



# **Energy Projects and Bulli Creek Workers Accommodation Camp, Millmerran**

## **Social Impact Assessment**

April, 2025

**Millmerran Community**



This Report has been prepared for:

## **Millmerran Community**

This report has been prepared by:

**C Change Sustainable Solutions Pty Ltd**

**ABN: 66 858 725 526**



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## Executive Summary

In November 2024, the Millmerran Community commissioned C Change Sustainable Solutions Pty Ltd (C Change) to complete an independent Social Impact Assessment (SIA) associated with the proposed 800 bed non-resident workers camp (the Camp) linked to Genex's Bulli Creek Clean Energy Park. The development application for the proposal is requesting a 10 year operational period for the Camp.

In addition, the scope of the SIA was to include assessments of the cumulative impacts associated with several significant energy projects in the vicinity of Millmerran, including:

- Bulli Creek Clean Energy Park
- Punches Creek Solar Farm, and
- Captains Mountain Wind Farm.

It is noted that the Border to Gowrie Inland Rail link is likely to impact on Millmerran as well other projects earmarked for the region. As such, these projects were also considered in the assessment completed.

An emphasis of the SIA brief was that recommendations associated with impact mitigation or enhancement should leave a lasting positive legacy for the community.

### Social Impacts

To determine social impacts, the policy environment was reviewed, pertinent data, reports and literature were considered and considerable consultation with stakeholders was completed. A verification process was completed to ensure all pertinent stakeholders issues were captured. The results of these tasks were combined to determine the social impacts noted in this report.

A comprehensive assessment of social impacts revealed that, without mitigation there are likely to be many significant (high or major) negative impacts for the Millmerran community associated with the camp. With meaningful mitigation, many could be reduced to a low impact. However, the potential for community values to change permanently due to the ongoing presence of a substantial number of non-resident workers is likely to be a lasting legacy of the Camp. Implementing enhancement measures would also assist the delivery of potential benefits to the Millmerran community.

### Management Measures

A full list of management measures is provided in Section 7. While all are important and should be implemented if impacts are to be reduced to 'low', some of the more immediately implementable mitigations include the following:

- Contributions to permanent housing for operations staff of the Camp as well as staff houses needed for local businesses to meet with the additional demand created by the Camp
- The development of a Community Fund to contribute to community projects and/or services
- Contributions to police and potentially health services over the operational period of the Camp
- Business and Procurement Plans including a locals first policy, as well as information to local businesses regarding the Camp's supplier requirements and processes
- Assisting local businesses and community groups to build capacity to meet the additional demand that will arise with the influx of extended workforces. Contributions / in-kind assistance to enable groups to access business enhancement skills and the Camp potentially sharing non-confidential information associated with recruiting additional workforces could be provided
- Establishment of a Feedback/Complaints register at the Camp for use by the community and the occupants of the Camp. This should be assessed regularly to track issues throughout the construction and operational periods. Reporting on outcomes on a regular basis to ensure the community knows that issues are acknowledged and resolved will provide further good between Genex and the community.

## Positive Legacy Initiatives

Energy proponents leaving a positive legacy for the town was also in the forefront of most stakeholders consulted.

It was appreciated by stakeholders that Genex has already committed to providing funds to the Domville Place project in town and many noted that Genex was forthcoming with information.

Further contributions associated with the following subject matters would be most beneficial:

- Housing and accommodation
- Initiatives that will support vulnerable populations
- Youth initiatives
- School facilities and services
- Access/accessibility projects
- Investment in capital projects
- Investment in services and organisations
- Investments in operational/maintenance programs
- Educational opportunities
- Initiatives to assist businesses
- Community cohesion initiatives.

A detailed list of potential positive legacy initiatives is included at Table 7 in the body of the report.

## Other Priority Management Measures

In addition to the above immediately implementable actions, other critical mitigation measures required to reduce the high impacts associated with the onset of the Camp include:

- The development of an Accommodation Strategy for the construction workforce of the Camp to ensure the local housing and accommodation market is not negatively impacted
- The development of Safety Management Plans, which provides reassurance that additional traffic generated will not impact access to and between key community services and facilities, such as Millmerran State School, the Town Centre, access to the Aquatic Centre, Indoor Sports Centre and the Multi-purpose Health Service
- Agreed Emergency Evacuations Plans and Procedures between the Airstrip and Genex in times when required by the Royal Flying Doctors service

- The development of a Readiness Assessment for Millmerran and associated actions to prepare businesses and organisation for the increase in demand. Outcomes should include investment / projects / assistance required in the community to mitigate the direct and indirect impacts from the project and provide opportunity for positive outcomes for the local community. This would include, but not be limited to, reviewing the ability of local businesses and community groups to build capacity to meet the likely increased demand services into the future. The outcomes of this study could feed into / supplement the preceding recommended management measures.

The preparation and implementation of other priority management measures such as the following are also necessary if high impacts are to be reduced and positive benefits enhanced:

- The development of a Regional Housing Strategy for Millmerran showing how all proponents that are creating demand for housing are contributing to the increase in supply of housing (this would include all energy proponents, major project proponents as well as major employers in the region and government departments where applicable)
- The development of a Workforce Attraction and Retention strategy, illustrating how local employment will be facilitated through the project without having an adverse impact on existing industries' workforces
- The development of a Community Inclusion Plan to encourage workers to be active in the Millmerran community in ways that align with existing community values
- A Change Management process to assist the community adapt to an increase in 'busyness' and less quiet environment
- A Transition Plan to clarify what is proposed at the end of the 10 year operational period, and how businesses/organisations can adapt to the changing circumstances.

### **Ongoing consultation and monitoring**

Ongoing consultation with the community and stakeholders, plus monitoring mechanisms to keep track of how the Camp is impacting on the community is also important. Suggestions regarding consultation and monitoring measures are provided in Section 7. This includes, but is not limited to:

- Ensuring that Genex consults with community stakeholders on an ongoing basis to determine if demand generated by the Camp is being met and impacts on the community are low to negligible
- Establishing the feedback/complaints register mentioned in earlier sections of the Executive Summary
- Monitoring prices, including housing and rental costs, across the community over the construction and operational periods of the Camp
- Establishing a cross agency reference group for Millmerran to assist in responding to any impact associated with the construction and operational workforces of the Camp, the energy projects and other major projects in the region.

## 1. Introduction

In November 2024, the Millmerran Community commissioned C Change Sustainable Solutions Pty Ltd (C Change) to complete an independent Social Impact Assessment (SIA) associated with the proposed 800 bed non-resident workers camp, which is linked to Genex's Bulli Creek Clean Energy Park.

In addition, the scope of the SIA was to include assessments of the cumulative impacts associated with several significant energy projects in the vicinity of Millmerran:

- Bulli Creek Clean Energy Park
- Punches Creek Solar Farm, and
- Captains Mountain Wind Farm.

An emphasis of the SIA brief to C Change was that, wherever possible, recommendations associated with impact mitigation or enhancement should leave a lasting positive legacy for the community.

