construction materials to laydown areas and remove waste materials and recyclables from construction compounds and non-resident workforce accommodation facilities. Benefits may also accrue in the long term if a regional rail distribution point is established on the alignment at Goondiwindi.

Transportation businesses in the SIA study area are likely to experience temporary disruptions to travel routes during the Project's construction and will experience delays at level crossings during operations.

Rail sidings including those at Kurumbul, Yelarbon and Brookstead will also be disrupted during construction, however the Operations stage will offer superior facility access to rail transport.

During operations, there will be a decrease in long haul road freight volumes over time affecting levels of trade for local transport businesses. The business case for Inland Rail (ARTC, 2015) noted that there may be potential for the creation of new and expanded regional industries, including rail based warehousing and associated freight precincts.

ARTC will consult with local and regional businesses in the SIA study area to ensure they have access to current information about Inland Rail and promote government services and programs that are available to businesses considering investment in related projects.

7.5.3 Local and Indigenous supply opportunities

ARTC is committed to providing local and Indigenous businesses and social enterprises with full, fair and reasonable opportunity to participate in the supply of goods and services to Inland Rail. In accordance with the *Australian Jobs Act 2013*, ARTC has prepared an Australian Industry Participation (AIP) Plan for the Inland Rail Program which identifies how Australian entities, particularly businesses operating within the Goondiwindi, Toowoomba and nearby LGAs, will be provided full, fair and reasonable opportunity to bid to supply goods and services to the project.

ARTC will ensure that commitments made in the Inland Rail Australian Industry Participation Plan (AIP Plan) extend to the construction supply chain by requiring that the Contractor prepare and implement an Industry Participation Plan which addresses the requirements of the Inland Rail AIP Plan.

As noted in Section 7.2.2, the Project will underpin its planning with the minimum participation targets set by related Commonwealth and Queensland policy, and will drive outcomes toward aspirational targets with Contractors to exceed these minimum benchmarks. The Project's contractual negotiations will remain commercial in confidence.

Inland Rail's tender assessment criteria included local and Indigenous participation as a key element of all construction tender assessments. The minimum Indigenous procurement target referred to in the Commonwealth Indigenous Procurement Policy's organisation-based requirements is for 3.0 per cent indigenous procurement minimum, (i.e. at least 3.0 per cent of the value of the contractor's Australian supply chain must be subcontracted to Indigenous enterprises, on average over the initial term of the contract (Australian Government, 2015)). The Project will ascribe to a minimum benchmark of 3.0 per cent Indigenous procurement.

There is no relevant benchmark for local procurement from within an area such as the SIA study area. ARTC's planning will be guided by an aspirational target of 15.0 per cent of the value of Project procurement to be spent with businesses that are located within the SIA study area.

ARTC expects all contractors on Inland Rail to demonstrate the same level of commitment to providing local and Indigenous businesses and social enterprises with the opportunity to compete for work. Upholding this supply chain commitment supports ARTC's social licence to operate.

ARTC has developed an Industry Participation Policy in alignment with the Inland Rail AIP Plan, which seeks to maximise opportunities for local and Indigenous businesses and social enterprises to participate in the delivery of Inland Rail. ARTC has also developed a Sustainable Procurement Policy which commits that environmental, community and economic considerations will be embedded in procurement processes, as detailed in Section 8.6.3.

ARTC hosted the Inland Rail Conference that was held in Toowoomba during August 2019 that was attended by a range of key stakeholders including Councils, Australian government agencies, businesses that are potential suppliers, community organisations and training providers. The conference involved discussion of key issues of skills, connectivity, supporting regional growth opportunities and community consultation processes and provided an opportunity to discuss a wide range of aspects relating to Inland Rail and the rail industry generally, to assist businesses and service providers to prepare for participation

in the Inland Rail Program. ARTC has also hosted or supported a range of business engagement and capability building events, as described in Section 8.6.3. ARTC will collaborate with the Department of State Development, Infrastructure, Local Government and Planning – Regional Economic Development South prior to obtaining the Project evaluation report to support industry capability development and business engagement.

The Project is likely to provide significant opportunities for local and regional businesses to participate in its supply chain as discussed below.

Construction

Contractors will be sourcing local goods, services, plant and equipment and people to support civil works, rail works, roadworks, earthworks and drainage construction. Supplies and services that will be required include:

- | | |
|--|--|
| ■ Quarry materials | ■ Fabrication |
| ■ Water supply and storage and cartage | ■ Signage |
| ■ Waste management | ■ Drainage |
| ■ Fuel supply and distribution | ■ Roadworks |
| ■ Construction consumables including small tools | ■ Cranes and crane Services |
| ■ Office buildings and power distribution | ■ Welding services |
| ■ Geotechnical testing | ■ Survey services |
| ■ Camps and camp services | ■ Bridge packages |
| ■ Plant/equipment hire | ■ Structural steel |
| ■ Fencing | ■ Earthworks |
| ■ Traffic control | ■ Concrete products |
| ■ FRP and concreting | ■ Landscaping |
| ■ Steel fixing | ■ Site cleaning |
| ■ Heavy haulage transport | ■ Plant/ equipment maintenance |
| | ■ Labour hire and protection officers. |

Pre-cast concrete may be sourced within the SIA study area, ballast material will be sourced from local quarries and borrow pits, and other components such as rehabilitation supplies and fencing may also be sourced within the SIA study area.

Project construction will also require a range of services that may be sourced from within the SIA study area including:

- Tree clearing
- Electrical installation and instrumentation
- Rehabilitation and landscaping
- Trades services (e.g. boiler makers and welders)
- Professional services (e.g. environmental scientists, engineers, human resources)
- Traffic management and security services
- Earthworks.

Project supply opportunities during the Construction Works stage would represent a substantial source of trade and an opportunity for local business growth. The Project would provide a boost to businesses in Toowoomba that experienced a slow-down following completion of the Toowoomba Bypass. Businesses across the SIA study area are positive about opportunities through direct involvement in the Project's construction (including the rail corridor and non-resident workforce accommodation facilities), as well as opportunities in secondary service and supply industries (such as retail, hospitality and other support services).

The SIA study area has a heavy reliance on small and sole operator enterprises and some small businesses would need to develop their current capacity to participate in the Project's supply chain. For example, GRC has commented that few businesses in Goondiwindi would have experience in dealing with large tenders. Consultation with TRC identified the potential for engagement of social enterprises in the supply chain, including involvement of new migrants, with job readiness programs required. Stakeholders have also expressed concern that businesses have realistic expectations about potential benefits and that local suppliers have a genuine opportunity to participate in the Project. Businesses would also need sufficient advance notice and effective information about Project elements, time frames and contracting requirements to help them prepare.

ARTC acknowledges that some small businesses may require time and assistance to upskill in preparation for supply opportunities on major projects, such as Inland Rail. Accordingly, ARTC has commenced implementation of supplier capability building activities including workshops and mentoring support to assist businesses to become visible, compliant and ready for opportunities. ARTC also changed its procurement process during 2020 to make it more collaborative, make projects smaller and less complex, and provide a broader section of the industry with more opportunity to participate on Inland Rail. ARTC is working with its Contractor to develop works packages as part of this approach.

Consultation has also identified concern that small businesses may be exploited or unfairly treated by Contractors. ARTC is engaging with large contracting companies regarding acceptable standards for subcontracting and will also work with small business to provide information about how to engage with major contractors and how to protect their rights.

There is also potential for local retail businesses, cleaning and maintenance businesses, and labour supply businesses to benefit directly from the operation of non-resident workforce accommodation facilities. For example, ARTC and the Contractor will require the non-resident workforce accommodation provider to provide businesses operating within the Goondiwindi, Toowoomba and nearby LGAs with full, fair and reasonable opportunity to bid to supply goods and services to the Project. Potential beneficiaries of the non-resident workforce accommodation facilities include local retailers, cleaners, maintenance and labour hire businesses. The location of non-resident workforce accommodation facilities in Millmerran, Inglewood and Yelarbon is also likely to see increased trade for local businesses including cafes and hotels that would be frequented by workers.

Strategies that ARTC will utilise to assist local and Indigenous businesses to develop their capability and capacity are being developed as part of the Inland Rail Skills Academy and are outlined in Section 8.6.3

Indigenous business opportunities

The Project offers the potential to increase Indigenous employment and business opportunities. As noted in Section 5.4.6 at March 2023, there were 37 Indigenous businesses registered as servicing the SIA study area including construction, plumbing, maintenance, printing, crash repair, equipment hire, accounting, drilling, concreting and construction services (Black Business Finder, 2023). These businesses and others identified in consultation with traditional owner groups will be identified in the Project's local business register.

Indigenous community members and businesses in the SIA study area are also likely to have capability for involvement in the Construction Works stage through cultural heritage management services and supply to non-resident workforce accommodation facilities.

Consultation has indicated that some small Indigenous businesses in the region are struggling and need assistance to build capability to participate in the Project. ARTC has developed an Indigenous Participation Plan for the Inland Rail Program, which includes commitments to involve Indigenous businesses, as detailed in Section 8.6.3.

Operation

For the operational period, services will be required for:

- Track maintenance
- Rehabilitation
- Maintenance of electrical and signalling infrastructure
- Level crossing and access track maintenance.

The benefits of supply would be more modest during the Operations stage but would still represent a very long-term opportunity that would support the viability of businesses and contribute indirectly to increased employment opportunities.

Further information on economic benefits of the operational period is provided in EIS Appendix Y: Economic Impact Assessment.

7.5.4 Regional economic development

Opportunities to support the agricultural industry

Inland Rail will improve connections between the Darling Downs and South East Queensland regions to domestic and international markets and will support associated future industries. While the Project will impact on agricultural land, it has potential to create beneficial impacts for the agricultural sector within the SIA study area, including more efficient access to domestic and international markets.

The Inland Rail Business Case (ARTC 2015) identified several benefits that would support regional economic development, including improved linkages and reduced distances travelled within the national freight network, improved access to and from regional markets, and reduced rail costs. It will also allow for improved reliability and greater certainty for freight travelling between Melbourne and Brisbane and anywhere within the Inland Rail alignment.

To assist regional businesses to prepare for Inland Rail once construction is complete, ARTC has a dedicated Business Development Manager to work with potential customers, rail freight owners, terminal owners and industry stakeholders. The Business Development Manager acts as a conduit to ARTC to support businesses as they consider rail solutions for their operations and has a dual focus: to explain and inform businesses how Inland Rail and ARTC's network will work, and to work with businesses and industry one-on-one, to understand where there may be opportunities to put freight on rail when Inland Rail is operational.

Toowoomba LGA opportunities

The Project runs via the Toowoomba Trade Gateway, which combines an internationally capable airport with a major freight facility and over 2,000 ha of industrial land on the western fringe of Toowoomba LGA. The Toowoomba Trade Gateway is a major industrial precinct supporting Toowoomba and regional south Queensland, involving aviation, logistics, transport, corporate and mining services. It is privately owned and managed and includes Toowoomba Wellcamp Airport, Wellcamp Business Park, InterLinkSQ,

Witmack Industry Park and Charlton Logistics Park. The airport became operational in 2014 and provides domestic passenger and international freight transportation. Development of the industrial precinct is ongoing.

The Project's route via the airport and industrial precincts may provide the opportunity to supplement airfreight movements with access to the national rail freight network, facilitate access to efficient rail transport for businesses in the region and at the Toowoomba Trade Gateway, and stimulate business development in the Toowoomba Trade Gateway.

Inland Rail may further catalyse development of regional infrastructure in Toowoomba. As part of the Inland Rail Interface Improvement Program (II Program) that assists in the development of project ideas that could boost the benefits that flow from Inland Rail, TRC is involved in investigating upgrades to the West Moreton Rail System and the South Western Rail System, and inter-operability through additional rail connections to the South Western Rail System at Yelarbon and Southbrook. This has potential to accommodate agricultural, mining and bulk commodity freight from the west, and reduce the need for both road and rail freight through the city of Toowoomba.

Under the II Program, TRC is also involved in investigating the viability of constructing a track maintenance provisioning centre for Inland Rail operations at a strategic location within the Toowoomba region. This would result in additional long-term employment options for Toowoomba region residents.

Goondiwindi LGA

GRC is well advanced with investigation of options for the development of a Goondiwindi to Inland Rail corridor connection, by upgrading the current narrow gauge South Western rail line and providing a connection to Inland Rail at Kurumbul. This has also been supported by the II Program and has the potential to increase supply chain efficiency and allow better connectivity and interoperability between the South Western line and Inland Rail, supporting the development of complementary business in the Goondiwindi LGA.

GRC is also interested in the opportunity for a maintenance hub to be established in the Goondiwindi LGA to support long-term employment opportunities and encourage families staying in the region.

Facilitation of business and industry development

The Inland Rail Program is a nationally significant transport initiative and will provide a high-capacity freight link between Melbourne and Brisbane through regional Australia to better connect cities, farms and mines via ports to domestic and international markets.

The Inland Rail Business Case (ARTC, 2015) identified several benefits that would support regional economic development, including:

- Improved linkages and reduced distances travelled within the national freight network
- Improved access to and from regional markets
- Reduced rail costs, improved reliability and greater certainty for freight travelling between Melbourne and Brisbane.

The Project will improve access to and from regional markets and may act as a significant catalyst for development within the SIA study area, particularly in relation to rail dependent industries and support industries associated with transport, freight handling, warehousing and logistics.

The Inland Rail Business Case notes that Inland Rail would be a catalyst for complementary supply chain investments, including fleet upgrades, new metropolitan and regional terminals and integrated freight precincts, as well as the potential for creation of new and expanded regional industries, including rail based warehousing and associated freight precincts.

More generalised benefits identified by the Inland Rail Business Case include the increased capacity of the rail network, resulting in improved road safety, reduced truck volumes in regional towns, and a reduction in carbon production of 750,000 tonnes per year.

Community benefits assessment

The EIS Appendix Y: Economic Impact Assessment includes an assessment of estimated community benefits relating to crash cost savings, cost savings from environmental externalities (such as air pollution, greenhouse gas emissions and other environmental disruptions) and road decongestion benefits. The results of the economic benefits assessment estimate that the Project is expected to provide a total (\$2022 present value terms) of \$838.86 million in incremental benefits to the Project area (at a 7 per cent discount rate). This consists of \$634.89 million in freight benefits and \$203.97 million in community benefits over a 50 year analysis period.

7.6 Cumulative impacts

Cumulative impacts are those that result from the successive, incremental and/or combined effects of an action, project or activity when added to other existing, planned and or reasonably anticipated future projects (International Finance Corporation 2013).

A number of projects were initially identified as having potential to contribute to cumulative impacts in combination with the Project. These projects were either operational, expected to undergo future expansion, going through an approval process or under construction.

The assessment has considered the following aspects of relevant projects:

- Spatial distribution (i.e. where projects would be located in relation to the Project and nearby communities)
- Temporal distribution (i.e. the time period in which each Project may have an effect on the social environment through construction or operation).

For the purpose of social impacts and benefits, the cumulative impact assessment considered:

- Major projects including projects of State significance or Major Project status (New Acland Coal Mine Stage 3 and Asterion Medical Cannabis Facility respectively)
- Projects of significance to potentially impacted communities, and/or that may draw on the study area's labour force. This includes the Macintyre Windfarm, Southern Queensland Correctional Precinct Stage 2 (SQCCP2), the Wellcamp Entertainment Precinct, Wagners' Intermodal Terminal, Queensland Regional Accommodation Centre and new Toowoomba Hospital that were proposed during the EIS process
- Other Inland Rail projects (also projects of State significance) proposed to be constructed and operated from northern NSW to Brisbane in South East Queensland.

Other projects within the SIA study area that were not considered relevant to this assessment as they are already completed or are unlikely to have relevant impacts include the Toowoomba Bypass, Wetalla Water Pipeline, Toowoomba Wellcamp Airport, Pittsworth Industrial Precinct, Australia Pacific LNG Project (Walloons gas fields), Yarranlea Solar Farm, Yarranbrook Feedlot (Inglewood) and Sapphire Feedlot (Kildonan).

With respect to metropolitan public transport projects, Cross River Rail's construction period was planned as 2019-2024, and the Brisbane Metro and Gold Coast Light Rail Stage 3A projects are planned for construction from 2022-2024. These projects have not been considered as part of the cumulative social impact assessment because:

- They are located more than 100 km from the Project, with no potential for cumulative impacts on amenity, housing access, traffic volumes or social infrastructure in the SIA study area
- They draw primarily from the large Brisbane and Gold Coast LGA workforces
- Their construction is anticipated to be complete before the Project builds to its workforce peak.

Table 7.5 identifies major projects in or near the SIA study area, including their location, nature, status and where possible, their estimated construction periods, construction workforce numbers and operational workforces.

Table 7.6 provides the timing of projects relative to one another, and indicates the estimated overlap of construction periods (grey shading) and project operations (green shading). This indicates that the following projects' construction periods will overlap with that of the Project:

- Four Inland Rail projects (NS2B, G2H, H2C and C2K)
- Southern Queensland Correctional Centre Precinct Stage 2, with construction likely to be substantially complete before Project construction
- Macintyre Windfarm, with construction anticipated to coincide during late 2023-2024
- InterLinkSQ, for which site and facility development is expected to continue until 2027.

New Acland Stage 3 was approved in late 2022 and its construction is likely to be complete before Project construction commences. Construction timeframes for the Asterion Medicinal Cannabis Facility, Wyemo Piggery and Goondiwindi Abattoir are unknown.

Table 7.5: Projects considered for cumulative SIA

Projects	Location	Description	Status	Construction dates	Construction jobs (peak)	Operation period	Operation jobs
NS2B (Inland Rail)	Rail alignment from North Star, NSW to the NSW/QLD border Adjoins the Project footprint to the south	New 37 km rail corridor to connect North Star (NSW) to the QR South West Rail Line just north of the NSW/Queensland border	Approved	2024 to 2028	300	>100 years	15
G2H (Inland Rail)	Rail alignment from Gowrie to Helidon, Queensland Adjoins the Project footprint to the north	New 26 km dual gauge track between Gowrie (northwest of Toowoomba) and Helidon (east of Toowoomba), extending through the LGAs of Toowoomba and Lockyer Valley. The project includes an approximate 6.4 km tunnel through the Toowoomba Range.	Reference design and revised draft EIS	2024 to 2028	596	>100 years	15
Helidon to Calvert (H2C) (Inland Rail)	Rail alignment from Helidon to Calvert, Queensland 26 km to the east of the Project footprint	New 47 km dual gauge rail line connecting Helidon (east of Toowoomba) with Calvert (near Ipswich), extending through the LGAs of Lockyer Valley and Ipswich City. The project includes a 1.1 km tunnel through the Little Liverpool Range.	Reference design and revised draft EIS	2024 to 2028	410	>100 years	15
Calvert to Kagaru (C2K) (Inland Rail)	Rail alignment from Calvert to Kagaru, Queensland 70 km to the southeast of the Project footprint	New 53 km dual gauge track from Calvert to Kagaru to provide freight access to proposed industrial developments such as at Ebenezer in the City of Ipswich. The project includes a 1.1 km tunnel through the Teviot Range.	Reference design and revised draft EIS	2024 to 2028	660	>100 years	15

Projects	Location	Description	Status	Construction dates	Construction jobs (peak)	Operation period	Operation jobs
New Acland Coal Mine Stage 3	35 km northwest of Toowoomba 18 km north of the Project footprint	Expansion of the existing New Acland open-cut coal mine near Oakey, to up to 7.5 Mtpa	Final approval October 2022	2023	260	Expected to extend coal production until 2042	435
InterLinkSQ	13 km west of Toowoomba Adjacent to south of the Project footprint	A 200 ha transport, logistics and business hub, located on the narrow gauge regional rail network and interstate network, at the junction of the Gore, Warrego and New England Highways.	Under construction	2018 to unknown date. Assumed to continue development during Inland Rail Construction Works stage	Not available	Ongoing once complete	1,500
Wellcamp Business Park	Wellcamp, Queensland 1.5 km east of the Project footprint	A 500 ha industrial and commercial park that forms part of the Toowoomba Trade Gateway. The Business Park is located in close proximity to the Toowoomba Wellcamp Airport and other major transportation infrastructure.	Operational	2013 to 2014	>20	Ongoing	Unknown
Witmack Industry Park and Charlton Logistics Park	Wellcamp, Queensland 3 km southeast of the Project footprint (Witmack Industry Park) Charlton, Queensland 3 km south of the Project footprint (Charlton Logistics Park)	The Witmack Industry Park is a large industrial land development that offers large size industrial land parcels. The Charlton Logistics Park is part of the Toowoomba Trade Gateway and provides fully serviced 2 ha sites and is well situated for potential transport and logistics operators due to its proximity to transport infrastructure.	Operational	2016 to 2018	30	Ongoing	30

Projects	Location	Description	Status	Construction dates	Construction jobs (peak)	Operation period	Operation jobs
Asterion Medicinal Cannabis Facility	Wellcamp, Queensland Adjoins the Project footprint 1 km south of Toowoomba-Cecil Plains Road	A medicinal cannabis cultivation, research and manufacturing facility, involving construction of a 71 ha glasshouse to produce 20,000 plants per day at full capacity. Medicinal grade cannabis grown at the facility will be manufactured into a range of medicinal products. This facility is anticipated to be the largest facility of its kind in the world.	Proposed	Unknown	800	Ongoing	300
Commodore Coal Mine and Millmerran Power Station	Domville, Queensland Intersects the Project footprint, located primarily to the east	The Commodore Coal Mine is an open cut coal mine that provides coal for the 850 megawatt Millmerran Power Station. The Millmerran Power Station is a coal-fired power station that supplies enough electricity to power approximately 1.1 million homes.	Operational	Subject to annual maintenance shutdown and pit expansion.	N/A	Ongoing, until approved mining leases are exhausted	50
Wyemo Piggery	Glenarbon, Queensland 8 km south of the Project footprint	Piggery with approval for 55,000 pig units	Approved with conditions by GRC	Unknown	Unknown	Ongoing, once complete	Unknown
Goondiwindi Abattoir	Goondiwindi, Queensland 13 km north of the Project footprint	A new beef Abattoir located on the outskirts of Goondiwindi with beef processing of up to 72,000 tonnes per year	Approved with conditions by GRC	Unknown	Unknown	Ongoing, once complete	380
SQCCP2	12 km north east of Gatton, approximately 50 km west of Project footprint	Construction of a new 1,004-cell, high security facility for male prisoners	Under construction	2021-2023	900	Ongoing, once complete	500

Projects	Location	Description	Status	Construction dates	Construction jobs (peak)	Operation period	Operation jobs
Queensland Regional Accommodation Centre	Wellcamp, approximately 1.5 km east of the Project footprint	Purpose-built Queensland quarantine facility that will accommodate returning travellers, returning international students and agriculture workers for quarantine purposes	In care and maintenance	2021-2022	400	2021-2022	Not available
Wagners Intermodal Terminal	Toowoomba, Queensland, 2.4 km east of the Project	Major freight terminal, designed to benefit the freight network and future Inland Rail. The terminal will be 24/7 facility, designed to operate 78,000 containers for almost 400 freight customers.	Construction	Unknown	240	Ongoing	400
Wellcamp Entertainment Precinct	Wellcamp, Queensland, 2.4 km east of the Project	Planned to be Queensland's largest entertainment precinct, designed to hold 40,000 people for major events and house 5,000 people in onsite accommodations.	Proposed	Estimated to start in 2022, estimated end prior to 2032 Olympics	130	Ongoing	2,500
Toowoomba Hospital	Cranley, approximately 6.0 km east of the Project	The new Toowoomba Hospital will be constructed on the current Baillie Henderson hospital site.	Approved and Government funded	2023 to 2027	3,127	Ongoing	Unknown
Macintyre Wind Farm	10 km south of Karara, approximately 40 km east of the Project footprint	A 1,026 MW wind power complex with 169 wind turbines	Under construction	2022 to 2024	400	From 2024	14

Table 7.6: Cumulative project timing

Project	Construction timeframe	Construction and operations overlap with B2G				
		2025	2026	2027	2028	2029
Border to Gowrie (Inland Rail)	2025-2028					
NS2B (Inland Rail)	2024-2025					
G2H (Inland Rail)	2024-2028					
H2C (Inland Rail)	2024-2028					
C2K (Inland Rail)	2024 – 2028					
New Acland Coal Mine Stage 3	2023					
InterLinkSQ	Assumed to continue from 2024 to 2028					
Wagners Intermodal Terminal	Unknown, but anticipated to coincide with Project construction					
Wellcamp Entertainment Precinct	Unknown, but anticipated to coincide with Project construction and potentially extend beyond 2029					
Toowoomba Hospital	2023-2027					
SQCCP2	2021-2023					
Macintyre Windfarm	2022-2024					
Wellcamp Business Park	Operational					
Witmack Industry Park and Charlton Logistics Park	Operational					
Asterion Medicinal Cannabis Facility	Unknown					
Commodore Mine/Millmerran Power Station	Operational					
Queensland Regional Accommodation Centre	Operational					
Wyemo Piggery	Unknown					
Goondiwindi Abattoir	Unknown					

NB: Grey shading - Construction periods. Green shading – Project operations

7.6.1 Local impacts

For the purpose of this section, the local area of influence for assessment of cumulative social impacts has been defined as including the Project footprint and potentially impacted communities, on the basis that the interface of multiple projects may have impacts on social conditions (e.g. housing availability, or access to services). The availability of labour and skills is considered under regional impacts in Section 7.6.2 as it concerns the SIA study area as a whole, and tradespeople and labourers are generally mobile within and between regions.

Local amenity, character and traffic

Cumulative social impacts may occur in the Kingsthorpe/Gowrie Junction area where construction of the Project, G2H project and InterLinkSQ could coincide, where traffic may increase, and construction activities and laydown areas may temporarily detract from local character. With respect to the interface between the Project and the NS2B project, the combined impacts of rail construction and road works may impact on scenic character in a localised area west of Kurumbul.

There may also be concerns about community safety given increased numbers of non-local workers for construction of the Project, NS2B and G2H. Project workforce management strategies that address potential concerns about community safety include enforcing a Code of Conduct containing requirements for positive behaviours and respect for local residents and businesses and ensuring that the Contractor has appropriate work conduct policies and procedures, implemented for all Inland Rail work sites.

The Macintyre Windfarm is located at least 40 km from the Project. With the exception of potential for cumulative increased traffic on construction traffic routes such as highways, which would be managed in accordance with the projects' respective conditions of approval, cumulative impacts on local amenity and character (e.g. near Inglewood appear unlikely).

The Wyemo Piggery is located near Texas approximately 50 km southeast of the Project, so if constructed would not contribute to cumulative impacts on amenity and character. The Goondiwindi Abattoir would be located near Goondiwindi, but as the B2G project is located some 15 km east of the town, cumulative impacts on amenity or character are unlikely. Cumulative impacts on amenity with respect to New Acland Coal Mine are also unlikely, as this operation is located some 28 km north of the Project footprint near Oakey.

Housing and accommodation impacts

Concurrent construction projects such as other Inland Rail projects in Queensland, the Wellcamp Entertainment Precinct. The new Toowoomba Hospital and the Wagners Intermodal Facility may compete with the Project for construction personnel from the Toowoomba region, resulting in a large proportion of personnel being recruited from outside the region, and consequently cumulative pressure on housing and/or short-term accommodation supplies in SIA study area communities.

This potential impact has been recognised by ARTC and non-resident workforce accommodation facilities are proposed to minimise the Project's possible pressures on housing and short-term accommodation, along with a comprehensive AMP prepared in consultation with key stakeholders (Section 8.4.4). The adjoining Inland Rail NS2B project proposes a non-resident workforce accommodation facility to minimise housing demands in the Goondiwindi LGA, and the G2H project anticipates drawing on a large regional workforce (e.g. the Toowoomba, Lockyer Valley, Ipswich, Brisbane and Gold Coast LGAs) who live within a safe driving distance, minimising housing and accommodation requirements. It is assumed that the new Toowoomba Hospital construction will draw on the workforce living within Toowoomba and nearby regional centres, and that the Queensland Government has developed appropriate strategies for the accommodation of any non-resident workers.

Three non-resident workforce accommodation facilities have been proposed to service the Project's workforce accommodation requirements. However, if established, the non-resident workforce accommodation facility in Yelarbon may also be utilised by personnel working on the North Star to NSW/Queensland Border project. Sharing of temporary accommodation across these projects would help to minimise any contributions to demands on local housing and accommodation in the Goondiwindi and Yelarbon areas. All three Inland Rail projects would require AMPs, further minimising the potential to contribute to housing impacts in local communities or the regional centres.

The Asterion Medicinal Cannabis Production Facility is proposed for a site near the Toowoomba Wellcamp Airport and the Project. This facility is expected to provide 800 construction jobs and 300 operational jobs, however the likelihood of it proceeding and the timing for construction are unknown, so assessment of any cumulative impacts in relation to (e.g. cumulative labour draw is not possible).

Social infrastructure requirements

The coincidence of construction activities for adjacent Inland Rail projects and a cumulative increase in workers near local communities such as Goondiwindi and Gowrie Junction has the potential to affect demands for policing and emergency services with respect to traffic management, site security (e.g. responding to incidents of theft from work sites) and road safety policing.

Local fire brigades and ambulance officers could also experience increased demand with respect to any accident responses for projects such as Inland Rail projects, the Wellcamp Entertainment Precinct and the Wagners Intermodal Facility. Government funding for police, fire and ambulance services may require review by the relevant State government agencies, informed by review of the respective projects' construction periods and their experience with projects' demands on services, to ensure cumulative project demands do not impact on local community access to services. The Project will provide workforce ramp-up estimates to the QPS, QAS, QFES and Queensland Health to assist with their planning.

As the construction workforces for the Macintyre Windfarm and other Inland Rail projects would be based in other LGAs, cumulative impacts on local health services are not anticipated.

There is potential for stresses associated with Inland Rail and other construction projects to increase local demands for support services. As outlined in Section 8.1.6, Inland Rail has developed a partnership with the DD&WM PHN, to strengthen local access to services delivered in the SIA study area. The Project will also consult with DTATSIPCA to identify any existing service shortfalls and monitor any increases in service demands resulting from the Project, to enable cooperative solutions to address any strain on services resulting from the Project.

Cumulative community benefits

Potential local benefits if a number of Inland Rail and other projects are constructed concurrently include:

- Potential for increased trade for businesses in Goondiwindi, Yelarbon, Millmerran, Gowrie Junction and Toowoomba with concurrent and adjacent Inland Rail projects
- A substantial increase in the number and diversity of operational jobs available to local residents through Inland Rail, the Southern Queensland Correctional Centre Stage 2, InterLinkSQ, Wellcamp Entertainment Precinct and Wagners Intermodal Facility
- Facilitation of long-term employment opportunities and regional development, with potential to support development of the Charlton Wellcamp Enterprise Area.

7.6.2 Regional impacts

The SIA study area including the Goondiwindi and Toowoomba LGAs is considered as the ‘region’ for assessment of regional cumulative social impacts, with consideration to adjacent LGAs where other Inland Rail projects may be constructed in the same timeframe.

Traffic

The coincidence of construction of projects listed in Table 7.6 would have cumulative impacts on traffic volumes and potentially lead to traffic delays during the construction period, throughout the SIA study area. Impacts would depend on the timing and location of the works of multiple projects at that time. A large range of mitigation measures relating to safety, intersection impacts, link road impacts, pavement impacts, and road/rail interface impacts have been proposed for construction and operation of the Project and are expected to mitigate the Project’s contribution to cumulative impacts on traffic. Such measures include:

- Development and implementation of a RUMP and Traffic Management Plan
- Development and implementation of traffic control plans for localised short-term activities requiring traffic control
- Consultation with DTMR and TRC through the Detailed Design and Construction Works stages of the Project to identify newly occurring issues and risks to the road network that will be used by Project traffic
- Maximising opportunities to move materials, plant and workforce within the Project footprint, instead of using the public road network
- Implementation of a travel demand management awareness campaign to inform the public on the proposed construction works and its potential effect on local road network operations, and relieve congestion by encouraging travel outside of peaks and increase public awareness of planned construction works.

Employment opportunities and labour draw

Assessment of cumulative labour demands is speculative as construction personnel are generally highly mobile within and across Australian states, and project schedules will vary from current estimates.

The Project has potential to contribute to significant cumulative increases in employment opportunities in the SIA study area, both directly through construction employment opportunities, and through involvement of local businesses in the supply chain.

Construction of the SQCCP2 project and the Queensland Regional Accommodation Centre is now complete, and New Acland Coal Stage 3 is likely to have completed construction before Project construction commences. These projects are likely to have contributed to workforce skills and capacity within the SIA study area and adjacent LGAs, upon which the Project, other Inland Rail projects and other projects could draw. With the completion of the metropolitan rail projects in 2024, personnel who were trained and/or employed in their construction may also become available to Inland Rail projects.

Coincidence with construction of projects such as InterLinkSQ, the new Toowoomba Hospital, Wellcamp Entertainment Precinct and the Wagners Intermodal Facility are likely, and coincidence with construction of the Wyemo Piggery and the Goondiwindi Abattoir is possible. Given existing strengths in the construction industry, particularly in Toowoomba, employment opportunities relating to Inland Rail and other projects are likely to be a significant social and economic benefit to residents in LGAs where Inland Rail projects will be constructed. However they may also contribute to cumulative labour and skills shortages.

If the five Inland Rail projects listed in Table 7.6 were constructed simultaneously, and all workforce peaks coincided, a total of approximately 2,866 construction personnel could be required across several LGAs (Goondiwindi, Toowoomba, Lockyer Valley, Ipswich, Scenic Rim, Logan and Brisbane). This represents a maximum and unlikely case as the NS2B project would have a shorter construction timeframes.

In addition, the construction stages of the Toowoomba Hospital, Wellcamp Entertainment Precinct and the Wagners Intermodal Facility are likely to coincide with the Project's Construction Works stage. While the anticipated peak workforces for the Wellcamp Entertainment Precinct and the Wagners Intermodal Facility are relatively modest at 130 personnel and 240 personnel respectively, construction of the new Toowoomba Hospital is expected to require more than 3,100 personnel. Cumulatively, the construction workforce requirements of the new Toowoomba Hospital and Inland Rail are likely to contribute to significant draws on South East Queensland's construction workforce, which could affect access to labour and tradespeople for residents, businesses and other industries.

The Project's potential contribution to the cumulative labour demand will be managed through the implementation of the SIMP, particularly those elements that pertain to the provision of training and development opportunities (e.g. Inland Rail Skills Academy). The Project has committed to monitoring labour draw through consultation with Councils and industry bodies, to enable consideration of corrective actions if the Project is contributing to skills shortages (Section 8.6.2).

The expansion in the construction sector would support additional flow-on demand through the construction industry supply chain and additional spending on consumer orientated products by the construction workforce in the region. The associated supply of construction materials, the development of associated external infrastructure and complementary services will also require additional workforce beyond those directly associated with the Inland Rail and other major projects, stimulating job creation and economic development in the region.

The Project's operation would coincide with operation of the SQCCP2 project, Toowoomba Hospital, Wellcamp Entertainment Precinct, Wagners Intermodal Facility, and the Queensland Regional Accommodation Centre (subject to any future use), contributing to strong employment growth in the Toowoomba LGA and nearby LGAs.

The Project has the potential to catalyse positive impacts for industrial development by attracting rail-dependent industry to the Charlton Wellcamp Enterprise Area, and possibly also to Goondiwindi. This would generate significant positive cumulative employment opportunities in the SIA study area.

Social infrastructure

It is anticipated that the Project's non-resident personnel's health service requirements would primarily be met in their home communities, through provision of access to paramedic-trained personnel on site and through telehealth services, therefore a significant contribution to cumulative demands on regional health services is less likely.

There is potential for Project workers to be transported to major hospitals in Toowoomba or Goondiwindi if treatment is required. This is not expected to be a significant drain on hospital services.

Cumulative numbers of construction workers across the region have the potential to affect demands for policing and emergency services with respect to traffic management, site security, road safety policing, and potentially community protests against Inland Rail or other projects. As for local level impacts, Government funding for police, fire and ambulance services available to the region may require review by the relevant departments to ensure cumulative project demands do not impact on community access to services. The Project will provide workforce ramp-up estimates to the QPS, QAS, QFES, DTATSIPCA and Queensland Health to assist with their planning.

As noted in Section 7.6.1, the Project has committed to monitoring of demands on health services in cooperation with DDHHS, to enable adaptive management.

7.6.3 Summary of cumulative impacts and mitigation measures

Potential cumulative impacts are summarised in Table 7.7. They have been evaluated in relation to their likelihood and consequence to the social environment, applying the criteria defined in Table 9.1 and Table 9.2 (Section 9). The consequence criteria (on a scale of 1-5, with one being minimal and 5 being catastrophic) considers the duration and severity of impacts. The likelihood of social impacts and opportunities occurring has been assessed with reference to the social baseline (findings regarding community vulnerabilities to impacts), stakeholder inputs and findings of technical assessment of specific matters in the Project EIS, and is assessed using a scale of A-E (with A being almost certain and E being rare). Combining the consequence and likelihood scores results in an evaluation of the significance of each impact, as shown in the final column, with the nature of impacts designated as negative (-) or positive (+).

Table 7.7: Potential cumulative social impacts

Projects	Potential cumulative social impacts	Likelihood	Consequence	Significance
Inland Rail—NS2B	Combined impacts of rail construction and road works may impact on scenic character in a localised area west of Kurumbul, dependent on construction staging	C	1	C1 Low (-)
	Goondiwindi and Yelarbon businesses are likely to benefit from Project and personnel expenditure of adjacent Inland Rail projects	B	3	B3 High (+)
Inland Rail—G2H	Combined impacts of rail construction may affect rural character between Gowrie Mountain and Kingsthorpe, particularly with additional proximity to InterLinkSQ site	B	1	B1 Moderate (-)
	Potential for increased trade for businesses in the Gowrie Junction area during construction	C	3	C3 High (+)
Inland Rail projects in Queensland – H2C, C2K	Substantial increase in the availability of employment in the SIA study area during construction	B	3	B3 High (+)
	Potential labour draw in SIA study area affecting access to labour or trades by businesses, industries and households during construction	C	2	C2 Moderate (-)
	Potential for incremental increases in demands on health, police and emergency services during construction	B	2	B2 High (-)
	Potential for cumulative demands for housing, however the Project's contribution is expected to be small	C	2	C2 Moderate (-)

Projects	Potential cumulative social impacts	Likelihood	Consequence	Significance
Toowoomba Hospital, Wellcamp Entertainment Precinct and the Wagners Intermodal Facility	Potential for significant cumulative workforce requirements during construction, coinciding with Inland Rail requirements, resulting in labour draw in the SIA study area, affecting access to labour or trades by businesses, industries and households during construction	C	3	C3 (-) High
InterLinkSQ, New Acland Coal Mine Stage 3, SQCCP2, Macintyre Windfarm	Substantial increase in the availability of employment and future job growth in the Toowoomba LGA during operation	B	3	B3 High (+)
	Potential for incremental increases in demands on health, police and emergency services in the Toowoomba LGA	C	2	C2 Moderate (-)
Goondiwindi Abattoir Wyemo Piggery	Requirement for civil construction labour, resulting in reduced access to skilled trades and construction labour in the Goondiwindi LGA	C	2	C2 Moderate (-)
	Increase in the availability of employment in the Goondiwindi LGA	C	3	C3 High (+)
	Potential for incremental increases in demands on health, police and emergency services in the Goondiwindi LGA during construction and operation	C	2	C2 Moderate (-)

As detailed in Section 8, the Project has committed to a comprehensive range of management measures to avoid and reduce social impacts. Measures of relevance to the Project's contributions to cumulative impacts (of moderate to high significance) are summarised in Table 7.8.

Table 7.8: Mitigation of Project contributions to cumulative social impacts

Potential cumulative social impacts	Mitigation measures
Combined impacts of rail construction may affect rural character between Gowrie Mountain and Kingsthorpe, particularly with additional proximity to InterLinkSQ site	<ul style="list-style-type: none"> Construction will be managed in accordance with the Draft Outline Environmental Management Plan, including measures to be detailed in the CEMP and associated subplans (Noise and Vibration, Air Quality and Traffic Management) to reduce the potential for impacts on rural character Land within the construction footprint will be rehabilitated when it is no longer required
Potential labour draw in SIA study area exacerbating skill shortages and/or affecting access to labour or trades by businesses, industries and households during construction	<ul style="list-style-type: none"> Inland Rail Skills Academy has been implemented to increase the availability of skilled/suitable applicants for Project jobs The Project has committed to advising key stakeholders including Councils and business organisations of workforce ramp-up, and to monitoring labour draw in cooperation with stakeholders, to enable corrective action if impacts on local businesses or households are experienced
Potential for incremental increases in demands on health, police and emergency services during construction and potentially operation	<ul style="list-style-type: none"> The Project has committed to measures to reduce personnel demands on local services, and to cooperation with Queensland Health QPS and QFES, including advising on workforce ramp-up and consultation on emergency access points

8. Social Impact Management Plan

This section details the Project's Social Impact Management Plan (SIMP), which describes how the Project will engage with communities and stakeholders, mitigate social impacts, enhance Project benefits for the SIA study area, and monitor and report on the delivery and effectiveness of management measures.

8.1 Introduction

The SIMP's purpose is to:

- Detail the actions that ARTC and the Contractor will undertake to mitigate negative impacts on stakeholders and communities
- Incorporate stakeholder inputs on mitigation and enhancement of social impacts and benefits
- Support adaptive management of social impacts, by enabling communication between stakeholders and the Project, to identify any need for improvements to management measures
- Describe ARTC's and Contractor's initiatives and partnerships that will maximise local employment and business opportunities and bring about long-term benefits for local communities.

This sub-section describes:

- The SIMP development process
- How Inland Rail's Social Performance program links to the SIMP
- SIMP implementation
- Mitigation and management of operational impacts
- How stakeholder engagement has informed mitigation and enhancement measures
- ARTC's partnerships and agreements
- The expected adequacy of mitigation measures
- Links to State and local planning.

The following sub-sections describe mitigation measures as part of five sub-plans:

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

Each sub-plan includes:

- An overview of the key impacts and opportunities identified in Section 7
- Objectives and desired outcomes
- Stakeholders for specific impacts and mitigation measures
- Actions to mitigate social impacts and enhance Project opportunities
- The timing for delivery of mitigation measures.

A monitoring program is provided in Section 8.7 to support tracking of SIMP delivery and effectiveness, enable adaptive management if there are changes to the Project or social baseline values, and address any emerging or unanticipated issues. Section 9 provides an assessment of social impacts and opportunities, prior to and following the implementation of the measures outlined in the SIMP.

8.1.1 SIMP development process

The process for development of the SIMP included:

- Identifying social impacts that need to be mitigated and benefits that could be realised, as detailed in Section 7
- Consideration of the results of stakeholder engagement regarding mitigation measures as detailed in Section 8.1.5, and in particular:
 - Landowners' needs for property-specific management measures including, as relevant, property access arrangements, noise mitigation where triggered, minimising impacts on property uses, access across the rail corridor, and support during the resumption process
 - Traditional Owners' desire for active engagement in the management of Project impacts and opportunities
 - Community members' expressed need for access to Project information, better access to mental health services, mitigation of impacts on amenity, and the need for Project legacies to provide long-term community benefits
 - Councils' feedback on avoidance of housing impacts, the location of non-resident workforce accommodation facilities, local business involvement, the potential to draw skills and labour from Councils and local businesses, and opportunities to be considered as part of the Community Wellbeing Plan
 - Business inputs on realising benefits for local and regional businesses
 - Government agency preferences on Project cooperation (e.g. emergency management, training and capacity building).
- Consideration of the environmental management measures committed in other EIS sections, including mitigation of noise, vibration, air quality traffic, cultural heritage and landscape impacts
- Consideration of ARTC's social performance framework and commitments to Project benefit enhancement (e.g. training and employment strategies, legacies and community support)
- Designing additional mitigation, management and enhancement measures addressing each potential impact and benefit, including the requirements for management plans to be developed by the Contractor
- Developing performance indicators and a monitoring and reporting framework to support adaptive management of social impacts.

GRC's submission noted that 'the draft EIS contains a range of comprehensive measures by the Proponent to ensure the social impacts from the Project are monitored, mitigated and/or managed', and has expressed willingness to continue engagement with ARTC regarding the Community Wellbeing Plan, AMP and various business engagement activities.

TRC also expressed willingness to continue engagement with ARTC regarding social performance initiatives, the Community Wellbeing Plan and AMP.

Engagement with Councils, Traditional Owners, land owners, government agencies and community members continued after preparation and public notification of the draft EIS to receive feedback on the proposed management measures and develop further detail of initiatives to be implemented in cooperation with stakeholders (for example, Sections 8.4.4 and 8.5.6). Engagement during this period has also progressed a number of partnerships and agreements as summarised in Section 8.1.6.

The SIMP includes a detailed monitoring program that will enable the Project to measure, describe and demonstrate outcomes, and identify the need for any corrective actions if outcomes are not being achieved.