At the time of writing, the Bulli Creek Clean Energy Park, which is earmarked to be the largest grid connected solar farm in Australia once in operation had Development Approval (DA), and Environment Protection and Biodiversity Conservation (EPBC) approvals in place. Punches Creek Solar Farm also received DA and EPBC approval in 2024. Captains Mountain Wind Farm has received approval for a Regional Planning Determination (RPD) and is currently progressing through Queensland's wind farm development approval process under the Planning Act 2016.

Other major projects are also earmarked for the region, and these are also considered throughout the study. The full list of projects with the potential to intensify impacts through are noted in Section 3.

## Background

In 2024 Toowoomba Regional Council (TRC) received a development application for the project under review – the 800 bed Non-Resident Workforce Accommodation for the Bulli Creek Clean Energy Park. The development application documents indicated that a SIA was being prepared and would be provided. Upon receipt of the initial development application documents, Council requested (via information request) that a Social Impact Assessment be prepared generally in accordance with the Queensland Government Social Impact Assessment Guideline (March 2018).

On 21 August 2024, an SIA prepared by Square Peg Sustainable Planning (SPSP) was submitted to TRC.

This SIA was commissioned by the Millmerran Community to ensure a separate and independent assessment was conducted to provide the best outcomes for the Millmerran community. It was commissioned to determine that the impacts and mitigations associated with the Camp, and more broadly the other major projects in the region, are considered from the Millmerran community's perspective. Where possible, mitigations/enhancement measures that leave a positive legacy for the community are suggested.

To be consistent with the TRC's request for further information from the proponent, this SIA also follows the Queensland Government Social Impact Assessment Guideline (March 2018).

## Social Impact Assessment

Social impacts can be positive or negative, direct or indirect, and can affect people and their communities at all stages of the project/s lifecycle. SIA is a process that identifies, analyses and assesses the potential social impacts associated with a project/s.

Understanding and addressing impacts early can ensure that, at worst, communities are left no worse off through the construction and operation of major projects, and, at best, create positive effects during the project's lifespan and beyond.

Given that local communities bear the most intense impacts associated with a major project, projects that create positive impacts during the project's timeframes and leave a positive legacy post-project are likely to be favourable to many in the community.

The Queensland Government developed the Social Impact Assessment Guideline (March 2018) to ensure the method used and types of impacts considered when conducting an SIA were consistent across different projects. The guideline's process requires the consideration of avoiding negative impacts in the first instance, and if negative impacts cannot be avoided, then they must be mitigated. Mitigation measures suggested are required to be outcomes focused, reasonable, relevant, transparent and monitorable:

*"... management measures for all potentially significant negative impacts and must demonstrate that the hierarchy of avoid and [then] mitigate has been followed. Options to mitigate social impacts must only be proposed where all reasonable measures relating to project design, location, consultation and implementation have been explored to avoid negative social impacts.*

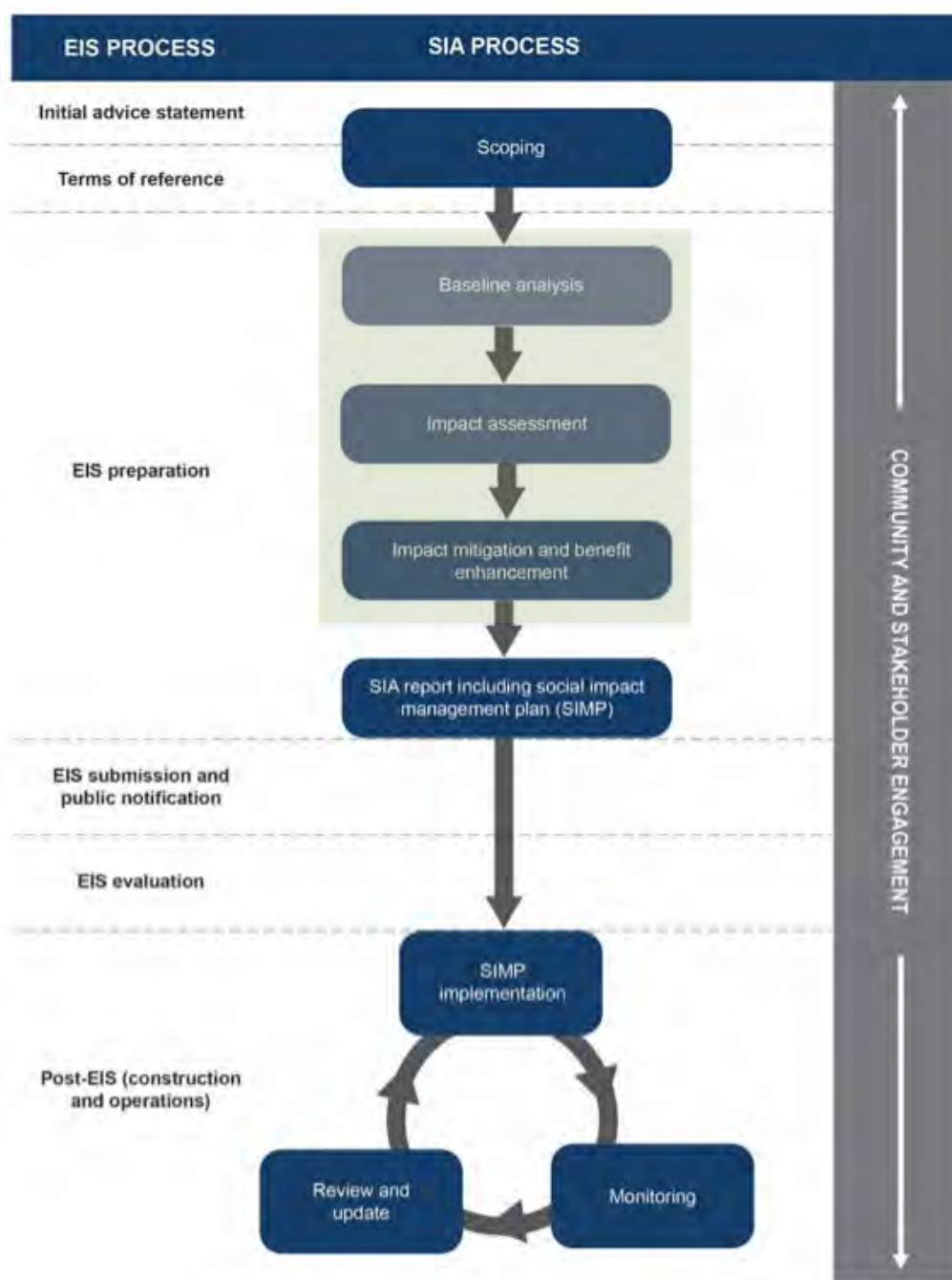
*"Management measures should be outcomes focused, reasonable, relevant, transparent and monitorable. The management measures that are developed through the SIA process are to be embedded within the proponent's internal social management systems".*

*Source: Queensland Government, SIA Guideline (2018)*

The process required is shown overleaf, and the impacts that are recommended to consider include the following:

- Impacts on community values and/or the way the community functions (Community Values)
- How people live, work, play and interact with one another on a day-to-day basis (Way and Quality of Life)
- Culture, history, and ability to access cultural resources (Culture)
- Communities' physical safety, exposure to hazards or risks, and access to and control over resources (Risks and Hazards)
- 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) (Quality of Life)
- Communities' access to, and quality of, infrastructure, services and facilities (Infrastructure, Facilities and Service)
- Communities' physical and mental health and well-being, as well as their social, cultural and economic well-being (Health and Wellbeing)
- Livelihoods, for example, whether peoples' jobs, properties or businesses are affected, or whether they experience advantage/disadvantage (Economic Livelihood).