8.1.2 Inland Rail's social performance program

Inland Rail's social performance program has developed in response to SIA/SIMP requirements for Inland Rail projects, Commonwealth guidelines and expectations, stakeholder feedback, and corporate policies/approaches being established to support Inland Rail's delivery. Figure 8.1 provides an outline of Inland Rail's social performance approach to maximising local and Indigenous participation in Project employment and the supply chain, management of social impacts, supporting community health and wellbeing and strengthening community and stakeholder relationships. The social performance program has five themes (aligned to the SIMP sub-plans), each with associated desired outcomes.

At Project level, the objectives of Inland Rail's social performance program have been contextualised to address the findings of the SIA and ensure that management measures are targeted to the SIA study area. This includes a focus on the Goondiwindi and Toowoomba LGAs, and impacted communities in proximity to the alignment. The program-wide social performance program and its strategies and partnerships are updated as part of a regular iterative process, and any updates to the Project's SIMP that could enhance the delivery of the social performance framework in the SIA study area will be considered in ARTC's regular reviews of the strategy.



Figure 8.1: Inland Rail social performance approach

Links to SIA findings are shown in Table 8.1, with a clear focus on maximising local benefits.

Table 8.1: Social performance outcomes and links to SIA findings/SIMP measures

Themes	Outcomes	Link to SIA findings/SIMP	Section
Stakeholder and Community Engagement	Inland Rail actively engages with communities on what matters to them and resolves issues swiftly and respectfully	<p>The SIA has been informed by the results of engagement with stakeholders.</p> <p>The SIMP details ARTC's:</p> <ul style="list-style-type: none"> Partnerships and agreements with stakeholders Community and Stakeholder Engagement sub-plan including engagement with stakeholders during the pre-evaluation and Detailed Design stage to develop and implement mitigation measures Communication strategies Strategies that involve stakeholders in the SIMP monitoring process 	8.2
Workforce management	Inland Rail provides employment opportunities for local and Indigenous jobseekers and contributes to building skills in the communities we impact	<p>Employment of local residents from the Goondiwindi and Toowoomba LGAs is a key local benefit and a major priority for local stakeholders.</p> <p>The Workforce Management sub-plan describes ARTC's focus on local employment including the requirement for the Contractor to develop contractual targets and commitments in consultation with ARTC for the employment of Goondiwindi and Toowoomba LGA residents, Indigenous people, young people and women.</p> <p>The Inland Rail Skills Academy will facilitate local skills development to maximise the local workforce's capacity for involvement in Inland Rail and other major projects. For example, the scholarship program initiated with USQ is accessible to residents in the SIA study area, and ARTC has agreed with GRC and TRC that Inland Rail Skills Academy training programs will identify cross-over skills with RSIS priorities in each LGA, and work to develop those skills.</p> <p>ARTC's Indigenous Participation Plan has a clear focus on enabling Indigenous participation in Project employment. ARTC will continue consultation with Traditional Owners and DTATSIPCA and CSQ to target training and development programs to local Indigenous people.</p>	8.3

Themes	Outcomes	Link to SIA findings/SIMP	Section
Housing and Accommodation	Inland Rail accommodation solutions minimise negative impacts to local housing markets	The Project proposes three non-resident workforce accommodation facilities to mitigate any potential for impacts on local housing or accommodation availability. The Contractor will be required to deliver an AMP which meets ARTC principles for housing and accommodation management and reflects inputs from GRC, TRC and the Yelarbon, Inglewood and Millmerran communities on accommodation management.	8.4
Health and Community Wellbeing	Inland Rail recognises its role in supporting and positively contributing to community wellbeing during the changes that Inland Rail will bring.	Potential for impacts on amenity, connectivity, local character and mental health is identified in the SIA. In addition to environmental management strategies addressing potential impacts on community health, the Project has committed to the development of a Community Wellbeing Plan in cooperation with Councils and other stakeholders to define, develop and implement measures to support community resilience and wellbeing. This will be informed by an independent community wellbeing monitoring program (Living in Place, as described in Section 7.4.9). ARTC's Community Sponsorships and Donations Program will also support community wellbeing in local communities.	8.5
Local and Indigenous Industry Participation	Inland Rail is committed to supporting local and Indigenous businesses to ensure they are prepared for and provided full, fair and reasonable opportunity to participate in Inland Rail	The SIA study area's businesses have strengths in the construction industry for major infrastructure projects, and the SIA process identified strong interest in Project supply chain opportunities. ARTC's AIP Plan, Industry Participation Policy and Sustainable Procurement Policy commit ARTC and its supply chain to providing full, fair and reasonable opportunity for Australian businesses to bid to supply goods and services to the Project, and to ensure that environmental, community and economic considerations will be embedded in procurement processes. Additionally, ARTC will require its Contractors to deliver business capability development strategies in the Goondiwindi and Toowoomba LGAs. ARTC's Indigenous Participation Plan guides cooperation with Traditional Owners and Indigenous community members with respect to Indigenous business participation.	8.6

8.1.3 Project SIMP implementation

The Project delivery strategy involves ARTC working with a suitably qualified and experienced Contractor and suitably experienced construction management companies for a range of work packages. The Contractor role includes:

- Ensuring the construction workforce is properly and regularly trained in environmental responsibilities, including cultural heritage responsibilities and codes of behaviour, in accordance with the CEMP
- Carry out all works in accordance with the CEMP.

ARTC and the Contractor will implement the SIMP, with clear roles and responsibilities agreed. Section 8.2.2 outlines ARTC and Contractor responsibilities for community and stakeholder engagement. The other four sub-plans include responsibilities for implementation where these have been confirmed, with further details regarding the respective responsibilities for ARTC and the Contractor being developed as part of the contracting and procurement process.

The Contractor will be contractually required to implement SIMP commitments and the actions ascribed to the Contractor in each of the SIMP sub-plans, and to comply with conditions of approvals (which will include conditions relevant to social impact management).

This will include the development and implementation of a Community and Stakeholder Engagement Plan, an Accommodation Management Plan and a Community Wellbeing Plan. The Contractor will employ dedicated resources to support SIMP implementation.

ARTC's Social Performance team will maintain oversight and overall coordination of SIMP delivery, including Contractor responsibilities.

Implementation of most SIMP measures will commence following Project evaluation (assuming approval is given), however measures that were initiated during the reference design and Revised reference design stage include:

- Training and development projects and partnerships as part of the Inland Rail Skills Academy (Section 8.3.1)
- Support for additional access to mental health services in the SIA study area (Section 8.5.2)
- Strategies to increase local and regional business awareness of Project opportunities, business capability building measures and one-on-one mentoring on business sustainability for local businesses (Section 8.6.3)
- Contributions to community projects and facility upgrades through ARTC's Community Sponsorship and Donations program (Section 8.5.6).

Timeframe for implementation

The Project schedule is as follows:

- Detailed Design and Project Approvals and Corridor Acquisition would commence after the revised draft EIS has been approved, and be complete by Q4 in Year 1
- Pre-Construction Activities and Early Works are expected to commence in Q1 Year 1 be completed in Q3 of Year 1
- Construction Works would commence in Q3 of Year 1, and be complete in Q1 of Year 5
- Commissioning would commence in Q2 of Year 3 and be complete in Q1 of Year 5
- Operation would commence in Q2 of Year 5.

For clarity, SIMP measures provided as part of each sub-plan are provided for the following stages:

- Detailed Design and Pre-Construction Activities and Early Works stage – actions designated for the Detailed Design stage in each sub-plan will be completed prior to construction activities commencing
- Construction Works stage – actions designated for the Construction Works stage will be implemented from the commencement of construction works and continue throughout the Construction Works stage as relevant.

To the extent that pre-construction activities such as site preparation, establishment of access roads/tracks, and establishment of site offices and initial laydown areas may affect residential or business amenity, this has been considered in SIMP measures designated for the Detailed Design and Pre-Construction and Early Works stage.

Mitigation and management of operational impacts is discussed in Section 8.1.4.

Details pertaining to SIMP implementation in each Project stage is provided below.

Detailed Design and Pre-Construction Activities and Early Works

The Project is currently in the reference design stage and if approved, will undergo a detailed design process.

Changes to the reference design or construction methodology are possible and may result in changes to social impacts and mitigation measures, for example.:

- Design refinements or decisions by DTMR as the Constructing Authority may result in a change to the number or nature of property acquisitions
- Decisions regarding construction methodologies may result in changes to the location or duration of environmental impacts such as noise, or the size and distribution of the workforce
- Construction contractors' innovations in impact management may change the frequency or level of impacts.

ARTC will review changes to the design or construction methodology that have potential to change social impacts, and if a material change in impacts is foreseen, revise the SIMP measures to address the change in social impacts.

During the Detailed Design stage, ARTC and the Contractor will work with relevant stakeholders to refine the measures described as part of the AMP, and as part of developing the Community Wellbeing Plan, agree specific outcomes, strategies and performance metrics for projects that address potential impacts on the amenity of towns, community cohesion, community facilities and service capacity (as described in Section 8.5.6).

This will inform the Contractor's implementation of SIMP commitments and ARTC's social performance program delivery during the Construction Works stage including partnerships and projects to support mitigation and enhancement of benefits, the respective responsibilities of the Project and other stakeholders, the program for implementation, and SIMP monitoring.

Measures provided for the Detailed Design and Pre-Construction Activities and Early Works stage also include:

- Establishing effective consultative arrangements with a wide range of stakeholders
- Measures addressing local residents' anxiety about environmental changes and land acquisition impacts
- Other measures that require a collaborative process or a 'lead time' to be effective (e.g. workforce development, community development and business capacity building).

Construction

Based on the Project's revised reference design, the SIA identified a range of potential social impacts and opportunities during construction as detailed in Section 7. Potential social impacts related to environmental changes will be avoided or reduced through the implementation of a comprehensive range of environmental management measures that are outlined in the Project Draft Outline Environmental Management Plan, including implementation of a CEMP, Noise and Vibration Management Plan, Air Quality and Dust Management Plan, Rehabilitation and Landscaping Management Plan, a Traffic Management Plan and a RUMP.

SIMP measures that address impacts on community values such as amenity and local character will supplement these environmental management measures by:

- Supporting community resilience and adaptation, through access to information and effective stakeholder engagement
- Implementation or support for the implementation of community initiatives that will enhance community cohesion and local character
- Implementation of a range of partnerships and agreements as detailed in Section 8.1.6.

Other key SIMP measures that will be implemented during the Construction Works stage include:

- Workforce management, training, employment and health strategies (Section 8.3)
- Provision of non-resident workforce accommodation facilities and implementation of the AMP (Section 8.4)
- Health and wellbeing measures addressing impacts on community facilities, health and emergency services and community wellbeing (Section 8.5)
- Local business and industry involvement strategies, as well as measures to reduce impacts on business and industries (Section 8.6)
- Monitoring strategies (Section 8.7).

Measures to be initiated during the Construction Works stage also include actions to prepare for the Operations stage.

8.1.4 Mitigation and management of operational impacts

Once commissioned, the Project will operate as part of ARTC's Inland Rail network. The Inland Rail network will be managed in accordance with ARTC's established management frameworks, which are implemented to meet the relevant Australian and Queensland standards including:

- *Guideline: Safety Management System* (Office of the National Rail Safety Regulator, 2019)
- *Transport Noise Management Code of Practice – Interim Guideline: Operational Railway Noise and Vibration* (DTMR, 2019)
- *Australian Code for the Transport of Dangerous Goods by Road & Rail* (National Transport Commission, 2024)
- *AS 4292.1:2006 Railway safety management, Part 1: General requirements* (Standards Australia, 2006).

The full range of standards and guidelines that guide ARTC's management frameworks is described in Chapter 21: Hazard and Risk.

The SIA has identified potential impacts of the Project's operation including:

- Potential for rail noise to affect the amenity of properties near the rail corridor
- Changes to local character due to the existence of rail infrastructure including elevated structures
- Periodic traffic delays at level crossings
- The potential for an increased risk of road-rail accidents and rail fatalities, and consequent demands on emergency services.

The Project's proposed measures to mitigate operational impacts would largely be completed prior to operations, including:

- Provision of grade separated rail-road interfaces and active level crossings wherever warranted, to reflect stakeholder views and safety criteria
- The implementation of at-property noise mitigation treatments where triggered by noise criteria exceedances
- Installation of noise treatments to minimise the potential for noise to affect Yelarbon, Brookstead and Pittsworth residents and businesses
- Implementation of a landscape design that enhances the rural landscapes including planting and screening to integrate the railway and associated structures and features
- Cooperation with community organisations and Councils to implement initiatives that will improve local amenity.

ARTC will establish communication mechanisms that are accessible to all residents living near the Project footprint (Section 8.2.4), including implementation of ARTC's Complaints Handling Management Procedure (Section 8.2.6). This will be informed by the monitoring undertaken during the Construction Works stage (Section 8.7), which includes stakeholder engagement in monitoring the effectiveness of mitigation measures.

Ongoing cooperation with QPS, QFES, QAS and Disaster Management groups will also be required to support incident response readiness.

Prior to commissioning the Project, a SIMP for the first three years of rail operations will be developed in accordance with ARTC's established management frameworks for rail operation, including:

- ARTC's Community Engagement Framework, Policy and Principles
- Road-rail safety management
- Rail noise management
- Safety management
- Operational workforce management
- Stakeholder engagement as outlined in Section 8.2.5 and complaints management as outlined in Section 8.2.6.

Community and stakeholder engagement strategies and emergency response procedures will be reviewed and if necessary updated on an annual basis during the first three years of operation.

Any need for a SIMP following Year 3 of operations will be identified in consultation with the Coordinator-General.

8.1.5 Stakeholder inputs on mitigation measures

Project responses to engagement with Councils

The Project has consulted extensively with GRC and TRC regarding a range of issues linked to social outcomes, including design issues, road-rail interfaces, flooding risks, environmental management measures, traffic management, waste management and Council utilities. Both Councils were engaged in SIA-specific meetings and community workshops, and have had regular meetings with ARTC staff during 2020 to 2023. As further detailed in EIS Appendix E: Consultation Report, ARTC's responses to Council inputs on mitigation of Project impacts have included:

- Development of hydraulic design criteria, bridge and culvert structure design and design refinements addressing Councils' concern about changes to flooding patterns and debris from flood events
- Identification of suitable road access alternatives for all formed roads that would be impacted during construction and operation in consultation with Councils, emergency services, landowners and DTMR
- Confirmation of emergency access and fire and life-safety requirements for the Project
- Incorporation of future road planning requirements into the Project design and ensuring that rail access is not precluded for proposed adjoining third-party industrial hubs
- A reduction in the number of level crossings in favour of grade separated crossings
- Design responses to specific areas of concern including a process of consultation with Councils, DTMR, and local communities during detailed design to inform the location, preferred treatment and temporary management of road-rail interfaces and road re-alignments.

ARTC's consultation with stakeholders and communities also identified potential impacts that were addressed as part of the Project's proposed design or through social performance partnerships, as summarised in Table 8.2.

Table 8.2: Project responses to key issues

Impact Area	Project responses
Severance and amenity impacts	<ul style="list-style-type: none"> ■ Project aligned to be co-located within existing rail and road corridors where possible, minimising the need to develop land that has not previously been subject to disturbance for transport infrastructure ■ Project positioned along the border of private properties wherever possible to limit property severance ■ Reduction in the number of level crossings, in favour of grade separated crossings ARTC kept the community updated and actively sought feedback about individual requirements in relation to e.g. irrigation, water licenses, livestock movements, local road usage and existing infrastructure and land use, and considered this information in the design process where possible to minimise impacts ■ Consultation with landowners to identify specific measures that include, as relevant: <ul style="list-style-type: none"> – Provision of crossing points or underpasses to maintain access to fragmented properties – Maintaining access to water supply – Relocation of dams or irrigation infrastructure – Relocation of existing private infrastructure and utilities

Impact Area	Project responses
	<ul style="list-style-type: none"> Commitment to noise mitigation measures, including noise treatments where warranted to minimise noise impacts on the amenity of towns, and property-specific measures where triggered by noise exceedances
Local businesses	<ul style="list-style-type: none"> Refinement of the Project alignment to avoid or reduce impacts on businesses near the Project footprint, including refinements to reduce impacts on poultry, piggery and feedlot operations Business Development Manager employed to identify opportunities for local businesses to transport grains and other goods Implementation of a Sustainable Procurement Policy and AIP Plan to ensure Project supply opportunities are available to local businesses Early implementation of business awareness and capability building strategies Identification of businesses in the SIA study area with potential capacity to supply the Construction Works stage Engagement with local business organisations to identify opportunities to develop and promote local business participation Engagement with DSDILGP to develop business capacity building strategies
Employment opportunities	<ul style="list-style-type: none"> Provision of a clear and efficient process for people to seek information about employment opportunities and to register their interest in Inland Rail (promoting the availability of the Inland Rail jobs portal) Engagement with local communities, Councils, government stakeholders and private training providers to identify education and training pathways, and support access to employment opportunities for local residents during and post construction Proposed Millmerran Alternative Alignment included in the EIS to avoid impacts on a major local employer Project aligned to avoid impacts on the operation of the Commodore Coal Mine, a major local employer
Community wellbeing	<ul style="list-style-type: none"> Consultation with landowners whose properties would be severed or bordered by the Project to identify mitigation measures addressing impacts on farm management, access and residential amenity Establishment of a mental health partnership to provide access to mental health support (and referral as required) for local residents Relocation team being established within ARTC Implementation of the Inland Rail Community Sponsorships and Donations Program Specialised consultation about hydrology modelling seeking feedback to confirm the modelling findings Independent technical assessment of the Condamine River Floodplain modelling and design solution Optimising the number of grade separated crossings and active level crossings to improve safety outcomes and avoid traffic delays

Integration of stakeholder inputs in SIMP

Input to social impact mitigation measures was sought through stakeholder meetings and community workshops during the SIA process, meetings with government agencies and Councils, and ARTC's meetings with directly affected landowners.

The results of SIA-specific consultation on proposed management measures are reflected in the:

- Workforce management sub-plan (Section 8.3), which includes a strong focus on local and Indigenous employment and training opportunities, alignment with Councils on regional development priorities and SQW programs, and mitigation of labour draw impacts on local businesses
- Housing and accommodation sub-plan (Section 8.4), which addresses support for residents who would need to relocate as a result of the Project's land acquisition, avoidance of workforce demands on short-term accommodation and rental housing, provision of self-sufficient infrastructure for water and waste water/sewage management within non-resident workforce accommodation facilities, and ongoing engagement with Councils regarding non-resident workforce accommodation facilities
- Health and community wellbeing sub-plan (Section 8.5), which includes mitigation of impacts on community facilities and services, mental health and community safety, and the framework for cooperation with Councils and other stakeholders to offset impacts on social values such as amenity and local character, and make positive contributions to community cohesion and resilience
- Local business and industry sub-plan (Section 8.6), which reflects local priorities for maximising the involvement of local businesses and Indigenous businesses in the Project's supply chain.

Following submission of the draft EIS, ARTC met with GRC, TRC and government agencies as described in Section 6.1.4 to:

- Seek feedback on discussion on the draft SIA findings
- Provide updates on ARTC social performance delivery
- Discuss the Community Wellbeing Plan and seek Councils' inputs on priorities to be considered in the Plan
- Forecast consultation with Council on the AMP.

TRC inputs on proposed mitigation measures included:

- The primacy of managing impacts on housing, given a current crisis in rental housing availability, addressed by strengthening AMP requirements (Section 8.4.4)
- The importance of managing labour draw from local businesses including skilled labour and tradespeople, which is being addressed through monitoring of labour demands and labour availability, and Inland Rail Skills Academy initiatives to grow the local labour pool and increase skills levels
- The need for provision of detailed information about Inland Rail opportunities and outcomes to each LGA, to facilitate Council communication with the community and support greater participation (in progress, and planned to continue during construction)
- The need for early implementation of business awareness and capacity building programs (commenced, with further programs being developed by the Contactor)
- Potential opportunities for legacy benefits in the form of contribution to community facilities to improve the impacted towns (initially addressed by Community Sponsorship and Donations, but to be further considered in developing the Community Wellbeing Plan)
- Potential for engagement of social enterprises in the supply chain, including involvement of new migrants, with job readiness programs required (addressed through engagement with Effective Pathways for Sustainable Migrant Employment Working Group)
- The need for ongoing consultation with TRC regarding infrastructure investments, place making outcomes, community facility investments and driving economic development (addressed in the Community and Stakeholder Engagement and Health and Wellbeing sub-plans).

GRC inputs on proposed mitigation measures included:

- Support for the provision of non-resident workforce accommodation facilities, and a request to consider an alternative site in Inglewood (this site will be considered by the Contractor)
- Comfort with the draft AMP framework
- The need for measures to reduce non-resident worker demands on local health services (addressed through additional health service provision measures in Section 8.5.1)
- Support for the provision of amenity upgrades in Yelarbon, as the community with the most direct impacts, as discussed in Section 8.5.6
- Council interest in supplying list of small local suppliers (i.e. local shops) for the Contractor's consideration (included in Section 8.6.5)
- A request that there be no local employment target for the Goondiwindi LGA, as Council is concerned about labour draw in the context of low unemployment (addressed in Section 8.3.4).

The SIMP includes measures that address stakeholder suggestions, including the results of recent consultation with Councils, as detailed in Table 8.3.

Table 8.3: Stakeholder inputs to SIMP measures

Stakeholder inputs	Management measures	Section
Stakeholder engagement		
Recognition—of Indigenous community interests - Native Title, cultural heritage, employment and business opportunities	<ul style="list-style-type: none"> ■ Focused engagement regarding native title interests ■ Involvement of Traditional Owners in cultural heritage training and tours ■ Cultural awareness training delivered by Traditional Owners and representative groups to Contractors ■ Development of Indigenous-specific training partnerships ■ Setting Indigenous employment goals with Traditional Owners and Contractors ■ Art projects and community events celebrating local Indigenous culture ■ Statement of Commitment with BNTAC 	8.2.4, 8.3.2
Need for ongoing cooperation with landowners to mitigate impacts	<ul style="list-style-type: none"> ■ Individual property-specific agreements to avoid or mitigate impacts on property use ■ Ongoing engagement with directly affected adjacent and nearby landowners to monitor the effectiveness of mitigation measures 	7.1.2, 8.2.4
Need for ongoing community access to information about the Project and its impacts	<ul style="list-style-type: none"> ■ Comprehensive community information and engagement measures, in addition to communication and engagement measures provided as part of EIS Appendix E: Consultation Report ■ Community Relations Monitor to provide independent advice on stakeholder engagement ■ From commencement of construction, provision of information to GRC and TRC on the number of local and Indigenous people employed, training outcomes, local business participation and the amount of spend with local and Indigenous businesses in the LGAs, Community Sponsorship and Donation outcomes in each LGA, and the outcomes of agreed Community Wellbeing initiatives as they are implemented. 	8.2

Stakeholder inputs	Management measures	Section
Minimise impacts on the amenity of local towns and landowners	<ul style="list-style-type: none"> In addition to mitigation measures provided as part of other EIS chapters, e.g. noise, air quality and visual amenity management measures, the SIA has committed to the development and implementation of a Community Wellbeing Plan and has commenced consultation on the Plan with GRC and TRC ARTC has supported and will continue to support a range of community projects that enhance the amenity of community facilities and local towns through its Community Sponsorship and Donation program Support for the provision of amenity upgrades in Yelarbon, as the community with the most direct impacts 	8.5.6
Ongoing consultation with Councils and Queensland government agencies regarding road network planning, social infrastructure, economic development, and impacts on local amenity, character, and community cohesion	<ul style="list-style-type: none"> Early advice to health and emergency service providers regarding the construction workforce ramp-up and anticipated service requirements Provision of paramedic services to support workforce wellbeing and minimise demands on local services Ongoing consultation with schools and Department of Education as detailed design is finalised to address potential noise impacts on schools Consultation with Councils throughout the EIS process and post-Project evaluation Ongoing involvement with QPS, QAS, QFES, Queensland Health and DTATSIPCA 	8.2.4, 8.5.1
Workforce management		
Skill the local workforce for Project jobs, including access to job readiness programs, and ensure access to employment for local people	<ul style="list-style-type: none"> DESBT engagement regarding skills development and business capacity Early implementation of Inland Rail Skills Academy partnerships Incentivising Contractors to set and meet local and Indigenous employment targets Setting a minimum benchmark of 4.0 per cent for Indigenous participation in Project employment Setting an aspirational target of 15.0 per cent for employment of workers from within the SIA study area 	8.3.1
Enable training and employment opportunities for Indigenous people, including Traditional Owners, and new migrants	<ul style="list-style-type: none"> Statement of Commitment with BNTAC that includes reference to participation in Project employment and the supply chain Specific Indigenous training programs identified as part of Inland Rail Skills Academy initiatives, with early implementation commenced Partnerships with local education and training providers e.g. Clontarf Foundation as part of Inland Rail Skills Academy programs Contact established with local migrant employment working group, to continue following Project evaluation and where an approval is given 	8.1.6, 8.3.3
Awareness of labour draw from local business and organisations	<ul style="list-style-type: none"> Tailoring the delivery of training strategies to address skills gaps Monitoring in cooperation with Council and other stakeholders to identify labour draw and enable modification of training, recruitment or procurement procedures as relevant 	8.3.1, 8.7

Stakeholder inputs	Management measures	Section
Housing and accommodation		
Minimise or avoid non-resident workforce accommodation facility impacts on service access (e.g. police, ambulance, health)	<ul style="list-style-type: none"> Provision of access to paramedic services to reduce impacts on health and ambulance staff Cooperation with emergency services to orient them to non-resident workforce accommodation facilities Ongoing engagement with health and emergency services to monitor impacts on services and institute corrective action if required 	8.3.6, 8.5.1
Avoid impacts on local access to housing due to workforce demands, given stress in the rental housing market during 2020-23	<ul style="list-style-type: none"> Consultation with Councils, Department of Housing, health and emergency service providers, local communities and businesses in development of the Project's AMP AMP includes measures to avoid displacement of local residents from rental housing and affordable accommodation Monitoring of Project housing demands and local housing conditions to enable corrective actions if required 	8.4.2, 8.4.4
Realise the potential benefits of non-resident workforce accommodation to local businesses	<ul style="list-style-type: none"> AMP requirement to enable local businesses to tender for supply of services/goods to non-resident workforce accommodation facilities 	8.6.5
Potential for non-resident workforce accommodation facilities to remain as a legacy	<ul style="list-style-type: none"> Consultation with stakeholders (landowners, Councils and relevant communities) regarding the potential legacy values of non-resident workforce accommodation facilities 	8.4.2, 8.4.5
Community wellbeing		
Be aware of potential for fragile mental health in dealings with stakeholders	<ul style="list-style-type: none"> Mental health partnership to provide accessible support services Mental health awareness training for ARTC staff working with stakeholders Employment of Community Liaison staff, provision of relocation support and Community Relations Monitor 	8.5.3
Manage workers' behaviour to avoid impacts on community values	<ul style="list-style-type: none"> Workforce Code of Conduct Opportunity to have welcome events for construction personnel to assist with community integration 	8.3.5
Need for cooperation with QPS and emergency services to address increased demands for services and changes to access routes	<ul style="list-style-type: none"> Cooperation to plan for increased service demands or changes to access routes Early advice about pre-construction works, the construction schedule, and construction personnel numbers, to enable forward planning for any service adjustments that may be required 	8.5.1
Opportunity to improve digital connectivity in communities within Goondiwindi LGA	<ul style="list-style-type: none"> Advocacy by establishing a dedicated Telecommunications Working Group comprising representation from Inland Rail, Telstra and DITRDCA In cooperation with Telstra, feasibility studies into the augmentation of telecommunications along the Inland Rail alignment 	7.4.9

Stakeholder inputs	Management measures	Section
Ensure local communities benefit as the result of Project legacies	<ul style="list-style-type: none"> Training and employment strategies to build local workforce capacity Capacity building programs with local and Indigenous business Contributions to community projects through Community Sponsorship and Donations and Community Wellbeing Plan initiatives Improved digital connectivity in areas near the rail corridor Legacy benefits, to be developed through ARTC and Contractor discussions with Councils and communities 	8.3.1, 8.6.3, 8.5.6, 7.4.9
The need for measures to reduce non-resident worker demands on local health services	<ul style="list-style-type: none"> Measures to reduce the potential for non-resident workers' demands to impact on local health service access 	8.3.6, 8.5.1
Local business and industry		
The need for early capability building to ensure local businesses benefit from Project opportunities, including time for local businesses to plan for 'gear up' for Project opportunities	<ul style="list-style-type: none"> Early implementation of business capacity building programs, with further programs planned when Contractors are in place Implementation of business capacity development programs through Inland Rail Skills Academy, partnership with DESBT and DITRDCA, and through Contractors' procurement strategies 	8.6.3
Protection for the rights of small businesses engaged by major contractor	<ul style="list-style-type: none"> Incorporation of acceptable standards and targets for engaging small businesses in construction contracts Managing business expectations and supporting effective preparation through capability building programs 	8.6.3
Potential for engagement of social enterprises in the supply chain	<ul style="list-style-type: none"> In consultation with Councils, identify and invite the participation of social enterprises in business capacity building programs 	8.2.4, 8.6.3
Ensure local business can benefit from Project supply opportunities/set targets for local and Indigenous business participation	<ul style="list-style-type: none"> Incentivising local and Indigenous business involvement as part of contract negotiations with the Contractors Capability building workshops – Indigenous-specific focus delivered in Toowoomba in late 2020 Setting a minimum benchmark of 3.0 per cent Indigenous procurement Setting an aspirational target of 15.0 per cent of the value of Project procurement to be spent with businesses that are located within the SIA study area. 	8.6.3

8.1.6 Partnerships and agreements

During the draft and revised draft EIS process, ARTC has been working with a range of stakeholders to develop partnerships and agreements to support management of social impacts and opportunities.

Partnerships and agreements will be progressed with stakeholders during the remainder of the EIS process and the Detailed Design stage. The Project will be delivered by the Contractor who will have a significant role in implementing specific activities and agreements. The current status of partnerships and agreements with stakeholders is detailed in Table 8.4.

Table 8.4: Partnerships and agreements for mitigation of impacts and enhancement of benefits

Impact/benefit	Detail	Status
Use of private property	ARTC has engaged with directly affected landowners to discuss property access, hydrology, water access, mitigation of impacts on property infrastructure, and minimising impacts to connectivity across the rail corridor. This has enabled refinement of the design and hydrological modelling, and identified the range of measures that will be required to address property-specific impacts (Section 8.2.4). ARTC will continue engagement with directly impacted landowners as the detailed design is confirmed, to confirm property-specific agreements for impacts on property amenity, use and management. ARTC will provide information about the properties within the corridor to the DTMR as the constructing authority, including the results of any relevant property-specific considerations identified by with landowners.	Commenced in 2018 and ongoing throughout the EIS stage
	With the exception of early acquisitions by ARTC based on demonstrated hardship, the majority of land required for the Project will be acquired by DTMR as the constructing authority. DTMR has commenced consultation with affected landowners, but compulsory acquisitions will not commence until the corridor is confirmed, the Project evaluation is complete, and the gazetted corridor is finalised. During the Construction Works stage, the Contractor will assume responsibility for relationships with landowners.	Land resumption will commence after Project EIS evaluation and where an approval is given Landowner engagement during the land resumption process is described in detail in Section 7.1.2
Effects on cultural landscapes	CHMPs for the Project have been negotiated and agreed between ARTC and the relevant individual Aboriginal parties and approved under the ACH Act. ARTC has developed a Statement of Commitment with BNTAC that recognises their ongoing connection to Country and Culture and commits ARTC to working in partnership with the BNTAC to support a shared vision for a sustainable and thriving Bigambul Nation.	CHMP agreements were negotiated and executed during 2018 and are ongoing. ARTC and BNTAC have commenced discussions regarding review of the Project's Cultural Heritage Management Agreement with BNTAC. Several initiatives under the Statement of Commitment have been implemented or are in progress,
	ARTC and/or the Contractor will consult with affected Traditional Owners (including BNTAC) to develop appropriate landscape design treatments in the vicinity of Rainbow Reserve.	Engagement to occur as part of Detailed Design stage
Economic development – Traditional Owners	ARTC has included a 20 ha development footprint within BNTAC's Turallin property in the Project footprint as a site facility, to allow economic and business development opportunities, with BNTAC to provide a list of potential alternate uses to Inland Rail for consideration.	Engagement during 2023, to continue in 2024

Impact/benefit	Detail	Status
Local amenity and connectivity	The Project initiated a Technical Working Group with TRC, enabling discussion of Council priorities for management of impacts on local amenity and connectivity. including road re-alignments, construction management, crossing design, road use management, waste management and utilities. Since 2019, ARTC has had an established working relationship with GRC and in mid-2020 established a Technical Working Group that meets regularly to discuss design and infrastructure issues. Agreements have been developed between ARTC and the two Councils. ARTC meets regularly with the GRC Mayor and Chief Engineer to discuss community concerns and sentiment. Community concerns and sentiment are also discussed at monthly meetings with TRC's engagement team. TRC and GRC are also regular observers of the Inner and SDD CCC meetings.	Council engagement commenced in 2018 during the EIS stage and will continue prior to and following EIS evaluation
	ARTC has engaged with GRC and the Yelarbon community to identify their priorities for mitigation of amenity impacts. Engagement and cooperation with the Yelarbon community in support of amenity initiatives will continue during the detailed design for consideration in the Community Wellbeing Plan.	Commenced during 2021, to continue post Project evaluation and where an approval is given
	Councils will be consulted regularly about the outcomes of community development, accommodation and local procurement strategies, invited to participate in annual SIMP reviews, and provided with annual reports on the SIMP's delivery. Regular engagement with Councils (to a schedule agreed with them) will enable their participation in developing adaptive management measures to address any emerging or changing needs, throughout the construction process.	Engagement with Councils to continue During Detailed Design stage Consultation regarding social outcomes and adaptive management will commence during construction
	ARTC has engaged with DTMR, TRC and GRC extensively on the Project's traffic impacts and potential traffic management solutions. EIS Appendix E: Consultation Report provides detailed records of these engagements.	Commenced during 2018, substantially complete in 2022
Training and development opportunities, and mitigation of labour draw	DSDTI and ARTC partnered to provide support to local and indigenous businesses at selected Inland Rail Skills Academy business capability workshops and ARTC 'Meet the Proponents' Supply Chain event (for the Program's Gowrie to Kagaru Projects). ARTC has also provided speakers at series of DSDILGP business capability workshops.	Commenced during 2019, continued during 2021 and 2022
	ARTC and DESBT met regarding alignment of workforce training initiatives to Queensland government programs and supply chain development opportunities. DESBT advised that all funding and cooperative activities must be via existing programs through a formal application process to the SQW however ARTC applications were unsuccessful and may not be approved prior to Project evaluation.	Commenced 2019, ongoing support for Council's SQW applications provided

Impact/benefit	Detail	Status
	Cooperation with Goondiwindi and Toowoomba RSIS project officers to align Project training and development strategies provided as part of the Inland Rail Skills Academy with RSIS activities where possible, with a particular focus on transferrable skills that will be retained in the region post construction.	Commenced 2018, now complete – RSIS project concluded during draft EIS stage
	Partnership between Bigambul People, Western Wakka Wakka People and Endorsed Aboriginal parties and Inland Rail to encourage Indigenous people to participate in construction skills training program prior to Inland Rail construction commencing.	Discussions ongoing during 2022, to be implemented during Detailed Design stage
	The Inland Rail Skills Academy is working with BNTAC on training aspirations and capability development initiatives including: <ul style="list-style-type: none"> Sharing information about training course delivery in NSW Developing firefighting, traffic management and forklift capabilities Discussion of forward workforce development planning, 	Cooperation on these initiatives continued during 2023
	Engagement with DTATSIPCA and CSQ to identify specific training programs for Indigenous people, to be implemented as part of the Inland Rail Skills Academy	Commenced 2019, ongoing engagement
	Inland Rail Skills Academy Memorandum of Understanding with CSQ, to: <ul style="list-style-type: none"> Work with ARTC to deliver CSQ's 'Try a Trade' program (delivery commenced in Millmerran in October 2021) Support for CSQ and Aboriginal Employment Strategy Indigenous Skills Program in Toowoomba to provide skills training for Indigenous participants including mentoring, funded lunches and site visits (delivery completed in Toowoomba in 2021) Provide additional targeted construction skills training to Indigenous people, to be pursued in cooperation with major contractors Provide information and advice on skills shortages to ARTC (in progress) Work with ARTC to broker and enable training responses to address identified shortages (in progress). Support ARTC and potential contractors to develop and deliver targeted skills development in the Goondiwindi and Toowoomba LGAs in line with SIMP commitments and Project needs (planning in progress) 	Initiatives agreed and commenced/in progress as noted Further initiatives to be identified during the Detailed Design stage
	Inland Rail Skills Academy partnership with GRC to offer a free civil construction training program for a small group of local residents to gain competencies in a number of plant operator tickets	Completed in 2020
	Inland Rail Skills Academy partnership with USQ to film core samples and data created by the Inland Rail Geotech	Completed in 2021 (ongoing resource)

Impact/benefit	Detail	Status
	team as an education resource for primary, secondary and tertiary students	
	Inland Rail Skills Academy partnership with USQ to offer scholarships focused on courses that facilitate STEM and regional development outcomes, e.g. engineering and project management. Seven scholarships have been awarded to students located in communities along the Inland Rail alignment in Queensland, including three in the Project Area.	Completed in 2021
	Inland Rail Skills Academy partnership with the University of Newcastle to deliver a STEM education program in high schools along the Project alignment, including linkages to USQ Science and Engineering Challenge for schools in SEQ	Formalised in 2020 and continuing
	Inland Rail Skills Academy project with Brisbane-based educational technology start-up Grandshake and local schools to offer a series of six virtual workshops showcasing Inland Rail's business case, a profession, the education pathway, a related 'real-world' problem and a micro-credential. Regular interactions, including webinars where industry professionals (from Inland Rail and other organisations) participate in a Q&A with high school students is also provided.	Commenced in 2021 continued in 2022
	Inland Rail Skills Academy Partnership with the Clontarf Foundation (including supporting three academies based in Toowoomba and one in Goondiwindi) to deliver educational and life skill programs for young Aboriginal and Torres Strait Islander male students to help equip them for employment. There are currently 51 participants in the Goondiwindi LGA and 233 participants in the Toowoomba LGA	Commenced in 2021 and continuing
	Partnership with GRC to support a 'Local Employment Roadmap' and jobs portal that aims to attract skilled workers to the region	Project did not proceed as per decision by GRC
	Additional Inland Rail Skills Academy partnerships are planned for future delivery, including: <ul style="list-style-type: none"> Additional business capacity building programs with small-to-medium enterprises to strengthen capacity in the region for both this Project and other future projects, to be progressed after the Project evaluation is completed Promotion of apprenticeships, traineeships and facilitation of industry accreditation to support employment into Inland Rail projects and other major regional industries, to be progressed after the Project evaluation is completed Training programs focused on developing skills in rail operation and working in a rail corridor, to be commenced during the Construction Works stage. 	Commencing as noted

Impact/benefit	Detail	Status
Health and wellbeing	Lifeline supported to deliver Lifeline's Community Connections program in the SIA study area to support community cohesion and resilience (delivered through PHN partnership).	Completed in 2019 and 2020
	Mental health partnerships with the DD&WM PHN to promote free local access to mental health services and provide resources and services to mitigate any increased demand caused by Inland Rail.	Commenced in 2019 and continuing
	Potential for additional services to be included within the PHN partnership agreements.	To be explored in the Detailed Design stage
	Partnership with local schools and the 'Young Dreaming' program to deliver workshops on mental health, resilience, empowerment and suicide prevention for Indigenous young people at Goondiwindi State High School, Harristown State High School (Toowoomba) & Wilsonton State High School (Toowoomba)	Delivered during 2021
	Partnership with 'Mates in Construction' focused on supporting mental health outcomes of construction workers	Pilot project during 2021
	Partnership with emergency services to build skills and cooperation in emergency responses.	To be commenced post Project evaluation and where an approval is given
Local business participation	Engagement with DESBT to discuss potential skills training partnerships to support individuals and businesses to be ready for opportunities associated with Inland Rail Projects. Engagement with DSDILGP and Industry Capability Network to collaborate on business capacity development in the SIA study area, to prepare small to medium businesses to participate in major projects, foster relationships between suppliers and help match suppliers to Inland Rail opportunities. Cooperation with DITRDCA to align Project initiatives with DITRDCA regional development initiatives. Information exchange regarding businesses within the Bigambul, Western Wakka Wakka and Endorsed Aboriginal Parties communities and the business offerings and skills that contractors require, in support of the development of capacity building programs.	Agreements to cooperate initiated, to be implemented when Project evaluation is complete and an approval is provided

8.1.7 Stakeholders' opportunities to influence Project design and mitigation measures

During the detailed design process, the Project will engage with the following stakeholders to refine and finalise the Project design:

- Landowners, to confirm property-specific design measures addressing cross-corridor connectivity, private occupational crossings and property access arrangements
- TRC, GRC and DTMR with respect to road-rail interfaces, road alignments and other Council and DTMR assets
- QR with respect to the Project's interfaces with the existing rail network
- QFES and QAS regarding emergency access points across the rail corridor

- Utility owners regarding Project interfaces
- Councils and communities regarding the location and design of non-resident workforce accommodation facilities.

As discussed in Section 6.1.6, ARTC met with GRC and TRC several times following public notification of the draft EIS to seek their feedback on SIMP measures and inputs on community priorities and projects that could be supported as part of the Community Wellbeing Plan.

ARTC will continue engagement with GRC and TRC following Project evaluation and where an approval is given. Engagement will be conducted to a schedule agreed with each Council. This will include discussion of the SIMP measures, inviting Council feedback and in particular on:

- Housing and accommodation: the scope and outcomes of the AMP (as outlined in Section 8.4)
- Workforce management: obtaining an update on Councils' priorities for skills development and feedback on labour shortages, and confirm Council's interest in joint initiatives (as outlined in Section 8.3).
- Community wellbeing:
 - Social issues and community needs (e.g. unemployment, skills shortages and housing issues)
 - Council and community initiatives that the Project could support to strengthen local amenity, character and cohesion (Section 8.5.6) that could be considered as part of the Community Wellbeing Plan (Section 8.5.6) and the process for Council involvement in development of the plan.
- Local business and industry: seeking advice on business, industry tourism conditions, and refining SIMP strategies to reflect Councils' advice
- Other priorities emerging from Council's consideration of the revised draft EIS.

Stakeholders' opportunities to influence mitigation measures as detailed in the relevant sub-plans include:

- Maintaining regular liaison with landowners adjacent to the Project footprint (to schedules and via means to be agreed with landowners) to hear and respond to concerns
- Engagement with:
 - The owners of properties where noise mitigation treatments are triggered to confirm at-property treatments
 - The owners of properties where flooding could be exacerbated to develop effective flood mitigation solutions and/or compensation agreements for increased flooding potential
 - Residents adjacent to and within 500 m of the temporary Project footprint, laydown areas and bridge construction sites to identify any specific household concerns that need to be considered in implementation of environmental management measures
 - Owners of businesses that may experience noise exceedances, dust or disruptions to access, to develop and implement mitigation measures to reduce impacts, including noise mitigation measures where triggered
 - The Yelarbon, Brookstead and Pittsworth communities regarding their preferences for mitigation of the rail corridor's impacts on the amenity of towns, and in Yelarbon, impacts to non-Indigenous cultural heritage structures or remnants of structures
 - Community members, GRC, TRC, government agencies and Indigenous community members in the development of the Community Wellbeing Plan.

- CRG involvement in reviewing SIMP progress and outcomes
- Engagement with DD&WM PHN, DTATSIPCA, GRC and TRC, to identify programs and organisations that can provide support services for directly affected households if required
- Enabling meetings between Traditional Owner groups and the Contractor to discuss employment, training and business strategies
- Engagement with GRC, TRC, TSBE, Southern Queensland Country, GrainCorp, and local short-term accommodation providers in the development of the AMP
- Continued engagement with Department of Education to confirm and implement management measures agreed with Department of Education and Yelarbon, Brookstead and Southbrook Central State Schools
- Engagement with local businesses, TSBE, Chambers of Commerce and DSDILGP and DESBT to discuss existing skills, gaps in local capacity to work with major projects, and capacity building programs, and participation of training providers in the development of training and skills development strategies
- Engagement with local Chambers of Commerce, TSBE, Southern Queensland Country Tourism, and the Goondiwindi and Toowoomba Regional Councils to develop a strategy addressing potential impacts on tourism visitation
- Engagement with DTMR, QPS, GRC and TRC in developing and implementing a RUMP, in accordance with DTMR requirements
- A complaints management handling procedure that enables investigation and resolution of complaints
- Monthly recording of community complaints to identify any issues or trends that need to be addressed as part of implementing environmental management plans, with any changes reported as part of quarterly reports to the CRG
- Seeking feedback from CRG members on the effectiveness of stakeholder engagement and on SIMP implementation
- Involvement of Councils and CRG members in annual reviews of the SIMP.

Participation of community members and Councils in monitoring is addressed in Section 8.7.

8.1.8 Adequacy of proposed mitigation measures

The mitigation and management measures outlined in the SIMP include:

- ARTC commitments that are being implemented as part of the Project's design
- Strategies that are being developed as part of Inland Rail's Social Performance program
- Measures that have been identified as part of the SIA, including through stakeholder engagement.

The following sub-sections describe expected adequacy of mitigation and management measures.