Figure 1: The SIA Process, Queensland Government Social Impact Assessment Guideline (March 2018)



Source: Queensland Government, SIA Guideline (2018)

## This SIA

In line with the Social Impact Assessment Guideline (March 2018), this report has followed the general process for SIAs as highlighted in green in Figure 1. Information associated with the project and the broader activity in the region was noted in the first instance, and then a baseline analysis was completed. Stakeholders were identified and engagement conducted. Utilising all information sources, the social impacts of the project were noted. Once social impacts were identified, social impact mitigation and benefit enhancement measures (collectively referred to as ‘management measures’) that aim to alleviate negative impacts and/or enhance positive impacts were determined. The report was then finalised.

## Structure

Information collected and analysed as part of this report is presented as follows:

- The policy context relevant to the projects under review is included in Section 2
- The projects under review and wider projects likely to have cumulative impacts are noted Section 3
- A base line assessment of Millmerran is presented in Section 4
- Details associated with stakeholder engagement and consultation is included in Section 5
- The Social Impact Assessment completed for the proposed 800 bed non-resident workers camp in Millmerran is provided in Section 6, and this also includes separate consideration of the cumulative impacts expected with the broader energy and other projects noted in Section 3
- Suggested impact mitigation and benefit enhancement measures are discussed in Section 7. These are generally aligned with the following areas
  - Health and community well-being
  - Housing and accommodation
  - Local business and industry procurement
  - Workforce management
  - Ongoing community and stakeholder engagement, plus monitoring initiatives.

## 2. Policy Review and Context

### Climate Change and Reduction of Carbon Emissions

The policy environment in Queensland relevant to this SIA includes a focus on climate adaptation, with a particular emphasis on reducing carbon emissions. The climate change adaptation focus has emanated from a number of levels, with the initial driver being the 21st United Nations Framework Convention on Climate Change (UNFCCC) Conference of Parties (COP21). This conference was held in December 2015 where the international community unanimously adopted the 'Paris Agreement' to reduce carbon emissions and decarbonise the global economy. In addition to mitigating carbon emissions, the Paris Agreement also addressed adaptation issues such as "enhancing adaptive capacity, strengthening resilience and reducing vulnerability to climate change, as well as loss and damage associated with the adverse effects of climate change and extreme weather events". The Australian Government ratified the Paris Agreement in November 2016.

As well as global drivers, there are national drivers for climate change adaptation at the Australian Government level. The Australian Government has played an important role through various means, including the funding of the National Climate Change Adaptation Research Facility (NCCARF) as well as other research and development programs. Through the Climate Change Act (2022) the Australian Government has committed to achieve net zero emissions by 2050, with an intermediary target of 43% reduction in greenhouse gas emissions by 2030 (base year 2005).

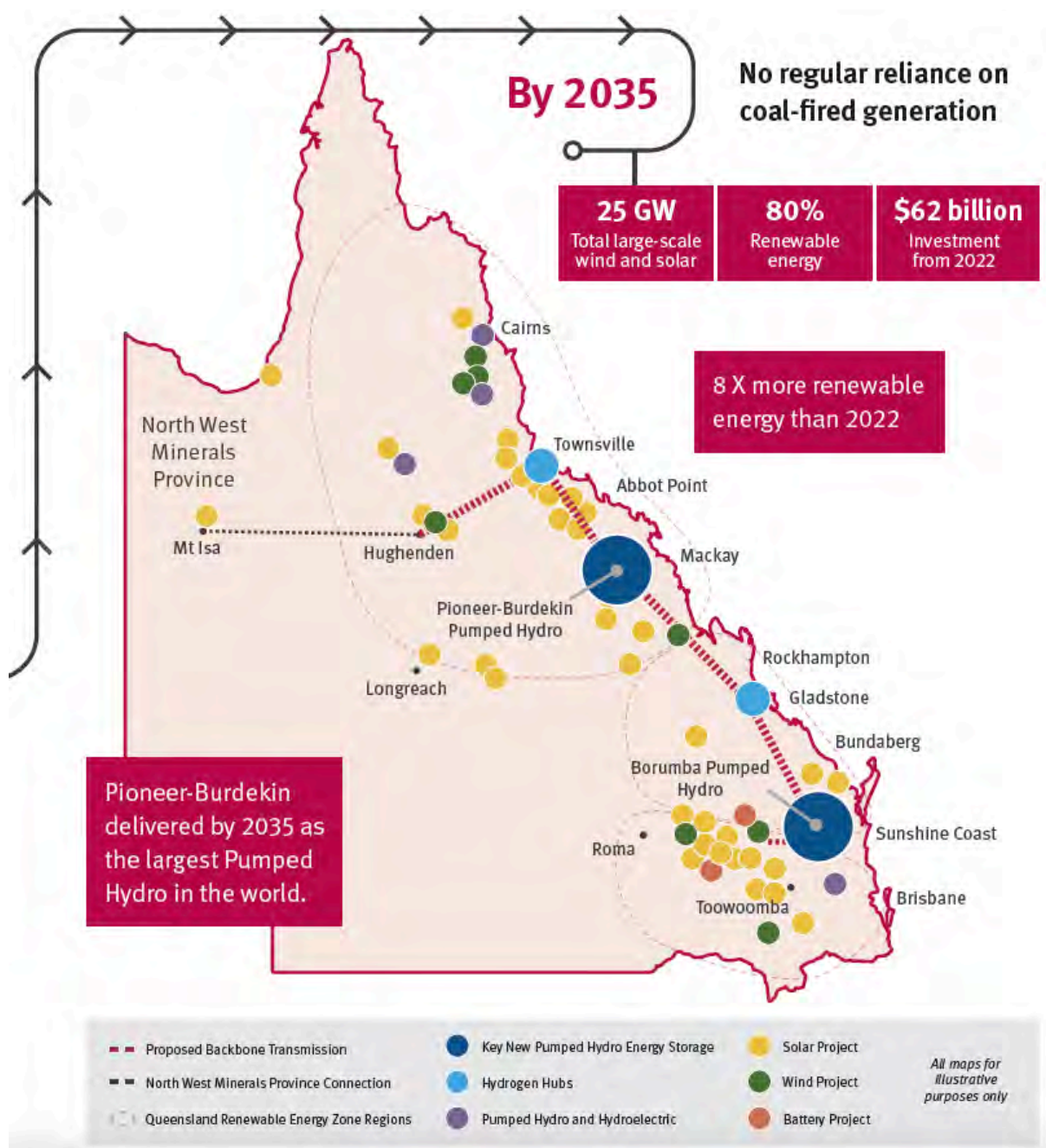
The Queensland Government has adopted the targets of being a net zero emissions economy by 2050, with intermediate targets of 30% net reduction by 2030 and 75% net reduction by 2035 (Queensland Government, 2024, Queensland's 2035 Clean Economy Pathway). Within these targets, goals of reaching 50% renewable energy by 2030, 70% by 2032 and 80% by 2035 have also been set. There are various strategies and plans that outline how Queensland can meet these targets.