Design responses

ARTC's design responses, as assessed in the draft EIS, included:

- Locating the Project alignment within existing rail or road reserves and along property boundaries wherever possible to reduce land acquisitions, severance and impacts on property use and management
- Avoidance of towns, with the exception of Yelarbon and Brookstead that are located on the existing rail line, and Pittsworth where the Project alignment would skirt the town's northern boundary

- Designing road-rail interfaces (and stock route interfaces) to maintain connectivity
- Bridge, viaduct and culvert designs were informed by stakeholders' feedback about previous flooding events
- Property-specific design elements that respond to landowners' inputs regarding access to and within properties, and avoidance of farm infrastructure where possible
- Reduction in the number of level crossings.

ARTC design responses have reduced, but not removed, the potential for impacts such as the need for residents to relocate due to land acquisition, property severance, disruption of agricultural businesses, and impacts on rural amenity. ARTC has committed to continued engagement with directly affected and nearby landowners to address their specific concerns.

Revised reference design responses

Since the 2021 draft EIS, the Project's reference design has been revised in response to engagement with key stakeholders (including landowners, communities, Contractors, Council and technical authorities), assessment of field-verified survey data and review of design optimisation opportunities. Design changes since the draft EIS include:

- The vertical alignment has been updated to comply with a maximum gradient of 1 in 80, to improve bulk earthworks in areas of challenging terrain, and achieve better safety outcomes at road rail interfaces via additional grade separations
- Removal of road rail crossings from McDougall's Road (with alternative access provided via Cremascos Road), Hall Road (with alternative access provided by connecting road reserves in Hall Road to Bellevue Road), and Lindenmayer Road (no longer impacted due to horizontal alignment change at Millmerran)
- Replacement of seven level crossings with grade separations (Bybera Road, Heckendorf Road, Gilgai Lane, Commodore Peak Road and Scraggs' Road, Owen Scrub Road, and Athol School Road)
- Passive level crossings that are now proposed to be active level crossings (Kooroongarra Road, Paton Road, Nicol Creek Road, Millwood Road, Harris Road (involves a road redesign within Pampas), Mann Silo Road and Linthorpe Valley Road)
- Inclusion of a pedestrian crossing across the Project footprint in Yelarbon
- Upgrading new stock route corridors at Yelarbon and Millmerran Inglewood Road to a minimum of 60 m, along with upgrades to the Kildonan and South Kurrumbul Road stock route interfaces
- Horizontal alignment changes (i.e. the Millmerran Alternative Alignment (described in Chapter 2: Project Rationale)) which avoids impacting on DA Hall's farming operations, and other minor horizontal alignment changes to shift the alignment closer to the road corridor where short-stacking issues have been resolved to minimise lot impacts
- Two 20 ha non-resident workforce accommodation facility sites (one at Inglewood and another at Yelarbon) have been included in the temporary footprint to accommodate the Project construction workforce requirements, with a third non-resident workforce accommodation facility site required in the Millmerran area, for which the Contractor is currently undertaking feasibility assessments to identify the optimal location for the site
- The site previously proposed for a non-resident workforce accommodation facility in Turallin has been included in the Project footprint as the Turallin Facility, to be utilised for a laydown area, a training facility or native plants nursery and traditional land management training facility (proposed land use subject to on-going negotiations between the Contractor and the landowners)

- ARTC is proposing to construct a temporary Material Distribution Centre in Whetstone, as assessed in the revised draft EIS.

Environmental impacts

Measures outlined in the Project Draft Outline Environmental Management Plan are designed to avoid or mitigate environmental impacts that could result in social impacts (e.g. noise and vibration, changes to air quality, changes to the road networks and visual amenity impacts). The SIA assumes that the measures identified in the Draft OEMP will be effective in reducing environmental impacts to acceptable levels. Uncertainty exists in that, while changes to environmental qualities may be within regulatory criteria, individuals react differently to environmental changes, and issues such as noise and dust may still be experienced as diminishing amenity or affecting lifestyles. The Project will ensure the availability of a proactive responsive stakeholder engagement program and a responsive complaints management process to support identification of any issues that may require refinement of mitigation measures.

Social performance

Inland Rail's Social Performance program is developing in response to the findings of SIA undertaken for Inland Rail projects, stakeholder feedback, and corporate policies being developed to support Inland Rail's delivery. Inland Rail initiatives to be implemented for the Project are referenced in SIMP sub-plans as summarised in Section 8.1.2. ARTC has set clear social performance requirements for its Contractor to support its social performance strategies.

Social performance strategy implementation will be a collaborative process with various stakeholders, and the success of strategies will be partially dependent on the outcomes of those collaborations.

ARTC's social performance strategies are expected to increase the value of Project benefits to local communities.

Measures identified through SIA

Mitigation measures that are outlined in following sections have been developed in response to stakeholder inputs (Section 8.1.5), and based on the SIA consultants' experience. The measures are proposed to:

- Reduce the likelihood that impacts will occur by:
 - Identifying issues to be considered during the Detailed Design stage, in order to avoid or minimise impacts through the design and contracting process
 - Enabling local participation in employment, thereby minimising additional demands on infrastructure and services
 - Managing workforce accommodation demands and workforce behaviour.
- Reducing the consequence of social impacts through:
 - Engagement with stakeholders to refine mitigation measures such as site-specific (e.g. laydown area) and property-specific measures to avoid or reduce impacts on amenity, property access and connectivity
 - Partnerships and projects that will offset impacts on amenity, community cohesion and local character, and strengthen community resilience
 - Provision of information and engagement strategies that will assist stakeholders to anticipate and cope with changes to environmental qualities, road access or service demands.

- Increase the likelihood and local value of Project benefits by:
 - Highlighting employment, training, business and community investment priorities
 - Describing ARTC's existing initiatives that will maximise community benefits.

As described in Section 4, compared with the reference design assessed in the draft EIS, the Project's revised reference design has the following social benefits:

- The removal of road rail crossings in favour of provision of alternative accesses and grade separated crossings will decrease the potential for road-rail interface accidents, and also decrease traffic delays due to passing trains
- Replacement of seven passive level crossings with active level crossings will improve safety for motorists and other road users
- Reconsideration of embankment heights and grades will potentially reduce impacts on scenic views
- Provision of the pedestrian crossing in Yelarbon will enable north-south connectivity in the town
- The connectivity of impacted stock routes will be improved
- Impacts on DA Hall and Co's intensive agribusiness operations and their employment levels will be avoided
- The potential for a non-resident workforce accommodation facility to impact on amenity or traffic patterns in the Turallin area is removed, with alternative uses (e.g. a laydown area or plant nursery) likely to have lesser impacts.

Changes to negative social impacts as the result of design refinements include:

- One additional landowner would be affected by partial property acquisition as the result of the Alternative Millmerran Alignment
- There is potential for the Whetstone MDC to affect the amenity of landowners in this vicinity during the Project Construction Works stage, requiring temporary measures to mitigate potential noise impacts and impacts on visual amenity.

The mitigation measures as proposed in the draft EIS and refined during the revised draft EIS process are considered adequate to address the minimal change in negative social impacts as the result of the revised reference design.

The risk ratings provided in Section 9 indicate the SIA team's evaluation of the degree to which the likelihood and consequence of social impacts will be reduced by the mitigation measures proposed, considering:

- Stakeholder inputs and vulnerabilities within local communities
- Project design responses to issues raised by stakeholders
- ARTC commitments and social performance strategies
- Measures outlined in the Draft Outline Environmental Management Plan
- Measures identified through the SIA process.

The monitoring framework provided in Table 8.14 will enable ARTC and stakeholders to track the effectiveness of the SIMP and develop corrective actions (i.e. additional or refined mitigation measures) if required, and will be supported by the monitoring frameworks developed for each partnership strategy.

Impacts of optimised construction schedule

The potential for changes in social impacts as a result of the optimised construction schedule was considered as follows:

- Potential for an increase in peak and average workforce numbers, which could:
 - Increase labour draw, demand for health and emergency services, or accommodation requirements
 - Change opportunities for local or Indigenous employment
 - Make a larger contribution to cumulative impacts (e.g. accommodation and skills shortages)
- Changes in amenity or impacts on property use
- Potential for increased traffic, resulting in roads or intersections having worse levels of service.

The optimised construction schedule has resulted in a decrease in the average construction workforce from 400 to 383 personnel, and a reduction in the peak workforce from 950 to approximately 900 personnel.

The decrease in the peak workforce number would result in a small decrease in the anticipated demand for health and emergency services. Non-resident workforce accommodation facilities with a combined total capacity of 900 beds are proposed, so the capacity of non-resident workforce accommodation facilities would exceed the peak number of non-resident personnel.

An increase in construction noise impacts on amenity does not appear likely, as the assessment of construction noise in the draft EIS considered the worst-case noise scenario. There is also no indication that the optimised construction schedule will result in increased land take or severance.

The potential for increased traffic to result from the optimised construction schedule was assessed (EIS Appendix AA: Traffic Impact Assessment).

In conclusion, the net effect of the optimised schedule appears to be positive for social outcomes and did not require additional mitigation measures.

Whetstone Material Distribution Centre

The results of environmental and traffic assessments for Whetstone MDC are provided in EIS Appendix AE: Whetstone Material Distribution Centre, and were considered as part of the SIA. Potential impacts are discussed in Sections 7.1.4 and 7.1.6, and were assessed as of low to negligible significance after standard mitigation measures are applied.

Potential impacts which were considered and evaluated as not significant to social values included:

- The development footprint is not within any native title determination areas
- There are no recorded Aboriginal cultural heritage sites within the development footprint, which falls within the area to which the CHMP agreed between ARTC and Bigambul People applies
- There would no impacts on nearby grazing or cropping properties, with the potential exception of drawdown temporarily affecting one privately owned water bore and one owned by Department of Regional Development, Manufacturing and Water, which will be managed through adherence to the mitigation measures outlined in EIS Chapter 15: Groundwater
- The temporary loss of use of grazing land within the Whetstone MDC development footprint is not expected to have a negative effect on the availability of grazing land in the SIA study area
- Construction-related road traffic noise is predicted to comply with the construction road noise criteria
- Rail and rollingstock noise is predicted to comply with the rail noise criteria

- Due to large separation distances, vibration impacts are not anticipated
- Any temporary traffic delays due to traffic diversions if road works are undertaken on Whetstone Access Road would be managed by standard traffic management measures (e.g. lane closure and stop/go control) are expected to minimise impacts on nearby land holders and other motorists
- Average daily vehicle usage associated with Whetstone MDC activities has been estimated at 38 light vehicles per day and 19 heavy vehicles per day, which is like to be noticeable to road users, but has been assessed as of low risk to road safety
- There would no impacts on nearby forestry uses.

The mitigation measures provided as part of the SIMP are expected to be adequate to avoid or minimise any Whetstone MDC impacts on social values.

8.1.9 Links to State and local planning

Links between mitigation measures discussed in the SIMP and State and local planning priorities (identified in Sections 2.3 and 5.4.8) are summarised in Table 8.5.

Table 8.5: Mitigation measures' links to planning priorities

Plan/Policy	Link with mitigation measures	Section
ShapingSEQ	<ul style="list-style-type: none"> ■ The Project's cooperation with Traditional Owners, including engagement to support employment opportunities, cultural awareness tours and ongoing cultural heritage management activities, recognises Indigenous cultural knowledge and connection to Country 	8.2
	<ul style="list-style-type: none"> ■ Measures to maximise local employment and local business participation will support <i>ShapingSEQ</i> goals such as 'grow', 'prosper' and 'sustain' in the SIA study area 	8.3, 8.6
Darling Downs Regional Plan (DSDIP, 2013a)	<ul style="list-style-type: none"> ■ Measures to maximise local employment and local business participation will support skills development and diversification of local economies 	8.3, 8.6
RDA Darling Downs South West Roadmap	<ul style="list-style-type: none"> ■ Measures to maximise local employment and local business participation provides support for diversifying local economies ■ Measures to mitigate impacts on tourism as a highly valued industry are provided 	8.3, 8.6
Goondiwindi Corporate Plan 2019-2024	<ul style="list-style-type: none"> ■ Measures to maximise local employment and local business participation provides support for diversifying local economies 	8.3, 8.6
Toowoomba Regional Community Plan (TRC, 2014)	<ul style="list-style-type: none"> ■ The AMP will address potential impacts on access to affordable, suitable and good quality housing 	8.4.4
	<ul style="list-style-type: none"> ■ Measures that address potential impacts on visual amenity will support local character 	8.2, 8.5.6
Millmerran Community Growth Action Plan (TRC, 2015)	<ul style="list-style-type: none"> ■ Business capacity building strategies will include businesses in Millmerran and Pittsworth and will support the retention and development of local businesses 	8.6
Pittsworth Community Growth Action Plan (TRC, 2017)	<ul style="list-style-type: none"> ■ Engagement with TRC will include a focus on identifying opportunities to support place making and tourism initiatives 	8.5, 8.6

Plan/Policy	Link with mitigation measures	Section
Employment and training programs	<ul style="list-style-type: none"> ▪ Inland Rail cooperated with RSIS officers in each Council to identify opportunities for cooperation in skills development ▪ ARTC will continue consultation with DESBT, including a focus on alignment with the Queensland Government's training and employment policies as relevant to the SIA study area and the project ▪ Inland Rail has worked with Councils to plan programs and apply for SQW funds to support the involvement of under-represented groups in training and skills development initiatives 	8.3.

8.2 Community and stakeholder engagement

The Draft Outline Environmental Management Plan and the relevant EIS chapters provide detailed measures to mitigate environmental impacts that may result in impacts on social values. Notwithstanding, community members may experience impacts on amenity and local character due to noise, changes to the landscape, and the road network, effects on community cohesion, and/or fear and stress about the Project's potential impacts.

The Community and Stakeholder Engagement sub-plan outlined in the following sub-sections aims to support mitigation and adaptive management of impacts on community members and other stakeholders. The sub-plan includes:

- The objectives and performance measures for engagement
- Stakeholders to be engaged, and impacts on stakeholders that are addressed in this sub-plan
- Responsibilities for engagement implementation
- Proposed communication tools and activities
- Engagement measures
- Complaints management
- An action plan that includes:
 - ARTC commitments to stakeholder engagement
 - Actions ARTC will undertake and/or require of the Contractor to take to support adaptive management of social impacts during construction
 - The timing for each action i.e. Detailed Design and Construction Works stages
 - Monitoring and reporting mechanisms.

The Contractor is required to provide a Community and Stakeholder Engagement Plan that addresses the following objectives, performance measures and commitments.

The Community and Stakeholder Engagement Plan will be reviewed and updated as part of the transition from Project construction to Operations stage, and detailed in the SIMP for operations.

8.2.1 Objectives and performance measures

ARTC recognises that ongoing engagement with landowners, traditional custodians, communities, businesses, Councils and other stakeholders that will be impacted by or stand to benefit from Inland Rail is central to the Project's success. The objectives and performance indicators for community and stakeholder engagement are shown in Table 8.6.

Table 8.6: Engagement objectives, desired outcomes and performance measures

Objective	Desired outcomes	Performance measures
Establish and maintain engagement mechanisms that build relationships between ARTC and its stakeholders	Community and stakeholder relationships facilitate information sharing to support implementation of mitigation measures and adaptive management of social impacts	<ul style="list-style-type: none"> A majority of landowners are satisfied with the management of Project impacts on their properties Number of complaints about Project impacts
	Community engagement and communication strategies support cooperative and respectful relationships between ARTC, the Contractor, construction personnel and community members, enabling effective management of impacts on amenity e.g. noise, dust or changes to traffic volumes	<ul style="list-style-type: none"> CRG feedback confirms ARTC has engendered positive relationships
Enable adaptive management of impacts on amenity, connectivity and community values during construction	Community members have access to information and support to assist adaptation to changes resulting from the Project	<ul style="list-style-type: none"> Mitigation measures are refined where necessary in response to stakeholder feedback CRG feedback confirms satisfactory access to timely information about the Project and management measures Landowners who need to move from within the Project footprint have access to support, if required Mental health partnership is maintained during the Construction Works stage
Support mitigation of impacts on amenity, community cohesion and local character through stakeholder engagement and delivery of local community programs in partnership with community and government stakeholders	Initiatives identified through stakeholder engagement have benefits for local communities and offset impacts on amenity, character and cohesion	<ul style="list-style-type: none"> Number and outcome measures (to be determined with partners) for community partnerships and programs in potentially impacted communities
	Stakeholder issues and grievances are identified, evaluated, addressed and recorded	<ul style="list-style-type: none"> ARTC responds to complaints from community members as per the ARTC Complaints Management Handling Procedure Complaints and their resolution are recorded and reported as part of SIMP reports

8.2.2 Engagement responsibilities

Both ARTC and the Contractor will maintain roles in community and stakeholder engagement during the Detailed Design and Construction Works stage. Table 8.7 summarises key responsibilities for each party by Project stage.

Section 8.2.4 details ARTC's commitments and the engagement actions ARTC will undertake and/or require of its Contractor during the Detailed Design and Construction Works stages. The Contractor will be required to provide a Communication and Stakeholder Engagement Management Plan for ARTC acceptance.

ARTC will maintain a stakeholder register, building on the register developed during previous Project stages, to ensure regular and consistent engagement with stakeholders. Stakeholder interactions will be documented in order to monitor the success of engagement and identify issues to be addressed as part of implementing the Project's environmental management strategies.

Table 8.7: Engagement responsibilities

Stage	Engagement mechanism	Responsibility
Detailed Design	Provide communications (website updates and fact sheet) and opportunities for engagement (community information sessions, Council briefings and CRG meetings) to encourage access to the revised draft EIS	ARTC
	Engage with TRC, GRC, DD&WM PHN, DTATSIPCA, and the owners of community facilities that would be affected by noise to seek input to the Community Wellbeing Plan and Accommodation Management Plan, continue implementation of partnerships and agreements, and initiate management measures with long-lead times	ARTC and Contractor
	Undertake engagement with directly affected landowners regarding land acquisition process and compensation arrangements	Construction Authority and ARTC
	Cooperation with Traditional Owners in cultural heritage management	ARTC and Contractor
	Establish and operate the Community Reference Group (CRG), including provision of public access to CRG minutes where appropriate	ARTC and Contractor
Construction Works	Provide oversight and monitoring role to ensure consultation activities are delivered in accordance with EIS commitments and relevant approval conditions, including engagement of a Community and Stakeholder Engagement Manager and provision of Community Relations Monitor	ARTC
	Develop and maintain Inland Rail Skills Academy partnerships	ARTC
	Maintain communication between stakeholders and ARTC including: <ul style="list-style-type: none"> Provision of regular updates about the progress and status of the Project through the Inland Rail website Free call telephone line Reply-paid address for written correspondence from community members Maintain the Project's webpage, including feedback mechanisms and an enquiry facility Road/rail safety campaigns addressing the Operations stage	ARTC and Contractor
	Cooperate with Traditional Owners in cultural heritage management and to optimise Indigenous employment and business outcomes	ARTC and Contractor

Stage	Engagement mechanism	Responsibility
	<p>Provide and implement a Communication and Stakeholder Engagement Management Plan that:</p> <ul style="list-style-type: none"> ▪ Demonstrates the ability to develop and maintain a proactive, collaborative and effective working relationship with the community, stakeholders and ARTC ▪ Complies with ARTC policies and procedures ▪ Includes a communication control plan for key proposed construction sites along the alignment ▪ Details business engagement mechanisms ▪ Describes the process for identifying and establish community initiatives, partnerships and legacy proposals 	Contractor
	<p>Establish and implement a complaints and enquiries process that is consistent with ARTC's Complaint Management Handling Procedure.</p> <p>The Contractor will promote the availability of its complaints management system, receive complaints, report all complaints to ARTC and be responsible for resolving complaints that relate to Project construction.</p> <p>ARTC will maintain and promote the availability of its Complaints Handling Management Procedure.</p>	Contractor with ARTC
	<p>Establish and implement communication and information strategies about the construction program and activities including:</p> <ul style="list-style-type: none"> ▪ Email addresses to ensure community members have direct access to the Project team ▪ Notification letters and/or email updates ▪ Public notices ▪ Factsheets addressing specific works, impacts or changes to conditions ▪ Website and SMS updates ▪ Provide and promote contact details for availability of a Project representative by phone 24/7 	Contractor with ARTC
	<p>Implement community engagement strategies including:</p> <ul style="list-style-type: none"> ▪ Training for on-the-ground workforce in community engagement protocols and requirements ▪ Day-to-day stakeholder liaison relating to construction activities and management of environmental impacts, including notifications to landowners and public notices ▪ Meetings with Councils and other stakeholders with respect to implementation of agreed management measures (Table 8.8) ▪ Engagement with community members, community organisations and Councils to implement community initiatives, partnerships and legacy proposals ▪ Partnerships as agreed with the relevant stakeholders (e.g. community organisations and training providers) ▪ Business engagement ▪ Road/rail safety campaigns addressing the Construction Works stage 	Contractor with ARTC

Stage	Engagement mechanism	Responsibility
	Documentation of stakeholder interactions and identification of issues to be addressed as part of implementing the Project's environmental management strategies	Contractor and ARTC
Operations	ARTC will manage relationships with key stakeholders, such as Councils and community members with regard to road-rail interfaces where required, and management of complaints regarding operational impacts such as railway noise.	ARTC
	ARTC will maintain engagement with QPS, QFES and QAS with respect to emergency response protocols and response readiness. ARTC will develop and implement a Community and Stakeholder Engagement Plan for the first three years of operations, subject to review.	ARTC

Community Reference Group

ARTC will work with the Contractor to establish a Project CRG during the Detailed Design stage. The CRG will replace the CCCs that have operated during the reference design and EIS stage of Project development.

The CRG will meet regularly until completion of construction to provide timely, open advice about the Project, enable representations of community issues to ARTC, and facilitate community review of the effectiveness of SIMP measures. The CRG will:

- Provide a channel to inform communities about the Construction Works and Operations stages of the Project
- Provide feedback to ARTC about construction plans and programs
- Receive updates on SIMP implementation, and enable feedback on mitigation and enhancement measures that need to be reconsidered or refined
- Enable CRG members to participate in monitoring the effectiveness of social and environmental management measures (Section 8.7).

Community members and other stakeholders will have access to CRG proceedings via provision of endorsed copies of minutes and other meeting records for the public record and for display on the Project's webpage, where appropriate.

The need for a CRG for any part of the operational period will be reviewed in cooperation with the Coordinator-General at the completion of construction.

Community Liaison/Engagement staff

The Contractor will provide Community Liaison/Engagement staff during the Construction Works stage to:

- Support communication between the Contractor, nearby landowners, community members and other stakeholders
- Provide community feedback to the Contractor in relation to the impacts of construction activities on the community, and suggested refinements to environment management measures
- Undertake engagement to support implementation of partnerships and community initiatives
- Provide information to the wider community in relation to construction programming, the nature of construction work, and impact mitigation measures

- Establish and maintain a process for receiving, recording and responding to complaints in relation to construction issues.

Depending on the Contractor's Community and Stakeholder Engagement Plans, one or more Community Liaison Officer/s may be provided, which will be determined during the Detailed Design stage.

Contact details for the Community Liaison Officer/s will be provided to all landowners adjacent to the Project footprint and as part of engagement with other residents and businesses, and will be made available to other community members through the Project's website and ARTC's other communication channels.

Community Relations Monitor

A Community Relations Monitor will be engaged for the duration of Project works. The Community Relations Monitor will be an independent, appropriately skilled and experienced entity, and will be a separate entity to the Environmental Monitor.

The Community Relations Monitor will:

- Prepare and provide periodic reports to the Environmental Monitor on community issues emerging from the construction and commissioning activities in relation to any imposed conditions, the CEMP, complaints, monitoring and community relations
- Communicate with ARTC and the Environmental Monitor with regard to any imposed conditions, the CEMP, the SIMP, community consultation strategies and community concerns
- Review complaints procedures and the resolution of complaints and corrective action reporting to assess performance of the Contractor's implementation of the SIMP and CEMP
- Facilitate discussions between the ARTC, the Contractor and affected entities about mitigation measures, as required by either the ARTC or the affected entity
- Provide advice to the Environmental Monitor in relation to complaints.

8.2.3 Stakeholders

The key stakeholders addressed by this engagement plan include:

- Landowners in and adjacent to the Project footprint
- Residents and community organisations in potentially impacted communities
- Traditional Owners and other Indigenous community members
- Businesses and business organisations in potentially impacted communities and the SIA study area
- GRC, TRC and government agencies.

Key stakeholders that are addressed as part of other SIMP sub-plans include:

- Education and training providers (Section 8.3)
- The managers of potentially impacted community facilities (Section 8.5)
- Government agencies who plan or provide social infrastructure or economic development including:
 - Queensland Health, QPS, QAS, QFES and Department of Education (Section 8.5)
 - DESBT and DSDILGP (Sections 8.3.7 and 8.6.5).
- Businesses and business and industry organisations (Section 8.6).

During the Operations stage, stakeholders will include residents, businesses and community facilities located near the rail corridor, emergency service agencies, and Councils and DTMR with respect to road-rail interfaces, as well as the businesses and industries that would benefit from use of the rail corridor.

Community and stakeholder strategies for the Operations stage are discussed in Section 8.2.5.

8.2.4 Engagement Measures

This section outlines ARTC commitments and the engagement actions ARTC will undertake and/or require of its Contractor during the Detailed Design and Construction Works stages to support mitigation of impacts on community values including amenity, connectivity and local character. Measures that aim to reduce residents' stress and anxiety regarding the Project and its potential impacts are supported by measures provided in Section 8.5.

Impacts addressed

The measures detailed in Table 8.8 will provide accessible engagement mechanisms to support adaptive management of social impacts, including:

- Land acquisition resulting in disturbance of the use of properties and displacement of residents, noting that DTMR's land acquisition process and compensation provisions under the AL Act also address this impact
- Disruptions to the use of or access to private properties during construction, through engagement with directly affected landowners and nearby residents on design and mitigation actions
- Anxiety and stress about the potential for the Project to affect local amenity or quality of life as the result of property acquisition, noise and/or visual amenity impacts, by enabling continuity of engagement and access to support if required
- Noise from track construction and traffic disruptions that may reduce enjoyment of homes' outdoor areas, with potential for effects on amenity and quality of life, noting that noise impacts will be managed in accordance with DTMR's *Traffic Noise Management CoP Volume 2* and conditions of Project approval
- Detractions from local amenity and character due to noise and traffic delays, changes to the landscape and loss of structures that contribute to rural character, noting that landscape and visual amenity mitigation measures also address these impacts
- Concerns about property values, by communicating ARTC's commitments to environmental management and EIS conditions of approval to local and regional community members, to reduce the likelihood of negative perceptions about the amenity of properties near the Project alignment
- Changes to movement patterns across the Project footprint, noting that grade separated crossings and property-specific access provisions also address connectivity
- Ensuring that community members and other stakeholders have access to information and communication channels that help them understand the nature, duration and effect of Project works, and how to resolve issues if they arise.

Positive social impacts for local residents and businesses during construction that are addressed in other sub-plans include:

- Access to training and employment opportunities, which will build the local skills base and support the wellbeing of personnel and families (Section 8.3)

- Opportunities for local businesses to supply goods and services to the Contractor, opportunities for Traditional Owners to work or do business on Country and potential to support business development (Section 8.6.3).

Commitments

ARTC's commitments to community and stakeholder engagement for the Project include:

- Implementation of a Community and Stakeholder Engagement Plan that ensures due consideration of all Project-related opportunities and concerns and maintains productive relationships and communication between ARTC inland Rail, the Contractor, landowners, Traditional Owners and all levels of government
- Building a dialogue between landowners and ARTC about land access and acquisition processes
- Engagement with GRC and TRC on the Project schedule and progress, potential impacts and mitigation measures, and partnership opportunities to maximise social opportunities
- Establishment of a CRG to meet regularly with the purpose of providing timely, open advice, representation of community issues and concerns arising from the works throughout the Construction Works stage
- An annual 'Living in Place' survey to monitor change in community values or experiences of the local area, conducted by an independent specialist
- Enabling the involvement of vulnerable community members in Project engagement and social investment opportunities through targeted information to community groups, inclusive messaging and broadly accessible engagement opportunities
- Providing support to stakeholders and communities that are facing change due to Inland Rail
- Appointment of a Community Relations Monitor
- Maintaining communication mechanisms throughout the Detailed Design and Construction Works stages including a free call number, email addresses to ensure the community has direct access to the Project team, a reply-paid address for written correspondence from the community, and the Project webpage, including feedback mechanisms and an enquiry facility
- Identifying emerging social issues that need to be addressed at the Project or Program level.

The following subsections describe the community and stakeholder engagement measures the Project will implement during the remainder of the EIS process and during the Detailed Design and Construction Works stages.

Engagement during remainder of EIS process

Inland Rail is committed to supporting stakeholder awareness of the Project's EIS and encouraging community members to participate in the EIS submission process conducted by DSDILGP.

During the remainder of the EIS process, the Project will:

- Provide information on the Project website and in social media about the Project and opportunities to comment on the revised draft EIS
- Provide information to landowners including directly affected landowners through letters, e-news, and meetings as requested
- Conduct briefings with government agencies, in cooperation with Coordinator-General
- Maintain access to the Social Pinpoint interactive map
- Present EIS findings to the two CCCs for discussion

- Meet with Traditional Owners to discuss the EIS findings.

ARTC will also continue to meet with TRC and GRC to:

- Discuss the EIS findings including proposed management measures detailed in the SIMP
- Seek further inputs on community initiatives that should be considered as part of the Project's Community Wellbeing Plan (Section 8.5.6)
- Provide feedback to GRC and TRC about the delivery of Inland Rail Skills Academy initiatives in each LGA, outcomes of training programs and business capability building programs, and Community Donation and Sponsorship outcomes.

The decision by the Coordinator-General about whether to approve the Project will be made public via DSDILGP and ARTC Inland Rail websites.

Communication measures

Following Project evaluation and where approval is provided, the Project will commence the Detailed Design stage. As detailed in Table 8.8, ARTC and the Contractor will engage with a wide range of stakeholders during this stage, to seek their views on the implementation of management measures and inputs to the development of management plans (e.g. the AMP and Community Wellbeing Plan).

The Project will also initiate community and stakeholder engagement measures during the Detailed Design stage that will be utilised throughout the Construction Works stage.

The proposed communication tools and activities to be utilised throughout the Detailed Design and Construction Works stages include:

- Provision of regular updates about the progress and status of the Project through the Inland Rail website
- A free call telephone line
- Social pinpoint interactive map
- Factsheets addressing specific works, impacts or changes to conditions
- Stakeholder meetings and briefings as detailed in Table 8.8.
- Notification Letters and/or SMS/ email updates prior to piling and blasting, disruption of residential, business or public access, disruption of utility services, road closures and diversions, or modification of pedestrian routes, cycleways, train stations and bus stops
- Public notices regarding (e.g. changes to traffic conditions and high impact work or work packages, based on predictive noise, dust and/or vibration modelling)
- Community liaison/engagement staff to provide information about the Project and links to support services where required
- The availability of a Project representative by phone 24/7 to enable immediate communication with the Project if residents are experiencing unexpected impacts
- A travel demand management awareness campaign to inform the public on the proposed construction works and potential effects on local road network operation.

Engagement measures

Table 8.8 details the stakeholder engagement measures and actions to be implemented during the Detailed Design and Construction Works stages, structured according to five key strategies:

- Engaging with directly affected and adjacent landowners to support the effectiveness of management measures addressing impacts on their households and properties
- Enabling community members to access information about the Project, its impacts and management measures, and provide feedback to the Project
- Engaging with businesses that may be negatively affected to optimise and monitor impact management measures, and optimise local benefits from Project supply arrangements
- Engaging with Traditional Owners and Indigenous community members to support cultural heritage management and enable their access to Project employment and business supply opportunities
- Engaging with Councils and government agencies to confirm and implement management measures for impacts on community facilities, amenity, sense of place and community cohesion.

Engagement measures supporting actions provided in other SIMP sub-plans are also noted in the relevant sub-plans (Sections 8.3 to 8.6).

Table 8.8: Community and stakeholder engagement measures

Impact/benefit	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
<i>Strategy: Engagement with directly affected and adjacent landowners supports the effectiveness of management measures addressing impacts on their households and properties</i>			
Land acquisition resulting in severance or disruption of property use and/or amenity Impacts on property access, access to water or connectivity	Directly affected landowners	<ul style="list-style-type: none"> ▪ ARTC will disseminate accurate, transparent and accessible information about the land acquisition process, EIS outcomes and Project's conditions of approval via newsletters and the Project's website ▪ The Project will provide appropriate written information to directly affected landowners during the land resumption process ▪ Based on the detailed design, ARTC and/or the Contractor will meet with directly affected landowners to confirm property-specific management measures including, as relevant, property access arrangements, noise mitigation, avoiding/minimising impacts on agricultural uses, and access and egress solutions across the rail corridor, referencing measures in the CEMP where relevant ▪ ARTC and the Contractor will consider landowners' feedback regarding impact mitigation in the development of the detailed design and CEMP ▪ In engaging with landowners who would have more than one lot affected by land acquisition, ARTC and the Contractor will: <ul style="list-style-type: none"> ○ Identify the area of direct impacts (land acquisition) and other potential impacts (e.g. severance of property infrastructure such as fences or water pipelines) on each lot individually ○ Identify the impacts of land acquisition on connectivity or shared use of infrastructure between landowners' adjacent properties 	<ul style="list-style-type: none"> ▪ The Contractor will: <ul style="list-style-type: none"> – Implement property-specific management measures agreed with directly affected landowners during the detailed design process – Maintain regular liaison with landowners adjacent to the Project footprint (to schedules and via means to be agreed with landowners) to hear and respond to their concerns – Communicate the Project's land access protocols, construction hours, and commitments to the Workforce Code of Conduct to residents adjoining the temporary Project footprint – Initiate and maintain communication and co-operation with local landowners during flood alert and recovery periods to support readiness and cooperation – Implement a complaints management handling procedure that enables investigation and resolution of any complaints from nearby residents ▪ Laydown areas may be retained for legacy value to landowners

Impact/benefit	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
		<ul style="list-style-type: none"> With the landowner, develop property-specific management plans (inclusive of each lot affected) that address impacts on individual lots as well as connectivity, fencing, and infrastructure shared between adjacent lots. ARTC will implement appropriate authorisation procedures and means of identification for personnel accessing private property The Contractor will work with the owners of affected properties to develop effective flood mitigation solutions and/or compensation agreements for increased flooding potential. 	
Land acquisition resulting in need to relocate Potential exacerbation of disadvantage Uncertainty and stress related to acquisition	Directly affected landowners	<ul style="list-style-type: none"> Project staff will provide information and support for people who need to relocate as a result of land acquisition for the Project, including where necessary, referral to Department of Housing support programs. In consultation with the DD&WM PHN, DTATSIPCA, GRC and TRC, ARTC will identify programs and organisations that can provide support services for directly affected households, if required to support their relocation and adjustment to new circumstances, and provide funding for these services if it is required to provide these services 	<ul style="list-style-type: none"> ARTC will disseminate accurate, transparent and accessible information about the Project to the community, including information about EIS outcomes, Project's conditions of approval and environmental management measures via newsletters and the Project's website, to increase confidence that amenity impacts will be minimised The Contractor will engage with landowners who are adjacent to the Project footprint to share information and identify any issues arising during construction that need refinement to environmental management measures
Impacts such as noise, dust or traffic increases affecting amenity near the Project footprint Concerns about property values	Landowners adjacent to or near the temporary Project footprint	<ul style="list-style-type: none"> The Contractor will engage with residents, business owners, the owners or managers of community and educational facilities adjacent to and within 500 m of the temporary Project footprint, laydown areas and bridge construction sites, via letter and individual means as requested, to: <ul style="list-style-type: none"> Communicate the measures provided in the CEMP Provide advance warning of the construction schedule and sequence (e.g. how long specific activities will take), and any disruptions to access or services 	<ul style="list-style-type: none"> The Contractor will: <ul style="list-style-type: none"> Establish and maintain consultation with potentially impacted communities, including monthly advance notices and updates prior to construction activities that may result in excessive noise generation and for blasting activities, to all residents that could be affected, and regular (at least quarterly) updates to potentially impacted communities Facilitate and promote access to Project information via a tele-interpretation service

Impact/benefit	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
Uncertainty and stress related to potential impacts on amenity (<i>refer also Health and Wellbeing - mental health</i>)		<ul style="list-style-type: none"> – Enable identification of any impacts resulting from early works and communicate the environmental management measures that are in place to mitigate impacts – Describe the nature and causes of noise and vibration – Advise on how long construction work will be heard or seen for each property – Identify any specific household concerns e.g. the presence of children or seniors who may be affected by noise, dust or change to property access that need to be considered in implementation of environmental management measures ▪ ARTC and/or the Contractor will engage with residents in Pittsworth, Yelarbon, Pampas, Southbrook and Brookstead to provide information to enable them to understand likely noise and vibration impacts and how the Project will minimise impacts ▪ Direct communication will be established with the owners/residents of dwellings within 2 km of the Whetstone MDC to explain the EIS findings, discuss the noise mitigation measures to be put in place, and establish communication to enable resolution of any noise, dust or other complaints 	<ul style="list-style-type: none"> – Implement the measures detailed in the CEMP and associated plans to reduce the potential for impacts on amenity, i.e. Noise and Vibration Management Plan, Air Quality Management Plan, Traffic Management Plan and a Rehabilitation and Landscaping Plan for areas within the Project footprint. – Implement noise and mitigation measures agreed in consultation with landowners and residents within 2 km of the Whetstone MDC – Consult with businesses that are sensitive receptors for operational noise (such as GrainCorp) regarding noise mitigation measures where triggered, including consideration of businesses' work health and safety requirements – Include Mount Kent Observatory in blasting notice stakeholder register – Provide 24 hour access to Project representatives to assist residents and landowners to resolve any unexpected issues that arise – Implement a complaints management handling procedure that enables investigation and resolution of any complaints from nearby residents regarding privacy breaches or workforce behaviour – Seek community feedback on the effectiveness of environmental management measures through the CRG.

Impact/benefit	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
<i>Strategy: Enable community members to access information about the Project, its impacts and management measures, and provide feedback to the Project</i>			
Impacts on the amenity and character of towns and rural areas due to construction works	Residents and businesses in potentially impacted communities	<ul style="list-style-type: none"> ARTC will share information about the Project's conditions of approval and environmental management measures with local communities, made available through local outlets (e.g. shops, local community websites and/or community organisations) and through the Project's website, to provide transparency about management of impacts To the extent that early works such as site clearing or establishment of site offices and laydown areas may result in short-term impacts such as noise exceedances, ARTC will communicate the environmental management measures that are in place to mitigate impacts, and invite community feedback on their effectiveness ARTC and/or the Contractor will: <ul style="list-style-type: none"> Engage with the Yelarbon, Pittsworth and Brookstead communities and the respective Regional Councils to plan and initiate community projects to offset impacts on the amenity and character Engage with community members in Yelarbon, Brookstead and Pittsworth, and with GRC and TRC, regarding design treatments that will lessen the impacts of the Project on town character Consult with Yelarbon stakeholders (community members, business owners and GRC) regarding the design for a noise wall in Yelarbon, with the objective to preserve visibility of the silos Consult with the Yelarbon community regarding their preferences for mitigation of impacts on non-Indigenous cultural heritage structures or remnants of structures as outlined in the: Draft Outline 	<p>The Contractor will:</p> <ul style="list-style-type: none"> Provide accessible information about the Project's impacts and mitigation measures, engagement process and complaints process to members of potentially impacted communities, through online and print methods, made available through local outlets (e.g. shops, local community websites and/or community organisations) Develop and implement Communication Action Plans for specific works that will impact the community and stakeholders, outlining the scope of the works, expected impacts, impacted stakeholders, communication and engagement activities and timing of those activities, along with contact details for Project representatives in the event that unacceptable impacts are experienced. Implement the measures detailed in the CEMP and associated management plans to reduce the potential for impacts on amenity (as noted above) Maintain regular communication with directly affected landowners, adjacent landowners potentially impacted communities, GRC and TRC regarding the construction schedule, impacts that may be experienced e.g. noise or traffic disruption, and how the Project is mitigating impacts, road safety measures, and how to communicate with the Project and the Contractor Respond to public requests, enquiries and complaints Facilitate and promote access to Project information via a tele-interpretation service Implement community projects to offset impacts on the amenity and character of Yelarbon and Brookstead, and as agreed as part of the Community Wellbeing Plan (Table 8.12)

Impact/benefit	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
		<p>Environmental Management Plan, and incorporate their feedback in the CEMP or Community Wellbeing Plan as appropriate</p> <ul style="list-style-type: none"> Enable the involvement of vulnerable community members in Project engagement, encouraging and supporting the participation of Indigenous community members, local seniors, young people, people with disability and migrants in Project engagement, through targeted information to community groups and networks, inclusive messaging and broadly accessible engagement opportunities Update the Project's webpage and other locally available communication materials to include the Project's OEMP and SIMP, quarterly construction updates and SIMP monitoring reports Implement a complaints management system including reporting and reporting provisions to be continued throughout the Construction Works stage <ul style="list-style-type: none"> ARTC will implement the ARTC Complaint Management Handling Procedure from the commencement of the Pre-Construction Activities and Early Works stage 	<p>ARTC will:</p> <ul style="list-style-type: none"> Maintain the availability of information about EIS approval conditions, and ARTC's compliance with conditions to local and regional community members, to reduce the likelihood of negative perceptions about the amenity of properties in or near the Project footprint Update the Project's webpage and other locally available communication materials to include the Project's Draft OEMP, SIMP and quarterly construction updates including detailed explanations of upcoming activities, workforce ramp-up and stakeholder engagement mechanisms, and annual SIMP monitoring reports (when available) Maintain implementation of the ARTC Complaints Management Handling Procedure
<p>Disruptions to the traffic network and increased travel times (construction)</p> <p>Periodic disruptions to traffic at level crossings (operations)</p>	<p>Residents and businesses in potentially impacted communities</p>	<ul style="list-style-type: none"> The Contractor will: <ul style="list-style-type: none"> Consult with DTMR, QPS, GRC and TRC in developing and implementing a RUMP, in accordance with DTMR requirements, to identify, where required, appropriate traffic and transport management strategies for the use of roads during Project construction Develop and implement a Traffic Management Plan including temporary traffic management strategies e.g. road signs stipulating reduced speed limits and consideration of school bus routes 	<ul style="list-style-type: none"> Where they interact with public roads, bridge construction sites would be subject to traffic management and temporary works restrictions to ensure traffic safety. The Contractor will: <ul style="list-style-type: none"> Implement the RUMP and Traffic Plan Management Provide a travel demand management awareness campaign to inform the public on the proposed construction works and potential effect on local road network operation

Impact/benefit	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
		<ul style="list-style-type: none"> During the Detailed Design stage, ARTC or the Contractor will consult with GRC, TRC, the Department of Resources and driving stakeholders to confirm the effectiveness of the proposed infrastructure for level crossings on stock routes 	<ul style="list-style-type: none"> Provide ongoing driver and community safety education with respect to construction Provide regular newsletter, website updates and fact sheets including information about construction activities, impacts and management measures and disruptions to the traffic network Include public transport operators, school bus operators, general road users and active travellers in communication strategies about the potential effects of construction works on road, pedestrian and cycle network operations, in prior to the commencement of relevant works ARTC will develop and implement driver and community safety education campaign addressing rail operations. ARTC will make information about the 'Call Train Control Process' (applicable to stock route interfaces with the Project corridor) available through TRC, GRC and AgForce, and through ARTC's website ARTC will request GRC and TRC to provide access to information about the 'Call Train Control Process' as part of their travelling stock permitting processes
Impacts on community cohesion and community resilience (<i>refer also Community Wellbeing</i>)	Residents and businesses in potentially impacted communities, TRC, GRC and community organisations	<ul style="list-style-type: none"> ARTC and/or the Contractor will conduct meetings or workshops with the Yelarbon, Millmerran, Inglewood, Pittsworth, Brookstead, Gowrie and Southbrook communities to identify and develop programs that increase opportunities for community participation, for cooperation/support as part of the Community Wellbeing Plan ARTC will: <ul style="list-style-type: none"> Establish the CRG to provide timely, open advice about the Project, enable representations of community 	<ul style="list-style-type: none"> The Contractor will: <ul style="list-style-type: none"> Maintain the operation of the CRG throughout the Construction Works stage Provide regular (at least quarterly) updates to potentially impacted communities e.g. through fact sheets and newsletters Continue engagement as part of partnerships and funding arrangements with the leaders or managers of community and Council initiatives Respond to public requests, enquiries and complaints

Impact/benefit	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
		<ul style="list-style-type: none"> issues to ARTC and facilitate community review of the effectiveness of SIMP measures Promote the Project's communication channels, engagement mechanisms and complaints process to members of potentially impacted communities 	<ul style="list-style-type: none"> Facilitate and promote access to Project information via a tele-interpretation service See also Table 8.12.
Strategy: Engage with businesses that may be negatively affected to optimise and monitor impact management measures, and optimise local benefits from Project supply arrangements			
Impacts on tourism businesses e.g. reduced visitation due to construction works (refer also Local business and industry – impacts on tourism businesses)	Tourism business and related businesses footprint and in potentially impacted communities	<ul style="list-style-type: none"> ARTC and/or the Contractor will: <ul style="list-style-type: none"> Consult with local Chambers of Commerce, tourism associations and tourism service providers to explain management measures regarding amenity, road connections, and supply chain development and seek feedback Work with local Chambers of Commerce, TSBE, Southern Queensland Country Tourism, and the Goondiwindi and Toowoomba Regional Councils to develop a strategy to ensure that any potential impacts on tourism visitation are mitigated through support for tourism marketing campaigns targeting potentially impacted communities and/or other projects agreed with stakeholders. 	<ul style="list-style-type: none"> The Contractor will support the implementation of tourism marketing campaigns targeting potentially impacted communities and/or other related projects agreed with stakeholders during the Detailed Design stage.
Impacts on agricultural businesses (refer also Local business and industry)	Agricultural businesses	<ul style="list-style-type: none"> Based on the detailed design, ARTC and/or the Contractor will meet with directly affected landowners to confirm property-specific management measures including, as relevant, property access arrangements, noise mitigation, avoiding/minimising impacts on agricultural uses, and access and egress solutions across the rail corridor, referencing measures in the CEMP where relevant ARTC and/or the Contractor will consult with agricultural businesses whose properties may be directly affected by early works (such as surveying, geotechnical investigations) 	<ul style="list-style-type: none"> The Contractor will maintain engagement with landowners and other business owners adjacent to the Project footprint (at least quarterly during the first year of construction or as agreed with landowners) to monitor the effectiveness of environmental and social impact management and support identification and implementation of any corrective actions required

Impact/benefit	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
		or creation of access tracks) to confirm the environmental management and communication measures in place to mitigate any impacts	
Impacts on businesses' amenity	Agricultural and town centre business owners	<ul style="list-style-type: none"> Based on the detailed design, ARTC and/or the Contractor will: <ul style="list-style-type: none"> Engage with businesses that may experience noise exceedances, dust or disruptions to access, to develop and implement mitigation measures to reduce impacts relating to Pre-Construction and Early Works (as relevant) and Construction Works Develop agreements with the owners of properties on which borrow pits would be located including consideration of the amenity of other sensitive receptors and potential for increased traffic on rural roads Meet with DAF to assist them to plan for maintenance of timber supply, access for bushfire management and forestry haul routes, and lessee requirements Consult with DAF and QBA regarding maintenance of honey producers' access to the State forest while Project construction is active in the Bringalily and Whetstone State Forests 	<ul style="list-style-type: none"> The Contractor will provide regular Project updates that forecast road works, road realignments and closures, and explain alternative routes to enable businesses to plan their travel to minimise disruptions The Contractor will maintain and promote its complaints management procedure throughout construction to enable efficient and effective responses to issues raised by businesses
Opportunities to supply the Project (Section 8.6.3)	Construction, service and retail businesses in the SIA study area	<ul style="list-style-type: none"> ARTC and/or the Contractor will: <ul style="list-style-type: none"> Engage with local businesses, TSBE, chambers of commerce and DSDILGP and DESBT to discuss existing skills availability and gaps in local business capability to work with major projects, to refine capability building programs Continue to engage with DSDILGP, TSBE, ICN and Chambers of Commerce to identify opportunities for collaboration regarding business capability 	<p>The Contractor will:</p> <ul style="list-style-type: none"> Provide regular briefings/procurement nights (at least annually) to businesses in Goondiwindi, Yelarbon, Inglewood, Pittsworth, Millmerran and Toowoomba regarding Project construction supply opportunities Maintain a clear and efficient process for businesses to seek information about the Project potential supply opportunities, and register their interest to supply through a single supplier registration portal

Impact/benefit	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
		<p>development programs aimed at preparing small-medium businesses in the Project Area to supply to major projects</p> <ul style="list-style-type: none"> – Provide a clear and efficient process for businesses to source information about the Project and potential supply opportunities, and to register their interest in Project supply through a single supplier registration portal – Provide access to business briefings for residents of Goondiwindi, Yelarbon, Inglewood, Pittsworth, Millmerran and Toowoomba, to promote supply opportunities and provide information about how to engage with major contractors – Engage with business in, Yelarbon, Inglewood and Millmerran to enable them to gauge the need to diversify their offering to benefit from proximity to non-resident workforce accommodation facilities – Communicate pre-qualification requirements to businesses in the Goondiwindi and Toowoomba LGAs – In consultation with Social Traders, Queensland Social Enterprise Council, Supply Nation and other applicable supplier advocate bodies, identify and encourage the participation of social enterprises in business capability building programs – Require the non-resident workforce accommodation provider to engage with the GRC, TRC and local employment agencies regarding the communication and filling of employment opportunities in the non-resident workforce accommodation facilities 	<ul style="list-style-type: none"> ▪ Maintain procurement portals throughout the Construction Works stage.