The Queensland Climate Adaptation Strategy (2017-2030) (currently under review) emphasises that coordination is key to successful climate change adaptation. The Strategy has been noted as "*a central component of Queensland's Climate Change Response*" and, together with the Queensland Climate Transition Strategy, it will guide Queensland's transition towards a zero net emissions economy. The range of impacts Queensland is experiencing and can expect from climate change is highlighted in the Strategy, as well as the risks and the opportunities these changes bring. The strategy emphasises that a coordinated approach with all levels of government, community and businesses is required if Queensland is going to see real change. The Strategy's vision is that Queensland is: "*...innovative and resilient (and) manages the risks and harnesses the opportunities of a changing climate*".

More recently, various other plans have been developed to assist with the decarbonising of Queensland's economy. In particular Queensland Energy and Jobs Plan 2022, and the Queensland Renewable Energy Zone (REZ) Roadmap (2024) are of particular interest to this SIA.

The Queensland Energy and Jobs Plan outlines the pathway to achieving the climate change adaptation measures that have been adopted by Queensland. This includes building a 'Super Grid', which includes numerous adaption projects in Renewable Energy Zones (REZ) (refer Figure 2). The plan notes that the Government is dedicated to ensuring the Queensland Renewable Energy Zones (QREZ) are key elements helping to deliver on Queensland's decarbonising targets. As can be seen Figure 2, the proposed REZ centred on Toowoomba and Roma includes Millmerran.

Figure 2: Queensland's Super Grid



Source: Queensland Government, Queensland Energy and Jobs Plan, 2022

The vision included in the Queensland Renewable Energy Zone Roadmap is “To foster thriving communities and a clean energy economy through the development of Renewable Energy Zones which lower costs, create job opportunities and achieve Queensland's renewable energy targets through coordinated planning and investment”. Areas across Queensland have been strategically selected and planned to connect multiple clean energy generators in ways that “deliver better outcomes for Queensland communities and industries”. Currently 12 locations across Queensland have been identified as potential locations for REZs. Included in these areas is the Darling Downs region of Queensland - an area that includes the Millmerran town and broader region.

The Plan acknowledges that *“supporting communities is not only about the benefits of renewable energy development, but also about understanding the broader community priorities and leveraging the incoming investment to enhance liveability and local infrastructure”*. This is an important recognition by the State, and one of the key reasons this SIA discusses likely cumulative impacts from the energy projects impacting on Millmerran.

To understand the impacts on REZs, the Plan notes that readiness assessments are going to be prepared. REZ Readiness Assessments will *“identify strategies for maximising the opportunities associated with REZs, as well as ways to manage potential local impacts. REZ Readiness Assessments will occur at a strategic regional level and a detailed local level for each of the potential REZ locations where needed”*. The readiness assessments are aimed at identifying local infrastructure needs and opportunities based on a wide view of the REZ and pipeline of projects in the area. Previous information from the Queensland Treasury (accessed in 2024) indicated that these assessments were meant to commence in October 2024. However, information on the extent to which this has occurred for the Darling Downs and Western Downs region could not be ascertained at the time of writing.

The Plan notes that *“Queensland's south, including the Darling Downs..., has unique advantages and opportunities for REZ development. There are two In-flight REZs already underway and a further three potential future REZs in Southern Queensland. REZ development in this area is predicted to create approximately 2,200 renewable energy construction jobs throughout REZ development and bolster existing renewable investment in the area. The area has experience in delivering 17 operating wind and solar farms, with a further five renewable projects under construction and 31 renewable projects in the pipeline”*.

The Darling Downs region itself is earmarked to produce 1,600-2,000 MW of renewable energy generation, and key projects are expected to commence mid to late 2020s. As noted in SPSP's SIA, and verified through alternative sources, the region is already home to *“the MacIntyre Wind Farm, the largest onshore wind farm in the Southern Hemisphere. There are also 13 solar farms in the broader region, totalling 1,500MW of renewable energy capacity. The adjacent Western Downs region alone is a potential host of \$4 billion worth of approved projects in the renewable energy sector, with \$2.4 billion under construction. This accounts for nearly a quarter of Australia's investment in renewable energy”*. (SPSP, 2024, Social Impact Assessment for the Bulli Creek Accommodation Camp).

The above discussion illustrates the importance of the energy sector in the Millmerran region in reaching Queensland's and Australia's climate change adaptation and renewable energy goals. As will be seen in later sections of the SIA, most within the Millmerran community acknowledge this and as such the projects themselves are not in contention. Rather, it is the impacts associated with the projects and the workers camp itself that are the subject of this report, and in line with the Queensland Renewable Energy Zone Roadmap, this report provides suggestions regarding how management measures can *“enhance liveability”* and provide importantly needed local infrastructure for the benefit of all stakeholders.

## Regional Priorities

The priorities in the broader regional area centre on supporting traditional industry sectors and embracing emerging opportunities. Below the Darling Downs Regional Plan (2013) and the TRC's corporate plan and economic drivers are noted.

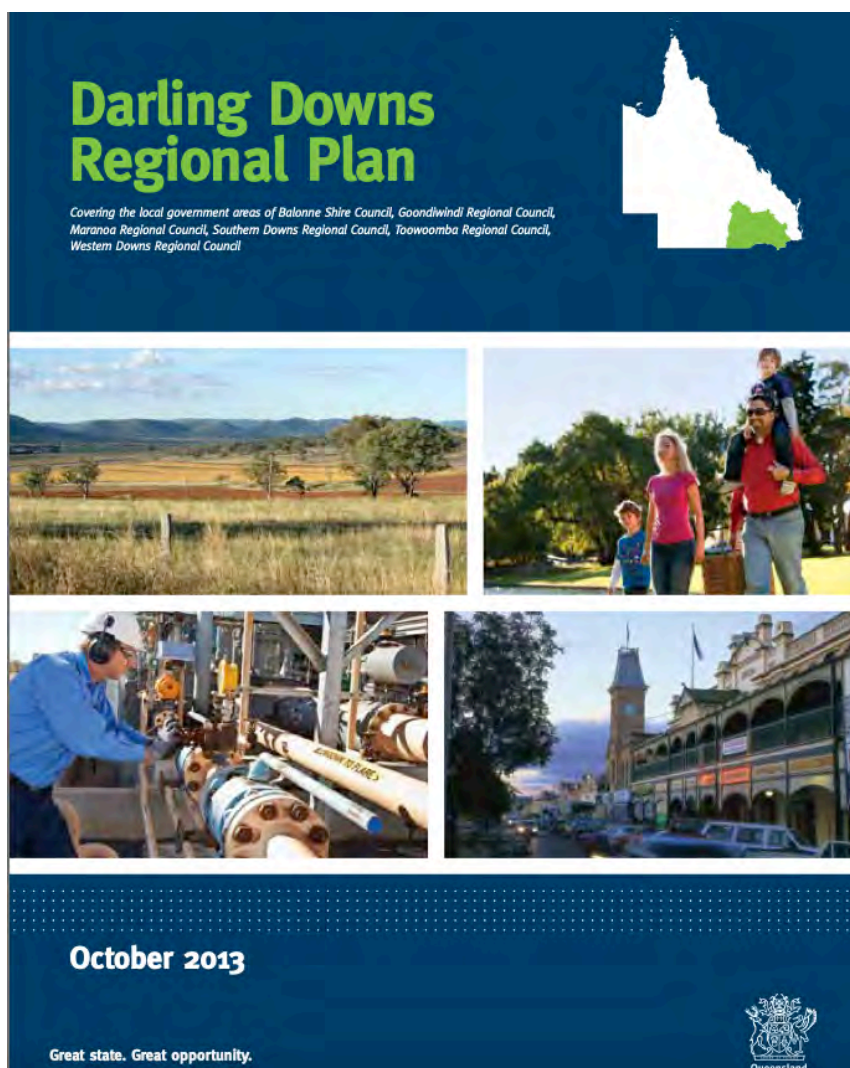
### Darling Downs Regional Plan (2013)

The Darling Downs Regional Plan (2013) is the current plan for region. The plan covers the local government areas of Balonne Shire Council, Goondiwindi Regional Council, Maranoa Regional Council, Southern Downs Regional Council, Toowoomba Regional Council, Western Downs Regional Council and is focussed on:

- Supporting the long-term viability and growth of the agricultural sector
- Maximising the productive use of key mining resources and
- Providing for liveable communities.

The Plan focuses on several areas considered to be of State interest, including:

- Protecting priority agricultural land uses while supporting co-existence opportunities for the resources sector
- Providing certainty for the future of towns within Warwick, Roma, St George, Dalby, Goondiwindi and Toowoomba city
- Infrastructure, and including transport networks, electricity, water and community infrastructure, and
- Other state interests such as:
  - Housing and liveable communities: with a focus on housing, community health and well-being, noting that community cohesion and well-being are enhanced by maintaining and improving access to health services, recreational facilities, and social infrastructure
  - Economic growth, including fostering a skilled and stable workforce to attract / retain historic and future key industry sector
  - Environment and heritage and planning for water regime changes. This priority includes protecting the region's natural and cultural heritage, including its biodiversity, water resources, and scenic landscapes
  - Hazards and safety, which includes actions that address the region's susceptibility to natural hazards, particularly flooding and drought, and building resilience throughout the region.



## Toowoomba Regional Council Corporate Plan (2024/29)

The Toowoomba Regional Council's Corporate Plan is the overarching document for Council which sets Council's strategic vision. The plan's vision is to create *"A vibrant Toowoomba Region: built on rich traditions, thriving with bold ambitions"*. Four goals are included in the plan as shown to the right, and these centre on People, Place, Prosperity and Performance and these emphasise:

- Creating opportunities for and connecting communities;
- Valuing and enhancing key environments – both natural, agricultural, and place based
- Ensuring a strong and diverse economy, with thriving businesses and an environment attractive to industry/employment; and
- Council delivering sustainable and quality services with a focus on the impacts and outcomes on the community.

## Strategic Intentions for Millmerran

Millmerran is rural town, situated around 75 kilometres south west of Toowoomba and 210km west of Brisbane. Predominantly focussed on the agricultural sector, Millmerran also has a small manufacturing base and a coal-fired power station to the south of the town.

As noted in the previous section, the Millmerran region is also a part of the proposed Darling Downs REZ. Thus, as well as maintaining its traditional economic base, renewable energy is expected to be a key sector moving forward.

Up until the early 2000s Millmerran was its own Local Government Authority, but in 2008 it amalgamated with 7 other Councils to form Toowoomba Regional Council (TRC).

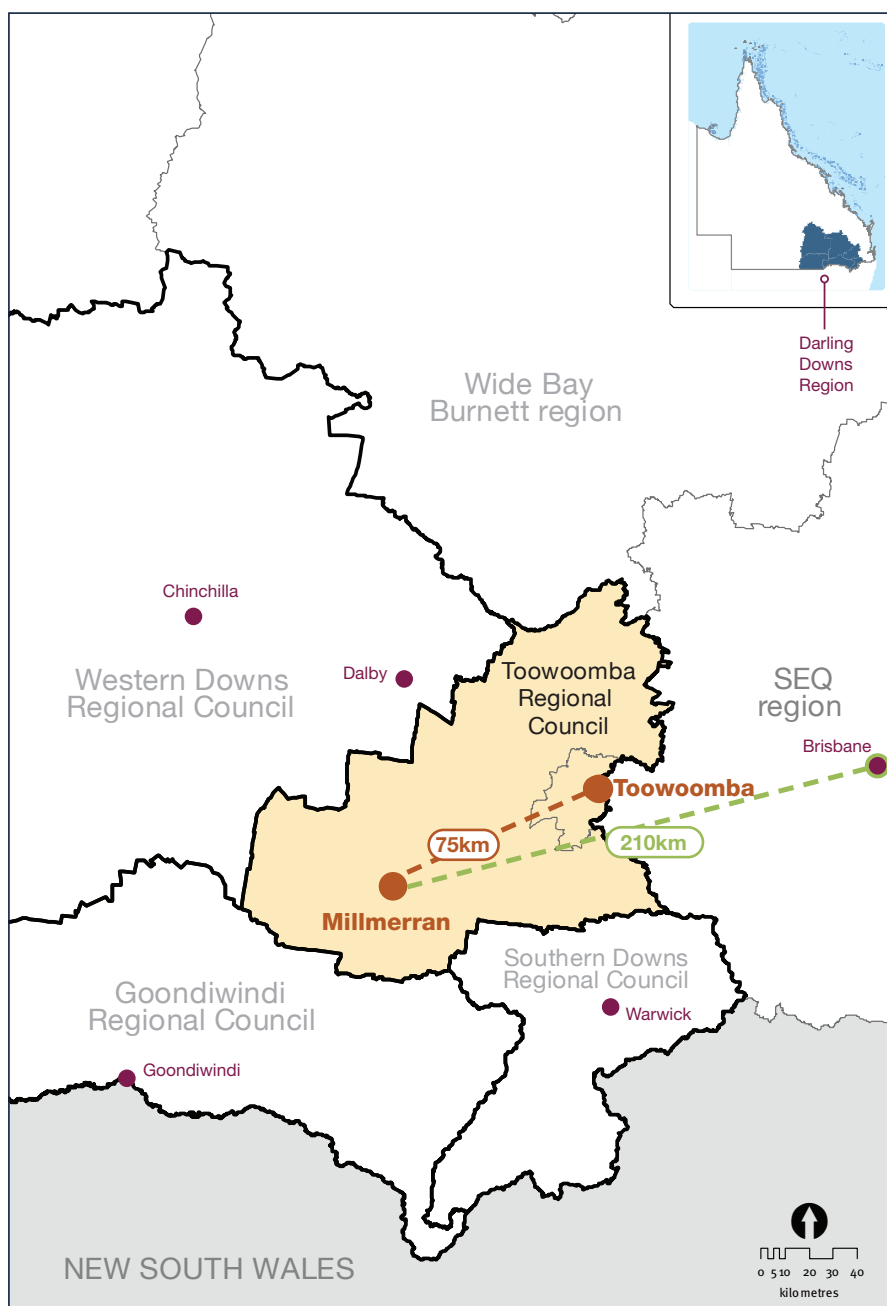
The TRC spans a physical area of 12,978 km<sup>2</sup> and is home to over 150,000 people. It serves a considerable catchment to the western areas of Queensland and is a large employment base for major regional businesses.