Impact/benefit	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
<i>Strategy: Engage with Traditional Owners and Indigenous community members to support cultural heritage management and enable their access to Project employment and business supply opportunities</i>			
Impacts on cultural landscapes	Traditional Owners and Indigenous community members	<ul style="list-style-type: none"> ARTC will: <ul style="list-style-type: none"> Implement the existing Statement of Commitment with BNTAC In consultation with Aboriginal parties, consider naming Project components after Aboriginal people or with Aboriginal words for relevant places Enable meetings between Traditional Owner groups and the Contractor to discuss employment, training and business strategies Cooperate with Traditional Owners and other Aboriginal parties and organisations and the Contractor to develop cultural heritage awareness actions Cooperate with BNTAC to explore options for use of BNTAC's facility near Millmerran, which may include ARTC use of the facility 	<p>The Contractor will:</p> <ul style="list-style-type: none"> Fulfill their obligations under the ACH Act and other relevant legislation In cooperation with Traditional Owners, provide cultural heritage awareness training to Project personnel to support their understanding of the importance of cultural heritage and the cultural landscape Continue cultural awareness tours with Traditional Owners for Project team members Continue to engage with Traditional Owners regarding potential for business supply opportunities in construction, offsets, and rehabilitation works
	Traditional Owners	<ul style="list-style-type: none"> ARTC and/or the Contractor will consult with affected Traditional Owners (including with BNTAC) to develop appropriate landscape design treatments in the vicinity of Rainbow Reserve 	<ul style="list-style-type: none"> The Contractor will implement the management measures agreed with BNTAC with respect to cultural values and places of significance
<i>Strategy: Engage with Council and government agencies to confirm and implement management measures for impacts on community facilities, amenity, sense of place and community cohesion</i>			
Changes to connectivity and traffic safety	GRC, TRC and DTMR, Dept. of Education, school bus operators	<p>The Contractor will:</p> <ul style="list-style-type: none"> Continue consultation with local Council/DTMR and asset owners to ensure road safety concerns and road network management issues are addressed as part of the RUMP and/or Traffic Management plan When the detailed design including road network changes and construction traffic routes are confirmed 	<p>The Contractor will:</p> <ul style="list-style-type: none"> Maintain engagement with all schools, community facilities and school bus operators in potentially impacted communities regarding the construction program, road closures and roadwork,

Impact/benefit	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
		<p>with DTMR and the two Councils, confirm the relevant school bus operators with Department of Education/DTMR and consult school bus operators about measures to be included in the Construction Traffic Management Plan e.g. limitation of construction traffic on school bus routes during morning and afternoon peak usage periods</p> <ul style="list-style-type: none"> – Consult with DTMR and GRC/TRC as relevant regarding temporary road access requirements, to identify measures to reduce any impacts on event participants 	<ul style="list-style-type: none"> – Provide regular updates to health and emergency service providers about construction works, the construction schedule, and construction personnel numbers – Prior to Operations, ARTC will provide access to information to local communities regarding average wait times at level crossings and road safety in relation to rail operations
Impacts on amenity and local character, affecting sense of place (Section 8.5)	GRC, TRC DTATSIPCA, Queensland Health, QPS and Department of Education	<ul style="list-style-type: none"> ▪ ARTC and/or the Contractor will: <ul style="list-style-type: none"> – Meet with GRC and TRC to discuss potential impacts on the amenity of towns and progress partnership opportunities and community initiatives that will offset impacts on the amenity of Yelarbon, Southbrook, Inglewood, Pittsworth and Millmerran, for incorporation in the Community Wellbeing Plan (Section 8.5.6) – Consult GRC, TRC, Department of Housing, Queensland Health and QPS regarding the scope and management measures to be provided in the AMP – Continue engagement with Department of Education to confirm and implement management measures agreed with Department of Education and Yelarbon, Brookstead and Southbrook Central State Schools 	<ul style="list-style-type: none"> ▪ ARTC and/or the Contractor will: <ul style="list-style-type: none"> – Implement the measures detailed in the CEMP and associated subplans (Noise and Vibration, Air Quality and Traffic Management to reduce the potential for impacts on amenity – Implement the initiatives agreed as part of the Community Wellbeing Plan (Section 8.5.6) to offset impacts on local character – Maintain a Complaints Management Procedure to identify and remediate unanticipated impacts (e.g. noise or dust) on amenity

8.2.5 Community and stakeholder engagement during rail operation

As noted in Section 8.1.4, upon the completion of the Construction Works stage, the Project will be commissioned as part of the Inland Rail network. Before the completion of the Construction Works stage, ARTC and/or its Contractor will develop community and stakeholder engagement strategies for the Commissioning stage and the first three years of operations, in accordance with ARTC's Community Engagement Policy and Principles and established practices for:

- Advice to community members and stakeholders that the railway will be operational, including the timing for operation of major components
- Communication and co-operation with landowners and residents who are adjacent to the rail network or who may experience impacts such as noise or vibration
- Noise management
- Travel safety awareness
- Engagement with QPS, QAS and QFES with respect to emergency response protocols and response readiness
- Promotion of operational employment and supply opportunities to local and regional residents
- Community updates on maintenance and track works
- Emergency services access to a timetable of train movements
- Complaints and feedback management.

ARTC will manage relationships with key local stakeholders such as Councils and community members with regard to road-rail interfaces where required, and manage complaints regarding operational impacts such as railway noise. If complaints indicate that a particular section of the rail line or a specific freight rail service is contributing to unacceptable levels of noise or dust, or safety concerns, ARTC will investigate and implement measures to address any legitimate complaints. To address any residual impacts associated with rail noise levels remaining above noise objectives, the Project may need to consider supplementing mitigation such as railway noise treatments with additional at-property treatments. This will be determined by ARTC on a case-by-case basis. Any need for monitoring of noise levels would be undertaken as part of ARTC's established environmental management and complaints management procedures.

As noted in Section 8.1.4, community and stakeholder engagement strategies for operations will be reviewed annually during the first three years of operation, with any need for specific stakeholder engagement strategies beyond three years to be determined in consultation with the DTMR and the Coordinator-General.

8.2.6 Complaints and feedback procedure

The Inland Rail Complaint Management Handling Procedure applies to all employees of ARTC and to all contractors and site visitors. The aim of the procedure is to ensure that complaints are dealt with efficiently and effectively, and that stakeholders have confidence in the organisations complaint system.

A complaint is an expression of dissatisfaction about the policies, operations, activities and projects of ARTC or its staff. Complaints can be lodged by any member of the public, landowner or another stakeholder. Information on where and how to lodge a complaint is readily available through established ARTC communication channels.

ARTC ensures the complaint process is flexible and no one is excluded from making a complaint. Complaints may be made by phone, email, letter or in person. Where necessary, ARTC staff will assist those stakeholders requiring assistance to lodge a complaint.

The Complaint Management Handling Procedure includes the following steps:

- **Acknowledge:** upon receiving a complaint, ARTC staff will take reasonable steps to ensure that the complaint is properly understood and seek clarification or additional information from the complainant where required. ARTC will report the complaint and forward it to the relevant area for appropriate action or information. Where sufficient stakeholder contact details have been provided all complaints will receive formal written acknowledgment of complaint receipt within two business days
- **Assessment:** A preliminary assessment of the complaint is conducted to determine whether the complaint is one that ARTC can resolve, or needs to be referred to another appropriate agency or party (for example a local council or government agency)
- **Planning:** Complaints that are straightforward can often be resolved on first contact. If this is not the case and the complaint requires an investigation, a planning process will be undertaken to identify what is to be investigated, the steps involved in investigation, the remedy the complainant is seeking and other possible remedies
- **Investigation:** ARTC will investigate the complaint, based on the principles of impartiality, confidentiality and transparency
- **Response:** the progress of the complaint will be monitored and communicated to the complainant, until the outcome has been communicated to the complainant
- **Follow-up:** complainants will be offered the opportunity to seek review of how their complaint was handled and resolved. If a complainant is dissatisfied with an investigator's findings or decision, a review will be carried out by an ARTC officer who has not been involved in the matter. If the complainant is still dissatisfied with the outcome, they will be advised of independent review bodies or mediation mechanisms that are available.

ARTC's complaint management system for the Project will include:

- The capacity for community members to make enquiries or complaints on a 24 hour, seven days a week basis during the Construction Works stage
- Promotion of the complaints procedure through direct information to people within 500 m of the Project's temporary footprint, the ARTC Inland Rail website, advertisements and newsletters
- A database to track complaints and actions taken in response to complaints, to support provision of information to the Community Relations Monitor about complaints and their resolution as well as regular reporting via the monthly environmental report
- Reasonable access by the community to the Community Relations Monitor.

ARTC will regularly monitor the quality and effectiveness of the complaints management system and revise relevant components where appropriate, based on feedback from internal and external sources.

ARTC's stakeholder management system will be used to record details of complaints and their resolution for issues analysis and reporting purposes.

The Contractor will be required to implement its own complaints management process that will be required to align with ARTC's Complaint Management Handling Procedure.

During construction, the Contractors will be required to respond to complaints in line with the ARTC complaints management procedure. ARTC has engaged with TRC and GRC regarding the grievance process for complaints management. This two-way communication between local councils and ARTC

regarding management of stakeholder concerns and complaints will be ongoing during construction and operations.

The following timeframes set out the minimum standards expected to be adhered to by the Contractor for stakeholder enquiries, feedback and complaints management:

Feedback and Enquiries:

- Provide verbal response to telephone enquiries within two hours
- Follow up calls, emails and letters will be made (where required) to close out the enquiry
- Provide written response to emails and written enquiries within 24 hours.

Complaints and Issues:

- Provide verbal response to telephone enquiries within two hours if received during work hours
- Provide written response to emails and written complaints within 24 hours, or on the next business day if received outside work hours
- Where possible, all complaints will be resolved within three business days.

If the Contractor is not able to address a complaint, it will be referred to ARTC, with the complainant advised as applicable.

8.2.7 Monitoring and reporting

Table 8.9 provides the framework for monitoring and reporting on community and stakeholder engagement including the impacts addressed, desired outcomes, performance measures, monitoring and reporting mechanisms and the timing for monitoring and reporting during the Project's construction.

The Project's Community and Stakeholder Engagement Plan will be reviewed annually during construction in consultation with the CRG, and updated as required.

Table 8.9: Community and stakeholder engagement monitoring

Impacts addressed	Outcomes	Performance measures	Monitoring mechanisms	Timing
<p>Impacts of land acquisition on property use or amenity</p> <p>Land acquisition resulting in need to relocate</p> <p>Cumulative impacts on cultural landscapes</p>	<p>Community and stakeholder relationships facilitate information sharing to support implementation of mitigation measures and adaptive management of social impacts</p>	<p>Property-specific measures to minimise impacts on properties are satisfactory to the majority of landowners</p> <p>Landowners and tenants who need to move from within the Project footprint have access to support from Project staff, Department of Housing and/or community organisations, as required</p> <p>Project personnel are provided with cultural heritage awareness training</p> <p>CRG & Council insights workshop on annual Living in Place or equivalent community survey findings</p> <p>Mitigation measures are demonstrably refined where necessary in response to stakeholder feedback</p>	<p>Contractor will engage with directly affected landowners to seek feedback on the effectiveness of management measures for e.g. impacts on farm infrastructure</p> <p>Community Relations Monitor will facilitate discussions between the ARTC, the Contractor and affected stakeholders about mitigation measures and record the outcomes</p> <p>Records of stakeholder consultation will be maintained to ensure issues and trends are identified, and to record Project responses to stakeholder inputs</p> <p>Living in Place Independent Survey, or equivalent community survey</p>	<p>Monthly monitoring of stakeholder records, six-monthly reporting to CRG, during Detailed Design and Construction Works stages</p> <p>Annual Living in Place Survey or equivalent community survey</p>
<p>Impacts such as noise, dust or traffic increases affecting amenity near the Project footprint</p> <p>Impacts on local character</p> <p>Concerns about property value</p>	<p>Community engagement and communication strategies enable cooperative and respectful relationships between ARTC, the Contractor, construction personnel and community members, supporting effective management of impacts on amenity e.g. noise, dust or changes to traffic volumes</p>	<p>Key management plans such as the CEMP and SIMP are available to community members to support understanding of management commitments</p> <p>CRG feedback confirms ARTC has engendered positive relationships with community members, including ease of access to Project personnel</p>	<p>CRG Chair will request feedback about stakeholder engagement and relationships as a regular item at CRG meetings</p> <p>Complaints register will be monitored to enable identification and reporting of complaints and their resolution, with information on complaints and actions taken to resolve complaints provided to the</p>	<p>Monthly monitoring of complaints register, monthly reports to the Community Relations Monitor</p> <p>Six monthly public reporting on complaints during Construction Works stage</p>

Impacts addressed	Outcomes	Performance measures	Monitoring mechanisms	Timing
		<p>and satisfactory responses to queries and complaints</p> <p>Number of complaints about Project impacts, and percentage of complainants who are satisfied with the complaint resolution outcomes</p> <p>Stakeholder engagement strategies are modified to address feedback</p>	<p>Community Relations Monitor on a monthly basis</p> <p>Record of revisions to stakeholder engagement plan maintained, annually</p>	
<p>Concern about property values</p> <p>Disruptions to the traffic network and increased travel times</p> <p>Uncertainty and stress about potential impacts on amenity</p>	<p>Community members have access to information and support to assist adaptation to changes resulting from the Project</p>	<p>Project personnel are readily available to provide information and answer to give more certainty about the extent and duration of environmental impacts</p> <p>Information about construction works, traffic changes and environmental management measures is available through multiple communication channels</p> <p>Mental health partnership is maintained during the Construction Works stage to support ease of local access to mental health support services</p> <p>CRG and Council insights workshop on annual Living in Place (or equivalent community survey) findings</p>	<p>CRG Chair will request CRG feedback about stakeholders' access to timely and sufficient information about the Project and management measures</p> <p>ARTC and Contractor's records of stakeholder consultation confirm that support was provided to landowners needing to relocate, where required</p> <p>Living in Place Survey (or equivalent community survey)</p>	<p>Quarterly during Construction Works stage</p> <p>Annual Survey</p>
<p>Impacts on community cohesion and resilience (refer also Health and Wellbeing)</p>	<p>Initiatives identified through stakeholder engagement have demonstrated benefits for local communities, and offset impacts on amenity, character and cohesion</p>	<p>Landowners who need to move from within the Project footprint have access to support, if required</p>	<p>Delivery of the Community Wellbeing Plan will be monitored by the Contractor and reported at each CRG meeting</p>	<p>Six monthly during Construction Works stage</p>

Impacts addressed	Outcomes	Performance measures	Monitoring mechanisms	Timing
Potential to exacerbate disadvantage		<p>The Project develops and implements a Community Wellbeing Plan focussing on potentially impacted communities, prepared in consultation with these communities and GRC and TRC</p> <p>Number of community projects and community-supported Project initiatives delivered in SIA study area</p> <p>Community members indicate support for positive impacts on amenity, character and cohesion</p>	<p>ARTC and Contractor records of partnership agreements for community projects will identify desired outcomes agreed with partners and community support for the Project</p> <p>Feedback from Council/ community/ government partners about the delivery and effectiveness of initiatives will be sought an annual basis</p> <p>ARTC will undertake an annual, independent survey of liveability and cohesion indicators in cooperation with GRC and TRC</p>	
Any impacts	Stakeholder issues and grievances are identified, evaluated, addressed and recorded	<p>ARTC responds to complaints from community members as per the ARTC Complaints Management System</p> <p>A majority of complainants are satisfied with the resolution of their complaints</p>	Monitoring and reporting to CRG on complaints and their resolution	Monthly monitoring, reported to CRG meetings during Construction Works stage

8.3 Workforce management

This sub-plan describes how ARTC will maximise training and employment for residents in the SIA study area, manage the potential for impacts on other industries, and support workforce wellbeing.

The Project's Construction Works stage offers the opportunity for employment of up to 900 people at peak, and an average of approximately 383 personnel throughout the construction period. The size and composition of the workforce will vary depending on the construction activities being undertaken and the staging strategy adopted.

Employment opportunities will be available for professional staff and supervisors, trades workers and plant operators, earthworks crews, bridge structure teams, capping and track-works crews, safety and signalling systems installation crews, fencers, and labourers. Employment opportunities are also associated with the operation of the non-resident workforce accommodation facilities.

One of ARTC's primary aims is to maximise employment opportunities for residents within the SIA study area by:

- Facilitating skills development opportunities to build regional capacity in construction and rail operation
- Building partnerships with training providers to strengthen workforce skills in the SIA study area and reduce the potential for cumulative impacts to draw labour and skills from other businesses
- Requiring the Contractor to employ locally, and to implement workforce training and diversity strategies.

To maximise the Project's benefits in the SIA study area, ARTC has adopted the following hierarchy for workforce and industry participation:

- Project Area: the Goondiwindi and Toowoomba LGAs through which the alignment directly passes (equivalent to the SIA study area)
- Region: LGAs outside the Project Area, but within 125 km radius of the Project Area
- Rest of Queensland: All of the State of Queensland other than the Project Area and Region
- Rest of Australia: All of Australia other than Queensland.

ARTC's strategies to maximise local and Indigenous participation in the Project workforce include:

- Analysis - a partnership with CSQ to identify skill shortages in the SIA study area and support the Inland Rail Skills Academy and Contractor to develop locally applicable training pathways, with other training partners
- Training and education – the Inland Rail Skills Academy provides the framework for access to relevant training for residents in the SIA study area, including access to online training programs, scholarships and skills programs that provide training to people who are under-utilised or under-employed in the labour market
- Business Capability Development – based on assessment of local skills availability, delivery of capability development programs for local and Indigenous businesses through Inland Rail Skills Academy partnerships with DSDILGP and DITRDCA (noting that discussions with DSDILGP and DITRDCA are ongoing)

- Communication – sharing information about Project opportunities with local businesses that employ local people, through supplier registration portals and Contractor webpages, industry/supplier briefings and supplier guides and factsheets
- Contract requirements - Inclusion of local employment targets, activities and criteria in construction contracts, and requirements relating to local training and employment opportunities as described in Section 8.3.1.

The Contractor will be required to provide a workforce management sub-plan that addresses ARTC's commitments as detailed below and the management measures provided in Section 8.3.7, for ARTC approval.

8.3.1 Local and Indigenous employment

Construction

ARTC is committed to ensuring that SIA study area residents will benefit from employment in the Project's construction, including residents who have the relevant skills and experience to take up employment opportunities, and those who will gain skills as part of Inland Rail Skills Academy initiatives or through on the-job training.

The Project will underpin its planning with the minimum participation targets set by related Commonwealth and Queensland policy. The Project will drive outcomes toward aspirational or incentivised targets with Contractors to exceed these minimum benchmarks. The Project's contractual negotiations will remain commercial in confidence.

Where policy benchmarks do not exist, minimum targets have been set with consideration for baseline labour conditions, likely cumulative demand and competition for roles or supply at the time of Project construction, and with respect for input from key stakeholder consultation.

Minimum benchmarks for the Construction Works stage include:

- A target of 15.0 per cent employment from within the SIA study area
- An Indigenous employment participation target of 4.0 per cent
- An 11.0 per cent female participation target
- Workforce training target will exceed the 15.0 per cent core requirement set by the Queensland Government's Building and Construction Training.

The proportion of personnel to be drawn from the SIA study area will be determined by the Contractor based on the availability of personnel across the range of occupations and trades required prior to construction commencing, and according to the specific skills and trades required at different stages of the construction program, relative to their local availability.

The percentage of personnel who are SIA study area residents may differ between Goondiwindi and Toowoomba LGA LGAs, recognising that the Toowoomba LGA has a much larger labour pool, and according to the availability of labour.

To optimise local and Indigenous employment, the Project's procurement process for the construction contract enabled competitive bidding for local employment targets and procurement targets, incentivising the Contractors to maximise local benefits. As part of the tendering process, and forming key inputs to the tender evaluation, the Contractor:

- Familiarised themselves with the demographic, social and economic features of the SIA study area as detailed in the SIA Technical Report, to assist in establishing appropriate social performance commitments and targets
- Consulted with CSQ to understand skills analysis modelling and implications for labour requirements, and to identify opportunities to align skills development activities with broader CSQ and Inland Rail Skills Academy initiatives
- Detailed the following for ongoing discussion and agreement with ARTC:
 - Strategies for recruitment and training of personnel from the Goondiwindi and Toowoomba LGAs
 - Indicative targets (numbers and percentages) for employment by location (i.e. Project Area/LGA) and demographic (e.g. participation by people under 25 years, Indigenous people and women)
 - Actions to ensure workforce gender diversity and participation of women in the Project workforce
 - Workforce health and safety strategies
 - Workforce Code of Conduct
 - Indigenous participation
 - Local business engagement.

ARTC has worked with the Contractor to orient them to SIMP commitments, and will work with the Contractor in the development of local and Indigenous employment plans and training plans, including targets for local and Indigenous participation.

ARTC and its Contractor will use multiple platforms to advertise and promote training and employment opportunities to local and regional residents, including community forums, newsletters, Inland Rail websites, local training providers, engagement with traditional owner groups, Aboriginal Employment Strategy and the Clontarf Foundation. Indigenous businesses are an important source of employment for Indigenous people and will be encouraged and supported to participate in the Project's supply chain, as discussed in Section 8.6.

On TRC's suggestion, ARTC has initiated engagement with the Effective Pathways for Sustainable Migrant Employment Working Group to enable the group to understand Project opportunities and establish a point of contact for further engagement. In the interim before Project evaluation, ARTC agreed to organise a meeting between TRC representatives and the Contractors, once onboarded, to discuss local employment opportunities.

ARTC will also require its non-resident workforce accommodation provider to liaise with TRC, GRC and employment agencies in the SIA study area regarding employment opportunities available in the non-resident workforce accommodation facilities.

The Contractor is required to agree local and Indigenous employment goals with ARTC and report on the outcomes quarterly.

ARTC will monitor the Contractor's progress towards employment targets. This will include quarterly monitoring of the number of local and Indigenous people from the SIA study area that are employed in construction in line with targets. This information will be shared publicly and support SIMP reporting requirements.

Operations

There is the potential for people from communities within the SIA study area to gain employment in Project operations. Actions initiated during the Construction Works stage will address development of capacity of the local and regional workforce for employment in the Operations stage. Management of the Project's operational workforce will be in accordance with ARTC's established training and employment strategies.

8.3.2 Training and development

The SIA has identified established strengths in major project construction within the labour force and businesses in the SIA study area. There is the possibility of skills shortages, particularly in the engineering and trades sectors which are currently experiencing State-wide shortages. To address skills shortages, and leave a positive legacy of increased workforce skills and capacity, ARTC and its Contactor will implement training and development strategies as described below.

Inland Rail Skills Academy

ARTC has established the Inland Rail Skills Academy to facilitate local employment and procurement opportunities. The Inland Rail Skills Academy comprises four pillars:

- Education: STEM and trades education in schools and university scholarships into Inland Rail related professions (e.g. engineering, project management)
- Skills and training: apprenticeships and traineeships and gaining industry accreditation to support employment into Inland Rail projects as well as other major regional industries
- Business capability building for small-to-medium enterprises to understand and meet major projects' supply chain requirements and enhance the value proposition of local business chambers and business groups
- Inland Rail staff training and inductions: opportunities for staff to increase skills in a range of areas including safety and sustainability.

ARTC engaged with economic development staff at GRC and TRC to ensure that Inland Rail Skills Academy initiatives are aligned with the priorities identified by Councils in their engagement with local communities and businesses as part of RSIS development. This has resulted in a focus on cross-industry skills training (e.g. equipping experienced agricultural workers with skills that are relevant to both the construction and agricultural industries), including certification that will increase their job opportunities. TRC has also identified the need for a focus on skills training for young people (to be delivered as part of Inland Rail Skills Academy programs) and refugees and migrants in the Toowoomba LGA, which could be delivered as part of either the Inland Rail Skills Academy or the Contractor's workforce training plan.

ARTC also cooperated with Councils to submit SQW applications for skills development programs, including an application with GRC to provide a free training program for a group of local residents to gain competencies ('tickets') in plant operation, as relevant to local agriculture, construction and manufacturing industries, a second application with GRC to provide land management skills, and two applications with TRC to implement an Energy Skills Queensland/CERT 'Career Start Rail Skills' Program. None of these applications have been funded under SQW to date. Advice received from DESBT indicates that funding is unlikely until evaluation of the Project. ARTC will continue to provide letters of support for SQW applications, pending Project evaluation.

Training opportunities provided as part of the Inland Rail Skills Academy will strengthen workforce capacity for both Project Construction Works and Operations stages. Inland Rail Skills Academy's initiatives that have been implemented or are in progress in the SIA study area include:

- A Memorandum of Understanding with CSQ, to provide information and advice on skills shortages to ARTC, work with ARTC to broker and enable training responses to address identified shortages, provide information to job seekers and employers, develop introductory trade-readiness courses, and facilitate subsidised access to training, traineeships and apprenticeship in the building and construction industry, in partnership with Registered Training Organisations.
- Meeting with CSQ regarding collaboration opportunities, and to ensure that training and capacity development programs being developed with CSQ include support for skills development outcomes undertaken by the Contractor
- Support for CSQ and Aboriginal Employment Strategy to deliver an Indigenous Skills Program in Toowoomba to provide civil construction skills orientation
- Partnership with USQ to offer scholarships that were only available to applicants located in communities along the Inland Rail alignment in Queensland. ARTC has awarded seven scholarships to USQ students (including three to students from the SIA study area) valued at up to \$20,000 each, supporting students by providing opportunities to graduate into careers that add value to their local regions. Scholarship students also receive invaluable support from USQ. Discussions with USQ regarding further initiatives focusing on rail industry skills development programs are pending
- 'Grand Opportunities - Virtual Work Experience' offered to all high school students along the Inland Rail alignment, with six workshops (commencing in May 2021) developed to showcase Inland Rail's business case, professions, education pathways, and the opportunity for students to consider a related 'real-world' problem and develop a microcredential. This included a monthly webinar where industry professionals (from Inland Rail and other organisations) participate in a question and answer session with high school students, which continued into the first half of 2022
- Partnership with University of Newcastle to deliver a STEM on Track education program in primary and high schools along the Project alignment
- Partnership with the Clontarf Foundation (supporting academies based in Toowoomba and Goondiwindi) to deliver educational and life skill programs for young Aboriginal and Torres Strait Islander male students to help equip them for employment
- Partnership with Goondiwindi Regional Council to explore provision of a Local Employment Roadmap and local employment portal for Goondiwindi LGA
- Core samples and data created by the Project's geotechnical team have been filmed as an educational resource for primary, secondary and tertiary students, and geotechnical data has been shared with USQ for research purposes, available to schools and universities near the Inland Rail corridor on a preferential basis
- Business capability building programs as described in Section 8.6.3.

Following Project evaluation and where an approval is given, the Inland Rail Skills Academy will also cooperate with Department of Education, local high schools and training providers to further develop training pathways for employment in Project Construction Works and Operations stages.

ARTC intends to commission an organisation (such as a university or recognised evaluation service provider) following evaluation of the Project EIS, to document, assess and evaluate the partnerships and activities undertaken as part of the Inland Rail Skills Academy.

Contractor's training

ARTC will support development and roll out of an apprenticeship program for the Project, with a focus on priority cohorts including people with disability, migrants, women returning to work, ex-offenders.

Following Project evaluation and where an approval is given, the Contractor will implement a program for apprenticeships, traineeships and facilitation of industry accreditation to support employment into Inland Rail projects and other major regional industries. ARTC will consider the *Queensland Government Building and Construction Training Policy* (DESBT, 2014) when assessing training targets and strategies proposed by Contractors. The Policy includes a core requirement that a minimum of 15.0 per cent of the total labour hours on eligible projects is to be undertaken by apprentices and/or trainees and through other workforce training. The Project's workforce training target will aim to exceed the 15.0 per cent core requirement set by the Queensland Government's Building and Construction Training Policy.

During the construction period, the Contractor will be required to report to ARTC on the delivery and outcomes of training strategies and goals.

Operations

Training programs focused on developing skills in rail operation and working in a rail corridor will be commenced during the Construction Works stage in readiness for Inland Rail's operation.

ARTC is working with the Australasian Railway Association on addressing skill shortages in the rail industry as a whole. There is also potential for a partnership with QR to access experienced rail operators and maintenance staff as trainers in the SIA study area, which will be further discussed with QR after the after the Project evaluation is completed.

8.3.3 Indigenous training and development

As noted in Section 7.2.2, the minimum Indigenous employment participation target referred to in the Commonwealth Indigenous Procurement Policy's organisation-based requirements is at least 3.0 per cent of the FTE Australian-based workforce of the contractor must be Indigenous Australians, on average over the initial term of the contract (Australian Government, 2015).

The Project will aspire to a target of 4.0 per cent Indigenous employment., acknowledging feedback received from local Indigenous groups expressing aspirations above this benchmark, and will work on tailored strategies to increase participation outcomes in line with expressed aspirations (Australian Government, 2015).

ARTC's First Nations Participation Plan provides a framework for Indigenous participation on employment and business supply to the Project. Actions specified with respect to Indigenous employment and training include:

- Working in Project planning stages to understand the opportunities that will come from Inland Rail and the capacity of local Indigenous communities to take up these opportunities (in progress during the EIS stage)
- With BNTAC and DTATSIPCA, developing an understanding of the Indigenous business profile in the SIA study area (in progress during the EIS stage)
- Providing information and access to support in a range of formats, including the Inland Rail website, industry and employment events and a network of regional and project offices to broaden Indigenous people's access to Project employment and business opportunities

- Working with Indigenous communities, industry and government agencies to support the design and delivery of training and development programs to improve local capacity where this is needed, and link training and development programs with other projects and local industries to provide the greatest regional benefit.

ARTC's commitments to training and development opportunities for Indigenous people include:

- Working with Indigenous communities, industry and government agencies to support the design and delivery of training and development programs to improve local capacity where this is needed
- Working with schools and training providers to provide appropriate training for Indigenous people
- Working closely with the Indigenous community to strengthen community members' capacity for employment, encourage applications and increase the number of Indigenous people applying for Project-related jobs
- Providing a workplace that is inclusive and values the contributions of Aboriginal and Torres Strait Islander employees.

ARTC has agreed a Statement of Commitment with BNTAC, which includes reference to participation in Project employment and the supply chain. ARTC's Memorandum of Understanding with CSQ includes a specific focus on training programs targeted towards Indigenous jobseekers.

As noted in Section 8.3.2, Inland Rail has also entered partnership with Clontarf Foundation, which aims to improve the education, life skills, self-esteem and employment prospects of young Aboriginal and Torres Strait Island men. The Clontarf Foundation's Academies include one located in Goondiwindi and three located in Toowoomba and are an integral part of their host schools, establishing a separate space for Indigenous students. The partnership will:

- Connect Clontarf students to Inland Rail training programs that support upskilling, training, STEM awareness and connection to contractors for potential employment opportunities
- Investigate school based traineeships and apprenticeships, work experience opportunities and site visits
- Build relationships between the Clontarf Foundation and Inland Rail, including cultural awareness and intergenerational support between Clontarf students and Inland Rail staff.

The Contractor has commenced engagement with Traditional Owners, and will maintain engagement going forward to optimise the number of Indigenous people employed by the Project, and meet the training and employment targets agreed with ARTC.

8.3.4 Impacts on employment in other industries

There is potential for land acquisition to affect the productivity of agricultural businesses and therefore access to employment on farms. Measures to minimise impacts on agricultural employment include:

- Refining the alignment to minimise impacts on feedlots, poultry farms, piggeries' and GrainCorp sites
- Engagement with landowners to understand their needs regarding farm access routes, access to farm infrastructure, connectivity, the movement of large machinery across the rail corridor and water access
- Responses to submissions to the draft EIS including changing embankment grades and heights to reduce the amount of land required, altering the Project alignment near Millmerran to reduce impacts on DA Hall and Co's agribusiness, additional roadworks to improve connectivity, re-aligning sections of the Project to reduce the area of State forest impacted, and widening the EIS boundary to enable design options to be explored for specific issues raised in submissions.

As discussed in Section 7.5.1, the Project will continue engagement with the owners of agricultural properties to minimise the impacts of land acquisition on their properties' productivity and therefore on farming employment opportunities.

Tourism businesses may experience changes to visitation if tourists are deterred by road works or changes to local amenity during construction, as discussed in Section 8.6.2.

There is also potential for cumulative demands for construction personnel for Inland Rail and other projects to cause labour shortages or skill shortages for businesses in the SIA study area. During construction, ARTC will monitor Inland Rail projects' workforce ramp-up and the proportions of local and non-local personnel, and consult with local Councils and Chambers of Commerce regarding any pressures they identify on local labour availability. This will provide the basis for refining recruitment and training strategies if the Project is exacerbating labour shortages, and would include tailoring the delivery of training strategies to address specific gaps, and/or seeking labour and skilled personnel for specific work packages from outside the SIA study area if feedback indicates that Project-related impacts on labour and skills availability is affecting other businesses' viability.

ARTC also partnered with GRC to support the development of a 'Local Employment Roadmap' to attract skilled workers to the region and mitigate labour draw from other industries. This included development of a portal showcasing the region's attributes and employment opportunities. The project is not being continued per a decision by GRC. ARTC will continue to cooperate with GRC and TRC on initiatives aimed at mitigating labour draw.

8.3.5 Workforce behaviour

In addition to strengthening the SIA study area's skills base and ensuring local employment in the Project, ARTC aims to ensure that the Project is constructed and operated in a manner which protects the health and safety of the local community. Measures that will support feelings of community safety during construction include:

- The Contractor will be required to ensure that Project personnel behave in accordance with a Workforce Code of Conduct approved by ARTC
- Policies associated with the Code of Conduct will require a commitment to a drug/alcohol free workplace and implementation of a drug/alcohol testing program that covers all workers, supported by strict consequences for breaches
- Employment of strict protocols for entering private property, developed in consultation with land holders, to ensure all personnel respect the privacy and safety of residents
- Appropriate authorisation procedures and means of identification for personnel accessing private property
- Adoption of mentally healthy workplace practices on site and in non-resident workforce accommodation facilities
- Adoption of a zero tolerance policy relating to anti-social behaviour for all work sites and the non-resident workforce accommodation facilities
- Ensuring that the Contractor has appropriate complaints mechanisms that ensure fast and effective resolution to any issues experienced.

ARTC will also engage GRC, TRC and the Project's CRG in discussion of welcome events for construction personnel to support relationship building between the construction workforce and local residents.

With respect to managing any potential impacts on traffic safety relating to workforce transport, ARTC will:

- Locate proposed non-resident workforce accommodation facilities in reasonable proximity to worksites to minimise kilometres travelled and manage workforce fatigue
- Investigate and implement best industry practices with respect to journey management, and investigate the potential for shared driving arrangements.

8.3.6 Workforce wellbeing

ARTC commits to providing a safe and healthy workplace for all personnel.

ARTC will fulfil its obligations under the *Workplace Health and Safety Act 2011*, as will the Contractor. To support workforce wellbeing and reduce demands on local services during construction, ARTC will:

- In cooperation with QAS and Queensland Health, monitor workforce demands on their services
- Ensure personnel are made aware of the need to attend to routine health issues while they are off roster
- Provide or require the Contractor to provide access to paramedic services to manage minor health issues on site
- Provide or require the Contractor to provide workplace health and safety services, including health promotion programs and access to GP services for personnel residing in the non-resident workforce accommodation facilities, via either local or remote service providers, and/or through telehealth services
- Develop arrangements and ongoing consultation with LifeFlight for serious accidents and medical emergencies.

The Contractor will provide all staff with access to an Employee Assistance Program providing confidential services to all employees, including:

- Unlimited telephone supportive counselling
- Unlimited telephone crisis support
- Up to five face-to-face counselling sessions for emotional and physical support
- Practical guidance and support on family and work matters
- Online health and wellbeing resources.

8.3.7 Management measures

Table 8.10 summarises workforce management and development objectives, outcomes and actions that will maximise the employment of people from the SIA study area and Indigenous people in the Project's construction workforce, increase the skills profile of the SIA study area's labour force, and minimise impacts on other businesses.