The TRC's strategic intentions note Toowoomba's role as the principal regional centre for the areas of the Darling Downs, Southern and Western Queensland, as well as Northern and Central rural New South Wales. The planning scheme notes that *"Toowoomba plays an important role as a gateway to communities and resources in these areas, as well as connecting these locations to South-East Queensland and beyond"*.

The vibrant and dynamic agricultural and pastoral sector is acknowledged as central to the Toowoomba Region. Emerging industries are acknowledged in the Planning Scheme, and these include the energy sector (both renewable and non-renewable sectors), the manufacturing/value adding sector as well as agri-tourism and eco-tourism. Defence, logistics and knowledge based industries are also supported.



Figure 3: Context Map, Millmerran



The TRC is home to a variety of townships, communities and urban areas, with all settlement types contributing to the important and diverse nature of the region's population, economy and environment. Importantly for Millmerran, the rural qualities of the regional towns, townships and landscapes are noted as being *"an intrinsic part of [the TRC] region's character and identity"*.

Millmerran is described as a significant rural township in the Strategic Intentions of the TRC Planning Scheme. Millmerran is acknowledged for its extensive areas of natural bushland and rural production, which provides a strong sense of identity through local character and built form responses. The strategic intentions note that TRC's intends its townships, including Millmerran, to remain viable in perpetuity.

In 2021, the ABS Population and Housing Census indicated that the population of Millmerran township (ULC) was 1,545 people and the broader rural area (SA2) was 3,223 people. As is shown in the Baseline chapter, Millmerran's population figures have been

stable for at least the last 15 years.

The strategic intentions in the TRC Planning Scheme acknowledge Millmerran's role as a major service centre to surrounding agricultural enterprises and note that it is a self-contained, well provided-for rural town. New development is intended to occur within the existing town and provide a variety of lifestyle choices – including detached dwellings on standard and small block, dual occupancy and multiple dwellings throughout. Larger rural residential development is also expected in the southwest of the town.

## **Draft Millmerran Community Place Plan 2024-27 and Millmerran Community Growth Action Plan Economic Development Strategy (Sept 2015)**

The *Draft Millmerran Community Place Plan 2024-27, Brilliant Skies, Broad Horizons* is a document detailing the Millmerran Community's priorities. It was developed by Commerce and Progress in conjunction with TRC and contains updated information that was included in the *Millmerran Community Growth Action Plan Economic Development Strategy (Sept 2015)*.

As emphasised in the consultation conducted for this SIA (refer Section 4), the Plan acknowledges that the rural lifestyle is key to attracting and retaining people in Millmerran, together with a relatively affordable housing market when compared to Toowoomba<sup>1</sup>. The agricultural sector, mining/power employment opportunities and the industry servicing the heavy transport sector are seen as key strengths in the Region, as is the Camp Oven Festival.

The Vision in the Community Place Plan is *"To develop Millmerran to achieve sustainable growth and economic prosperity, while maintaining the lifestyle benefits of a thriving rural community"*.

The documents discusses opportunities for Millmerran, and these building the tourism industry;; investment in infrastructure, places and workforces; ways to enhance the local community and lifestyle of the region. Key priorities noted are:

- Domville Place redevelopment
- Increase in land/ housing development
- Rail land development
- Opportunities around large projects including solar and wind farms
- Implementation of the tourism strategy

Further information on community character and values is provided in the Section 4.

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<sup>1</sup> Although the Plan also acknowledges that affordability has been impacted in recent years. This was also highlighted in consultation with stakeholders and discussed further in Section 3 and 4.

### 3. The Project

#### Bulli Creek Non Resident Workers Accommodation Camp

This SIA is focussed on the impacts associated with the construction and operation of the Bulli Creek Non Resident Workers Accommodation Camp (the Camp). The Camp is proposed to operate for 10 years and service the construction phase of the Bulli Creek Clean Energy Park.

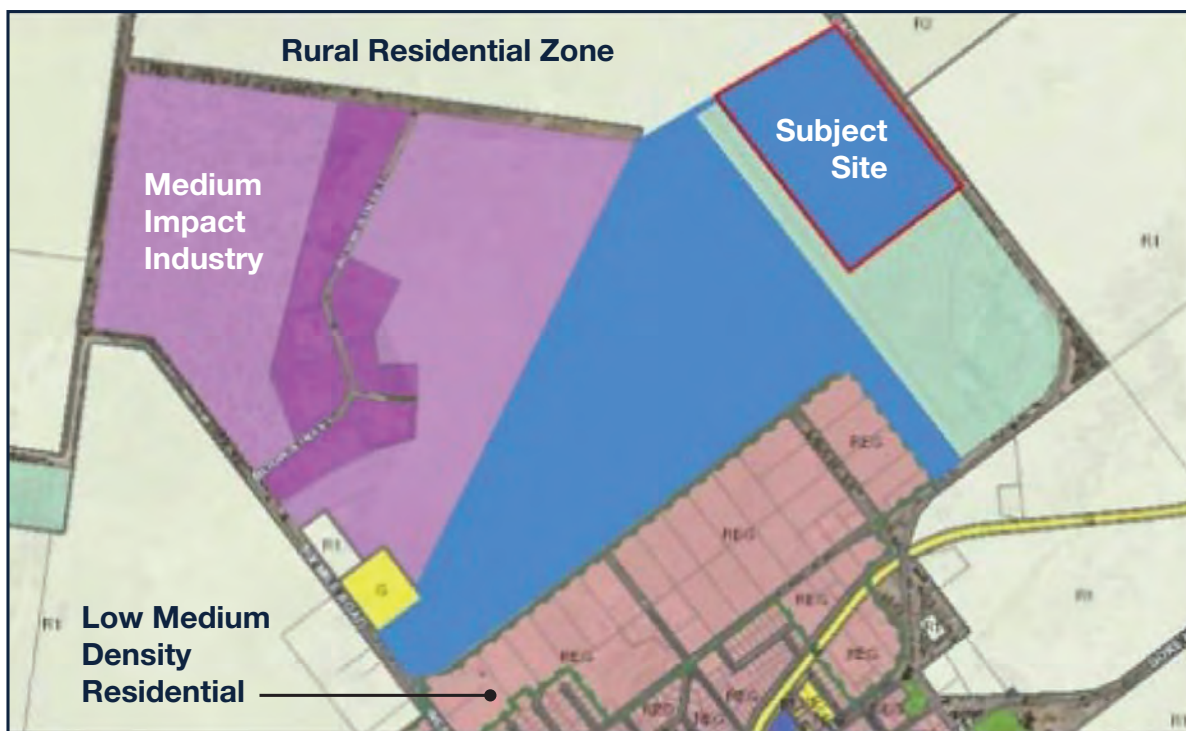
#### Subject Site and Township Context

The subject site is located within Part of Lot 2 Millmerran Cecil Plains Road, Millmerran, formally described as Part of Lot 2 on RP1666824.