Table 8.10: Workforce management

Workforce management measures	
Objectives	<ul style="list-style-type: none"> ▪ Enable residents of the SIA study area to access the Project's construction and operational employment opportunities ▪ Facilitate and support workforce training and development pathways to build labour force skills ▪ Minimise impacts on employment in other industries ▪ Provide a safe and healthy workplace for all personnel ▪ Manage workforce behaviour to avoid impacts on community safety and community values
Outcomes	<ul style="list-style-type: none"> ▪ The construction workforce includes personnel living within 125 km of the Project, with a particular focus on providing opportunities for residents in potentially impacted communities ▪ Bigambul People, Western Wakka Wakka People and other Indigenous people have access to targeted training opportunities to improve their employment prospects ▪ Training partnerships as part of the Inland Rail Skills Academy and the Contractor's training programs strengthen workforce capacity for Project employment and other industries, and assist to minimise labour draw ▪ Project personnel behave with respect and courtesy towards residents, landowners and motorists ▪ Workplace health is supported, and accidents are minimised through a strong workforce safety culture ▪ Impacts on agricultural or tourism employment opportunities are minimised ▪ Labour draw from other businesses is monitored to enable corrective action if required
ARTC Commitments	<ul style="list-style-type: none"> ▪ The Project's recruitment strategy would provide equitable access to employment opportunities and prioritise recruitment from Goondiwindi and Toowoomba LGAs ▪ ARTC does not propose a 100 per cent fly-in, fly-out or a 100 per cent drive-in, drive-out workforce for the Project ▪ Minimum local employment targets will be negotiated and agreed between ARTC and the Contractor. Minimum benchmarks guiding Project planning include: <ul style="list-style-type: none"> ○ An employment target of 15.0 per cent from within the SIA study area (comprising Toowoomba LGA and Goondiwindi LGA) ○ An Indigenous employment participation target of 4.0 per cent ○ Workforce training target anticipated to exceed the 15.0 per cent core requirement set by the Queensland Government's Building and Construction Training ○ An 11.0 per cent female participation target during Construction Works stage ▪ ARTC will endeavour to ensure that the Contractor encourages employment, training and skills development opportunities by: <ul style="list-style-type: none"> ○ Identifying the skills required for the building, construction, equipment and services fabrication and supply, maintenance, operation and support to the Inland Rail Program

Workforce management measures			
	<ul style="list-style-type: none"> ○ Arranging timely training, and qualification arrangements to meet the needs of skills development to support all stages of the Project ○ Ensuring that training and qualification systems meet the requirements of the National Standards Framework ▪ The Contractor will be required to develop of a Workforce Management sub-plan that includes a comprehensive employee induction program addressing amongst other matters a code of conduct for employees and contractors regarding behavior, alcohol and drug use, cultural awareness and safety ▪ The Contractor will utilise the Inland Rail Skills Academy’s programs to support meeting its commitments ▪ ARTC will provide access and evacuation maps for Emergency Services for the temporary non-resident workforce accommodation facilities and construction compound facilities ▪ The Project will: <ul style="list-style-type: none"> ○ Work with key partners to link training and development programs with other projects and local industries to provide the greatest regional benefit ○ Provide a clear and efficient process for people to seek information about employment opportunities and register their interest in Inland Rail ○ Work with Indigenous communities, industry and government agencies to support the design and delivery of training and development programs to improve local capacity where this is needed ○ Work with schools and local training providers to provide appropriate training including STEM initiatives and scholarship for students from potentially impacted communities ○ Work with the Australian Government to provide long-term outcomes through training, mentoring and other support programs ▪ ARTC will investigate and implement best industry practices with respect to construction personnel, including journey management and the potential for shared driving arrangements 		
Impacts addressed	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
Local and regional employment opportunities	Local and regional residents, TRC, GRC	<ul style="list-style-type: none"> ▪ ARTC will promote Project employment and supply opportunities to local and regional residents, via Inland Rail Skills Academy and business briefings, addressing early works, construction and operations ▪ ARTC will engage with the Contractor to set targets and performance measures and specify and implement strategies that address local and Indigenous 	<ul style="list-style-type: none"> ▪ The Contractor will maintain a focus on recruitment of construction personnel from within the SIA study area, including Indigenous people, women and young people ▪ The Contractor will monitor progress towards the employment targets agreed with ARTC and provide quarterly reports to ARTC ▪ ARTC will:

Impacts addressed	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
		<p>employment during the Construction Works stage, including:</p> <ul style="list-style-type: none"> – Proposed strategies for recruitment and training of personnel from the SIA study area – Participation by people under 25 years – Sustainable job creation – Indigenous participation – Participation of women in the project workforce, including actions to ensure workforce gender diversity – Local business engagement. <ul style="list-style-type: none"> ▪ ARTC will provide feedback to GRC and TRC about the delivery and outcomes of Inland Rail Skills Academy initiatives and Community Donation and Sponsorship outcomes in each LGA ▪ The Contractor will: <ul style="list-style-type: none"> – Provide clear information to nearby communities regarding the construction timeframe, employment opportunities and how to express interest in employment or contracting opportunities, and the accommodation options on offer to Project personnel – Establish a Local Employment Register to track and monitor participation in construction employment by people from the SIA study area, including identification of Indigenous personnel with their agreement – Conduct community information sessions in Millmerran, Inglewood and Yelarbon to identify business or employment opportunities relating to 	<ul style="list-style-type: none"> – Monitor the Contractor's progress towards local and Indigenous employment targets and require corrective actions (e.g. improved local training and recruitment strategies) if targets are not being met. <p>ARTC and the Contractor will</p> <ul style="list-style-type: none"> ▪ Provide feedback to GRC and TRC about the delivery of Inland Rail Skills Academy initiatives in each LGA, outcomes of training programs and business capability building programs and Community Donation and Sponsorship outcomes ▪ Promote operational roles to residents within the SIA study area via Project communications, the Inland Rail Skills Academy and briefings oriented to the Operations stage ▪ Consult with high schools and training providers in the SIA study area to identify young people and groups of young people who could be supported to obtain employment in the Project's operations ▪ Continue engagement with Indigenous community members to ensure operational roles are considered by Indigenous people

Impacts addressed	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
		<p>the non-resident workforce accommodation facilities and encourage local involvement</p> <ul style="list-style-type: none"> ARTC will require the non-resident workforce accommodation facilities provider to liaise with TRC, GRC and employment agencies in the SIA study area regarding employment opportunities available in the non-resident workforce accommodation facilities, and require the Contractor to invite and consider job applications from residents in the SIA study area ARTC will continue support local events to encourage women into trades and frontline construction roles. ARTC will support development and roll-out of an apprenticeship program across its projects, with a focus on priority cohorts including people with disability, migrants, women returning to work and ex-offenders 	
Training and development opportunities	GRC, TRC, DESBT, USQ, University of Newcastle, Toowoomba Refugee and Migrant Support, DESBT, local high schools and training providers	<ul style="list-style-type: none"> Through the Inland Rail Skills Academy, ARTC will: <ul style="list-style-type: none"> Implement training programs that equip local people for construction employment opportunities Engage with the Department of Education, local high schools and training providers, to provide information about the timing for construction and nature of skills required, to provide information to guide student direction and potential new certifications, and promote training pathways for employment in Project construction and operation Continue to provide letters of support for Council SQW applications. Further joint applications could be made after the Project evaluation is completed Continue consulting with DESBT regarding opportunities to participate in their programs (e.g. SQW) to train local jobseekers for Project 	<ul style="list-style-type: none"> The Contractor will implement a program of apprenticeships, traineeships, training roles e.g. graduate programs, and facilitation of industry accreditation to support employment into Inland Rail projects and other major regional industries ARTC will: <ul style="list-style-type: none"> continue to implement Inland Rail Skills Academy training programs and partnerships to equip local and Indigenous people for construction employment deliver training programs (e.g. with Australasian Railway Association and/or QR) focused on developing skills in rail operation and working in a rail corridor will be delivered in the SIA study area, in readiness for Inland Rail's operation,

Impacts addressed	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
		<p>employment, including a focus on transferrable skills</p> <ul style="list-style-type: none"> – Implement program-wide initiatives focused on skills training with Indigenous people – Engage with local organisations such as Multicultural Australia (Toowoomba), Toowoomba Refugee and Migrant Support and DESBT to raise awareness of Project employment opportunities and support SQW applications focused on skill development with refugees and migrants 	<p>including an online rail skills program available to school and university students</p>
Indigenous employment opportunities	BNTAC, Traditional Owner groups, Indigenous training and employment service providers, DTATSIPCA and DESBT	<ul style="list-style-type: none"> ▪ ARTC and the Contractor will: <ul style="list-style-type: none"> – Enable meetings between Traditional Owner groups and the Contractor to discuss employment, training and business strategies – Work with local Aboriginal Parties, Indigenous training and employment service providers, Indigenous communities, DTATSIPCA and DESBT to support the design and delivery of training and development programs to improve local capacity where this is needed, and link training and development programs with other projects and local industries to provide the greatest regional benefit – Pending agreement with BNTAC, deliver a tailored training program focused on working within a rail corridor and construction work skills, followed by work experience with construction contractors working in infrastructure projects within the region, and/or utilise the SQW program to provide a specific training program for Indigenous people in the Project 	<p>ARTC will require the Contractor to:</p> <ul style="list-style-type: none"> ▪ Implement the First Nations Participation Plan's commitments to Indigenous employment ▪ Engage with Indigenous community networks via written information and community forums, to encourage Indigenous people's participation in training and employment opportunities, and support progress towards Indigenous employment targets ▪ Engage with Traditional Owners, DTATSIPCA and Indigenous community members to support Indigenous businesses to understand Project opportunities and capacity building programs available to them, and encourage Indigenous business owners to tender for Project supply contracts ▪ Provide information and access to support in a range of formats, including the Inland Rail website, industry and employment events and a network of regional and project offices, to broaden Indigenous people's access to information about Project training and employment opportunities

Impacts addressed	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
		<ul style="list-style-type: none"> With Traditional Owners and DTATSIPCA, develop an understanding of the Indigenous business profile in the SIA study area 	<ul style="list-style-type: none"> Continue engagement with Indigenous community members to ensure operational roles are considered by Indigenous people Continue engagement with Indigenous communities, families and Elders to support Indigenous employment, underpinned by coordination between contributing programs and agencies Report on their achievement of agreed Indigenous employment targets
Potential impacts on agricultural employment opportunities	Landowners and agricultural employees	<ul style="list-style-type: none"> The Project's revised reference design substantially avoids impacts on major agricultural employers such as feedlots, piggeries and poultry farms The Contractor will work with landowners as part of the detailed design and construction planning process to reduce potential impacts on agricultural land, farm infrastructure and property accesses, which may otherwise affect the availability of employment on farms 	<ul style="list-style-type: none"> The Contractor will work in accordance with individual property agreements to manage impacts on agricultural land, farm infrastructure and property accesses, which may otherwise affect the availability of employment on farms ARTC and/or the Contractor will continue to facilitate STEM education programs, virtual work experience, apprenticeship and traineeships to support development of workforce skills that will be applicable to agricultural industry employment
Drawing labour and skills from other businesses/services	Local businesses, Councils, Chambers of Commerce, TSBE	<ul style="list-style-type: none"> Development of Inland Rail Skills Academy projects will consider labour and skills shortages in the SIA study area and: <ul style="list-style-type: none"> Be tailored to address specific skills and labour gaps Increase the pool of skilled workers available to the Project, and to other business and projects in future Orient local businesses to Project opportunities, and support business capability building, to enable businesses to upskill and/or build their workforces. 	<ul style="list-style-type: none"> The Contractor will offer employment to personnel from within the region as a local community benefit, as well as to personnel from outside the region, recognising that there may be cumulative demands on the labour force that could affect local businesses' access to skills and labour ARTC will monitor Inland Rail projects' workforce ramp-up and the proportions of local and non-local personnel, and consult with local Councils and businesses regarding any pressures they identify on local labour availability

Impacts addressed	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
			<ul style="list-style-type: none"> ▪ If the Project is contributing to cumulative pressures on labour availability, ARTC will engage with the Contractor to refine the Project's recruitment and training strategies and/or seek personnel for specific work packages from outside the LGA if feedback indicates that Project-related impacts on labour and skills availability is affecting other businesses' viability
Concerns about privacy, workforce behaviour and workforce wellbeing	Local and regional residents, TRC, GRC, QPS	<ul style="list-style-type: none"> ▪ ARTC will: <ul style="list-style-type: none"> – Implement authorisation procedures and means of identification for personnel accessing private property – Require the Contractor to develop and implement a Workforce Code of Conduct that is consistent with ARTC's Code of Conduct, complemented by complaints mechanisms that ensure fast and effective resolution to any issues experienced ▪ The Contractor will develop and implement a Workforce Management sub-plan that includes a comprehensive employee induction program addressing amongst other matters a code of conduct for employees and contractors regarding behavior, alcohol and drug use, cultural awareness and safety. 	<ul style="list-style-type: none"> ▪ ARTC will require the Contractor to: <ul style="list-style-type: none"> – Report on implementation of and compliance with the Workforce Code of Conduct – Through consultation with QPS and regular monitoring of community complaints, ensure that any personnel behaviour that offends local values is addressed through communication and contractual arrangements – Employ paramedic/s to manage minor health issues on site, and develop health and wellbeing programs focused on physical and mental health – Provide medical and workplace health and safety services including health promotion programs and access to GP services for employees residing in the non-resident workforce accommodation facilities – Ensure personnel are made aware of the need to attend to routine health issues while they are off roster – Provide all staff with access to an Employee Assistance Program providing confidential services to all employees

Impacts addressed	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
			<ul style="list-style-type: none">ARTC will consider results of independent monitoring of pressing local issues identified by the annual 'Living in Place' survey (or equivalent community survey) as and if they relate to Inland Rail, and adapt workforce management strategies accordingly

8.4 Housing and accommodation

This sub-plan outlines the measures ARTC will undertake to ensure that impacts on housing access are mitigated, and to support management of the Project's non-resident workforce accommodation facilities.

Measures to address concerns regarding the potential for impacts on property values are also outlined, acknowledging that the environmental management measures provided in the Project's Draft OEMP are intended to mitigate impacts on amenity that could affect property values.

8.4.1 Property values

Landowners in and near the Project footprint are concerned that their property values will decrease as the result of the Project's construction or operations. ARTC has committed to a comprehensive range of environmental and social impact management strategies that will reduce the potential for impacts on amenity, use or environmental qualities of properties near the rail corridor.

ARTC will also communicate its commitments to environmental management, and the Project's conditions of approval, to local and regional community members, to reduce the likelihood of negative perceptions about the amenity value of properties or near the Project footprint.

8.4.2 Housing requirement due to relocation

The Project would remove an estimated 30 privately owned dwellings from the Project footprint, requiring the owners to purchase other homes, and potentially resulting in the need for a small number of rental homes. The demand for housing for families who are relocating would occur over a period of some months prior to the commencement of construction. There is sufficient availability of housing for purchase in the two LGAs (e.g. in June 2023, a total of 1,343 dwellings for sale in Toowoomba's urban postcodes areas (4350 and 4352), 49 dwellings in Pittsworth, 36 dwellings in Millmerran and 22 dwellings in Inglewood) (SQM Research, 2023b).

Demand for up to 30 dwellings is not expected to impact on the housing market. ARTC staff will provide information and support for people who need to relocate, including referral to Department of Housing support programs where necessary.

8.4.3 Local access to housing and accommodation

ARTC has developed program-wide accommodation principles for use when developing, selecting and deploying accommodation solutions, to support three desired outcomes:

- Accommodation solutions minimise negative social and economic impacts to potentially impacted communities
- Potentially impacted communities are consulted on accommodation solutions prior to them being decided
- Accommodation solutions contribute social and economic value to potentially impacted communities.

The Project would provide free or subsidised accommodation to construction personnel within the proposed temporary non-resident workforce accommodation facilities to minimise demands on local rental housing and short-term accommodation. Non-resident workforce accommodation facilities will be provided to support construction of the southern portion of the Project alignment in proximity to Yelarbon, Inglewood and Millmerran. Provision of additional accommodation is not proposed during construction of the northern portion of the Project given the proximity to a large workforce already living in Toowoomba.

With provision of non-resident workforce accommodation facilities sufficient to accommodate all non-resident personnel, the Project is unlikely to result in a significant increase in demand for housing or short-term accommodation in the SIA study area during either the Construction Works or Operations stages. Of note though, the availability of rental housing in the SIA study area is currently extremely low. Anticipating that a tight rental market may continue during the Project's Construction Works stage, measures are required to avoid impacting on local residents' housing access as described in the following sections.

There is potential for a small number of construction personnel to settle locally, which has been encouraged by community members, however this would need to be managed with consideration of the availability of rental housing at the time as discussed in Section 8.4.4.

There is also potential for cumulative labour or housing demands in the SIA study area to lead to demands for short-term accommodation or rental accommodation, which will be monitored as part of the AMP.

ARTC and its Contractor will also provide clear information through their websites and other channels regarding how to apply for a job and the accommodation options on offer to Project personnel, to reduce the risk of people seeking jobs 'at the Project gate' and thereby straining local housing or support services.

In combination, the employment of local residents and the provision of non-resident workforce accommodation facilities with capacity to accommodate all non-resident personnel are expected to substantially mitigate demand on local housing and accommodation.

The Contractor will be required to develop and implement an AMP as detailed below.

Provision of accommodation for the operational workforce is not proposed as part of the Project given the small workforce required.

8.4.4 Accommodation Management Plan

ARTC will require its Contractor to provide an AMP that will reflect ARTC's accommodation management principles, for ARTC's approval. The AMP's key objectives will include:

- Manage workforce housing and accommodation solutions to avoid impacts on the availability of rental housing and affordable accommodation in potentially impacted communities
- Manage non-resident workforce accommodation facilities to avoid impacts on nearby landowners and communities
- Enable local businesses to benefit from Project accommodation arrangements, while avoiding coincidence of workforce demands with peak tourist and event visitor demands
- Manage road infrastructure requirement including road frontages, standards for intersections with the local road network and transportation provisions to and from the site
- Minimise impacts on local health services
- Facilitate benefits to local communities through use of local businesses, including where appropriate short-term accommodation providers
- Rehabilitate the non-resident workforce accommodation sites to restore their previous character, or as in accordance with agreements with the relevant landowners.

ARTC has consulted GRC and TRC about housing conditions, the AMP and proposed sites for the facilities. ARTC has also sought feedback from the Yelarbon, Inglewood and Millmerran communities to inform management of non-resident workforce accommodation facilities.

As part of planning for the non-resident workforce accommodation facilities, the Project will consult further with GRC and TRC, landowners who are adjacent to the proposed facility sites, and the Millmerran, Inglewood and Yelarbon communities, and will consider stakeholder feedback in the planning, design and development of the facilities and relevant management procedures. This will include consultation with local businesses about potential opportunities to supply the facilities with goods or services.

The development of the AMP will include:

- Forecasting the number of non-local personnel who may require accommodation and the anticipated number of bed nights by quarter throughout the construction period
- Updating the housing and accommodation baseline to account for changes in availability or cost since the EIS was completed, including consideration of potential cumulative impacts.
- Consulting with:
 - TRC, GRC and Department of Housing on the scope of the AMP, proposed sites for non-resident workforce accommodation facilities and issues to be considered in planning for workforce accommodation facilities, including water, waste management and road infrastructure, liquor licensing and waste disposal, to ensure that any additional requirements for Council services are mitigated
 - Landowners who are adjacent to the Project footprint and non-resident workforce accommodation facilities, and the Millmerran, Inglewood and Yelarbon communities, including consideration of facility design, landscaping, fencing and lighting
 - TSBE, Southern Queensland Country, GrainCorp, GRC and TRC regarding the likely availability of short-term accommodation in the SIA study area, including identification of average occupancy rates and peak tourist demand periods
 - Short-term accommodation providers in potentially impacted communities to identify interest and capacity to accommodate Project personnel, and peak occupancy periods that should be avoided in scheduling Project use of short-term accommodation.
- Development of management measures including:
 - Provision of sufficient non-resident workforce accommodation beds to meet peak workforce demand
 - Discouraging single status personnel from renting houses in local communities
 - Avoiding use of rental housing in SIA study area postcodes where the rental vacancy rate is less than 2.5 per cent (which signifies a tight rental market)
 - Use of local short-term accommodation, where appropriate in view of peak demands
 - Management of workforce behaviour to avoid impacts on local community values such as family-friendly communities and courteous driving behaviour
 - Noise, air quality and odour management with respect to the amenity of nearby properties
 - Minimising demands on local health services and emergency services through employment of paramedic and security staff, and cooperation with the QPS, QAS and QFES (Section 8.5.1)
 - Avoiding impacts on local community facilities (e.g. complying with TRC and GRC about any acceptable use of sport or swimming facilities)

- Enabling local businesses to tender for supply of goods and/or services to the non-resident workforce accommodation facilities
- Employment of local residents in non-resident workforce accommodation facilities.
- Planning for healthy environmental conditions within the non-resident workforce accommodation facilities:
 - Provision and storage (and subsequent disinfection if required) of potable water
 - Compliance with the Health (Drugs and Poisons) Regulation 1996 with respect to the provision of medical and first aid services
 - Mitigation of potential noise impacts from the use of generators for power generation
 - Strategies to improve social connectedness for workers and avoid social isolation such as enabling access to nearby towns, internet access and provision of social activities
 - How pests and vermin will be appropriately managed to prevent infestation
 - Monitoring Public Health Directions for the latest information on any potential impacts on the workforce or proposed accommodation arrangements.
- Development of a monitoring framework that will track accommodation use by Project personnel and accommodation availability in the SIA study area
- Consulting TRC and GRC on the draft AMP
- Finalising the AMP for implementation from the commencement of construction activities.

ARTC will require the Contractor to monitor:

- The percentage of its total workforce requiring accommodation
- Occupancy rates of the non-resident workforce accommodation facilities
- The number of non-local personnel choosing to live outside non-resident workforce accommodation facilities
- The availability and cost of rental housing in Goondiwindi, Toowoomba, Inglewood, Millmerran and Pittsworth
- The availability of short-term/tourism accommodation in the SIA study area
- The number of personnel and businesses involved in non-resident workforce accommodation provision
- Complaints about workforce behaviour, to enable implementation of any corrective measures.

If rental vacancy rates remain low (i.e. below 2.5 per cent) during the construction period, the Project would take additional steps to mitigate negative impacts by, as an example:

- Requiring workers to take up occupancy in the non-resident workforce accommodation facilities provided, rather than in the rental market or short-term accommodation premises (as appropriate)
- Instituting corrective action to recruitment, training or accommodation strategies if any pressures on housing access or short-term accommodation availability are identified
- Avoiding coincidence of workforce demands on short-term accommodation with peak tourist and event visitor demands.

8.4.5 Management measures

Objectives, outcomes and measures that will support achievement of ARTC's accommodation principles are outlined in Table 8.11.

Table 8.11: Housing and accommodation

Housing and accommodation measures			
Objective	<ul style="list-style-type: none"> Avoid adverse impacts on the availability and affordability of local housing and short-term accommodation Avoid adverse social impacts on the communities near non-resident workforce accommodation facilities Ensure local communities benefit from the non-resident workforce accommodation facility operation 		
Outcomes	<ul style="list-style-type: none"> Sufficient workforce accommodation is provided for all non-resident personnel to minimise use of local housing and accommodation Project personnel use of rental housing avoids impacts on local residents housing access Project personnel's use of local short-term accommodation benefits accommodation providers, without displacing tourism uses Non-resident workforce accommodation facilities avoid impacts on the amenity of nearby landowners or nearby towns Non-resident workforce accommodation guests behave with respect for community safety and community values Non-resident workforce accommodation facilities offer business and employment benefits to local communities 		
ARTC Commitments	<ul style="list-style-type: none"> An AMP will be prepared and implemented for the Project to reflect the anticipated local/non-local workforce scenario for construction Temporary non-resident workforce accommodation will be provided to support construction of the southern portion of the Project in proximity to Yelarbon, Inglewood and Millmerran, to manage the existing shortfall of available accommodation and potential impacts to the local rental market Project use of rental housing in potentially impacted communities will be avoided if rental vacancy rates in these communities remain below 2.5 per cent ARTC will require the Contractor to provide sufficient non-resident workforce accommodation beds to accommodate all non-local Project personnel The Project's non-resident workforce accommodation facilities will be self-sufficient with respect to water management and sewage treatment Trained paramedic staff will be employed by the Project 		
Impacts addressed	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
Impacts of property acquisition on housing access	Local and regional residents, TRC, GRC, Department of Housing	<ul style="list-style-type: none"> Land resumptions will be undertaken by the constructing authority (DTMR) in accordance with the AL Act, which sets out the process for acquisition and the assessment of compensation 	<ul style="list-style-type: none"> If property acquisitions are not finalised prior to construction commencing, ARTC will continue to provide support to landowners and tenants who need to relocate as the result of land acquisition, as per the

Impacts addressed	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
		<ul style="list-style-type: none"> ▪ If land is required only for the Construction Works stage of the Project, and not for the ongoing operation of the rail Project, where possible it will be leased from landowners who will receive a financial benefit from its use ▪ ARTC's staff will provide information and support for people who need to relocate, including where necessary referral to Department of Housing support programs ▪ If landowners or tenants who would need to relocate identify a need for support, ARTC will consult with DTATSIPCA regarding access to DTATSIPCA programs and any need for any additional funding for a locally based community organisation to assist residents to access alternative accommodation and support services, with funding arrangements to be agreed between DTATSIPCA and ARTC 	Detailed Design stage, until all acquisitions are complete
Potential impacts on local housing and accommodation access, Project-specific or cumulative	Local residents, GRC, TRC, Department of Housing, housing support services	<ul style="list-style-type: none"> ▪ The Contractor will develop a short-term accommodation register, in consultation with accommodation providers, to enable early works personnel to access accommodation prior to establishment of the non-resident workforce accommodation facilities ▪ The Contractor will design and commission three non-resident workforce accommodation facilities (near Yelarbon, Inglewood and Millmerran), each with capacity of approximately 300 beds, sufficient to meet peak demand for accommodation for all non-resident personnel ▪ ARTC or the Contractor will consult with DTMR, GRC and TRC as relevant regarding appropriate turning solutions into and out of the non-resident workforce accommodation facilities. Approvals for the turning solutions will be acquired prior to construction of the facilities 	<ul style="list-style-type: none"> ▪ The Contractor will: <ul style="list-style-type: none"> – Implement the AMP, including monitoring of housing indicators, short-term accommodation availability, and any Project use of local housing and accommodation – Avoid use of rental housing in SIA study area postcodes where the rental vacancy rate is less than 2.5 per cent (which signifies a tight rental market) by requiring all non-resident personnel to stay in non-resident workforce accommodation facilities and/or access housing outside the SIA study area – Avoid personnel demands on affordable accommodation such as caravan parks by

Impacts addressed	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
		<ul style="list-style-type: none"> ▪ The Contractor will: <ul style="list-style-type: none"> – Consult GRC, TRC, Department of Housing, adjacent landowners and the Millmerran, Inglewood and Yelarbon communities and provide an AMP for ARTC approval, in accordance with Section 8.4.4 – Identify the number of non-local personnel expected to be required over the duration of the construction period, and monitor this number throughout construction – Consult with accommodation providers in potentially impacted communities, Toowoomba and Goondiwindi to identify annual peaks and troughs in accommodation usage, and their interest and capacity for provision of short-term accommodation to Project personnel when/if this can be accommodated without displacing tourists ▪ As part of reviewing the Contractors' draft AMP, ARTC will consult with TRC, GRC and QPS to identify any concerns that should be addressed in the AMP. 	<ul style="list-style-type: none"> – requiring sub-contractors to avoid use of these facilities. – Minimise impacts on short-term accommodation, including coincidence of workforce demands with peak tourist and event visitor demands – Report the outcomes of the AMP as part of the Project's annual SIMP report – Provide clear information through ARTC websites and other channels regarding how to apply for a job and the accommodation options on offer to Project personnel to reduce the risk of people seeking jobs 'at the Project gate' and thereby straining local housing or support services – Monitor the outcomes of the AMP to identify any strains on local rental housing stock (as indicated by declining rental vacancy rates), or short-term accommodation providers' capacity to service tourists as indicated by consultation with Councils and local tourism associations ▪ If any strains on housing or accommodation are identified, ARTC will work with its Contractor to refine the AMP and/or recruitment strategies ▪ ARTC will sponsor independent monitoring of community values and experiences of access to affordable local housing

Impacts addressed	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
Non-resident workforce accommodation facility impacts on local values or services	GRC, TRC, adjacent landowners and the Millmerran, Inglewood and Yelarbon communities	<ul style="list-style-type: none"> ▪ The Contractor will: <ul style="list-style-type: none"> – Consult with TRC, GRC and communities near non-resident workforce accommodation facilities and consider stakeholder feedback in the planning, design and development of the non-resident workforce accommodation facilities and relevant management procedures, including design elements, landscaping, boundary fencing, lighting and signage, potential future legacy values, waste disposal and emergency services arrangements, such as fire management – Implement noise, air quality and odour management measures to protect the amenity of surrounding properties – Consult with TRC/GRC as relevant regarding road infrastructure requirements including road frontages, standards for intersections and transportation provisions to and from the site, and consider Council feedback in facility design and management procedures – Consult with TSBE, Southern Queensland Country Tourism, GrainCorp, GRC and TRC regarding the likely availability of short-term accommodation, including identification of average occupancy rates and peak tourist demand periods – Consult with local businesses in Yelarbon, Inglewood and Millmerran about potential opportunities to supply the facilities with goods or services, and invite them to tender for supply opportunities 	<p>The Contractor will:</p> <ul style="list-style-type: none"> ▪ Be accountable for implementation of the AMP ▪ Manage non-resident workforce accommodation facilities to avoid impacts on nearby landowners and communities ▪ Encourage respect and understanding between the non-resident workforce and local communities, e.g. through welcome events or community events involving personnel ▪ Minimise workforce demands on local health services through provision of paramedic services and if indicated by monitoring, additional GP access ▪ Co-operate with local emergency services (i.e. QPS, QAS and QFES) to ensure that demands on emergency services are identified ahead of time so that services can plan for additional capacity/resource re-allocation ▪ Provide access and evacuation maps for Emergency Services for the temporary non-resident workforce accommodation facilities and construction compound facilities ▪ Implement ARTC's Complaint Management Handling Procedure to ensure fast and effective resolution to any issues relating to workforce use of housing or short-term accommodation, and in relation to workforce behaviour ▪ Engage the owners of non-resident workforce accommodation facilities, GRC, TRC and the Millmerran, Inglewood and Yelarbon communities to

Impacts addressed	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
		<ul style="list-style-type: none">– Ensure the non-resident workforce accommodation facilities will be self-sufficient with respect to water management and sewage treatment	discuss and agree legacy values to result from the non-resident workforce accommodation facilities.

8.5 Health and community wellbeing

Measures outlined in the Project Draft Outline Environmental Management Plan are designed to avoid or mitigate environmental impacts that could otherwise affect community health or wellbeing (e.g. noise and vibration, or changes to air quality). This sub-plan addresses the potential for impacts on community health, wellbeing and safety with respect to community facilities and services, mental health, and community safety, and the potential for impacts on amenity, community cohesion or local character to affect community wellbeing.

8.5.1 Impacts on facilities and services

Community facilities

The Project's construction may result in construction noise exceeding the relevant criterion at Yelarbon State School, Brookstead State School (two buildings), Southbrook Central State School, Yelarbon and District Soldiers Memorial Hall, Yelarbon Fire Station, Brookstead Community Hall, Pampas Memorial Hall and the Pampas RFB shed and the Pittsworth and District Assembly of God/Harvest Life Church in Pittsworth.

Assessment of the Project's potential operational noise impacts is detailed in EIS Appendix W: Noise and Vibration Assessment - Railway Operations and indicates the potential for noise to exceed the assessment criteria at Yelarbon and District Soldiers Memorial Hall, Yelarbon Fire Station, Pampas Memorial Hall, Pampas RFB Shed, Brookstead Park, Brookstead State School (two buildings) and the Assembly of God Church in Pittsworth). Rail noise exceedances were not predicted within Yelarbon State School.

ARTC will engage with the owners/managers of the community facilities where there is potential for noise to exceed the assessment criteria to explain the EIS results with respect to noise impacts during Construction Works and Operations stages, and agree property-specific mitigation measures to reduce or avoid noise impacts, and minimise any delays due to changes to road access.

Schools

As noted above, there is potential for construction noise exceedances to affect Brookstead State School, Yelarbon State School and Southbrook Central State School and for rail noise to be exceed the relevant criterion at Brookstead State School. As discussed in Section 7.4.1, ARTC has engaged with the Department of Education to provide information on the findings of noise and traffic studies and agree the approach to ongoing engagement to confirm and implement noise mitigation measures. ARTC will consult with the Department of Education and Yelarbon, Brookstead and Southbrook Central State Schools (facilitated by the Department) during the development of the detailed design and construction methodology as detailed in Table 8.12.

Engagement with the Department of Education and Brookstead, Southbrook and Yelarbon schools will include agreement on the communication process between ARTC and the school communities during the Construction Works stage. The Project will ensure that all schools and community facilities in the potentially impacted communities are aware of the construction program and are provided with regular updates about road closures and roadworks, to allow school community members to plan their travel to minimise delays.

Health services

Project personnel are likely to increase and change the nature of demands for health services in Inglewood, Millmerran and/or Goondiwindi (noting that there are no health services available in Yelarbon). Measures to mitigate demands on local health services and any impacts on local residents' access to services are detailed in Table 8.12.

Community services

There is potential for increased demand for community services as the result of stresses and anxiety related to the Project, and service demand may also be generated by new arrivals in search of work, or non-resident personnel. Prior to Project construction, the Project will consult with the DTATSIPCA to identify any potential for Project-related stresses on local services, to enable a cooperative response to community needs between DTATSIPCA, ARTC and community organisations. ARTC has also made sponsorships and donations available to community organisations in potentially impacted communities, to enable them to strengthen the provision of community programs.

ARTC will engage with local community and health services that are supporting people affected by stress, anxiety or personal difficulties to monitor any issues arising from the Project and provide Project funding to support local services if engagement indicates this is required.

Support for community projects

ARTC has established the Inland Rail Community Sponsorships and Donations Program. The purpose of the program is to support non-profit organisations, community groups, Traditional Owner groups, and local government entities with projects, events, and activities that will help achieve community and regional prosperity and sustainability. Eligible groups can apply for amounts between \$1,000 and \$4,000 for one-off, short-term projects or activities with a focus on the priority areas of culture, safety, environment, recreation and entrepreneurship.

As at June 2022 ARTC had provided over \$158,672.33 in funding for community initiatives within the SIA study area. This included funding for community facility upgrades, inclusive community events, Indigenous-focused community initiatives, skills/capacity building initiatives, and STEM education initiatives. Examples of projects that have been funded to date within the SIA study area include:

- Cricket nets for the Yelarbon Yellow Bellies Cricket Club
- Purchase and installation of air conditioning for the Yelarbon Memorial Hall
- All Aboard for Hope (Hope Horizon Inc), an inclusive community event in Toowoomba
- Shaded spectator stands at Goondiwindi Rugby Union Football Club
- Upgraded shade system for Toowoomba Bowls Club
- Purchase of heaters and fans for community space for Care Goondiwindi Ltd
- Purchase of 50 foldable chairs Performing Arts Goondiwindi Inc
- Aussie Croquet Beginners Program by West Toowoomba Croquet Club Inc
- PIPA - Partners in Prostate Awareness community events
- Remodelling fire truck lockers for Gowrie Little Plain RFB
- Yelarbon State School - Digital Sign Project
- Rotary Goondiwindi - R100 Celebrations Event support

- Harlaxton State School P&C Fathering Project.

8.5.2 Emergency services

The Project may cause delays to emergency response vehicles as the result of road works and increased traffic during construction, and increases in demands for policing services would result from the need for traffic control assistance and escorting oversize vehicles or loads. Non-resident workforce accommodation facilities may also increase demand for police services due to a temporary increase in the populations of Yelarbon, Inglewood and Millmerran. There is also a possibility of increases in demand for ambulance services.

During operations, there is potential for emergency services to be delayed at level crossings while trains are passing. Consultation with Toowoomba and Goondiwindi Local Disaster Management Groups, in addition to QPS, QAS and QFES will continue through the detailed design process to ensure that appropriate access and egress solutions are incorporated into the detailed design to enable movements across the rail corridor.

In 2021, ARTC commenced one-on-one briefings and meetings with representatives from QPS, including with the Regional Director of Policing, Senior Intelligence Analyst Southern Region, Acting Superintendent and District Officer for Darling Downs and the Southern Region Assistant Commissioner. ARTC has initiated an Emergency Services Working Group to provide input to assessment and mitigation of site-specific and project-wide risks, and develop and agree communication and management protocols.

Further consultation with the QFES and where necessary local rural fire brigades including the Pampas and Brookstead RFBs will confirm the location of access tracks that may be affected by the Project's detailed design, and the actions required of the Project in order to ensure firefighters' continued access to areas that they are currently able to service.

Measures for engagement with police and emergency services are detailed in Section 8.5.8.

8.5.3 Mental health

The Project's EIS stage has involved stress and anxiety for some stakeholders, due to concerns about property acquisitions, amenity impacts, property values or environmental changes. The Project's construction activities will introduce noise, an increase in the numbers of non-local people and changes to the character of areas within the temporary footprint, which may also cause stress for local residents and landowners.

In 2019, ARTC initiated a mental health partnership with PHNs across the Inland Rail alignment, including DD&WM PHN, to support residents who may experience stress or anxiety in relation to the Project or unrelated factors. As part of this partnership, the DD&WM PHN has worked with the Richmond Fellowship Queensland and Lives Lived Well to increase local access to the New Access program. The New Access program was selected as it utilises and strengthens existing mental health services, and provides local, independent mental health services that are accessible to stakeholders at no cost, rather than replicating services and competing with existing providers. The New Access program provides mental health support through local services for residents in communities along the Inland Rail alignment that can be easily accessed through a phone call. The services also liaise with GPs in potentially impacted communities to ensure they are updated on the Project and aware of the services being supported through the mental health partnership.

PHN partnerships are recognised as a sustainable option for mental health service provision, as using existing and trusted local services ensures no withdrawal of support once ARTC's activities conclude.

Through the PHN partnerships, Lifeline's Darling Downs and South West Queensland was also supported to deliver Lifeline's Community Connections program in the SIA study area in 2019 and 2020 to help strengthen community resilience and social networks.

In 2021, ARTC extended its partnership with DD&WM PHN. The renewed partnership aims to:

- Promote available mental health services (specifically the New Access Program) across the Inland Rail Program and PHN footprint
- Offset increased demand for service provision directly attributable to the Inland Rail program
- Deliver mental health engagement and intervention to those accessing the service, thereby reducing potential adverse community impacts.

This partnership also includes provision for additional services to be included within the partnership agreements (e.g. support for residents who need to move from within the Project area). These will be developed during later stages of the Project. As part of its detailed design planning, ARTC will consult with Queensland Health and the DD&WM Health and Hospital Service to identify cooperative actions to monitor health and wellbeing during construction, to enable any additional responses if required.

The Project will contribute to social and economic benefits including employment opportunities, skills development, wages and business supply opportunities, which will be experienced at local and regional levels and have the potential to support mental health.

ARTC will consider opportunities for the Project to contribute legacy benefits that have a relevance to the Project and will support community wellbeing and will consult with the impacted communities to develop appropriate responses, as noted in Section 7.4.9.

8.5.4 Environmental qualities

The Project's Operations stage has potential to result in noise levels that could exceed noise criteria and cause stress or sleep disturbance. ARTC will engage with the owners of dwellings where noise levels trigger investigation of mitigation measures to agree property-specific mitigation measures to reduce noise levels. Consultation with businesses that are sensitive receptors (such as GrainCorp) will also include consideration of businesses' work health and safety requirements with respect to noise levels.

Community concerns about dust emanating from the rail corridor indicate the need to provide information to the community about how dust from the Project's construction and operations will be minimised. Complaints about dust during the Construction Works stage will be investigated and air quality monitoring mechanisms provided if necessary, to identify the need for any additional dust mitigation measures.

There is also the potential for some properties to experience more than one impact (e.g. noise and dust, or traffic and changes to scenic amenity). The Project will utilise a suite of environmental management plans as outlined in Section 7.1.4 to avoid and/or minimise environmental impacts. The Project will also maintain engagement with landowners nearest the Project footprint to ensure residents' concerns and experience of impacts are understood and considered in environmental management plan implementation.

The EIS Appendix K: Landscape and Visual Impact Assessment identifies the potential for up to 60 potential technical non-compliances with *ASNZS4282:2019 Control of Obtrusive Effects of Outdoor Lighting*, noting that this standard refers to fixed venues such as new sport stadiums and event facilities, rather than transient lighting, and the presence of potential screening vegetation may reduce this number. The Contractor will consult with the owners of dwellings where non-compliance with the standard may occur to identify feasible and practical screening measures.

8.5.5 Impacts on community safety

The Project is likely to generate a temporary influx of new people to local areas, and it is possible that perceptions of safety ('stranger danger') would change for residents near the Project footprint as a result. It is also anticipated that residents of towns near non-resident workforce accommodation facilities would have some safety concerns related to a significant influx of newcomers to their small communities.

ARTC will require the Contractor to enforce a Code of Conduct and appropriate policies and procedures containing requirements for positive behaviours and respect for local residents and businesses applying to all Contractor and Project personnel and will require adoption of a zero tolerance policy relating to anti-social behaviour for all work sites and the non-resident workforce accommodation facilities.

ARTC will also engage the Project's CRG in discussion of welcome events in communities where non-resident workforce accommodation facilities would be located to support relationship building between the construction workforce and local residents.

ARTC will deliver communication strategies to ensure stakeholders know about construction traffic routes, peak construction periods, the Project's workforce conduct policies, and how to contact the Project in the event of any concerns. Road-rail safety campaigns will also be implemented prior to the Project's Operations stage.

With respect to bushfire risks, further consultation with the QFES and local rural fire brigades will confirm the location of access tracks that may be affected by the Project's detailed design, and the actions required of the Project in order to ensure firefighters' continued access to areas that they are currently able to service.

8.5.6 Community wellbeing

Measures outlined in the Project Outline Environmental Management Plan address avoidance or mitigation of environmental impacts such as noise, vibration, dust and changes to visual amenity that could otherwise affect quality of life or community wellbeing.

Measures outlined in previous sub-sections address specific impacts on community wellbeing including those relating to:

- Impacts on community facilities and services
- Environment qualities
- Mental health
- Emergency services
- Community safety.

Notwithstanding, while construction activities are occurring, the Project could impact on the community values that support wellbeing including:

- In Yelarbon, impacts on amenity and character, due to construction noise, changes to visual amenity, increased traffic and changes to the amenity of community facilities
- In Pampas, construction noise leading to stress or amenity impacts, and potential for noise impacts on community facilities
- In Brookstead, Yarranlea and Pittsworth, potential for construction activities to affect the amenity of residents who are closest to the rail corridor

- Impacts on social connections within and between communities due to temporary travel delays and land acquisitions, with potential to affect community cohesion.

The SIA has also identified Project opportunities such as job creation and business supply to the Project that will support community wellbeing. During operations, rail noise could impact on the amenity and character of areas through which the Project passes.

Following Project evaluation and where an approval is given, a Community Wellbeing Plan will be prepared to provide the framework for cooperation with key stakeholders in implementing mitigation and enhancement measures addressing quality of life and wellbeing. The timing for development of the Community Wellbeing Plan acknowledges that:

- The Project's detailed design may change the location or nature of impacts requiring mitigation
- Stakeholders need the opportunity to understand specific impacts before they can confirm priorities for implementation
- Councils and communities have a range of interests in responding to Inland Rail, with time needed to consider local priorities
- ARTC is unable to make further financial commitments until after the Project evaluation is completed.

The Contractor will be responsible for the development of the Community Wellbeing Plan as it relates to their scope of work, and the Contractor is responsible for direct consultation with community and stakeholders to identify initiatives that support community wellbeing and align to the Project's objectives. Development of the Community Wellbeing Plan will consider the opportunities identified by ARTC in its engagement with TRC and GRC to date.

ARTC and/or the Contractor will enable the involvement of vulnerable community members in Project engagement and social investment opportunities, by encouraging and supporting the participation of Indigenous community members, local seniors, young people, people with disability and migrants in Project engagement, through targeted information to community groups, inclusive messaging and broadly accessible engagement opportunities.

ARTC will be responsible for submitting the Project's Community Wellbeing Plan as part of the SIMP for the Coordinator-General's approval, at least three months prior to the start of construction.

ARTC and the Contractor, along with Councils, government agencies and community organisations, will have a role in implementation, with consultation required to confirm the respective responsibilities of stakeholders for delivery of initiatives. For example, the Project could fund implementation of placemaking initiatives or community facility upgrades, with long-term maintenance the responsibility of other stakeholders

The Community Wellbeing Plan will outline the details of community development and social investment programs to be implemented as part of the Project. The Community Wellbeing Plan will include:

- Objectives and key performance indicators, drawing on the objectives and outcomes identified in the SIMP
- Relevant measures identified in the SIMP, including:
 - Measures to ensure that the level of service provided by existing social services and facilities to the local community is not reduced (e.g. Sections 8.5.1 and 8.5.8)
 - Partnership supporting provision of mental health support services in local communities (Section 8.5.3)

- Emergency response arrangements and management measures in cooperation with emergency service providers, with respect to day-to-day demands on police and emergency services, and Project-related incidents, as described in Section 8.5.2 and 8.5.8
- Supplementation of local services to address any increase in demand for individual and community support services as a result of the Project, to be identified through consultation with DTATSIPCA
- Initiatives to support community wellbeing through support for local amenity, character, cohesion and community development, identified in consultation with TRC, GRC, DD&WM PHN, DTATSIPCA, Traditional Owners and community members
- Responsibilities for implementation
- A monitoring and reporting protocol, including consultative arrangements with key stakeholders to support implementation and monitoring.

ARTC has commenced consultation with GRC and TRC with respect to projects that would offset amenity impacts in the towns of Yelarbon, Pittsworth, Southbrook and Brookstead where the close co-location of Project infrastructure with town boundaries could affect amenity. ARTC has also commenced consultation with Traditional Owners regarding initiatives that could be considered as part of the Community Wellbeing Plan.

To support development of this Plan and related local stakeholder engagement, ARTC has also commissioned an independent survey (Living in Place) of community wellbeing and quality of life metrics to understand community values and experiences and priorities to enhance local liveability. This survey or an equivalent community survey will be conducted prior to construction commencing, and then annually during construction.

Preliminary consultation has identified a range of potential initiatives to support community wellbeing to be considered with stakeholders, including:

- Mental health promotion and support, including Indigenous-specific programs designed in cooperation with Traditional Owners
- Cooperation and/or support for recreational initiatives, such as developing running tracks beside the train line within the Toowoomba LGA
- Cooperation and/or support for tourism initiatives in and around Millmerran and Pittsworth
- Placemaking initiatives to offset impacts on local character (e.g. interpretive signage, treatment of temporary hoardings, park or streetscape upgrades, and/or supporting rural localities and towns to upgrade their entrance statements). Examples include priorities identified by the Yelarbon CCC including:
 - Upgrading the QR-owned park opposite the Oasis Hotel
 - A project between GRC and the Yelarbon Men's Shed to restore an old shed at the Yelarbon Silos carpark with town memorabilia, and/or provide a public toilet
 - Community art and sign-posting sites of significance
 - Stations of exercise equipment/ playground equipment around the Yelarbon Lagoon.
- Projects such as community events, arts and cultural programs, or skills training for volunteers and community organisations that would support community cohesion and resilience
- Support for the Gowrie Junction Multi-Purpose Community Facility

- Support for or partnership with TRC's Skills Hub
- Support for social enterprises in Toowoomba to be involved in Project supply
- Opportunities to partner with migrant/refugee support organisations to upskill their clients for work readiness.

Initiatives to support community wellbeing that are agreed with stakeholders will be delivered via ARTC's Community Sponsorship and Donations program (for minor works), direct Project funding, and/or partnerships with Councils, Traditional Owners, community organisations or government agencies.

Implementation of the Community Wellbeing Plan will commence prior to the Construction Works stage and be maintained during the Construction Works stage. Progress on the implementation of the Community Wellbeing Plan will be reported to the CRG at each meeting, and annual monitoring of the Plan's outcomes will be included as part of the annual review of the SIMP.

During operations the Project will be managed as part of the Inland Rail program, in accordance with applicable standards to protect health, safety and amenity as discussed in Section 8.1.4, and in accordance with the stakeholder engagement provisions in Section 8.2.5. Additional measures addressing community wellbeing and health during the Operations stage are not proposed.

8.5.7 COVID-19 management

ARTC's COVIDSafe Plan and management responses to the COVID-19 pandemic have been informed by close monitoring of guidance provided by various health authorities and industry bodies on controlling the spread of COVID-19 and ensuring workplaces remain COVIDSafe. Similarly, contractors with capacity to bid for Inland Rail projects will have established COVIDSafe plans and systems.

In accordance with ARTC's COVIDSafe Plan, provisions for the Project will include:

- Compliance with Government directives on COVID-19 and cooperation with Queensland Health when required
- Development and maintenance of a COVIDSafe Hazard and Risk Control system for the Project
- Compliance with ARTC's COVID-19 Management procedure
- Control measures as appropriate including:
 - Use of the Safe Work Australia COVIDSafe Checklist at each Project site
 - A Fitness for Work Policy that addresses COVID-19
 - Vaccination evidence and rapid antigen testing for staff and visitors
 - Travel protocols
 - Social distancing as required by Queensland Health.
- Signage and communications
- Provision of Information to Project personnel on COVID-19, social distancing, self-isolation, hygiene, and the availability of mental health support
- Identification of local businesses who can provide thorough cleaning and disinfection if required.

8.5.8 Management measures

Table 8.12 provides the objectives, outcomes, commitments and measures to mitigate impacts on community health and wellbeing.

Table 8.12: Health and wellbeing

Health and wellbeing measures	
Objective	<ul style="list-style-type: none"> Minimise and where possible avoid impacts that may affect community wellbeing including mental health Provide a framework for communication with social infrastructure providers and government agencies to minimise Project impacts on social infrastructure Maximise communication and co-operation with local stakeholders to address social impacts Include a focus on vulnerable community members in Project engagement and social investment
Outcomes	<ul style="list-style-type: none"> Construction noise impacts on the amenity of schools, churches and community facilities are managed with the aim of achieving compliance with the adopted construction noise and vibration criteria, and in accordance with the facility-specific mitigation measures agreed with the owners of affected facilities Mitigation measures for noise impacts on homes are selected in consultation with the homes' owners Social investments by ARTC and the Contractor offset impacts on amenity, character and cohesion, and leave lasting amenity enhancements in potentially impacted communities The Project has a strong traffic safety management record, including specific management measures for school bus routes Mental health services in the SIA study area are supported to maintain adequacy for any increased demand resulting from the Project Consultation with Queensland Health, DTATSIPCA, QAS, QPS and QFES enables planning for increased/changing service demands and cooperative responses
ARTC Commitments	<ul style="list-style-type: none"> Development of a Community Wellbeing Plan to support cooperation with key stakeholders to implement mitigation measures addressing impacts on quality of life as the result of impacts on amenity, character, cultural landscapes, cohesion or connectivity Consultation with QPS, QAS and QFES during the detailed design process to understand scope/size of the Project and potential flash points to ensure appropriate emergency vehicle access is provided across the rail corridor ARTC attendance at Local Disaster Management Group and District Management Group meetings during construction ARTC will employ or require its Contractor to provide access to paramedic/s and provide medical and workplace health and safety services including health promotion programs and access to GP services for employees residing in the non-resident workforce accommodation facilities ARTC will review of emergency response procedures annually during construction and the first three years of operation Engagement with government agencies to develop protocols, confirm the detail of mitigation impacts on social infrastructure and joint response arrangements with Department of Education, Queensland Health, QPS, QAS and QFES Continue to implement the mental health partnership to provide access to mental health support

Health and wellbeing measures			
	<ul style="list-style-type: none"> ARTC will continue to work with all tiers of government and landowners regarding the provision of sustainable water sourcing and water allocations/ entitlements. 		
Impacts addressed	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
Noise or access impacts on schools	Yelarbon, Brookstead and Southbrook Central State Schools Department of Education	<ul style="list-style-type: none"> ARTC and/or the Contractor will consult with Department of Education and Yelarbon, Brookstead and Southbrook Central State Schools to: <ul style="list-style-type: none"> Confirm the location of the Project alignment, road-realignments and associated laydown areas and access tracks Describe the construction schedule and the nature of road-rail interface treatments, temporary disruptions to traffic, any disruptions to school bus routes and traffic management measures e.g. supervised crossings, traffic flow and speed control measures or relocation of pedestrian pathways Confirm noise mitigation measures to avoid construction noise exceedances that could impact on the schools' learning environments Conduct an audit of the affected schools and consult the Department of Education to determine in-corridor or at-property treatments to mitigate operational rail noise impacts, e.g. façade treatments, fence treatments or air conditioning Confirm all relevant school bus services to enable consultation with the operators Identify any specific considerations (e.g. off-campus sports or activities) that should be considered in the Project's RUMP and Traffic Management Plan 	<p>The Contractor will:</p> <ul style="list-style-type: none"> Commence implementation of management measures relating to schools as agreed during the Detailed Design stage Ensure that all schools and community facilities in the potentially impacted communities are aware of the construction program, and are provided with regular updates about road closures and roadworks Engage with schools in response to any complaints regarding construction impacts on amenity (e.g. dust), and work with them to find satisfactory solutions

Impacts addressed	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
		<ul style="list-style-type: none"> – Agree the communication process between ARTC and school communities during the Construction Works stage 	
Noise or access impacts on community facilities	Owner/managers of Pittsworth and District Assembly of God/Harvest Life Church, Yelarbon & District Soldiers Memorial Hall, Pampas Memorial Hall and Pampas RFB	<ul style="list-style-type: none"> ▪ ARTC will avoid direct impacts to the Yelarbon rest stop and park that are adjacent to the current rail alignment ▪ ARTC and/or the Contractor will engage with the owners or managers/trustees of Pittsworth and District Assembly of God/Harvest Life Church, the Yelarbon and District Soldiers Memorial Hall, Yelarbon Fire Station, Brookstead Community Hall, the Pampas Memorial Hall and the Pampas RFB to explain noise impacts during construction and operation, and where noise levels would exceed the relevant criteria, agree property-specific mitigation measures to reduce or avoid noise impacts. Subject to consultation mitigation measures could include architectural treatments, or fencing ▪ ARTC and/or the Contractor will engage with the Pampas Memorial Hall committee and the Pampas RFB to understand their access requirements and plan to minimise any interruptions to access to the Gore Highway ▪ ARTC will encourage community facility managers to apply for sponsorship/donations to support facility enhancements 	<ul style="list-style-type: none"> ▪ The Contractor will implement noise mitigation measures agreed with the owners/managers of Pittsworth and District Assembly of God/Harvest Life Church in Pittsworth, the Yelarbon and District Soldiers Memorial Hall, the Pampas Memorial Hall, and Pampas RFB ▪ ARTC will encourage community facility managers to apply for sponsorship/donations to support facility enhancements ▪ The Contractor will provide information about the construction program to all community facilities in the potentially impacted communities, including regular updates ▪ The Contractor will engage with facility managers in response to any complaints regarding construction impacts on amenity (e.g. dust), and work with them to find satisfactory solutions
Lighting impacts	Owners of dwellings where lighting impacts may occur during construction or operation	<ul style="list-style-type: none"> ▪ No works during the Detailed Design stage that would result in lighting impacts 	<ul style="list-style-type: none"> ▪ The Contractor will comply with approved standard hours of work. Work outside standard hours will only be undertaken where consultation with the local community has been undertaken, including consideration of light attenuation measures in consultation with potentially affected landowners ▪ The Contractor will consult with the owners of dwellings where non-compliance with

Impacts addressed	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
			<i>ASNZS4282:2019 Control of obtrusive effects of outdoor lighting</i> may occur during operations to identify and implement feasible and practical screening measures.
Increased demand for emergency services	QPS, QAS and QFES, Pampas RFB, Queensland Health, DD&WM PHN, Toowoomba and Goondiwindi Local Disaster Management Groups	<ul style="list-style-type: none"> ▪ ARTC and/or the Contractor will engage with QPS, QAS and QFES in: <ul style="list-style-type: none"> – Understanding the scope of the Project and potential flash points to ensure appropriate emergency access is provided across the corridor – Development of Emergency Response Plans for construction and operation, including measures to mitigate impacts on emergency service response times, and coordinated responses and communication in the event of accidents and other emergencies – Notifying QPS, QAS, QFES and SES of changes to the road network and construction activities, and orienting them to the non-resident workforce accommodation facilities and management protocols – Confirming management measures for dangerous good transport – Confirmation of the location of access tracks that may be affected by the Project's detailed design, and actions required to ensure firefighters' continued access to areas that they are currently able to service – Development of cooperative arrangements, to ensure effective communication and cooperation in emergency responses ▪ The Contractor will consult with Toowoomba and Goondiwindi Local Disaster Management Groups regarding 	<p>ARTC and/or the Contractor will:</p> <ul style="list-style-type: none"> ▪ Provide emergency access points across the alignment and communicate this information to QPS, QFES, QAS and SES officers servicing in the Toowoomba and Goondiwindi LGAs ▪ Provide regular updates to QPS, QAS and QFES about construction works, the construction schedule, the Project's activities and travel routes, and construction personnel numbers, and ensure any safety or service access issues are identified and addressed. ▪ Provide a forward schedule for construction activities requiring oversized vehicle escorts to police services and all emergency services bases ▪ Maintain regular liaison meetings during the Construction Works stage to review co-operative arrangements and ensure any safety or service access issues are identified and addressed ▪ Attend Local Disaster Management Group and District Management Group meetings ▪ Undertake joint training and response exercises with QPS, QFES, QAS to build capacity for Project-associated incident management ▪ As part of planning for operation, consider the arrangement of materials on carriages of good transported in relation to hazard risk reduction

Impacts addressed	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
		<p>planning for emergency response and recovery during construction</p> <ul style="list-style-type: none"> The Contractor will provide early advice about pre-construction works, construction schedule, the number/nature of vehicles and plant to be used, construction hours and construction personnel numbers to Queensland Health, the DD&WM PHN, QPS, QFES, QAS and SES services in the SIA study area, to enable forward planning for any service adjustments that may be required 	<ul style="list-style-type: none"> From Year 3 of the Construction Works stage, engage with emergency services providers to plan for the Operations stage, including provision of ready access to train schedules for QPS, QFES, QAS and a protocol defining appropriate and coordinated responses and communication in the event of accidents and other emergencies Undertake annual review of the emergency response procedures during construction, and annual review during the first three years of operation
Increased demand for health services	DDHHS, DD&WM PHN, local health service providers and residents	<ul style="list-style-type: none"> To reduce demands on local services during construction, ARTC or its Contractor will: <ul style="list-style-type: none"> Provide advance notice of the construction program and scheduled workforce build up to the DDHHS and the DD&WM PHN, to enable forward planning for any service adjustments that may be required Plan for workforce access to paramedic services from the commencement of construction, to manage minor health issues at non-resident workforce accommodation facilities and major worksites, and develop health and wellbeing programs focused on physical and mental health. Develop, maintain and implement COVIDSafe Hazard and Risk Control system and management practices for the Project Engage with air evacuation services to confirm commercial arrangements for provision of evacuation services between work sites and hospitals 	<ul style="list-style-type: none"> The Contractor will: <ul style="list-style-type: none"> Provide access to paramedic services Provide workplace health and safety services including health promotion programs Ensure personnel are made aware of the need to attend to routine health issues while they are off roster, minimising use of local health services Encourage use of telehealth appointments with their own health practitioners, where appropriate Enable delivery of on-site mental health programs Implement COVIDSafe Hazard and Risk Control system and management practices for the Project

Impacts addressed	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
			<ul style="list-style-type: none"> As part of quarterly consultation with Queensland Health, ARTC will monitor impacts on local health services If undue strain on local health services is identified to be attributable to the Project, ARTC will work with Queensland Health and DD&WM PHN to implement appropriate measures that may include funding additional health services and programs at non-resident accommodation camps, or contract arrangements with local or remote health service providers
Potential for increased demand on community services	DTATSIPCA, ARTC and community organisations	<ul style="list-style-type: none"> ARTC will: <ul style="list-style-type: none"> Continue its Community Sponsorships and Donations Program that provides grants to community organisations that offer services and manage community facilities Continue its mental health partnership delivering service support in potentially affected communities Consult with Community Advisory Networks (representing health, emergency and education services) in planning the Project's investments in community projects Consult with DTATSIPCA to identify any Project-related stresses on local services, and if stresses on services are identified, enable a cooperative response to community needs between DTATSIPCA, ARTC and community organisations 	<p>The Contractor will:</p> <ul style="list-style-type: none"> Ensure that community services and facilities in the potentially impacted communities are aware of the construction program, and are provided with regular updates about road closures and roadworks, to allow community members to plan their travel to minimise delays Consult with DTATSIPCA annually to identify any Project-related stresses on local services, and if stresses on services are identified, enable a cooperative response to community needs between DTATSIPCA, ARTC and community organisations Meet with GRC and TRC to involve them in monitoring SIMP outcomes as detailed in Section 8.7, and in developing any corrective actions to minimise impacts on services

Impacts addressed	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
Impacts on community wellbeing due to changes to amenity, character, cohesion or environmental qualities	Yelarbon, Millmerran, Inglewood, Pittsworth, Brookstead, Pampas, Gowrie and Southbrook communities	<ul style="list-style-type: none"> ARTC and/or the Contractor will work with GRC, TRC, community members and stakeholders in the Yelarbon, Inglewood, Millmerran, Pampas, Brookstead, Pittsworth, Southbrook and Gowrie Junction communities to develop a Community Wellbeing Plan that identifies projects to increase opportunities for community participation, and focuses on community amenity, cohesion and character (Section 8.5.6) ARTC and/or the Contractor will: <ul style="list-style-type: none"> Establish consultative arrangements that are accessible to all residents living near the Project footprint Provide information to communities about how noise, dust and traffic delays from the Project will be minimised Develop targeted rail and road safety programs including a traffic demand management campaign to inform community members on the proposed construction works, effects on the local road network, construction traffic routes, workforce conduct policies and how to contact Project personnel in the event of any concerns, for delivery to local schools, local young people and communities in the SIA study area Implement the Complaints Handling Management Procedure and the Contractor's complaints management procedure (Section 8.2.6) ARTC is sponsoring independent monitoring of community values and experiences of liveability, cohesion, wellbeing and related local issues, to support further engagement with local stakeholders 	<ul style="list-style-type: none"> ARTC and/or the Contractor will: <ul style="list-style-type: none"> Implement the CEMP including measures addressing impacts on landscape and visual amenity values, noise mitigation, air quality management and traffic management, to minimise impacts on community amenity and character Deliver communications strategies in the SIA study area regarding construction traffic routes, construction activities and sites, the Project's workforce conduct policies, and how to contact the Project in the event of any concerns ARTC and/or the Contractor will enable the involvement of vulnerable community members in Project engagement and social investment opportunities, by: <ul style="list-style-type: none"> Encouraging and supporting the participation of Indigenous community members, local seniors, young people, people with disability and migrants in Project engagement, through targeted information to community groups, inclusive messaging and broadly accessible information Consulting with existing local and regional networks that involve vulnerable community members, to enable the involvement of community members in social investment (e.g. Community Sponsorship and

Impacts addressed	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
		<ul style="list-style-type: none"> ARTC will provide funding through the Community Sponsorship and Donations Program to community organisations in potentially impacted communities that can facilitate activities, events and networks that support town amenity, community cohesion and sense of place ARTC will continue to work with all tiers of government and landowners regarding the provision of sustainable water sourcing and water allocations/ entitlements 	<p>Donations process and Community Wellbeing Plan initiatives)</p> <ul style="list-style-type: none"> Pending agreement with TRC/GRC as appropriate and the results of engagement with local community members, ARTC and/or the Contractor will provide enhanced planting and habitat creation to benefit the local community and support health and wellbeing, for example streetscape strategies within the vicinity of the Project alignment and street tree planting within the settlements of Yelarbon, Brookstead and Pittsworth ARTC and/or the Contractor will engage with GRC, TRC and potentially impacted communities to identify and implement or support initiatives to: <ul style="list-style-type: none"> Deliver community development programs with residents near the Project footprint and in potentially impacted communities, including community events and activities to support community cohesion Mitigate changes to local amenity and character e.g. through upgrades to parks, streetscapes and/or community facilities Contribute to Yelarbon streetscape projects initiated by the Yelarbon community e.g. through planting and other measures to be agreed with GRC ARTC and/or the Contractor will implement targeted rail and road safety programs including a traffic demand management campaign

Impacts addressed	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
			<ul style="list-style-type: none"> ARTC will ensure that the Contractor has appropriate complaints mechanisms that ensure fast and effective resolution to any issues experienced An independent Community Relations Monitor will facilitate discussions between the ARTC and the Contractor and affected entities about mitigation measures as required by either the ARTC or affected entity ARTC or the Contractor will provide air quality monitoring mechanisms (e.g. dust deposition gauges or testing of water tanks) if residents living adjacent to the Project footprint identify health concerns regarding dust Complaints about issues such as noise, dust or lighting will be investigated and mitigated through reasonable and practicable measures if not compliant with the regulatory requirements and ARTC's environmental management plans
Potential for construction or operational noise to affect sleep	Sensitive receptors	<ul style="list-style-type: none"> Sensitive receivers located on land within the Project's permanent footprint would be acquired to enable construction of Project. The Contractor will: <ul style="list-style-type: none"> Develop and implement a Noise and Vibration Management Plan as part of the CEMP Confirm the proximity of sensitive receptors to the finalised location of laydown areas and other construction facilities and re-assess the predicted noise and vibration levels from these activities 	<ul style="list-style-type: none"> The Contractor will: <ul style="list-style-type: none"> Implement the Noise and Vibration Management Plan with the aim of achieving compliance with adopted construction noise and vibration criteria Provide regular information to residents and occupants within 2 km of the Project footprint to enable them to understand the likely nature, extent and duration of noise and vibration impacts during construction, including construction progress and upcoming activities particularly when noisy, potentially

Impacts addressed	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
		<ul style="list-style-type: none"> – Communicate the results of refined construction noise and vibration modelling and noise mitigation measures to the owners and occupants of sensitive receptors – Investigate rail noise treatments at Brookstead, Yelarbon and Pittsworth ▪ The Project's detailed design will aim to achieve the operational noise and vibration criteria identified by the noise and vibration assessment 	<ul style="list-style-type: none"> – dusty or vibration-generating activities are planned – Provide details of the Contractor's and ARTC's complaints handling management procedure to residents within 2 km of the Project footprint to enable them to notify the Project of issues during construction, and seek resolution of their complaint – In consultation with landowners, the Contractor will confirm noise mitigation measures for properties where noise exceedances during operation are predicted, and implement feasible and reasonable measures to reduce operational railway noise impacts including at-property measures such as architectural property treatments and upgrades to property fencing, investigated in consultation with affected landowners ▪ ARTC will maintain the availability of its Complaints Handling Management Procedure during the Project's operation
Stress or anxiety affecting mental health	Directly affected landowners, other community members, DDHHS, Queensland Health, DD&WM PHN	<ul style="list-style-type: none"> ▪ ARTC has established a program-wide mental health partnership with independent specialist services to support the mental wellbeing of community members in impacted communities ▪ ARTC and/or the Contractor will: <ul style="list-style-type: none"> – Disseminate accurate, transparent and accessible information about the Project to the community, including information about the land acquisition process and EIS outcomes 	<ul style="list-style-type: none"> ▪ ARTC will: <ul style="list-style-type: none"> – Continue to implement the mental health partnership to provide access to mental health support (and referral as required) for local residents – Engage proactively with Queensland Health and QPS to ensure they are well informed about the Project and are aware of additional resources that may be available through the

Impacts addressed	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
		<ul style="list-style-type: none"> – Continue consultation with landowners whose properties are directly affected by the Project footprint or by the potential for increased flooding, to identify management measures that will reduce impacts on the use and amenity of their properties, and the safety of humans and stock ▪ Establish and maintain a monitoring program of changes to levels of physical, mental and social wellbeing in the community in cooperation with the Councils, DDHHS and/or DD&WM PHN, including independent monitoring sponsored by ARTC ▪ Provide training for Inland Rail staff working with impacted landowners and their families regarding mental health and referral to services 	<p>Project to support mental health in the affected communities</p> <ul style="list-style-type: none"> – Work with the DD&WM PHN in refining its mental health partnership projects to be delivered within the SIA study area – As part of pre-operational communication strategies, provide accurate information to potentially impacted communities about wait times at level crossings, to reduce potential for stress

8.6 Local business and industry

This sub-plan addresses the potential for Project impacts on local businesses including farms, agribusinesses and tourism-related businesses, and describes ARTC's commitments to ensuring that local and regional businesses benefit from the Project.

8.6.1 Impacts on farms and agribusinesses

The Project will require acquisition of agricultural land that may affect the operation of farms, including loss of productive land, disturbances to farm infrastructure such as fences, sheds, dams and bores, and changes to cross-corridor connectivity. Impacts such as severance or loss of land area may affect the operations of these businesses, and therefore farmers' or business owners' livelihoods. This will be considered in the terms of the land acquisition and compensation agreements, and through property-specific management measures developed in consultation with landowners.

ARTC is committed to ongoing cooperation with all directly affected landowners to minimise impacts associated with the Project. ARTC is also consulting with landowners whose land is located adjacent to the Project footprint, to identify and address any impacts on property access, the potential for noise impacts or changes to cross-corridor connectivity, including the potential for cumulative environmental impacts on properties. This will include regular engagement to identify any unexpected impacts on agricultural operations, to support identification and implementation of any corrective actions required.

In response to stakeholder inputs, ARTC has proposed the Millmerran Alternative Alignment, which avoids impacts on DA Hall and Co infrastructure and their piggery and poultry farm operations, which are large local employers.

ARTC also consulted with the owners of the Yarranbrook (Whetstone), D M Fletcher (Bringalily), R Sydney and KM Stevens (Millwood) and Tandrielle feedlots, to refine the Project alignment to minimise impacts on the feedlots' infrastructure and operations. This included extensive engagement regarding the Project alignment along Millmerran-Inglewood Road. As a result, impacts on employment opportunities associated with these businesses are expected to be negligible.

Land acquisition for the Project would result in the loss or relocation of three grazing operations, one cropping farm, two transport businesses and a welding business within the Toowoomba LGA. This would be disruptive and may be distressing for some landowners. Compensation for the loss of premises and associated costs as specified in the AL Act will be payable.

Based on ARTC's consultation with landowners, ARTC does not currently anticipate land acquisition that would result in the closure of any businesses in the Goondiwindi LGA.

GrainCorp has sites along the Project corridor at Yelarbon and Brookstead, with the corridor skirting the GrainCorp site at Yarranlea. The Project's reference design includes connecting to existing sidings at GrainCorp silos, which will facilitate faster transport of grain to market.

As noted in EIS Appendix AC: Proponent Commitments, ARTC will work with individual landowners to accommodate the continuation of current property management activities and access across properties, where possible, in the detailed design and construction methodology. Individual property treatments will be developed in consultation with landowners/occupants, with respect to the management of construction on, or immediately adjacent to, private properties. The treatments will detail any required adjustments to fencing, access, farm infrastructure connectivity or relation of impacted structures, as required. The Project's reference design also specifically addresses impacts on key GrainCorp silos and feedlots that are closely related to local farms' supply chains.

As noted within EIS Appendix AC: Proponent Commitments, an independent Community Relations Monitor will be appointed to provide support to communities and stakeholders that are facing change due to Inland Rail, and to address key issues during construction and associated mitigation measures.

The above measures will reduce the potential for operations to be significantly disrupted or reduced and would therefore reduce impacts on farmers' livelihoods or the availability of farm employment. There may be potential for the loss of employment for farm workers, however this is unquantifiable.

During operations, ARTC's community liaison and complaints management mechanisms will be available to all businesses (and other stakeholders) to enable resolution of any issues relating to access, noise, dust or unanticipated impacts.

8.6.2 Impacts on town-based and tourism businesses

During construction, impacts on the amenity of or access to businesses would be managed through the measures outlined in relevant section of the Project Draft Outline Environmental Management Plan (e.g. noise and vibration management measures, traffic management measures and regular communication between ARTC and affected stakeholders). There is potential for construction noise to impact on the amenity of businesses in the towns of Yelarbon, Brookstead, and Pittsworth, principally retail and hospitality businesses. Businesses where exceedances of operational railway noise criteria were predicted include Yelarbon Post Office, Brookstead Post Office, two buildings with office usage in Brookstead and one building with office usage in Yelarbon. The Project includes investigation of concept noise barriers in Yelarbon, Pittsworth and Brookstead to mitigate predicted exceedances of operational rail noise criteria during the Detailed Design stage.

There is little potential to affect the amenity of business in other town centres. ARTC will consult with businesses within towns where construction noise or traffic disruptions could affect their amenity and consider their feedback in finalising plans for works near their businesses. Where nightworks are proposed, ARTC's Contractor will consult nearby businesses who may be affected (as identified in Section 7.5.2) prior to works occurring, and consider any specific needs they identify (e.g. high occupation or visitation periods). Engagement with Yelarbon, Inglewood and Millmerran businesses will also be undertaken to enable them to gauge the need to increase their offerings in relation to personnel's potential expenditure with local businesses.

ARTC will also consult with businesses along the Project corridor where property accesses or road connections may be disrupted or exceedances of noise criteria are expected, to explain the result of EIS studies, as relevant, and work with business operators to reduce the potential for impacts on their amenity.

When the Project's detailed design is confirmed, ARTC will consult with tourism-related businesses located within 10 km of the Project to ensure there is a shared understanding of how road works, changes to the road network or noise/vibration may affect tourism-related businesses. Temporary access arrangements supporting road access to tourism sites and major events will be agreed with DTMR and local Councils as is the standard approach normally adopted by linear transport projects. If consultation indicates the potential for road works or other construction activities to deter tourists, ARTC will work with local Chambers of Commerce, tourist information centres and the Goondiwindi and Toowoomba Regional Councils to develop a strategy to support tourism marketing campaigns to benefit affected tourism businesses.

Vary Agricultural Services (Vary) is located south of Brookstead, adjacent to the Project footprint, providing bulk transport services including a weighbridge which is sensitive to vibrations. The Project will further investigate the potential for impacts based on weighbridge plans which Vary will supply, to identify and implement detailed design and construction management measures to avoid impacts on the

weighbridge's operation. ARTC will also incorporate dust management procedures and biosecurity (weed management) practices during construction to minimise the potential for any contamination impact.

ARTC has engaged with DAF to confirm their requirements and potential impacts of the Project on State forest resources and is working with DAF to mitigate impacts on forestry operations. ARTC will also consult with the QBA and DAF regarding maintenance of honey producers' access to the State forest while Project construction is active in the Bringalily and Whetstone State Forests.

If several major projects are constructed concurrently, there is potential for their cumulative requirements to draw labour away from local businesses. ARTC and the Contractors training initiatives are expected to increase workforce skills and capacity, not just for Inland Rail, but also for other industries, which may offset this impact. There is also potential for businesses in the SIA study area to benefit from Project supply opportunities, which may also offset any impacts of labour draw.

For the operational period, impacts will be managed through the implementation of the imposed conditions to the Project's EIS evaluation, ARTC's operational management standards and engagement with local businesses where required to address any noise issues affecting their amenity.

8.6.3 Local and Indigenous business participation

In accordance with the *Australian Jobs Act 2013*, ARTC has prepared an AIP Plan for the Inland Rail Program which identifies how Australian entities, particularly businesses operating within the Goondiwindi, Toowoomba and nearby LGAs, will be provided full, fair and reasonable opportunity to bid to supply goods and services to the Project. ARTC is also committed to ensuring that Indigenous businesses, including those operating within the SIA study area, are identified and encouraged to participate in the Project's supply chain.

In recognition of stakeholders' expectations, and to ensure local business benefit from the Project, ARTC has developed subgroups to further categorise and define the geographical boundaries of what constitutes local, as discussed in Section 8.3.1, and will report on local supplier participation from within the Goondiwindi and Toowoomba LGAs, as well as at regional, State and national level.

The majority of supply opportunities for businesses will be with ARTC's Contractor and their supply chains, not directly with ARTC. Tenderers for Project construction will be made aware of the need to engage local businesses and required to ensure they have a full, fair and reasonable opportunity to tender.

The Project's tendering process for the construction contract enabled competitive negotiation of local procurement targets, incentivising the bidders to maximise local benefits. Inland Rail's tender assessment criteria include local and First Nations participation as a key element of all construction tender assessments.

The Project will ascribe to:

- A minimum benchmark of 3.0 per cent Indigenous procurement, i.e. at least 3.0 per cent of the value of the Contractor's Australian supply chain must be subcontracted to Indigenous enterprises, on average over the initial term of the contract
- An aspirational target of 15.0 per cent of the value of Project procurement to be spent with businesses that are located within the SIA study area.

During the contracting and procurement process, ARTC and its Contractor will agree Project-specific targets for procurement with local and Indigenous businesses, and actions/initiatives the Contractor will deliver to maximise local and Indigenous businesses participation. Targets and actions will take into account legal and commercial requirements, as well as local business capability, capacity and interest in

participation. ARTC will request its Contractor to consider criteria including that 'local businesses' are those trading from a street address located in the Project Area or Region.

In evaluating the Contractor's targets, ARTC will also consider the aspirational target identified in the Queensland Procurement Policy (Department of Energy and Public Works, 2021) to source at least 30 per cent of procurement by value from Queensland small and medium enterprises.

ARTC is engaging with the Contractors regarding acceptable standards for subcontracting, and will also work with small businesses to provide information about how to engage with major contractors.

Articulation of commitments through supply chain

A key requirement in delivering upon the Inland Rail Program's commitments is to ensure that ARTC commitments cascade through the supply chain and contractors understand their requirements.

ARTC will work with its various service providers, consultants and contractors in their implementation of the AIP Plan. As part of implementing the AIP Plan, ARTC expects that its Contractor and operators will:

- Ensure that commitments made within the Inland Rail AIP Plan are implemented by the supply chain
- Prepare an Industry Participation Plan during the tender stage for implementation during construction
- Implement a clear and efficient process for businesses to source information about the Project and potential supply opportunities, and to register their interest
- Ensure all procurement entities have a detailed understanding of business capability/capacity of the study area and region before seeking bids to supply
- Ensure design specifications take account of Australian standards and, where international standards shall be used, provide avenues for Australian entities to identify how they can comply
- Adopt a policy that all purchases will include consideration of at least one competitive local and/or Indigenous business, where local/ Indigenous businesses have proven capability
- Include local and Indigenous content criterion and clauses in project procurement processes and contract documents
- Report on local and Indigenous industry participation outcomes.

The Project's accommodation providers will also be required to ensure that tendering opportunities for supplies and services to non-resident workforce accommodation facilities are made available to local businesses.

Construction contractors and their supply chains are contractually obligated to periodically report to ARTC on their achievement against local and Indigenous business participation targets and implementation of actions/ initiatives. The Contractor will be required to demonstrate compliance with the Inland Rail AIP Plan and *Australian Jobs Act 2013* requirements. Contractors will also be required to prepare and submit to ARTC an AIP Compliance Report every three months in the format prescribed by the AIP Authority.

Capacity building with local and Indigenous businesses

The SIA study area and adjacent LGAs have significant existing capacity for involvement in major construction projects, however ARTC acknowledges that small businesses need time to upskill and prepare to tender for major projects, and has started preparing local businesses to tender for the Project.

Inland Rail's AIP Plan and Sustainable Procurement Strategy (see below) will maximise the involvement of businesses with existing capacity, and include a focus on building local businesses' capacity, to

increase the number of businesses in the SIA study area that can successfully compete for Project supply opportunities.

This will increase employment opportunities for workers and jobseekers in the SIA study area.

Delivery of ARTC's Business Capability Development Program provides local and Indigenous small to medium enterprises and social enterprises located along the Inland Rail alignment with access to workshops, presentations and mentoring support aimed at improving their understanding of how to supply to Inland Rail. The program helps businesses:

- Prepare a business capability statement
- Create a business profile on ICN Gateway and register their interest in supply opportunities
- Improve their approach to tendering
- Understand Health, Safety and Environment requirements
- Effectively manage their contracts.

Early business capability development available to businesses in the SIA study area has included:

- From September to December 2020, ARTC conducted eight workshops on developing capability statements including two workshops in Toowoomba (one specific to Indigenous business), and two workshops in Goondiwindi. A planned workshop in Millmerran did not proceed due to no responses being received. In all, the eight workshops included 114 participants representing 100 businesses, including 19 Indigenous businesses and eight Social Enterprises
- One-on-one mentoring was made available over several months to participants of Business Capability Workshops
- Free business sustainability webinars are available online at any time, to help suppliers build sustainability capacity and be more competitive
- Four workshops within the SIA study area (in Goondiwindi, Inglewood, Pittsworth and Toowoomba) during September and October 2022 in partnership with ICN Queensland, to provide businesses with an understanding how to communicate information about their business to buyers from major projects, and register their interest in supply opportunities.

ARTC also participated in a working group planning the National Launch of Indigenous Business Month in Toowoomba and Roma in October 2021, in cooperation with stakeholders including DSDILGP and DSDATSIP. This included an official launch, networking events, a 'Meet the Buyers' event, a showcase of Indigenous businesses and an Indigenous Artisans Market staged throughout the month.

ARTC is working with Traditional Owners to ensure that they and other Indigenous community members benefit from Project employment and business supply opportunities, which to date has included:

- Information exchange regarding Indigenous businesses and the supplies and skills that the Contractor require
- A capacity building workshop to assist Indigenous businesses to understand supply opportunities and contractors' requirements, and develop capability statements
- Support for a Youth Summit in Goondiwindi to communicate information about the Project and employment opportunities to young people
- Facilitating a two day workshop with BNTAC including discussion of Project supply requirements and the availability of capacity building programs through ARTC and other agencies.

- Facilitating a meeting between BNTAC and the Contractor as the commencement of their relationship.

ARTC is also:

- Engaging with DESBT and DSDILGP to identify programs which will support individuals and Indigenous businesses to be ready for opportunities associated with supply of goods, services, materials and labour to Inland Rail Projects
- Engaging with DSDILGP and the Industry Capability Network to collaborate on business capacity development in the SIA study area to prepare small to medium businesses to participate in major projects, including Inland Rail
- Working with DITRDCA to align Project initiatives with DITRDCA regional development initiatives
- Planning to collaborate with the Department of State Development, Infrastructure, Local Government and Planning – Regional Economic Development South prior to Project evaluation, to support industry capability development and post-evaluation business engagement.

Capacity building programs that will be delivered as part of the AIP Plan, and within the Inland Rail Skills Academy, include:

- Providing advance notice of supply opportunities through TSBE and Chambers of Commerce, and to businesses who have registered their interest in Inland Rail through the Inland Rail portal and/or ICN
- Working with supplier advocates to promote supply opportunities and identify capable local suppliers
- Hosting and/ or participating in supplier briefing and networking events
- Collaborating with government and industry stakeholders to develop and implement training and mentoring support that builds business capability
- Providing support to local and Indigenous businesses and social enterprises that enables them to understand the requirements of supplying to Inland Rail
- Providing formal feedback to suppliers that are unsuccessful in prequalification and/or tendering.

Local and Indigenous business participation will be tracked and reported as part of the SIMP annual report.

Sustainable Procurement Policy

ARTC will implement Inland Rail's Sustainable Procurement Policy (ARTC, 2020) for the Project. The Sustainable Procurement Policy (available at <https://inlandrail.artc.com.au/inland-rail-sustainable-procurement-policy/>) aims to maximise the involvement of businesses, and includes a focus on building local businesses' capacity, to increase the number of businesses in the SIA study area that can successfully compete for Project supply opportunities.

Inland Rail is committed to working with current and future suppliers to achieve:

- Targets, capability development and transferrable skills pathways for local and Indigenous businesses, individuals and social enterprises
- Maximised opportunities for procurement from local and Indigenous businesses and social enterprises across Inland Rail program and projects
- Cultural understanding and positive engagement with Traditional Owners
- An Infrastructure Sustainability Council of Australia 'excellent' program-wide rating
- Incorporation of Total Cost Ownership and Life Cycle Cost considerations in relevant tenders

- Innovation and implementation of technologies, processes and options that significantly reduce water, energy and waste during Detailed Design, Construction Works and Operations stages
- Quality data management practices and reporting of outcomes.

The Sustainable Procurement Policy commits that environmental, community and economic considerations will be embedded in the procurement process and ARTC will, wherever possible:

- Require suppliers to provide details of their environmental and sustainability policies and implementation during the tender stage
- Apply sustainability metrics to the evaluation of tenders received (environmental, social and economic considerations)
- Choose suppliers and products with demonstrable positive environmental and social impacts
- Support procurement from local and indigenous businesses and suppliers
- Procure products and encourage our suppliers to procure products that have recognised environmental labels or are from sustainable supply chains
- Commit to continuous improvements by reviewing procurement outcomes and reviewing and updating the policy and appropriate procedures
- Communicate the policy to the public.

8.6.4 Business and industry opportunities development

The Inland Rail Program is a nationally significant transport initiative and will provide a high-capacity freight link between Melbourne and Brisbane through regional Australia to better connect cities, farms and mines via ports to domestic and international markets.

The Inland Rail Business Case (ARTC, 2015) identified several benefits that would support regional economic development, including improved linkages and reduced distances travelled within the national freight network; improved access to and from regional markets; and reduced rail costs. It will also allow for improved reliability and greater certainty for freight travelling between Melbourne and Brisbane and anywhere within the Inland Rail alignment.

To assist regional businesses to prepare for Inland Rail once construction is complete, ARTC Interstate Network has a dedicated Business Development Manager to work with potential customers, rail freight owners, terminal owners and industry stakeholders. The Business Development Manager acts as a conduit to ARTC to support businesses as they consider rail solutions for their operations and has a dual focus: to explain and inform businesses how Inland Rail and ARTC's network will work, and to work with businesses and industry one-on-one, to understand where there may be opportunities to put freight on rail when Inland Rail is operational.

The Inland Rail Business Case notes that Inland Rail would be a catalyst for complementary supply chain investments, including fleet upgrades, new metropolitan and regional terminals and integrated freight precincts, as well as the potential for creation of new and expanded regional industries. The Project may act as a significant catalyst for development within the SIA study area in relation to rail dependent industries, movement of agricultural commodities and/or support industries associated with transport, freight handling, warehousing and logistics.

8.6.5 Management measures

Table 8.13 provides the objectives, outcomes, performance management measures, ARTC commitments and management measures for mitigation of impacts on businesses and ensuring local and Indigenous business participation in the Project.

Table 8.13: Local business and industry

Local business and industry measures	
Objective	<ul style="list-style-type: none"> Minimise impacts on farming, agribusiness, tourism businesses and businesses in towns Maximise local awareness of the Project's supply opportunities and build relationships with local businesses to support their involvement in the Project Provide the framework for full, fair, and reasonable opportunity for local, regional and Indigenous businesses to participate in the supply chain and integrate this framework in construction tender requirements and contracts
Outcomes	<ul style="list-style-type: none"> Property-specific management measures agreed with landowners and business owners minimise impacts on agricultural businesses including farms and grazing operations Impacts of changes to traffic conditions, amenity or accommodation access on tourism businesses are identified and minimised where possible Businesses in the SIA study area are provided full, fair and reasonable opportunity to bid to supply goods and services to the Project, including non-resident workforce accommodation facilities The Project engages Indigenous businesses in its construction supply chain Any cumulative labour draw impacts on local business are identified to enable refinements to recruitment or training strategies
ARTC Commitments	<ul style="list-style-type: none"> The Project will ascribe to an aspirational target of 15.0 per cent of the value of Project procurement to be spent with businesses that are located within the SIA study area Project planning and procurement will be guided by a minimum benchmark of 3.0 per cent of the value of Project procurement to be spent with Indigenous businesses Disturbance/loss of agricultural activities or access to infrastructure (e.g. groundwater bores or irrigation infrastructure), and options to access areas within properties will be investigated in consultation with impacted landowners during detailed design Prior to construction works that could impact on access to water, alternative measures for stock access to watering points are to be finalised with the landowner and implemented Development and implementation of an AIP Plan focusing on opportunities for involvement by local business in construction and operation of the Project that involves identifying businesses within 125 km of the Project with potential capacity to supply the Construction Works stage, and engagement with local business to identify opportunities to develop and promote local business participation Engagement with DESBT and DSDILGP to develop business capacity building strategies ARTC will continue to engage with TSBE, chambers of commerce and local business groups/ associations ARTC will consider providing the Local Content Report to the Australian Industry and Skills Committee when developed

Local business and industry measures			
		<ul style="list-style-type: none">▪ Implementation of ARTC’s Sustainable Procurement Policy▪ Indigenous participation and local participation are included as key elements of construction tender assessments▪ ARTC will work with government stakeholders and local and Indigenous businesses to:▪ Build businesses’ capacity to participate in the Project’s supply chain through business development, mentoring and pre-qualification projects▪ Support Indigenous businesses to ensure they are prepared for and provided with opportunities to participate▪ Link training and development programs with other projects and local industries to provide the greatest regional benefit	
Local business and industry participation measures			
Impacts addressed	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
Impacts on agricultural businesses, including closure of private roads, land acquisition and disruption to land use or infrastructure	Directly affected landowners and nearby agricultural businesses	<ul style="list-style-type: none">▪ Impacts such as severance or loss of land area that may affect the operations of businesses, and therefore livelihoods, will be considered by the constructing authority in the terms of the acquisition agreements▪ Business owners whose operations would cease or be relocated as a result of Project land acquisition will be referred to business support or community support services if they indicate the need for assistance in adjusting to the changes resulting from land acquisition for the Project▪ ARTC and/or the Contractor will work with directly affected landowners to develop property-specific measures to mitigate potential impacts on farm and business operations, e.g.:<ul style="list-style-type: none">– Minimise disturbance/loss of agricultural activities– Minimise limitations on access to infrastructure– Appropriate property access and options to access areas within properties that would be severed, including alternative measures for stock access to watering points– Cooperative strategies that will reduce impacts on productivity and connectivity, including the design of level crossings on private roads	<ul style="list-style-type: none">▪ ARTC and/or the Contractor will maintain regular engagement with landowners and other business owners adjacent to the Project footprint (at least quarterly during the first year of construction or as agreed with landowners) to:<ul style="list-style-type: none">– Monitor the effectiveness of environmental and social impact mitigation measures– Identify any unexpected impacts on agricultural operations, to support identification and implementation of any corrective actions required▪ The Contractor will provide regular Project updates that forecast road works, road realignments and closures, and explain alternative routes to enable farmers and other businesses to plan their travel to minimise disruptions▪ Where private water sources are utilised for construction purposes, monitoring will be undertaken during extraction to ensure volumes and conditions stipulated by license requirements and/or private landowner agreements are met.