As outlined in the Town Planning Report that accompanied the development application for the Camp (Town Planning Alliance, 2024), the Toowoomba Regional Planning Scheme indicates the subject site is within the Rural Zone, and the surrounding area is primarily unimproved rural land. The subject site directly adjoins rural land uses to the north, east and west of the site and is adjacent to the Millmerran Showgrounds to the south, and Millmerran Airstrip to the east.

The site is approximately 2km from Millmerran town centre.

**Figure 4: Zoning Plan, Subject Site**



*Source: Recreated from Town Planning Report*

## Size and Operation Timeframe of the Camp

The town planning report notes that the “proposed development intends to operate as a temporary facility for a period of ten years to align with the anticipated construction timeframe of the [Bulli Creek] solar farm project”.

Only the first stage of construction for the Bulli Creek Clean Energy Park has been detailed (currently expected to be around a 2 year period), and this indicates that at peak, around 700 occupants will need to be accommodated. The following stages of development have not been articulated publicly. Based on other projects workforces for battery construction (the next phase for Bulli Creek Clean Energy Park), it is likely that around 25% of the phase 1 construction workforce will be required (around 150-200 workers).

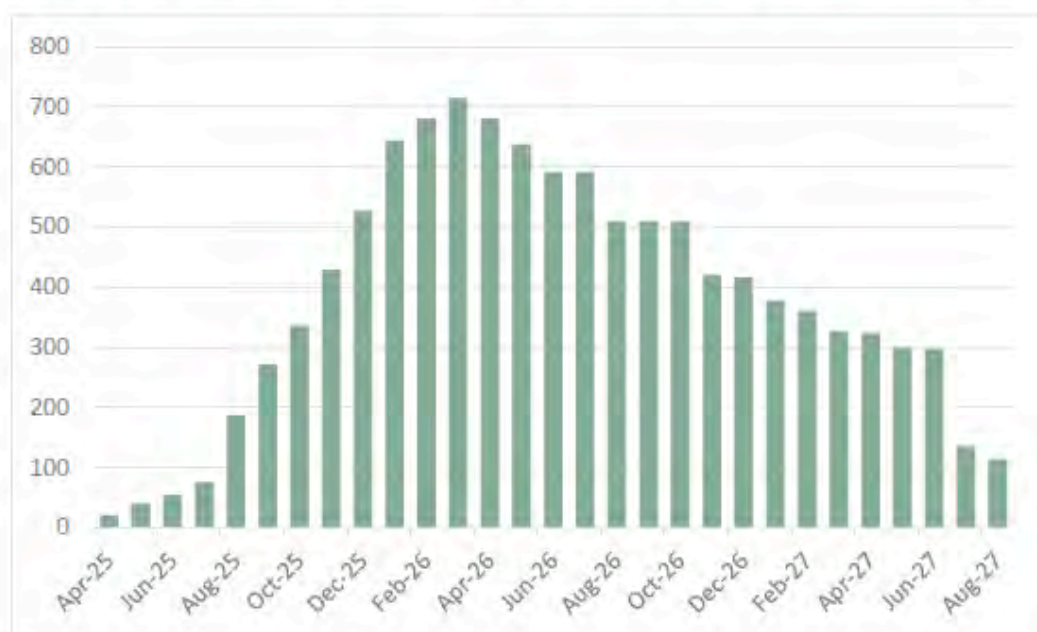
The employment roll out for the first stage shows the ramping up and down of expected occupancy to service the construction of the Bulli Creek Clean Energy Park (refer Figure 5 as extracted from the SPSP SIA). It can be seen from the figure below that there is a 7 month period of when occupancy at the camp is expected to be above 500.

Proponents of the Camp are requesting approval for 800 rooms to account for a planning buffer and has indicated that all 800 rooms will be built at once. Through discussions with C Change, Genex indicated they expect to accommodate both construction workers and operational workers at the facility. When asked if they were intending to provide permanent housing for operational workers, Genex noted they would consider available options, but there were no firm plans in place to do so.

Information in the SPSP SIA indicates the camp will require an operational staff contingent of 20 people.

Available information indicates the Camp will be utilised for Bulli Creek Clean Energy Park employees only but Genex indicated they were open to considering other major project employees if there were vacancies.

**Figure 5: Expected occupancy requirements at the Camp, Stage 1 of Bulli Creek Clean Energy Park**



*Source: Genex provided.*

*\*Note: The development team are working with an assumption of 800 workers to allow a buffer for planning purposes.*

## Construction of the Camp

The Town Planning report indicates that construction of the camp will take approximately 6 months and SPSP's SIA indicates the construction will require 4-6 months. The SPSP SIA indicates employment of up to "100 personnel on average" will be required for the camp construction period<sup>2</sup>. Although documentation notes that construction is likely to commence the first quarter of 2025, given approvals are not in place yet, it is more likely construction will commence mid 2025.

Construction activities will be completed during day shifts only and involve the following key phases:

- Construction of hard stand
- Transportation and situation of buildings utilising cranes on site
- Chain and concrete tie down of modules and buildings
- Connection of buildings to services
- Covering of walkways to allow for weather protection when occupants are accessing different parts of the Camp
- Construction of a bitumen sealed car park, and
- Landscaping to prevent dust impacts.

## Layout of the Camp

The concept plan is shown below in Figure 6. Details associated with the plan indicates the Camp will have parking capacity for 420 light vehicles and bays for 20 50-seater buses (SPSP's SIA indicate actual requirements for buses are estimated to be between 8-16 by the traffic impact assessment).

The number of vehicles expected at the site in the Traffic Impact Assessment has assumed the construction workforce would be sourced primarily from South East Queensland. At peak, half the construction is expected to access the site by private vehicle, and the other half by bus.

In discussions with C Change, Genex indicated there is flexibility in the site to accommodate further parking, if necessary, but they will be encouraging the workforce to utilise non-private transport means to access the Camp in order to reduce traffic impacts on the local community.

Given the workforce for the construction period has not yet been recruited, it is difficult to verify whether this is the case or not. It is noted, however, the underlying average employment is around 400. Therefore, if needed at all, car parking may only need to be augmented for 7 months, the period where the occupants will be above 500.

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<sup>2</sup> It is not clear if the 100 person workforce is peak employment, or an average throughout the 4-6 months. In other parts of the SPSP report, construction workforce for the camp the report indicated that 'It is currently anticipated that between up to 100 personnel will be required to construct the Project.'. For C Change's SIA, it is assumed that the peak workforce for the construction phase is 100 people.