Local business and industry participation measures			
Impacts addressed	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
		<ul style="list-style-type: none"> ARTC and/or the Contractor will consult with landowners and ensure an appropriate level of access is maintained for agricultural businesses across and between properties directly affected by the Project to minimise impacts on the movement of stock, water, produce and equipment The Contractor will consult with stakeholders (including landowners/occupants) prior to construction in support of appropriate approvals and agreements for the extraction of water ARTC or the Contractor will engage with Vary Agricultural Services regarding specific management measures to mitigate any vibration impacts on Vary's weighbridge and/or air quality impacts The construction approach for Project components within the existing rail corridor will be confirmed through discussion with QR and other key stakeholders including GrainCorp to minimise impacts on grain haulage by rail. ARTC will work with Vary Agricultural Services to understand their weighbridge specifications and identify and implement detailed design and construction management measures which avoid impacts on the weighbridge's operation ARTC will incorporate dust management procedures and weed management practices during construction to minimise the potential for dust from Project works to contaminate Vary Agricultural Services products Where drawdown impacts are anticipated in bores that would not otherwise be decommissioned by the Project, ARTC will engage with each licenced user to determine and agree an appropriate mitigation approach 	

Local business and industry participation measures			
Impacts addressed	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
Impacts of changes to traffic conditions, amenity or accommodation access on tourism businesses	Owners of hotels, motels, cabin and van parks, cafes, bed and breakfasts, farm visit establishments, Chambers of Commerce, tourism associations	<ul style="list-style-type: none"> The Project will engage with businesses in the towns of Yelarbon, Brookstead and Pittsworth regarding potential for construction noise exceedances, interruption to business access or other impacts that may affect their trade, and consider their feedback in planning construction works in these locations Where nightworks are proposed in Yelarbon, Pittsworth or Brookstead, the Contractor will communicate with nearby businesses who may be affected (as identified in Section 7.5.2) prior to works occurring, and consider any specific needs they identify e.g. high occupation or visitation periods Measures to minimise adverse impacts on tourism businesses include: <ul style="list-style-type: none"> The Project footprint's avoidance of town centres, with the exception of Yelarbon, which is already located on the rail corridor Environmental management plans that support effective traffic management, noise management and air quality Provision of accommodation for non-resident workers to avoid displacing tourists from local accommodation Consideration of tourism businesses as sensitive noise receptors and provision of noise mitigation measures (where triggered) ARTC and/or the Contractor will consult with the Project's CRG, local Chambers of Commerce, tourism associations and tourism service providers in or near potentially impacted communities to: <ul style="list-style-type: none"> Explain the Draft OEMP measures that will mitigate impacts on amenity or road connections 	<p>The Contractor will:</p> <ul style="list-style-type: none"> Maintain regular engagement with local businesses to monitor the effectiveness of environmental management plans and strategies, and identify any corrective measures to improve amenity or connectivity for businesses Endeavor to schedule construction works with consideration to any potential traffic or noise impacts on major event venues Implement strategies to reduce or offset impacts on connectivity or scenic amenity during construction and/or operation Work with local Chambers of Commerce, tourist information centres and the Goondiwindi and Toowoomba Regional Councils to implement a strategy to mitigate potential impacts on tourism visitation through support for tourism marketing campaigns targeting potentially impacted communities and/or other projects agreed with stakeholders Subject to stakeholder consultation as part of developing the Community Wellbeing Plan, implement other initiatives that would support tourism include placemaking initiatives, cooperation and/or support for tourism initiatives such as trail development, and potential for workforce accommodation facilities to leave legacy values that would increase amenity and tourism potential

Local business and industry participation measures			
Impacts addressed	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
		<ul style="list-style-type: none"> – Identify any additional, feasible strategies that would reduce or offset impacts on connectivity or scenic amenity during construction and/or operation – Discuss relevant supply chain development to support Project construction – Identify the timing for major community events in potentially impacted communities that require consideration in the construction schedule with respect to noisy works or traffic disruption, and consult with DTMR and GRC/TRC as relevant regarding temporary road access requirements to identify measures that will reduce any impacts on event participants ▪ Working with local Chambers of Commerce, tourist information centres and the Goondiwindi and Toowoomba Regional Councils, ARTC and/or the Contractor will develop a strategy to ensure that potential impacts on tourism visitation are mitigated through support for tourism marketing campaigns targeting potentially impacted communities and/or other projects agreed with stakeholders 	
Traffic or amenity/use impacts on other businesses	Yelarbon business owners, Brookstead business owners, agricultural business owners adjacent to the Project	<ul style="list-style-type: none"> ▪ Where alternative access arrangements are required to maintain access to services and businesses during construction, these will be developed in consultation with relevant landowners/occupants ▪ ARTC and/or the Contractor will: <ul style="list-style-type: none"> – Engage with businesses that may experience noise exceedances, dust or disruptions to access to the business during construction or operation, to develop and implement feasible and effective mitigation measures to reduce impacts 	<ul style="list-style-type: none"> ▪ The Contractor will maintain regular engagement (at least quarterly) with Yelarbon business owners and agricultural business owners adjacent to the Project footprint during the first year of construction or as agreed with business owners) to monitor the effectiveness of environmental and social impact mitigation measures, and identify any unexpected impacts on agricultural operations that may affect employment opportunities, to support identification and implementation of any corrective actions required ▪ The Contractor will maintain communication strategies (e.g. websites, newsletter or project updates) to support

Local business and industry participation measures			
Impacts addressed	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
	footprint, potentially businesses in towns near the temporary project footprint	<ul style="list-style-type: none"> – Work with DAF to assist them to plan for early harvesting to maintain timber supply, ensure adequate access for bushfire management and forestry haul routes are maintained, and ensure lessee requirements are considered in the detailed design process – Consult with the QBA and DAF regarding maintenance of honey producers' access to the State forest while Project construction is active in the Bringalily and Whetstone State Forests 	awareness of changes to traffic conditions that may affect business access
Local and regional businesses' involvement in Project supply	Businesses in the SIA study area	<ul style="list-style-type: none"> ▪ Inland Rail's AIPP and Sustainable Procurement Strategy will maximise the involvement of businesses with existing capacity, and include a focus on building local businesses' capacity, to increase the number of businesses in the SIA study area that can successfully compete for Project supply opportunities ▪ The Project will ascribe to an aspirational target of 15.0 per cent of the value of Project procurement to be spent with businesses that are located within the SIA study area ▪ ARTC will consider aspirational targets identified in the Queensland Procurement Policy in evaluating Contractor's targets, including: <ul style="list-style-type: none"> – Procurement with Aboriginal and Torres Strait Islander businesses to three per cent of addressable spend by 2022 – Sourcing at least 30 per cent of procurement by value from Queensland small and medium enterprises ▪ ARTC will: <ul style="list-style-type: none"> – Require the inclusion of local and Indigenous content criterion and clauses in project procurement processes and contract documents 	<p>The Project will report on local and regional supplier participation as described in Section 8.6 including:</p> <ul style="list-style-type: none"> ▪ Project Area: LGAs that the alignment directly passes through (Toowoomba and Goondiwindi LGAs), with a particular focus on communities located near the alignment ▪ Region: LGAs outside the Project Area, but within 125 km radius of the Project Area <p>The Contractor will:</p> <ul style="list-style-type: none"> ▪ Continue consultation with local and regional businesses to ensure they have access to current information about the Project ▪ Implement a clear and efficient process for businesses to source information about the Project and potential supply opportunities, and to register their interest ▪ Implement capacity building strategies identified in cooperation with stakeholders during the Detailed Design stage

Local business and industry participation measures			
Impacts addressed	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
		<ul style="list-style-type: none"> – Ensure tenderers for construction contracts set appropriate targets to utilise local and Indigenous businesses – Request its Contractor to consider criteria including that 'local businesses' are those trading from a street address located in the SIA study area – In consultation with Councils, identify and invite the participation of social enterprises in business capacity building programs – Engage with businesses in Yelarbon, Inglewood and Millmerran to enable them to gauge the need to increase or diversify their service offering to benefit from proximity to non-resident workforce accommodation facilities – Provide local business briefings in Goondiwindi, Yelarbon, Inglewood, Pittsworth, Millmerran and Toowoomba, to promote supply opportunities ahead of the Construction Works stage, and provide information about how to engage with major contractors and how to protect their rights – Continue to engage with DSDILGP, TSBE and the Industry Capability Network to collaborate on business capacity development in the SIA study area to prepare small to medium businesses participate in major projects – Continue to engage with DITRDCA to align Project initiatives with DITRDCA regional development initiatives ▪ ARTC and/or the Contractor will liaise with the following stakeholders to identify local business capacities relevant to the Project's supply chain: <ul style="list-style-type: none"> – GRC and TRC, including seeking Council lists of local suppliers 	<ul style="list-style-type: none"> ▪ Promote government services and programs which are available to businesses considering investment in related projects ▪ Ensure that tendering opportunities for supplies and services to non-resident workforce accommodation facilities are made available to local businesses ▪ Monitor and report on involvement of local businesses in line with AIP Plan requirements and ARTC's Sustainable Procurement Policy (Section 8.6.3)

Local business and industry participation measures			
Impacts addressed	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
		<ul style="list-style-type: none"> – DITRDCA – RDA – TSBE and Chambers of Commerce in the Goondiwindi and Toowoomba LGAs – Aboriginal parties (Bigambul People, Western Wakka Wakka People and others as identified) ▪ DTATSIPCA The Contractor will: <ul style="list-style-type: none"> – Communicate pre-qualification requirements to businesses in the Goondiwindi and Toowoomba LGAs to allow local and regional businesses to achieve the relevant requirements – Engage with major contractors as part of contractual processes regarding acceptable standards for subcontracting and inclusion of local and regional businesses in tendering opportunities – Provide a clear and efficient process for businesses to seek information about opportunities and register their interest in Project supply 	
Indigenous businesses' involvement in Project supply	Indigenous businesses, Traditional Owners, DTATSIPCA	<ul style="list-style-type: none"> ▪ ARTC and/or the Contractor will: <ul style="list-style-type: none"> – Complete a scan of Indigenous businesses in the SIA study area that could service the Project – Engage with DTATSIPCA, Traditional Owners and Indigenous businesses to identify businesses that have capacity for involvement in the supply chain or would benefit from capacity building programs – Develop an Indigenous business register for use by the Contractor 	<ul style="list-style-type: none"> ▪ ARTC and/or the Contractor will deliver the Indigenous business capacity building programs and supply chain involvement initiatives agreed during the Detailed Design stage. ▪ Indigenous and local business participation will be monitored and reported as part of the SIMP annual report.

Local business and industry participation measures			
Impacts addressed	Stakeholders	Detailed Design	Pre-Construction Activities and Early Works and Construction Works
		<ul style="list-style-type: none">– Cooperate with BNTAC and DTATSIPCA to identify traditional owner and local Indigenous businesses who could be invited to participate in capacity building programs– Invite Indigenous businesses to participate in business community briefings– In consultation with DTATSIPCA and DESBT, develop a capacity building program for Indigenous businesses who wish to tender for Project opportunities	

8.7 Social Impact Management Plan monitoring, review and reporting

The purpose of SIMP monitoring is to:

- Track and enable reporting on delivery of measures that mitigate social impacts or increase community benefits
- Collect data on the effectiveness of mitigation and benefit enhancement measures
- Support identification of corrective actions to improve the effectiveness of management measures.

8.7.1 Monitoring and stakeholder involvement

The monitoring framework for community and stakeholder engagement is provided in Section 8.2.7, in compliance with the SIA Guideline (DSDILGP, 2018). Table 8.14 provides the monitoring framework for the workforce management, housing and accommodation, health and community wellbeing and local business and industry sub-plans and includes:

- Impacts addressed
- Desired outcomes and performance measures
- Monitoring mechanisms
- Monitoring frequency during construction.

As part of establishing the SIMP monitoring framework, ARTC will analyse ABS 2021 Census of Population and Housing data and other data such as that provided by SQM Research and the NSC, to identify any changes in key indicators (e.g. housing availability and labour force conditions), to provide the basis for assessing changes of relevance to social impacts and benefits. The terms of this review of will be agreed with the Coordinator-General prior to commencement of pre-construction works.

As detailed in Table 8.14, monitoring and reporting will be a joint responsibility between ARTC and Contractor, with the Contractors to collect data to report on the delivery and outcomes of each sub-plan.

Proposed roles for TRC and GRC in SIMP development, implementation and monitoring include:

- Involvement in the development of the Community Wellbeing Plan and the draft Accommodation Management Plan
- Cooperation in joint initiatives with ARTC
- Requests for provision of feedback six monthly during construction on:
 - The results of initiatives to offset impacts on amenity, character and cohesion
 - Any Project use of housing short-term accommodation
 - Local procurement outcomes.
- Review of annual SIMP reports
- Participation in annual SIMP reviews
- Participation in independent review of the SIMP at the end of Year 1, prior to commissioning and during Year 3 of operations.

Proposed roles for CRG members in monitoring include:

- Receiving reports on SIMP implementation at each CRG meeting, and on AMP implementation on a six monthly basis, for their feedback

- Providing feedback on the effectiveness of community and stakeholder engagement measures at each CRG meeting
- Receiving and providing feedback on annual SIMP reports
- Participation in annual SIMP reviews.

ARTC will also monitor landowner satisfaction with engagement outcomes, feedback received from community members through various communication channels, and complaints, to identify any issues that need to be addressed as part of SIMP reviews.

8.7.2 Reporting

ARTC will track SIMP implementation and review performance measures quarterly (where information is available), to facilitate continual improvement of strategies and practices.

SIMP implementation will be reported to the CRG at each meeting and a report against performance measures will be presented to the CRG, TRC and GRC annually during construction. A requirement to report to the Coordinator-General on SIMP implementation is also anticipated as a requirement of the Project's approval.

8.7.3 SIMP Review

ARTC will analyse ABS Census of Population and Housing data and relevant datasets such as the NSC's Small Area Labour Market data and SQM Research's housing market data to identify any changes in key indicators (e.g. dwelling numbers, workforce availability and housing conditions), to provide the basis for assessing changes of relevance to social impacts and benefits. The terms of this data review will be agreed with the Coordinator-General prior to commencement of construction works.

ARTC will review the SIMP annually during the Construction Works stage, and where necessary update it based on monitoring results, including stakeholder feedback. This will include a process for reviewing social impact management and benefit enhancement measures to assess whether they are still appropriate, and whether any new issues or initiatives have emerged that should be included in ongoing mitigation measures and/or monitoring.

Annual SIMP reviews will include consultation with TRC, GRC and the Project's CRG. Reports on the annual SIMP review will be provided to the Coordinator-General, TRC, GRC and the Project's CRG during the Construction Works stage, including performance against the SIMP and any changes to the SIMP as a result of the review.

A review of the SIMP and its implementation will be undertaken by an independent third party at the end of Year 1 of construction and prior to commissioning the Project. These reviews will include consultation with TRC, GRC, landowners adjacent to the Project footprint, community members and Queensland government agencies. The independent SIMP reviews will identify the effectiveness of SIMP strategies, and any changes that need to be made to the SIMP to ensure ongoing effectiveness.

The monitoring program will be reviewed prior to operations, revised to recognise the completion of construction and implemented as relevant for the Operations stage.

The SIMP for operations (as outlined in Section 8.1.4) will be developed during the final year of construction and will be implemented during the first three years of operation. The SIMP will be reviewed annually during the first three years of operations, including consultation with TRC and GRC. Any need for a SIMP following Year 3 of operations will be identified in consultation with Coordinator-General.

Community and stakeholder engagement strategies will be reviewed and if necessary updated on an annual basis during the first three years of operation.

Table 8.14: Social monitoring framework

Impacts/benefits addressed	Outcomes	Performance Measures	Monitoring Mechanisms	Monitoring Frequency (during construction)
Workforce management				
Local employment opportunities	<ul style="list-style-type: none"> The construction workforce includes personnel living within 125 km of the Project, with a particular focus on providing opportunities for residents in potentially impacted communities 	<ul style="list-style-type: none"> Number and percentage of Project construction personnel from the SIA study area, in line with targets agreed between ARTC and the Contractor, aspiring to a benchmark of 15.0 per cent employment from within the SIA study area 	<ul style="list-style-type: none"> The Contractor will maintain a construction employment register recording employees' postcodes. The Contractor will report progress towards agreed targets to ARTC on a six monthly basis ARTC will provide Councils with regular access to local employment numbers Employment numbers will be reported as part of each annual SIMP report 	<ul style="list-style-type: none"> Number and percentage of local employees, monitored quarterly in line with targets
Indigenous employment opportunities	<ul style="list-style-type: none"> Bigambul People, Western Wakka people and other local Indigenous people have access to targeted training opportunities to improve their employment prospects 	<ul style="list-style-type: none"> Number and percentage of Indigenous people involved in Project construction employment (including accommodation village services) in line with targets agreed between ARTC and the Contractor, having regard to the minimum benchmark of 4.0 per cent Indigenous participation in the workforce The Contractor will engage with Traditional Owner groups and Indigenous community organisations in support of maintaining pathways to 	<ul style="list-style-type: none"> The Contractor will maintain construction employment register identifying employees and contractor's Indigenous identification, by agreement with personnel The Contractor and/or ARTC will maintain regular (at least quarterly) engagement with BNTAC, Western Wakka Wakka People and other Endorsed Aboriginal parties 	<ul style="list-style-type: none"> Number and percentage of Indigenous employees, monitored quarterly in line with minimum benchmark

Impacts/benefits addressed	Outcomes	Performance Measures	Monitoring Mechanisms	Monitoring Frequency (during construction)
		Project employment for Indigenous people		
Training and development opportunities	Training partnerships as part of the Inland Rail Skills Academy and the Contractor's training programs strengthen workforce capacity for Project employment and other industries, and assist to minimise labour draw	<ul style="list-style-type: none"> Number of trainees and apprentices employed by the Project Number of Indigenous people and people from the SIA study area involved in training opportunities facilitated by Inland Rail Skills Academy and/or the Contractor Traineeship completion/retention rate 	<ul style="list-style-type: none"> The Contractor will maintain a trainee and apprenticeship register and report to ARTC six-monthly. Training partners will keep records and make them available to ARTC The Contractor and/or ARTC will maintain engagement with GRC and TRC to seek feedback in labour draw 	<ul style="list-style-type: none"> Six monthly
Workforce behaviour /community safety	<ul style="list-style-type: none"> Project personnel behave with respect and courtesy towards residents, landowners and motorists 	<ul style="list-style-type: none"> Community values, experience of sense of community, feeling safe, and social cohesion remain stable or improve over time Community feedback on workforce behaviour provided through CRG indicates that Project personnel's behaviour is respectful and courteous to local residents Number of substantiated complaints regarding workforce behaviour 	<ul style="list-style-type: none"> ARTC will commission the Living in Place Survey or equivalent community survey The Contractor will maintain a complaints register from the commencement of pre-construction including personnel/driving behaviour as a category The CRG Chair will invite CRG feedback on interactions with Project personnel at each meeting The Contractor will liaise with local police in Millmerran, Inglewood and Yelarbon on a quarterly basis or as agreed with police to confirm that acceptable 	<ul style="list-style-type: none"> Annual Survey Complaints register monitored monthly, and reported to CRG meetings

Impacts/benefits addressed	Outcomes	Performance Measures	Monitoring Mechanisms	Monitoring Frequency (during construction)
			standards of workforce behaviour are achieved	
Workforce wellbeing	<ul style="list-style-type: none"> Workplace health is supported, and accidents are minimised through a strong workforce safety culture 	<ul style="list-style-type: none"> Lost Time Incident rate in comparison to relevant national standard 	<ul style="list-style-type: none"> The Contractor will maintain work health and safety records 	<ul style="list-style-type: none"> Monthly
Employment in other industries	<ul style="list-style-type: none"> Impacts on agricultural and tourism employment opportunities are minimised 	<ul style="list-style-type: none"> Management measures for agricultural properties are implemented in accordance with agreements with landowners to minimise impacts on employment capacity Project personnel's use of hotel/motel occupancy is planned to avoid displacement of tourists/event visitors 	<ul style="list-style-type: none"> Community Relations Monitor will meet with directly affected landowners to an agreed schedule to seek feedback on their satisfaction with management measures See also below regarding short-term accommodation usage 	<ul style="list-style-type: none"> Six monthly
Contribution to skills shortages	<ul style="list-style-type: none"> Labour draw from other businesses is monitored to enable corrective action if required 	<ul style="list-style-type: none"> Contractor's training strategies and Inland Rail training partnerships target labour and skills shortages Corrective action in response to Council feedback e.g. widening the recruitment network to other regions 	<ul style="list-style-type: none"> Engagement with CSQ, Councils and business organisations regarding labour and skills availability 	<ul style="list-style-type: none"> Quarterly during the first two years of construction (beyond the construction workforce peak), then six monthly
Housing and accommodation				
Potential impacts on local housing and accommodation access	<ul style="list-style-type: none"> Sufficient workforce accommodation is provided for all non-resident personnel to minimise use 	<ul style="list-style-type: none"> The capacity of non-resident workforce accommodation facilities is sufficient to accommodate all non-resident personnel 	<ul style="list-style-type: none"> The Contractor will maintain a register of the number of non-resident workforce accommodation beds (from the commencement of pre-construction activities), the 	<ul style="list-style-type: none"> Quarterly

Impacts/benefits addressed	Outcomes	Performance Measures	Monitoring Mechanisms	Monitoring Frequency (during construction)
	of local housing and accommodation		<p>number and percentage of Project personnel requiring accommodation, and the occupancy rate of non-resident workforce accommodation facilities</p> <ul style="list-style-type: none"> The use of any other accommodation (e.g. local hotels or motels) will be monitored through engagement with the relevant private accommodation providers 	
Potential impacts on local housing access, Project-specific or cumulative	<ul style="list-style-type: none"> Project personnel use of rental housing avoids impacts on the affordability or availability of rental housing in potentially impacted communities 	<ul style="list-style-type: none"> Community access to affordable rental housing remains stable with existing (pre-Project construction) conditions or improves over time, with no issues attributed to Inland Rail No increase in people seeking public/affordable housing is attributable to Project Avoiding Project use of rental housing within postcodes in the SIA study area that have rental vacancy rates less than 2.5 per cent No causal relationship between Project use of rental housing and reduced vacancy rates/increased average median rents in potentially impacted 	<ul style="list-style-type: none"> The Contractor will maintain a register of personnel's accommodation usage and monitor Pricerfinder and/or SQMRsearch data on rental vacancy rates and rental prices, from the commencement of pre-construction activities The Contractor will consult with GRC, TRC and Department of Housing to identify any changes in the number of people seeking affordable/social housing that is correlated with Project use of housing (to investigate whether there is a causal link) Living in Place Survey or equivalent community survey The 	<ul style="list-style-type: none"> Monthly register of accommodation usage (Project-provided facilities and other accommodation) Annual survey Quarterly during first two years of construction (beyond construction workforce peak)

Impacts/benefits addressed	Outcomes	Performance Measures	Monitoring Mechanisms	Monitoring Frequency (during construction)
		communities, averaged over six months	Contractor will monitor Pricerfinder/SQMResearch data on rental vacancy rates and rental price trends will be monitored	
Potential to displace other accommodation users	<ul style="list-style-type: none"> Project personnel's use of local short-term accommodation benefits accommodation providers, without displacing tourism uses 	<ul style="list-style-type: none"> Number of nights booked in local short-term accommodation for project personnel Hotel/motel operators report Project demand hasn't precluded adequate capacity for tourism and event trade during the construction period 	<ul style="list-style-type: none"> The Contractor will engage with local tourism accommodation operators, Chambers of Commerce, TSBE TRC and GRC to monitor occupancy rates and gauge any effects on tourism/event visitor access to accommodation, to enable corrective action in the AMP if required 	<ul style="list-style-type: none"> Quarterly during first two years of construction (beyond workforce peak)
Non-resident workforce accommodation facility impacts on local amenity	<ul style="list-style-type: none"> Non-resident workforce accommodation facilities avoid impacts on the amenity of nearby landowners or towns 	<ul style="list-style-type: none"> Number of complaints about the operation of non-resident workforce accommodation facilities affecting local amenity or use of community facilities Stakeholder feedback indicates that non-resident workforce accommodation facility management is appropriate and responsive to any issues that arise 	<ul style="list-style-type: none"> The Contractor/Accommodation Provider will liaise quarterly with GRC, TRC and landowners adjacent to non-resident workforce accommodation facilities to identify and address any issues arising The Contractor will maintain a complaints register including amenity impacts as a category 	<ul style="list-style-type: none"> Quarterly liaison with GRC, TRC and landowners Monthly monitoring of complaints
Concern about community safety or local values	<ul style="list-style-type: none"> Non-resident workforce accommodation guests behave with respect for community safety and community values 	<ul style="list-style-type: none"> Number of complaints about non-resident workforce accommodation guests' behaviour 	<ul style="list-style-type: none"> The Contractor will maintain a complaints register including personnel/driving behaviour as a category, from the 	<ul style="list-style-type: none"> Monthly monitoring of complaints

Impacts/benefits addressed	Outcomes	Performance Measures	Monitoring Mechanisms	Monitoring Frequency (during construction)
			commencement of pre-construction activities	
Opportunity for local employment and local supply as part of non-resident workforce accommodation operation	<ul style="list-style-type: none"> Non-resident workforce accommodation facilities offer business and employment benefits to local communities 	<ul style="list-style-type: none"> Number of people from SIA study area employed in non-resident workforce accommodation facilities Number of businesses in Inglewood, Yelarbon and Millmerran involved in provision of services and supplies to non-resident workforce accommodation facilities 	<ul style="list-style-type: none"> The Contractor/ Accommodation Provider will maintain employment and supplier registers that identify the postcodes of employees and businesses supplying the facilities 	<ul style="list-style-type: none"> Quarterly
Health and community wellbeing				
Noise or access impacts on schools and community facilities	<ul style="list-style-type: none"> Noise impacts on the amenity of schools, churches and community facilities are managed with the aim of achieving compliance with the adopted noise and vibration criteria, and in accordance with the facility-specific mitigation measures agreed with the owners of affected facilities 	<ul style="list-style-type: none"> The Project is managed in accordance with the approved construction noise criterion for critical facilities Design of noise treatments if required, achieve compliance with <i>Transport Noise Management Code of Practice—Interim Guideline: Operational Railway Noise and Vibration</i> (DTMR, 2019) 	<ul style="list-style-type: none"> Monitoring of noise impacts will be provided as per the Noise and Vibration Management Plan The Contractor/ will monitor noise complaints monthly from the commencement of pre-construction activities, which will in turn inform NVMP implementation The Contractor and/or ARTC will seek feedback from Department of Education and the owners of noise-affected facilities regarding the effectiveness of noise mitigation measures, to enable adaptive management of noise impacts 	<ul style="list-style-type: none"> Quarterly feedback sought while construction activities are within 1 km of schools and facilities

Impacts/benefits addressed	Outcomes	Performance Measures	Monitoring Mechanisms	Monitoring Frequency (during construction)
Impacts of noise on lifestyles/sleep	<ul style="list-style-type: none"> Mitigation measures for noise impacts on homes are selected in consultation with the homes' owners 	<ul style="list-style-type: none"> Construction noise mitigation measures generally achieve the adopted construction noise and vibration criteria Where community complaints indicate that noise levels are unacceptable, alternate/additional noise mitigation measures will be investigated and implemented where reasonable and practical The number of noise complaints (relative to the number of receptors in different areas) reduces over time due to adaptive management of construction activities 	<ul style="list-style-type: none"> The Contractor will maintain a complaints register from the commencement of pre-construction activities Complaints register will include construction noise and vibration as a category and will be monitored to enable identification and reporting of complaints and their resolution 	<ul style="list-style-type: none"> Monthly monitoring of noise complaints, six monthly reporting
<p>Potential for increased demand on community services</p> <p>Impacts on community wellbeing due to changes to amenity, character, cohesion or environmental qualities</p>	<ul style="list-style-type: none"> Social investments by ARTC and the Contractor offset impacts on amenity, character and cohesion, and leave lasting amenity enhancements in potentially impacted communities 	<ul style="list-style-type: none"> Community experience of social cohesion and sense of community is stable or improves over time Delivery of agreed Community Wellbeing Plan initiatives during construction contributes to community cohesion and local amenity ARTC and Contractor records of partnership and agreements for community projects identify desired outcomes and community support for the project 	<ul style="list-style-type: none"> Living in Place survey or equivalent community survey ARTC records its sponsorships, donations and partnerships and the purposes they achieve In cooperation with GRC and TRC, ARTC will undertake an annual, independent survey of liveability and cohesion indicators in the Toowoomba and Goondiwindi LGAs Feedback from Council/ community/ government partners about the delivery and 	<ul style="list-style-type: none"> Annual Survey Feedback from Councils sought annually

Impacts/benefits addressed	Outcomes	Performance Measures	Monitoring Mechanisms	Monitoring Frequency (during construction)
		<ul style="list-style-type: none"> Value of cash and in-kind contributions made to local organisations is recorded 	effectiveness of initiatives will be sought an annual basis	
Impacts on community/traffic safety	<ul style="list-style-type: none"> The Project has a strong traffic safety management record, including specific management measures for school bus routes 	<ul style="list-style-type: none"> The number of traffic accidents involving Project sites/vehicles is minimised School bus operators confirm suitability of CEMP and Traffic Management Plan measures relevant to school bus routes 	<ul style="list-style-type: none"> The Contractor will engage with Department of Education and school bus operators to seek feedback on construction traffic management measures The Contractor will engage with QPS to review and seek feedback on any traffic accidents The Contractor will monitor work health and safety records monthly 	<ul style="list-style-type: none"> Quarterly as relevant to specific school bus routes
Stress or anxiety affecting mental health	<ul style="list-style-type: none"> Mental health services in the SIA study area are supported to maintain adequacy for any increased demand resulting from the Project 	<ul style="list-style-type: none"> Community self-rates their physical, mental and social wellbeing at levels comparable to Queensland average; Rates remain stable with existing conditions or improve over time Mental health services provided through the partnership with DD&WM PHN provides access to support services and referral for residents experiencing stress or anxiety in relation to the Project The number of people accessing mental health services due to Project-related changes or impacts declines during the Construction Works stage 	<ul style="list-style-type: none"> ARTC will undertake Living in Place Survey or equivalent community survey ARTC will monitor use of mental health services by people identifying Inland Rail as the reason, through DD&WM PHN and in liaison with Queensland Health 	<ul style="list-style-type: none"> Annual Survey Quarterly

Impacts/benefits addressed	Outcomes	Performance Measures	Monitoring Mechanisms	Monitoring Frequency (during construction)
Increased demands for health and emergency services	<ul style="list-style-type: none"> Consultation with Queensland Health, DTATSIPCA, QAS, QPS and QFES enables planning for increased/changing service demands and cooperative responses 	<ul style="list-style-type: none"> Health, police and emergency services report that ARTC's advice on workforce ramp-up and cooperative agreements with ARTC are adequate to support planned responses ARTC and/or the Contractor cooperate with health, police and emergency services throughout the construction period to address any unanticipated or emerging issues resulting from the Project's construction activities, traffic or service demands 	<ul style="list-style-type: none"> The Contractor will undertake quarterly consultation with Queensland Health during the Project's construction (or as agreed with Queensland Health from time to time) to monitor impacts on local health services Queensland Health, QPS, QAS and QFES feedback on unanticipated or emerging issues resulting from the Project's construction activities, traffic or service demands will be sought and considered in reviewing the SIMP as relevant 	<ul style="list-style-type: none"> Quarterly during the first two years of construction (to workforce peak)
Local business and industry				
Impacts on agricultural businesses, including closure of private roads, land acquisition and disruption to land use or infrastructure	<ul style="list-style-type: none"> Property-specific management measures agreed with landowners and business owners minimise impacts on agricultural businesses including farms and grazing operations 	<ul style="list-style-type: none"> Engagement with directly affected landowners and business owners indicates agreed management measures are generally satisfactory to avoid or minimise the potential for decreases in agricultural employment related to Project impacts 	<ul style="list-style-type: none"> Regular engagement (to schedules agreed with landowners) to monitor the effectiveness of management measures and if necessary undertake any corrective actions to address impacts on farm employment levels, from the commencement of pre-construction activities 	<ul style="list-style-type: none"> Quarterly

Impacts/benefits addressed	Outcomes	Performance Measures	Monitoring Mechanisms	Monitoring Frequency (during construction)
Impacts of changes to traffic conditions, amenity or accommodation access on tourism businesses	<ul style="list-style-type: none"> Impacts of changes to traffic conditions, amenity or accommodation access on tourism businesses are identified and minimised where possible 	<ul style="list-style-type: none"> Community values and experience of road congestion and connectivity remains stable or improves over time Stakeholder feedback indicates that tourism visitation rates are not adversely impacted by the Project Tourism promotional strategies are supported if Project impacts on visitation are confirmed 	<ul style="list-style-type: none"> Living in Place Survey or equivalent community survey Cooperation with GRC, TRC and TSBE Engagement with Southern Queensland Country to monitor tourism visitation on a quarterly basis during the first two years of construction 	<ul style="list-style-type: none"> Quarterly consultation Annual Survey
Local and regional businesses' involvement in Project supply	<ul style="list-style-type: none"> Businesses in the SIA study area are provided full, fair and reasonable opportunity to bid to supply goods and services to the Project, including non-resident workforce accommodation facilities 	<ul style="list-style-type: none"> Number and value of contracts with businesses located in the Goondiwindi and Toowoomba LGAs as a percentage of all supply contracts for the Project, having regard to the aspiration for 15.0 per cent of average Project spend to be within the SIA study area Number of businesses located in the Goondiwindi and Toowoomba LGAs invited to bid to supply goods or services to the Project Number and value of contracts with businesses operating within the SIA study area supplying the non-resident workforce facilities (as a percentage of all contracts for the non-resident workforce facilities) 	<ul style="list-style-type: none"> The Contractor will maintain a supplier register which identifies the business street address from where goods or services have been supplied The Contractor will submit to ARTC each month a report which identifies all business participation contract commitments and expenditure during the month Procurement records for non-resident workforce accommodation facilities will identify suppliers by name, location and scope of work 	<ul style="list-style-type: none"> Monthly and quarterly data monitoring

Impacts/benefits addressed	Outcomes	Performance Measures	Monitoring Mechanisms	Monitoring Frequency (during construction)
			<ul style="list-style-type: none"> Engagement with local stakeholders including Council and Chambers of Commerce to discuss and receive feedback on industry participation initiatives and procurement outcomes 	
Indigenous businesses are provided full, fair and reasonable opportunity to bid to supply goods and services to the Project	<ul style="list-style-type: none"> The Project engages Indigenous businesses in its construction supply chain 	<ul style="list-style-type: none"> Number and value of contracts with Indigenous businesses based in the Goondiwindi and Toowoomba LGAs, as a percentage of all supply contracts for the Project, having regard to the aspiration for 3.0 per cent of average Project spend to be Indigenous businesses 	<ul style="list-style-type: none"> Contractor's supplier register Procurement records 	<ul style="list-style-type: none"> Quarterly
Draw of labour from local businesses	<ul style="list-style-type: none"> Any cumulative labour draw impacts on local business are identified to enable refinements to recruitment or training strategies 	<ul style="list-style-type: none"> ARTC monitors labour draw from local business and initiates corrective actions to recruitment and/or training strategies if labour draw is identified as affecting local businesses 	<ul style="list-style-type: none"> Engagement with GRC, TRC, TSBE and Chambers of Commerce to identify any Project exacerbation of skills or labour shortages 	<ul style="list-style-type: none"> Engagement with Councils as part of regular meeting schedules, quarterly monitoring with business associations during first two years of construction

9. Impact assessment summary

This section summarises and evaluates the significance of social impacts and benefits for local communities and stakeholders in the SIA study area. It considers:

- The likelihood that social impacts and benefits will occur
- The consequence of social impacts and benefits for affected stakeholders
- The potential risk of impacts to social conditions (such as residential amenity or access to services) prior to the application of Project-specific management measures as detailed in Section 8
- The risk of residual social impacts after management measures are applied (further discussed in Section 10).

The Queensland SIA Guideline does not include a significance or risk assessment matrix, so the social risk matrix from the NSW Social Impact Assessment Guidelines (NSW Department of Planning and Environment, 2017) as shown in Table 9.1 has been applied to evaluate social risks.

Table 9.1: Social risk assessment matrix

			Consequence Level				
			1 Minimal	2 Minor	3 Moderate	4 Major	5 Catastrophic
Likelihood	A	Almost certain	A1	A2	A3	A4	A5
	B	Likely	B1	B2	B3	B4	B5
	C	Possible	C1	C2	C3	C4	C5
	D	Unlikely	D1	D2	D3	D4	D5
	E	Rare	E1	E2	E3	E4	E5
Significance of Social Impact Ratings							
	Low		Medium		High		Extreme
	Project benefits and opportunities						

Source: NSW Department of Planning and Environment 2017.

The likelihood of social impacts and opportunities occurring has been assessed with reference to the social baseline (e.g. findings regarding community vulnerabilities to impacts), stakeholder inputs and EIS technical findings.

‘Consequence’, as defined in Table 9.2, has been assessed based on how the social impact may be experienced by the relevant stakeholders, considering:

- The duration of impacts and benefits, being either short-term (during construction) or long-term (during operations)
- Sensitivity, including specific vulnerabilities and resilience to impacts
- The severity of potential effects on stakeholders and magnitude of potential benefits.

The magnitude of benefits has been qualitatively assessed in relation to the number of people it would benefit, the potential to address inequities such as high unemployment amongst Indigenous people, and the duration of the benefit.

Table 9.2: Consequence Criteria

Rating	Impact (-)	Benefit (+)
Minimal	Local, small-scale, easily reversible change on social characteristics, or the values of the community, or communities/stakeholders can easily adapt or cope with change.	Local small-scale opportunities emanating from the Project that the community can readily pursue and capitalise on.
Minor	Short-term recoverable changes to social characteristics and values of the community or stakeholders, or the communities/stakeholders has substantial capacity to adapt and cope with change.	Short-term opportunities emanating from the Project.
Moderate	Medium-term recoverable changes to social characteristics and values of the of the community or stakeholders, or the communities/stakeholders has some capacity to adapt and cope with change.	Medium-term opportunities emanating from the Project.
Major	Long-term recoverable changes to social characteristics and values of the of the community or stakeholders, or the communities/stakeholders has limited capacity to adapt and cope with change.	Long-term opportunities emanating from the Project.
Catastrophic	Irreversible changes to social characteristics and values of the community or stakeholders, or the communities/stakeholders have no capacity to adapt and cope with change.	N/A

Source: Adapted from Department State Development, Infrastructure and Planning (Qld.) Social impact assessment guideline July 2013.

Table 9.3 summarises:

- Potential social impacts and benefits as a result of the Project
- Communities and stakeholders potentially impacted
- A preliminary evaluation of the significance of potential social impacts and benefits, after considering ARTC's existing commitments
- Project-specific social management measures (noting further detail is provided in Section 8)
- An evaluation of the residual significance of impacts, in consideration of Project-specific measures.

Community adaptation to social impacts such as changes to connectivity, community cohesion or amenity may take some time. Evaluation of residual risk or benefit (after Project-specific mitigation measures are applied) has assumed:

- A timeframe of up to five years from commencement of construction during which community members and networks will generally adapt to environmental and social changes
- Project-specific mitigation measures (as refined with stakeholders and in response to social monitoring data) will be effective in reducing the level of impacts experienced.

Project benefits and opportunities are denoted by the symbol (+), and negative impacts are denoted by the symbol (-). Project stages are:

- Construction (C), which represents a period of approximately four years
- Operation (O), which represents a period of up to 100 years
- C/O, denoting impacts which commence in construction and continue for the Project's life.

Table 9.3: Summary of social impacts, benefits and mitigation measures

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
Communities and stakeholders							
Indigenous community values	Based on the reference design, assessment has determined that lots within the Project footprint have been identified as having existing native title rights and interests, with the native title holders being Bigambul People. Watercourses intersect the alignment and are also considered as part of native title engagement.	Bigambul People	C/O	-	A2	<ul style="list-style-type: none"> Acquisition of land to agreed terms Formalising the CHMP Potential for Project to use and/or support development of land owned by BNTAC 	A1
	In greenfield areas, the Project will introduce additional linear infrastructure to cultural landscapes, contributing to cumulative impacts on Indigenous peoples' feeling of connection with Country.	Bigambul People, Western Wakka Wakka People, Endorsed Aboriginal Parties, Aboriginal community members	C/O	-	A3	<ul style="list-style-type: none"> Location of proposed corridor within existing rail corridors where possible Statement of Commitment recognising Bigambul People's connection to Country, with pursuant initiatives Ongoing engagement with Western Wakka Wakka People and Endorsed Aboriginal Parties Cultural awareness exchanges 	A2
	The Project will create opportunities for Traditional Owners to work on Country through direct Project employment and involvement of	Traditional Owners	C	+	A2	<ul style="list-style-type: none"> Engagement with Traditional Owners to maximise employment and business participation benefits for their community 	A2

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
	Indigenous businesses in the supply chain.					<ul style="list-style-type: none"> Training, employment and business involvement strategies to support involvement of broader Indigenous community 	
Land acquisition	Acquisition of freehold land is required to accommodate the Project, affecting landowners' use and ownership of properties. Based on the revised reference design this would involve approximately 200 privately owned properties (amalgamations of lots), held by a total of 116 private landowners. Approximately 46 private landowners would have more than one lot affected by acquisition and/or severance for the Project's permanent footprint	Directly affected landowners	C/O	-	A3	<ul style="list-style-type: none"> Alignment on lot boundaries where possible, and engagement with directly affected landowners to refine alignment Property-specific agreements to mitigate impacts on properties and their use Directly affected landowners are compensated for loss of legal interest in property and disturbance costs where applicable 	A2
	An estimated 30 households would need to relocate as the result of property acquisitions, resulting in distress for some affected residents and disruption to lifestyles and social networks. The number of households who would need to relocate may change following consultation	Directly affected households	C	-	A3	<ul style="list-style-type: none"> Provision of information about land acquisition process Relocation support by Project Compensation agreements Referral to support services if required 	A2

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
	between DTMR and directly impacted landowners. Impacts on agricultural properties would also occur (refer below – Local business and industry).						
Disadvantage	Residents with limited social and economic resources may be displaced from within the Project footprint potentially exposing them to further disadvantage. There is also potential for construction noise to impact on the amenity of residents with low socio-economic resources.	Landowners and tenants within or near the Project footprint	C	-	C3	<ul style="list-style-type: none"> Enable support to directly affected households through ARTC's community liaison teams, and DTATSIPCA /community services if required Engage with residents adjacent to and near the Project footprint regarding management of impacts on amenity 	C2
Landowners' amenity and lifestyle	The amenity of properties near the Project footprint may be impacted by construction noise, dust or changes to the area's visual character, while works are occurring near homes. Amenity impacts resulting from bridge sites, laydown areas or non-resident workforce accommodation facilities may last for extended periods. For some residents, this would involve more than one impact e.g. noise and traffic increases, resulting in	Residents in rural areas near the Project footprint	C	-	B3	<ul style="list-style-type: none"> Designing and constructing the Project with the aim of achieving environmental criteria to prevent impacts where possible Implementation of management plans to avoid or reduce noise and vibration, air quality, traffic and visual amenity impacts Engagement with residents adjacent to and within 500 m of the temporary Project footprint, to identify any sensitivities and specific measures for consideration in CEMP, and ensure they are able to provide feedback about impacts 	B2

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
	cumulative impacts on their amenity.					<ul style="list-style-type: none"> Property-specific management measures for properties that are directly affected by land acquisition, addressing impacts as relevant to each property Access to a complaints handling procedure if unacceptable impacts are experienced Independent Community Relations Monitor 	
	Without mitigation measures, predicted rail noise levels would exceed the noise assessment criteria requiring mitigation measures to be investigated for up to 86 residential sensitive receptors and up to 14 non-residential receptors (community facilities and businesses). The amenity of people living near the Project may be impacted by rail/train noise that may affect lifestyles e.g. willingness to use outdoor areas.	Residents near the Project footprint	O	-	A3	<ul style="list-style-type: none"> Management of railway noise in accordance with the <i>Transport Noise Management Code of Practice—Interim Guideline: Operational Railway Noise and Vibration</i> (DTMR, 2019) Engagement with owners of sensitive receptors where noise mitigation measures are triggered to identify and implement mitigation measures Complaints handling procedure 	B3
	Some laydown areas may be retained for legacy value to landowners or businesses.	Local community members	C/O	+	C1	<ul style="list-style-type: none"> Consult affected and nearby landowners to identify potential legacy values 	C2

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
Amenity of towns and rural communities	Construction noise, dust and traffic could affect the amenity of residents in Whetstone, Yelarbon, Pampas, Brookstead, Yarranlea, Pittsworth and Southbrook while construction works are in their vicinity	Residents and businesses, GRC, TRC	C	-	B4	<ul style="list-style-type: none"> Implementation of management plans to avoid or reduce noise and vibration, air quality, traffic and visual amenity impacts Engagement with communities and Councils to identify partnership opportunities to address impacts on local character and the amenity of towns 	B3
	The amenity of residents in Yelarbon and Brookstead may be affected by rail noise and intensified use of the existing rail corridor. Residents in Pittsworth's north and in Yarranlea may be affected by rail noise and changes to scenic character due to embankments and elevated structures. Gowrie Mountain residents may also experience changes to views.	Local community members and businesses, Yelarbon, Brookstead, and Pittsworth	O	-	B4	<ul style="list-style-type: none"> Management of noise, vibration and other environmental impacts in accordance with a range of standards, policies and guidelines Rehabilitation and Landscaping Management Plan Designing infrastructure in accordance with an integrated design process with regard to landscape character and views 	B3
Local character/sense of place	Construction work sites will temporarily change local character in areas near the temporary footprint, potentially affecting people's enjoyment of natural and rural landscapes.	Local community members	C	-	A3	<ul style="list-style-type: none"> Temporary hoardings to shield sites from view Rehabilitation and Landscaping Management Plan Community wellbeing initiatives and partnerships that strengthen sense of place 	A2

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
	The Project will require removal of structures that contribute to local character, intensify the rail corridor in brownfield sections and introduce a new element to the landscape in the greenfield sections. Rail operations will introduce an additional noise source, which may alter sense of place. The prospect of permanent changes to local character particularly in greenfield sections of the rail corridor may cause residents distress.	Local community members	C/O	-	B4	<ul style="list-style-type: none"> Engage with GRC, TRC and the Yelarbon, Brookstead, Pittsworth communities who are adjacent to the corridor to plan and implement community projects to offset impacts on local character Management measures to reduce noise and visual amenity impacts detailed in the Outline Environmental Management Plan 	B3
	The removal of local heritage structures or remnants, construction noise and operational noise will contribute to adverse impacts on the local character of Yelarbon and Brookstead. There is also potential for noise barrier (if required) to affect views to the Yelarbon silo murals.	Yelarbon and Brookstead communities, GRC, TRC	C/O	-	B4	<ul style="list-style-type: none"> Mitigation of impacts on heritage structures as detailed in the revised Draft Outline Environmental Management Plan, in consultation with local residents Consultation with GRC and Yelarbon residents to inform the design and location of the noise treatments, if required, through detailed design development. 	B3

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
Connectivity and travel behaviour	Closure of private roads will affect connectivity across and between properties, and the Project could constrain movements of equipment and stock across the Project footprint.	Local community members, businesses and road users	C/O	-	A3	<ul style="list-style-type: none"> Work with landowners to develop suitable corridor crossings as part of detailed design, including level crossings, grade separated crossings and/or culverts as relevant 	A2
	Temporary disruption to access to some private properties is likely due to rail corridor construction or roadworks.	Residents near the Project footprint	C	-	A2	<ul style="list-style-type: none"> Alternative property accesses provided where required 	A1
	Increased travel times may result due to construction works, particularly at rail-road interfaces including bridges and level crossings, and potentially due to an increase in vehicles on key routes such as the Cunningham, Gore and Warrego Highways.	Landowners, residents and road users	C	-	B3	<ul style="list-style-type: none"> Community information regarding construction schedules Communication strategy with a focus on staying safe during the construction period Travel demand campaign 	B2
	Level crossings result in periodic disruptions to traffic lasting approximately two-three minutes at each crossing for trains of 1.8 km. Such delays are common on many rural roads, and are likely to be tolerated. Trains of 3.6 km in length may operate in future, which could result in longer traffic delays. This would be subject to further	Road users and emergency services	O	-	A3	<ul style="list-style-type: none"> Grade separated crossings provided where required to avoid traffic delays and improve safety outcomes, reducing the number of level crossings Active level crossings provided where required to achieve safety outcomes Community information regarding average wait times and road safety in relation to rail operations 	A2

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
	assessment and an approval process.						
Community cohesion	The Project will place pressure on the community's resilience and ability to adapt to change. Community cohesion may be reduced through displacement of residents, physical severance between properties, disruption to the road network or community conflict relating to the Project.	Local community members	C/O	-	A3	<ul style="list-style-type: none"> Community sponsorships and donations that support community facilities and organisations Community wellbeing initiatives and partnerships that strengthen cohesion Provision of pedestrian crossing across the rail corridor in Yelarbon Living in Place survey or equivalent community survey to monitor community wellbeing including community cohesion, to allow targeting of social investment 	A2
Property values	Landowners have considerable anxiety regarding the potential for property values to decrease as a result of the Project's impacts e.g. noise, severance and visual amenity issues. There is uncertainty about the Project's potential impacts on property values as multiple factors may affect individual properties' differently.	Landowners near the Project footprint	C/O	-	A4	<ul style="list-style-type: none"> Management of impacts during construction in accordance with the Project Draft Outline Environmental Management Plan Rehabilitation and Landscaping Management Plan Integrated design process with regard to landscape character and views Communication of ARTC commitments and EIS approval conditions to reduce uncertainty about management of impacts 	B3

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
						<ul style="list-style-type: none"> Compensation under the AL Act where properties are directly affected by compulsory acquisition Management of railway noise in accordance with the <i>Transport Noise Management Code of Practice—Interim Guideline: Operational Railway Noise and Vibration</i> (DTMR, 2019) 	
Workforce impacts and benefits							
Project employment	The Project's Construction Works stage will offer employment for up to 900 personnel, including local people and groups that are disadvantaged in the labour market. An average of 383 personnel are expected to be required over the whole construction period.	Jobseekers, construction industry personnel, schools, training providers	C	+	A3	<ul style="list-style-type: none"> Locally targeted training and recruitment strategies and targets Employment targets agreed with Contractor Inland Rail Skills Academy 	A4
	The Project's Construction Works stage will offer employment opportunities to Indigenous people including Traditional Owners within the SIA study area, supported by specific training partnerships during the Detailed Design and Construction Works stages.	Indigenous jobseekers, BNTAC, Traditional Owners, DTATSIPCA	C	+	A2	<ul style="list-style-type: none"> Indigenous-specific business capacity and training programs Clontarf Foundation partnership Statement of Commitment with BNTAC Cooperation with BNTAC, Western Wakka Wakka People and members of other Aboriginal parties, industry and government agencies to 	A3

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
						strengthen community members' capacity for Project employment	
	The Operations stage will provide direct permanent employment for approximately 15 people, some of whom may be drawn from the SIA study area. Indirect employment benefits relating to transport of agricultural commodities or support for enterprise and industry precincts are likely to be substantial.	Jobseekers, existing rail industry employees	O	+	B2	<ul style="list-style-type: none"> Inland Rail Skills Academy Partnership with Australasian Railway Association to strengthen rail industry skills base program-wide 	B3
Labour and skills shortages	Construction labour demands may contribute to shortages in specific trades and labour, particularly if a number of major projects are constructed during the same period. This could affect other businesses'; or Councils' access to skills,	Local businesses and farmers, residents, Councils in SIA study area	C	-	C3	<ul style="list-style-type: none"> Training strategies to increase workforce capacity in the SIA study area Promotion of Project supply opportunities to local businesses Monitoring in consultation with a range of stakeholders Corrective action to recruitment or training strategies if labour draw is impacting local businesses 	C2
Privacy or perceptions of safety	Workforce behaviour may contribute to concerns about privacy or safety, or to amenity impacts e.g. noise.	Residents near the Project footprint, local community members, landowners adjacent to non-resident workforce	C	-	B3	<ul style="list-style-type: none"> Workforce Code of Conduct Engage Councils and CRG in discussion of welcome events for construction personnel to support relationship building 	B2

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
		accommodation facilities				<ul style="list-style-type: none"> Complaint Management Handling Procedure 	
Training and development	The Project would provide training and career pathway development for young people, Indigenous people and unemployed people in the SIA study area.	Jobseekers, including people marginalised from employment	C/O	+	A3	<ul style="list-style-type: none"> Inland Rail Skills Academy including STEM education, scholarships, virtual work experience and targeted skills development programs Contractor's trainee and apprenticeships program Clontarf Foundation partnership 	A4
Access to employment	Acquisition or severance of farming businesses or other business properties may affect productivity and the availability of agriculture-related employment (refer also Local Business and Industry – Business acquisitions)	Farmers and graziers, dependent businesses and employees	C/O	-	C3	<ul style="list-style-type: none"> Project re-alignment to minimise impacts on agricultural employers Property-specific agreements with landowners to ensure impacts are mitigated to the extent possible Independent Community Relations Monitor 	C2
Housing and accommodation							
Population change affecting housing demand	Acquisition of properties will displace an estimated 30 households, equivalent to approximately 75 people, resulting in population loss at the local level but negligible impacts on the SIA study area's population or housing requirements.	Residents in the Project footprint	C/O	-	A2	<ul style="list-style-type: none"> Social investment in community projects that strengthen cohesion and funding for community development projects 	A1

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
Workforce accommodation	Temporary non-resident workforce accommodation facilities are likely to be established in the Millmerran, Inglewood and Yelarbon areas, each accommodating approximately 300 personnel, resulting in a temporary population influx to these areas and concerns about potential impacts on community safety e.g. road safety or the presence of non-local personnel in small communities.	Community members – Millmerran, Inglewood, Yelarbon, GRC, TRC	C	-	B3	<ul style="list-style-type: none"> Consult GRC, TRC and the three nearby communities to identify expectations regarding non-resident workforce accommodation facilities and workforce management, and incorporation in the AMP Self-sufficient non-resident workforce accommodation, including access to paramedic staff 	B2
	The Turallin community expressed concerned about the potential for a proposed non-resident workforce accommodation facility to impact on amenity and traffic safety.	Community members - Turallin	C	-	C3	<ul style="list-style-type: none"> Alternative sites for a non-resident workforce accommodation near Millmerran are being sought 	D1
	The Yelarbon community is very small at 313 people in 2021, and there is potential for the community to be overwhelmed or stressed by the influx of personnel due to the non-resident workforce accommodation proposed in this area.	Yelarbon community members and GRC	C	-	B3	<ul style="list-style-type: none"> Early information and consultation with Yelarbon residents and GRC to identify and implement programs to support community cohesion Self-sufficient non-resident workforce accommodation Encouraging the employment of local residents in the non-resident workforce accommodation facilities 	B2

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
						<ul style="list-style-type: none"> Use of local businesses e.g. hotel and store 	
	Local businesses are likely to benefit from increased trade from workers at the non-resident workforce accommodation facilities and potentially from supply opportunities offered by the accommodation service provider.	Local businesses – Millmerran, Inglewood, Yelarbon, Goondiwindi, Toowoomba	C	+	B3	<ul style="list-style-type: none"> AMP will include measures to enable local business participation in supply to non-resident workforce accommodation facilities Engagement with Yelarbon, Inglewood and Millmerran business owners to enable them to gauge the need to increase their offerings 	B4
	Council services such as water and road maintenance may experience increased demand in the Millmerran, Inglewood and Yelarbon areas.	TRC, GRC, waste management operators	C	-	B3	<ul style="list-style-type: none"> Self-sufficient non-resident workforce accommodation Agreements with Councils Consult GRC and TRC to confirm measures to reduce impacts on Council services or assets e.g. roads, waste management 	C2
	There is potential for legacy benefits from non-resident workforce accommodation facilities upon decommissioning of the facilities.	Local communities– Millmerran, Inglewood, Yelarbon	O	+	C2	<ul style="list-style-type: none"> Consult hosting landowners and Councils to identify potential legacy values Facility design that does not preclude legacy values 	C3
Housing access	A small increase in housing demand is possible in Millmerran, Pittsworth, Inglewood, Toowoomba and/or Goondiwindi, with potential to inflate rents	Local communities – Millmerran, Pittsworth, Inglewood, Goondiwindi, Toowoomba	C	-	C3	<ul style="list-style-type: none"> AMP which considers potential project impacts and cumulative impacts of concurrent projects Avoid Project use of rental housing in postcodes where the rental 	C2

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
	and/or displace low income households from rental housing.					vacancy rate is less than 2.5 per cent <ul style="list-style-type: none"> Monitor housing availability and require Project personnel to use non-resident workforce accommodation facilities if decreased rental vacancy rates are attributable to Project demand 	
	Jobseekers could visit local towns seeking Project work, placing stress on emergency support or housing support services.	Housing support services in Millmerran, Pittsworth, Toowoomba, and DTATSIPCA	C	-	C3	<ul style="list-style-type: none"> Provision of clear information through ARTC and Contractors' websites regarding how to apply for a job and accommodation options on offer Engage with CRG and DTATSIPCA to identify any issues and identify corrective actions if stress on housing or services is identified 	C2
Health and wellbeing							
Social infrastructure	Community support services may experience increased demand for support for people to cope with Project-related changes.	Local community members, health and community support services, Queensland Health, QPS	C	-	B3	<ul style="list-style-type: none"> If monitoring with DTATSIPCA indicates Project-related impacts on service capacity, social investments will include funding to augment community support services 	B2
	Roadworks or construction traffic on school bus routes may affect travel times or cause concerns for the safety of children.	School students, schools, bus operators and families	C/O	-	B3	<ul style="list-style-type: none"> Consult Department of Education, DTMR, local schools and school bus operators to identify measures for 	B2

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
						inclusion in the Traffic Management Plan <ul style="list-style-type: none"> Ensure all schools and community facilities in the potentially impacted communities are aware of construction program and provided with updates about road closures and roadworks 	
	Construction work relating to the rail track and rail bridges near the Brookstead and Yelarbon State Schools will result in noise exceedances that may impact on the learning environment of the schools. There is also potential for construction noise exceedances to affect Southbrook Central State School.	School students, schools, Department of Education	C	-	A3	<ul style="list-style-type: none"> Audit school facilities to further define noise impacts Consult Department of Education and school staff and communities to identify and mitigate noise impacts on schools' learning environments Implement construction noise mitigation measures (e.g. temporary hoardings) agreed with Department of Education 	B2
	Construction noise may impact on the amenity of the Yelarbon and District Soldiers Memorial Hall, Yelarbon Fire Station, Pampas Memorial Hall, Pampas RFB Shed, Brookstead Community Hall and Pittsworth and District Assembly of God Church/Harvest Life Church. The Project includes re-alignment of access from the Gore Highway to the hall and the	Pittsworth, Yelarbon, Brookstead and Pampas communities, facility managers	C	-	B3	<ul style="list-style-type: none"> Engage Church leaders and hall management committee/trustees to explain EIS results and agree property-specific mitigation measures to reduce noise impacts 	B2

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
	Pampas RFB Shed, with potential for temporary delays to access.						
	<p>Rail noise may exceed Project criteria in relation to the Brookstead State School. Rail noise may be audible within the Yelarbon State School and/or Southbrook Central State School grounds.</p> <p>Rail noise may exceed Project criteria in relation to the Yelarbon and District Soldiers Memorial Hall, Yelarbon Fire Station, Pampas Memorial Hall, Pampas RFB Shed, Brookstead Park and Assembly of God Church in Pittsworth. Rail noise may be experienced at the Yelarbon and District Soldiers Memorial Hall.</p>	Yelarbon State School, Yelarbon community facility managers, Department of Education, Pampas community, Brookstead community,	O	-	B3	<ul style="list-style-type: none"> Noise mitigation measures e.g. architectural treatments Reconstruction of the road access if impacted by Project construction, including consultation with the Pampas RFB Captain and Hall committee to minimise any access delays Implement mitigation measures agreed in engagement with Department of Education to ensure learning environments at schools are protected 	B2
Health and emergency services access	Accessibility for emergency services may be impeded on routes near construction sites or when encountering heavy haulage and large load vehicles on roads.	QPS, QAS, QFES, community members, road users	C	-	B3	<ul style="list-style-type: none"> Consult QPS and QAS to identify specific issues to be addressed in the Traffic Management Plan 	B2

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
	Increased traffic, policing requirements for over-sized load escorts, and disruption to road network could increase demands on police, ambulance and fire and rescue services	QPS, QAS, QFES	C	-	A3	<ul style="list-style-type: none"> Emergency Services Working Group during pre-evaluation phase Consult QPS and QAS to identify any specific issues that need to be addressed as part of the Traffic Management Plan Ongoing regular engagement with police, emergency services and Councils regarding traffic management 	A2
	Project personnel may increase and change the nature of demands for health services in the Goondiwindi, Inglewood and/or Millmerran areas.	Queensland Health, Inglewood Hospital, Millmerran Hospital, Goondiwindi Hospital	C	-	B3	<ul style="list-style-type: none"> Consultation with emergency services air evacuation services and hospitals through Queensland Health will continue after the Project evaluation is completed Contractor will provide access to paramedic services Engagement with Queensland Health, QAS and QPS to advise on workforce ramp up and locations that may experience additional demand for services Promotion of use of telehealth service access to Project personnel 	B2
	Accessibility for emergency service vehicles may be impeded at level crossings when encountering a passing train.	QPS, QAS, QFES, community members	O	-	A4	<ul style="list-style-type: none"> Early engagement with QPS, QAS and QFES to develop cooperative mechanisms and emergency access points 	B3

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
	Increased risk of road/rail accidents, causing personal and family trauma, creating additional demand on health and emergency services	QPS, QAS, QFES, community members and road users	O	-	C5	<ul style="list-style-type: none"> Rail-road safety campaigns Revised reference design includes additional grade separated and active level crossings Engage with QPS and QAS to develop cooperation agreements and potentially joint training exercises 	D5
Mental health	Anxiety about the Project's impacts on amenity, flooding and/or environmental qualities is causing stress for directly affected landowners, and for others living near the Project footprint, with potential to affect mental health.	Local community members	C/O	-	B4	<ul style="list-style-type: none"> Provision of clear information about impacts as assessed and management/mitigation measures Delivery of ARTC/DD&WM PHN mental health partnership program 	B3
	Employment opportunities will increase during the Construction Works stage, with potential for increased business and industry opportunities during operations, with potential mental health benefits for the individuals employed, particularly if unemployed or irregularly employed.	Job seekers, local businesses, Local community members	C/O	+	B2	<ul style="list-style-type: none"> Require Contractor to target and report on employment of people in the SIA study area 	A2

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
	The Project would increase the risk of rail-based fatalities, resulting in trauma for family and community members, and for rail personnel.	Local community members, QPS, QAS, Queensland Health, community support services	O	-	C5	<ul style="list-style-type: none"> Restrict access to the rail line Mental health partnership program 	D5
Change to environmental qualities	Exposure to construction noise or vibration may affect the wellbeing and/or lifestyle of households near the Project footprint, particularly if noise inhibits daily activities or cause sleep disturbance. Noise impacts would generally be transitory, but may last for longer periods with respect to laydown areas or bridge construction sites.	Residents near the Project footprint	C	-	C4	<ul style="list-style-type: none"> Implementation of measures outlined in Draft OEMP, including Noise and Vibration Plan Nightworks only conducted in accordance with DTMR's Transport Noise Management CoP: Volume 2 (2023) Independent Community Relations Monitor 	C3
	If not mitigated, rail noise levels that exceed Project noise criteria have the potential to affect the sleep and stress levels of residents near the Project footprint, and therefore their wellbeing.	Residents of sensitive receptors	O	-	B4	<ul style="list-style-type: none"> Implementation of measures described in Draft Outline Environmental Management Plan and EIS Appendix AC: Proponent Commitments Noise mitigation measures where triggered by noise exceedances, selected in consultation with affected landowner Communication mechanisms including Complaints Handling Management Procedure 	C3

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
						<ul style="list-style-type: none"> If complaints about rail noise indicate that the Project is causing community concern, investigate and where non-compliance with conditions of the Project's approvals is identified, implement measures to achieve compliance 	
	There is potential for dust from Project construction sites to cause a nuisance and concern to community members regarding health impacts e.g. air quality or quality of tank water.	Residents near the Project footprint	C	-	C3	<ul style="list-style-type: none"> Advance notice of construction activities that may cause dust Investigation of any complaints and if necessary, dust monitoring to enable corrective actions if required 	C2
	There is potential for dust from rail operations to cause concern to community members regarding health impacts e.g. in relation to coal dust if the Project is utilised for coal transport.	Residents near the Project footprint	O	-	C3	<ul style="list-style-type: none"> Require ARTC customers to manage coal dust in accordance with the Queensland Government's legislative requirements Establish communication mechanisms including implementation of Complaints Handling Management Procedure If investigation identifies unacceptable dust levels, investigate and implement measures to address the cause of the concern 	C2

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
	Night works, if they occur, have the potential for Project lighting to affect nearby dwellings.	Residents near the Project footprint	C	-	C3	<ul style="list-style-type: none"> Compliance with approved standard hours of work in line with requirements set out in Chapter 5: Project Description, and in consultation with the local community Work outside standard hours will only be undertaken where consultation with the local community has been undertaken, including consideration of light attenuation measures where this is indicated 	C2
	There is potential for non-compliances with <i>ASNZS4282:2019 Control of obtrusive effects of outdoor lighting</i> .	Owners of dwellings where lighting impacts may occur during operations	O	-	B3	<ul style="list-style-type: none"> Implementation of feasible and practical screening measures where obtrusive effects of outdoor lighting may affect dwellings 	B2
Flooding	Alterations to the floodplain are anticipated to result in a small changes in peak water levels under the 1% AEP flooding event for a number of dwellings, and grain silos near the Project footprint, for major floods. This may affect feelings of security, and the use of affected properties during or after major flooding events.	Affected landowners	C/O	-	C3	<ul style="list-style-type: none"> Work with affected landowners to develop effective flood mitigation solutions and/or compensation agreements for increased flooding potential 	C2

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
Access to water resources	Groundwater bores within the Project footprint are likely to be decommissioned.	Landowners in and near the Project footprint, businesses or community members that access bores	C	-	A3	<ul style="list-style-type: none"> Property-specific agreements regarding make-good provisions for impacts on groundwater bores Bore monitoring program 	A2
Community safety	The location of work sites, laydown areas and non-resident workforce accommodation facilities could engender anxiety about perceived safety of residents.	Local community members	C	-	C3	<ul style="list-style-type: none"> Engagement with nearby landowners and communities in developing AMP Identification of local values incorporated in Contractor's Workforce Code of Conduct for all personnel Independent monitoring of feeling safe and wellbeing (Living in Place or equivalent community survey) enabling corrective action if required 	C2
Traffic safety	Project-related traffic including large haulage and over-size vehicles could increase the risk of road accidents or hamper the safe movement of stock and farm machinery. A residual risk of decreased traffic safety was assessed in EIS Appendix AA: Traffic Impact Assessment as medium.	Local community members, farmers, graziers	C	-	C3	<ul style="list-style-type: none"> Traffic management measures outlined in the Draft OEMP TMP and RUMP Code of Conduct applying to all personnel and contractors Community safety programs with a focus on traffic safety during construction 	C2

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
	Collisions associated with signal failure, risk taking or other accidents at level crossings may occur (with a potentially heightened risk for young drivers, school children, elderly people and people with disability).	Local community members, road users, QPS, QAS, QFES	O	-	C5	<ul style="list-style-type: none"> Revised reference design includes additional grade separated and active level crossings Community safety programs with a focus on safety relating to pedestrian, stock and vehicle interactions with the rail corridor Cooperation with QPS, QAS and QFES to support community safety 	D5
Positive legacies	Positive legacies include enhanced workforce skills and business capacity, improvement in telecommunications capacity for residents and businesses in the Project corridor, reduced freight truck movements on local and State roads, improvements to the safety of road-rail interfaces on the existing brownfield rail corridor, and catalysing further development of industrial infrastructure and rail-associated industry, with associated long-term job growth. There is also potential to create positive legacies for the SIA study area through e.g. contribution to cultural, community or park facilities.	Local community members and Councils	O	+	N/A	<ul style="list-style-type: none"> Engagement with Councils and communities to identify and implement legacy benefits 	B3

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
Business and industry							
Impacts on farms and agribusiness	Land acquisition for the Project will result in direct impacts on agricultural land uses, including acquisition along property boundaries severance of landholdings, relocation of on-farm infrastructure, changes to water access and temporary disruptions to property access. Roadworks may also increase travel times to markets.	Directly affected landowners and farm/property employees	C	-	A3	<ul style="list-style-type: none"> Use of existing railway corridors and alignment with road corridors where possible Property-specific agreements to reduce or avoid impacts Compensation for loss of legal interest in land, and disturbance costs where relevant Ensure property access is maintained Continued engagement with directly affected landowners to ensure agreed mitigation measures remain effective 	A2
	Land acquisition is likely to result in the acquisition of property accommodating three grazing operations and one cropping farm. A welding business and two transport businesses would also be directly affected and need to relocate or close.	Five affected business owners	C/O	-	A3	<ul style="list-style-type: none"> Consultation process to confirm timing of business cessation or relocation Compensation payable under the AL Act Referral to support services if required Independent Community Relations Monitor 	A2

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
	The Project would traverse land used by feedlots, with partial land acquisitions required, however permanent impacts on the operations of these businesses are not anticipated.	Directly affected landowners and farm/property employees	C/O	-	B3	<ul style="list-style-type: none"> Engagement with landowners to refine Project alignment to reduce impacts on agribusinesses Millmerran Alternative Alignment avoids impacts on poultry and piggery operations Acquisition and compensation agreements addressing impacts on business operations 	B1
	Closure of informal crossings and private roads will constrain landowners' ability to move machinery, stock and supplies across the corridor.	Directly affected landowners	O	-	A3	<ul style="list-style-type: none"> Design of level crossings/grade separated crossings and culverts to accommodate landowners' specific needs 	A2
	Disruptions to the road network during construction may result in increased transport costs. The continuity of stock routes would be maintained.	Farmers, graziers, transport businesses	C	-	B3	<ul style="list-style-type: none"> Provision of information on road closures and potential delays to farmers and other businesses to plan their travel to minimise disruptions 	B2
	Potential for track possession in existing rail corridors to affect grain haulage.	Farmers, GrainCorp	C	-	B2	<ul style="list-style-type: none"> Engagement with QR, GrainCorp and other key stakeholders to confirm construction approach where it would involve track possession 	B1
	Access to faster rail transport of grain via GrainCorp sidings to Inland Rail.	Farmers, GrainCorp	O	+	N/A	<ul style="list-style-type: none"> Agreement on revised reference design accommodating rail sidings 	A3

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
Town-based businesses	Construction activities may affect the amenity of hotels and shops in Yelarbon and Brookstead, and there is potential for construction noise to affect the Pittsworth Motor Inn and Club Pittsworth. This would be temporary while works are near these businesses.	Business owners, accommodation guests	C	-	B3	<ul style="list-style-type: none"> Standard construction hours Consultation with businesses near the temporary footprint to inform site-specific management measures e.g. planning of very noisy works and nightworks, temporary noise barriers 	B2
	During operations, exceedances of railway noise criteria could be experienced at Yelarbon Post Office, Brookstead Post Office, two buildings with office usage in Brookstead, and one building with office usage in Yelarbon.	Business owners - Brookstead, and Yelarbon	O	-	B3	<ul style="list-style-type: none"> Design treatments potentially including noise barriers are expected to mitigate railway noise impacts on these businesses if required Noise mitigation measures as agreed with the owners or sensitive receptors if noise exceedances are likely after design treatments are in place. 	B2
	Retail businesses in Millmerran, Inglewood, Yelarbon and possibly Goondiwindi are likely to benefit from increased trade from patronage by workers in the non-resident workforce accommodation facilities	Business owners - Millmerran, Inglewood, Goondiwindi, Toowoomba, Yelarbon, Goondiwindi and Toowoomba Chambers of Commerce	C	+	B3	<ul style="list-style-type: none"> Work with local businesses, TSBE and the Goondiwindi and Toowoomba Chambers of Commerce to encourage relevant supply chain development 	B3
Forestry	The Project footprint extends into land located within the Whetstone	DAF, QBA, DES	C	-	A2	<ul style="list-style-type: none"> Implementation of agreement with DAF 	A1

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
	and Bringalily State Forests and revocation of State forest land will be required. There is potential for minimal impacts on beekeepers with subleases within the Bringalily Forest.					<ul style="list-style-type: none"> Engagement with QBA to minimise impacts on beekeeping within the State forests 	
Transport and logistics businesses	Land accommodating two transport businesses would be acquired, with the owners expected to retire or relocate. Relocation would result in temporary disruption to the businesses.	Two transport business owners	C	-	A3	<ul style="list-style-type: none"> Consultation process to confirm timing of relocation Compensation payable under the AL Act Referral to support services if required 	B2
	Other transport businesses may experience temporary disruptions to travel routes during construction, and delays at level crossings during operations.	Transport businesses in the SIA study area	C/O	-	B2	<ul style="list-style-type: none"> Require Contractor to ensure local transport businesses can tender for Project works 	B1
	Transport or logistics businesses in Goondiwindi and Toowoomba LGAs may benefit from significant opportunities during construction. A decrease in long haul road freight volumes over time may affect levels of trade for transport businesses, which may be offset by the creation of expanded regional industries or increased short haul freight volumes.	Transport and logistics businesses in the SIA study area	O	+	C2	<ul style="list-style-type: none"> Consult businesses in the SIA study area to ensure access to current information about Inland Rail and promote government services and programs available to businesses 	C3

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
Tourism	Road works, construction activities and laydown areas may affect tourists' experience and travel times during construction however this would be temporary. The amenity of hotels and motels could also be affected without appropriate mitigation measures as referenced above (town-based businesses). There is potential for construction works to interrupt road access to major community events.	Tourism businesses	C	-	C3	<ul style="list-style-type: none"> Consult with the Project's CRG, local Chambers of Commerce, tourism associations and tourism service providers in potentially impacted communities regarding potential impacts on visitation Support additional, feasible strategies such as tourism marketing campaigns if consultation indicates reduced visitation is affected Temporary road access arrangements will be agreed with DTMR and local Councils 	C2
Local supply opportunities	The Project provides significant opportunities for local and regional businesses to participate in its construction supply chain including transportation, construction supplies, fuel and consumables.	Local and regional businesses, employees, jobseekers	C	+	B3	<ul style="list-style-type: none"> Emphasis on maximizing supply opportunities for local and regional businesses Implementation of commitments identified in the AIP Plan Implementation of Inland Rail Industry Participation Policy and Sustainable Procurement Policy by ARTC and its supply chain Hosting of business and supplier engagement events by ARTC and supply chain Regular engagement with DSDILGP, TSBE, Chambers of Commerce and other business advocates in order to identify and quantify specific 	B3

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
						business capability of relevance to the Project's supply chain <ul style="list-style-type: none"> Support for Goondiwindi Local Employment Roadmap Develop and implement business capability and capacity building strategies in collaboration with DSDILGP, DESBT, CSQ and ESQ Establishment and ongoing management of Project specific Indigenous business register (in conjunction with Indigenous business advocates including DTATSIPCA, Supply Nation, Social Traders and ICN) Ensure proponents for construction contracts identify action and initiatives they will implement and targets they will achieve to maximise participation of local and Indigenous businesses 	
	There is potential for smaller businesses to be disadvantaged as part of dealing with large companies.	Local and regional business owners	C	-	C3	<ul style="list-style-type: none"> Engagement as part of tendering processes with Contractors regarding acceptable standards for subcontracting Ensure small-to-medium sized enterprises are provided information on how to engage with the 	C2

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
						construction supply chain, including how they can protect their rights	
	The Project has potential to increase Indigenous business opportunities and other enterprise development.	Traditional Owners, Indigenous businesses and employees	C	+	C3	<ul style="list-style-type: none"> Work with stakeholders to deliver programs to increase Indigenous businesses' capability to supply the Project 	B3
Regional economic development	As part of the Inland Rail Program, the Project has potential to improve the agricultural industry's access to freight transportation and stimulate business and industry development, including at the Toowoomba Trade Gateway	Local and regional businesses, employees, jobseekers	O	+	B4	<ul style="list-style-type: none"> Nil required 	B4
	Transport, logistics and warehousing industries are likely to be catalysed by the Project.	Local and regional businesses, employees, jobseekers	O	+	B3	<ul style="list-style-type: none"> Nil required 	B3
Cumulative impacts							
Employment opportunities	Combined with development of other major projects, the Project will contribute to significant cumulative employment opportunities in the region.	Local and regional businesses, employees, jobseekers	C/O	+	C3	<ul style="list-style-type: none"> Nil required 	C3

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
Housing and accommodation	There is potential for cumulative demands for housing and short-term accommodation, however the Project's contribution is expected to be small given provision of sufficient non-resident workforce accommodation to meet peak demand.	People seeking rental accommodation, TRC, GRC, Department of Housing	C	-	C3	<ul style="list-style-type: none"> Implementation of AMP, including provision of non-resident workforce accommodation facilities Provisions to protect rental availability in the context of tight rental markets. 	C2
Local amenity	There is potential for a temporary change in character in the Gowrie Junction area due to the cumulative impacts of the project and Inland Rail's G2H project.	Gowrie Junction and Whetstone residents	C/O	-	B3	<ul style="list-style-type: none"> Construction managed in accordance with the: Draft Outline Environmental Management Plan, including measures to be detailed in the CEMP and associated subplans (Noise and Vibration, Air Quality and Traffic Management to reduce the potential for impacts on amenity Engagement with nearby residents to explain the nature and duration of the respective Projects' works Land within the construction footprint rehabilitated when it is no longer required 	B2

Impact area	Impact description	Stakeholders	Stage	Nature	Initial risk	Project-specific measures	Residual risk/benefit
Health and emergency services	There is a likelihood of cumulative increases in demands on health and emergency services if the construction of major projects coincides.	Local community members, TRC, GRC	C	-	B3	<ul style="list-style-type: none"> Cooperation with QPS, QAS QFES and Queensland health to advise on construction timeframes and workforce ramp-up Measures to reduce personnel demands on local services, and to cooperation with Queensland Health QPS and QFES, including advising on workforce ramp-up and consultation on emergency access point 	B2
Labour force	There is potential for proposed major projects to lead to cumulative demands on the construction labour force in the SIA study area, and in South East Queensland, causing labour to be drawn from other industries and businesses dependent on construction-related skills and labour	Local and regional businesses, farmers, other major Project proponents	C	-	C3	<ul style="list-style-type: none"> Advice on workforce ramp-up to Councils and other key stakeholders Maintain functionality of the Inland Rail Skills Academy Monitoring labour draw in consultation with key stakeholders to enable corrective action if required 	C2

10. Conclusions

This section summarises:

- The potential social impacts during the Project's construction and operation
- The effects of changes to the Project's reference design and construction schedule since the draft EIS was prepared
- Distributional equity (the effect of differing impacts across groups, areas and time)
- Project benefits
- Residual social impacts.

The Project has potential to result in the following social impacts.

10.1 Summary of social impacts

Construction

During the Construction Works stage, the Project's potential social impacts include:

- Effects on Aboriginal cultural landscapes or heritage values, by adding additional infrastructure to natural and rural landscapes, potentially affecting feelings of connection to Country
- Land acquisition requiring a current estimate of approximately up to 30 households to relocate from within the Project footprint, however this number may change following consultation between the DTMR and directly impacted landowners
- Stress and anxiety related to the property acquisition process and/or fears about Project impacts on property use and amenity, environmental qualities, or potential for changes to flooding risks
- Anxiety regarding the potential for property values to decrease as a result of Project impacts (e.g. noise and visual amenity factors) with any changes to property values variable depending on actual or perceived impacts, as well as factors unrelated to the Project
- Noise, dust and increased traffic related to construction activities and sites may affect residential amenity while works are near homes and businesses, with any impacts resulting from laydown areas and bridge construction sites lasting for longer periods
- Construction activities and sites may impact on local character
- Community cohesion may be reduced through displacement of residents, physical severance between properties, disruption to the road network and/or, potentially, community conflict
- Potential for noise from construction activities to exceed the relevant criterion at Yelarbon State School, Brookstead State School and Southbrook Central State School, which could impact on the learning environment of the schools
- Potential for construction noise impacts on community facilities in Yelarbon, Pampas, Brookstead and Pittsworth
- Potential for construction noise to affect the amenity of hotels and shops in Yelarbon and Brookstead, and a motel and club in Pittsworth

- Potential to affect tourism visitation levels, if tourists are deterred by road works or construction works
- Potential for impacts on town character is possible with the location of the Project's non-resident workforce accommodation facility near Millmerran, Inglewood and Yelarbon. These facilities are proposed to be largely self-sufficient, but workers may access shops or hotels while they are staying locally.
- While the Project will provide access to paramedic or equivalent medical response services, and will encourage workers to use telehealth services, some additional non-resident demand on local health services is anticipated. The nature of demand on health services may also differ due to the younger demographic of the workforce.
- Potential for impacts on rental housing availability in Goondiwindi, Millmerran, Pittsworth, Inglewood and/or Toowoomba, if workforce accommodation facility demands are not managed
- Impacts on the use and management of agricultural land, including severance of land parcels, intrusion on farm infrastructure, temporary disruptions to access to landholdings, impacts on water access. For example, disruption to dams, groundwater bores or pipelines, and impacts to on-farm and off-farm movements including the ability to move machinery, stock and supplies across the corridor
- Based on ARTC consultation to date, acquisition of land currently accommodating three cattle grazing properties, two transport businesses, one welding business, and one cropping farm, all of which are located between Millmerran and Athol. No businesses in the Goondiwindi LGA were identified as likely to relocate or close as the result of land acquisition for the Project's construction and operations.
- Construction labour demand may contribute to shortages in specific trades and labour, including farm labourers and tradespeople, particularly if a number of major projects are constructed during the same period.

Operation

Impacts of the Project's operation as part of the Inland Rail program include:

- Level crossings will result in periodic disruptions to traffic, including potential to delay emergency vehicles
- The quiet rural amenity of properties near the Project may be impacted by rail freight noise and changes to scenic amenity
- Changes to landowners' movements across properties and across the corridor that commenced during the Construction Works stage will continue
- Potential for rail noise to affect the learning environment of the Brookstead State School
- Potential for rail noise to affect the amenity and use of the Yelarbon and District Soldiers Memorial Hall, Yelarbon Fire Station, Brookstead Park, Pampas Memorial Hall, Pampas Rural Fire Brigade (RFB) Shed and the Pittsworth Assembly of God/Harvest Life Church
- The presence of a freight rail line may increase the risk of road/rail accidents and rail fatalities, resulting in social impacts for individuals, families, communities and rail staff
- Buildings that are impacted by changes in peak water levels under the 1% AEP event that exceed the flood impact objectives include dwellings, a shed and grain silos. Changes to flooding patterns may affect feelings of security, the amenity of homes, and the use and condition of sheds, silos and other infrastructure on affected properties.

10.2 Effect of Project changes since draft EIS notification

Compared with the revised reference design assessed in the draft EIS, the Project's reference design has the following social outcomes:

- The removal of road rail crossings in favour of provision of alternative accesses and grade separated crossings will decrease the potential for road-rail interface accidents, and also decrease traffic delays due to passing trains
- Replacement of seven passive level crossings with active level crossings will improve safety for motorists and other road users
- Reconsideration of embankment heights and grades will potentially reduce impacts on scenic views
- Provision of the pedestrian crossing in Yelarbon will enable north-south connectivity in the town
- The connectivity of impacted stock routes will be improved
- Impacts on DA Hall and Co's intensive agribusiness operations and their employment levels will be avoided
- The potential for a non-resident workforce accommodation facility to impact on amenity or traffic patterns in the Turallin area is removed, with alternative uses (e.g. a laydown area or plant nursery) likely to have lesser impacts.

Changes to negative social impacts as the result of design refinements include:

- One additional landowner affected by partial property acquisition as the result of the Alternative Millmerran Alignment
- Potential for the Whetstone MDC to affect the amenity of landowners in this vicinity during the Project Construction Works stage, requiring measures to mitigate potential noise impacts and impacts on visual amenity.

The optimised construction schedule has resulted in a decrease in the average construction workforce from 400 to 383 personnel, and a reduction in the peak workforce from 950 to approximately 900 personnel. The decrease in the peak workforce number would result in a small decrease in the anticipated demand for health and emergency services. Non-resident workforce accommodation facilities with a combined total capacity of 900 beds are proposed, so the capacity of non-resident workforce accommodation facilities would exceed the peak number of non-resident personnel.

An increase in construction noise impacts on amenity does not appear likely as a result of changes to the construction schedule, as the assessment of construction noise in the draft EIS considered the worst-case noise scenario. There is also no indication that the optimised construction schedule will result in increased land take or severance.

In conclusion, the net effect of changes to the reference design and the optimised schedule appears to be positive for social outcomes and did not require additional mitigation measures. The mitigation measures as proposed in the draft EIS and refined during the revised draft EIS process are considered adequate to the minimal change in negative social impacts as the result of the revised reference design.

10.3 Distributional equity

Distributional equity refers to the effect of differing impacts across groups and areas. As for all major projects located near human settlements, negative impacts are more likely to be experienced by those living closest, while project benefits usually accrue at a broader regional level. This is keenly felt by

residents in the SIA study area who expect to experience negative impacts but do not expect significant benefits in the form of employment or business opportunities during construction and are unsure of the potential for local communities to benefit during the Project's operation.

Distributional equity considerations for the Project include:

- 116 individual landowners affected by land acquisition for the Project, representing up to 200 private properties
- approximately 30 households within the Project footprint may need to relocate
- The operations and management of farms and agribusinesses could be affected while landowners adjust to land acquisition impacts, however there is potential for long-term benefits of improved access to national and international markets
- Residents living near the Project footprint would experience noise, travel delays and changes to local character during construction
- Residents in the SIA study area would have access to the Project's training and employment opportunities
- The Project's local supply arrangements will be experienced as an opportunity to develop and grow local businesses
- The Project will introduce a significant freight route through rural areas with potential for rail noise to affect amenity in proximity to the rail corridor
- The Project will contribute to regional, State and National economic development, with potential to catalyse improved employment and business opportunities in the SIA study area.

Communities in the SIA study area have experienced long periods of severe drought, and repeated floods, with effects on landowners' mental health and financial wellbeing, community resilience and business vitality. COVID-19 pandemic responses also affected local and regional employment opportunities and other factors such as business vitality and mental health. It is therefore particularly important that the Project's impacts are minimised and benefits for local communities are maximised. It is also important for ARTC to support monitoring of a broader understanding of changes and influencing factors on its host communities' physical, mental, social and financial wellbeing, social cohesion and economic prosperity, as will be implemented through the Living in Place survey or an equivalent community survey, to be conducted annually during Project construction.

10.4 Project benefits

The Project is part of the Inland Rail Program, which will make a strong contribution to regional, State and national development for up to 100 years. Inland Rail as a whole will slow the increase in road freight on regional roads, which will lead to broader benefits for people living near road freight corridors or using roads and highways that are currently dominated by trucks, with potential for traffic safety benefits.

Potential Project benefits and opportunities during construction include:

- Employment for up to 900 personnel in Project construction, including local people and groups that are disadvantaged in the labour market
- Opportunities for Traditional Owners to work on Country
- Opportunities for local and regional businesses to participate in the Project's construction supply chain

- An increase in opportunities for Indigenous business with regards to capacity building and supply to the Project
- Opportunities for businesses (particularly in Yelarbon, Inglewood and Millmerran) to benefit from increased trade from workers and non-resident workforce accommodation service providers
- Training and career pathway development for young people, Indigenous people and unemployed people
- Financial benefits for landowners who lease or sell land to the Project for use during construction
- Community facility upgrades as part of Community Wellbeing Plan delivery

Longer term, Project benefits include:

- An improvement in telecommunications capacity and digital connectivity for residents and businesses near the Project corridor
- Reduced freight truck movements on local and State road networks
- Improvements to the safety of road-rail interfaces on the existing brownfield rail corridor
- Facilitation of faster transport of grain from the region to markets via sidings to GrainCorp facilities
- Catalysing further development of industrial precincts infrastructure in Toowoomba, and potential for development of rail-associated industry in Goondiwindi
- Facilitating the development of intermodal facilities, which will sustain employment and business activity for the long term
- Direct permanent employment for approximately 15 people, with employment growth also catalysed by Project-related business development
- Potential for legacy values from Project investments in local communities.

10.5 Residual risks

Potential impacts and benefits for social values were identified in Table 9.3. Residual risks of moderate or major consequence are shown in Table 10.1, along with measures to address residual risks.

Table 10.1: Potential residual impacts of moderate or major consequence

Potential residual impact	Measures to address residual impacts
Landowners and others living near the Project footprint may experience stress or anxiety about the Project's impacts on property use or severance, amenity, flooding and/or environmental qualities, with potential to affect wellbeing. This includes the potential residual impact of landowner levels of satisfaction with compensation arrangements or the effectiveness of agreed property-specific mitigation measures.	<ul style="list-style-type: none"> ARTC will work with directly affected landowners to address their specific concerns about impacts on properties or amenity, and facilitate access to support if they require The Project will maintain open, honest and timely communication with stakeholders who may experience Project impacts, and consider their feedback in reviewing and refining environmental management measures ARTC will monitor the promotion and uptake of mental health services in cooperation with the PHNs, and of community support services in cooperation with DTATSIPCA, to allow adjustment of support strategies if this is required ARTC will sponsor an annual survey of community self-reported rates of physical, mental and social wellbeing to support engagement with local stakeholders
Exposure to construction noise or vibration may affect the wellbeing and/or lifestyle of households near the Project footprint. The impacts of track construction would be transitory, but laydown areas or bridge construction sites have potential for longer lasting impacts.	<ul style="list-style-type: none"> The Project's Environmental Monitor and Community Relations Monitor will provide feedback to ARTC on the effectiveness of environmental management measures as indicated by stakeholder engagement The Project will implement a range of community information and engagement strategies as outlined in Section 8.2 to advise residents about potential impacts, and will provide a complaints handling procedure to receive and address complaints The Project will communicate with residents within 500 m of laydown and bridge construction sites and monitor complaints from residents in these areas If complaints indicate that impacts are affecting households' wellbeing, corrective actions will be implemented as part of the CEMP
The Project will change local character in areas nearest to the Project footprint through changes to the landscape, intensifying the rail corridor in brownfield sections, and introducing a rail corridor to the landscape in the greenfield sections, along with a new noise source. The prospect of permanent changes to local character particularly in greenfield sections of the rail corridor may cause residents' distress. Rail noise may also alter sense of place.	<ul style="list-style-type: none"> ARTC will ensure the availability of regular, timely and accessible information to enable local residents to understand and where necessary adjust to changes resulting from the Project ARTC will sponsor independent monitoring of LGA community values and experiences of liveability The Project will engage with GRC, TRC and local communities to identify and implement initiatives to offset changes to local character

Potential residual impact	Measures to address residual impacts
Landowners have anxiety about the potential for property values to decrease as a result of the Project's impacts e.g. noise, severance and amenity issues. There is uncertainty about the Project's potential impacts on property values, which would be differential based on factors relating to the Project and other economic factors.	<ul style="list-style-type: none"> ▪ The Project's CEMP and associated plans will detail management measures to avoid or reduce environmental impacts, which if not mitigated, could otherwise affect the amenity or use of properties, and consequently perceptions of property values ▪ ARTC will provide access to the information about the Project's environmental management measures and Project conditions of approval, and the Project's compliance with approval conditions, via the Inland Rail webpage to enable informed decisions about property purchases
The amenity of residents in Yelarbon, Brookstead, Pittsworth, Southbrook, Pampas and Yarranlea may be affected by rail noise and changes to scenic character. Gowrie Mountain residents may also experience rail noise and changes to views.	<ul style="list-style-type: none"> ▪ The Project SIMP and Draft OEMP include provision for adaptive management and corrective actions ▪ The Project will monitor the effectiveness of environmental management measures through engagement with the CRG and consider the CRG's feedback in reviewing management measures ▪ If complaints about rail noise indicate that the Project is causing unacceptable noise levels, ARTC will investigate and implement measures to address the cause of concern
If not mitigated, rail noise levels that exceed Project noise criteria have the potential to affect the sleep and stress levels of residents near the Project footprint, and therefore their wellbeing.	<ul style="list-style-type: none"> ▪ The Draft Outline Environmental Management Plan outlines the measures to be implemented to reduce rail noise ▪ If complaints about rail noise indicate that community concern about railway noise, ARTC will investigate and where non-compliance with Project approval conditions is identified, implement measures to address the cause of concern
Accessibility for emergency service vehicles may be impeded at level crossings when encountering a passing train.	<ul style="list-style-type: none"> ▪ ARTC will work with emergency services to develop communication protocols supporting Project responses (such as provision of alternative access across the rail corridor) and enabling services to plan around interruptions
The Project could increase the risk of road/rail accidents, and increased risk of rail-based fatalities	<ul style="list-style-type: none"> ▪ Measures to address hazards and risks to safety are provided in the Draft Outline Environmental Management Plan ▪ Arrangements with QPS, QAS and QFES will enable cooperative responses to any incidents and monitoring of any specific safety risks to enable corrective action. ▪ The Project will continue its cooperation with QPS, QAS and QFES during operations to monitor and mitigate any hazards or risks to safety
There is potential for proposed major projects to lead to cumulative demands on the construction labour force, causing labour to be drawn from other businesses and industries	<ul style="list-style-type: none"> ▪ Monitoring cumulative impacts and the effectiveness of SIMP measures in cooperation with stakeholders, and where required, refining mitigation measures to maintain or enhance their effectiveness

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