Figure 6: Concept layout for the Camp



Source: Town Planning Alliance (2024)

### Services provided at the Camp

As well as the 800 beds, and the 420 car bays and 20 bus bays as noted above, information reviewed in preparing this SIA indicated that the Camp would include:

- Kitchen, food preparatory room, servery and dining area<sup>3</sup>
- Recreation room
- Laundry
- Camp management office
- First aid room, which is intended to be staffed with a nurse on a 24/7 basis
- Communications room
- Parking area for 420 cars and 20 bus bays as noted above.

<sup>3</sup> This has also been described as a 'canteen' in the SPSP SIA "The camp will include a canteen. Food will be prepared onsite and provided to camp occupants" but for this SIA it is assumed that this area is a proper mess with a crib area for self-serve and pre-prepared meals

The development application material indicates that Genex will encourage their team to actively support the local economy. For this reason, they note a wet mess (bar) will not be provided on site, and through personal communications with C Change it was verified that the Camp will be completely dry (i.e. no alcohol allowed anywhere on site). The concept also does not include gyms in a bid to ensure the town's facilities are utilised. Genex has indicated a regular bus shuttle service between the Camp and Millmerran town centre will be provided for Camp occupants, and the scheduling of this will be discussed in due course to ensure that key pick up – drop off points are included, and peak community usage times for sports and leisure pursuits are avoided.

### Expected Crew Details

The SPSP SIA notes that one crew will be arriving and departing weekly from their primary residences within the South East Queensland region. Peak traffic volumes would occur on Sunday afternoons (for arriving crews) and Saturday mornings (for departing crews).

The SPSP SIA notes that “depending on shift scenarios, workers would be transported from the accommodation camp to their work sites at the BCCEP in coaches or light vehicles”.

### Other Projects in the Vicinity of the Project

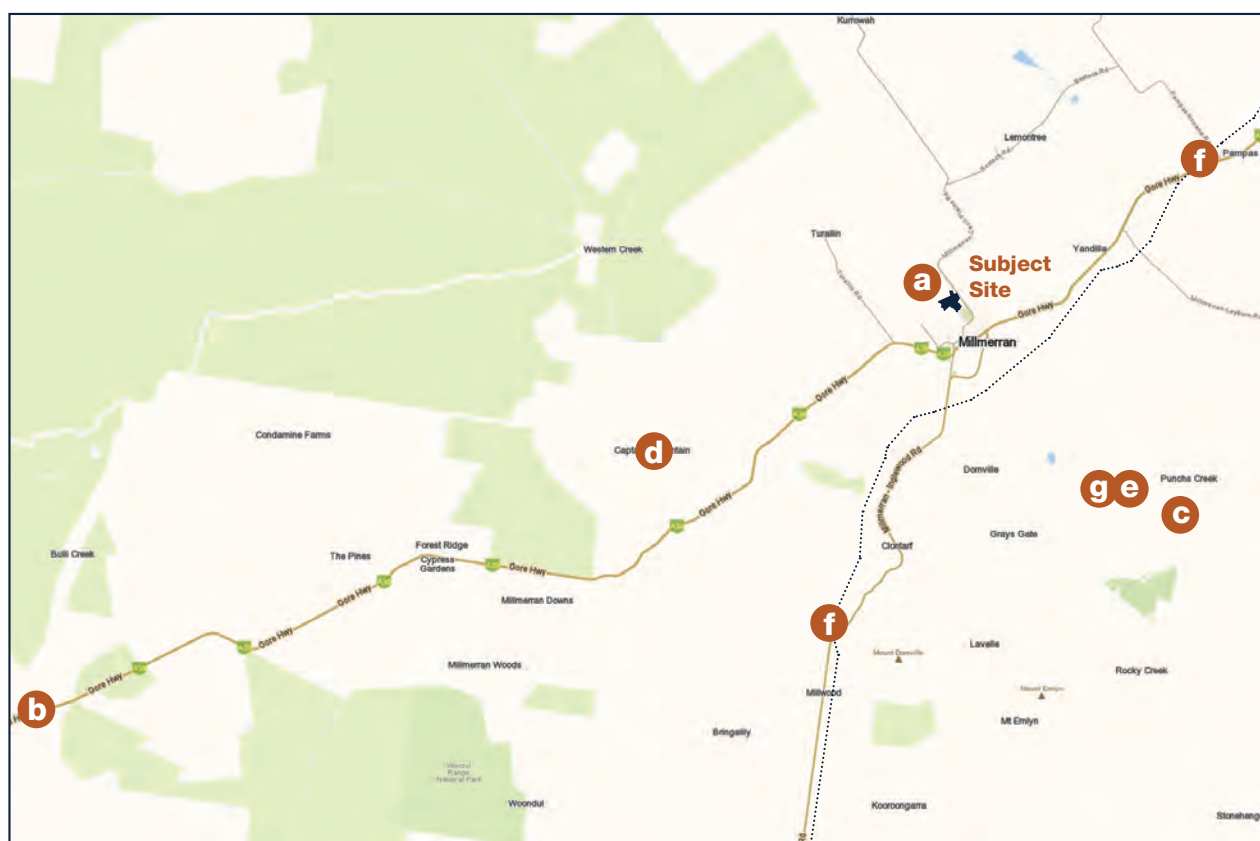
It is important to acknowledge other projects in the vicinity of the Project that are likely to create cumulative impacts on the community of Millmerran. The Queensland SIA Guideline indicates that “In many instances, mitigation of these cumulative impacts may not be within the proponent's direct control, but an assessment nonetheless provides important context regarding the likely consequences that would be experienced by potentially impacted communities”. In this regard, impacts and mitigations associated with the energy projects are noted in this report, and it is acknowledged that some may be outside of TRC's remit regarding the imposition of conditioning. Where this is the case, it is essential that the outcomes and suggestions included in this SIA be taken into consideration when the readiness assessments for the Darling Downs are being compiled.

As expected, given the proposed REZ, there are other renewable projects in the vicinity of, and directly related to, the Camp. The primary projects in the vicinity of the Camp include the following:

- Bulli Creek Clean Energy Park
- Punches Creek Solar Farm, and
- Captains Mountain Wind Farm.

The locations of the projects are shown below in Figure 7 and short descriptions follow. The map below also includes the Commodore Coal Mine extension, the Border to Gowrie component of Inland Rail and the Merrawindi Farm as these are also projects that are likely to intensify impacts on the Millmerran community.

Figure 7: Other Projects in the Vicinity of the Camp likely to impact on Millmerran.



- |   |                                |                                  |
|---|--------------------------------|----------------------------------|
| a. Proposed 800 bed non-resident workers camp | c. Punchs Creek Solar Farm     | f. Inland rail alignment for B2G |
| b. Bulli Creek Clean Energy Park              | d. Captains Mountain Wind Farm | g. Merrawindi Wind Farm          |
|   | e. Commodore Mine              |                                  |

#### Bulli Creek Clean Energy Park Project <sup>4</sup>

Bulli Creek Clean Energy Park will be developed in a 5,000 Ha area, 35Km west of Millmerran, constructed in a multistage development.

Stage one of the project will see construction of the solar development with a minimum capacity of 450MW. This will be followed by the development of a battery energy storage system (BESS) stage of up to 400MW. The final investment decision for the first stage of the project is targeted in the second half of 2024, with first energy production estimated to commence in 2026.

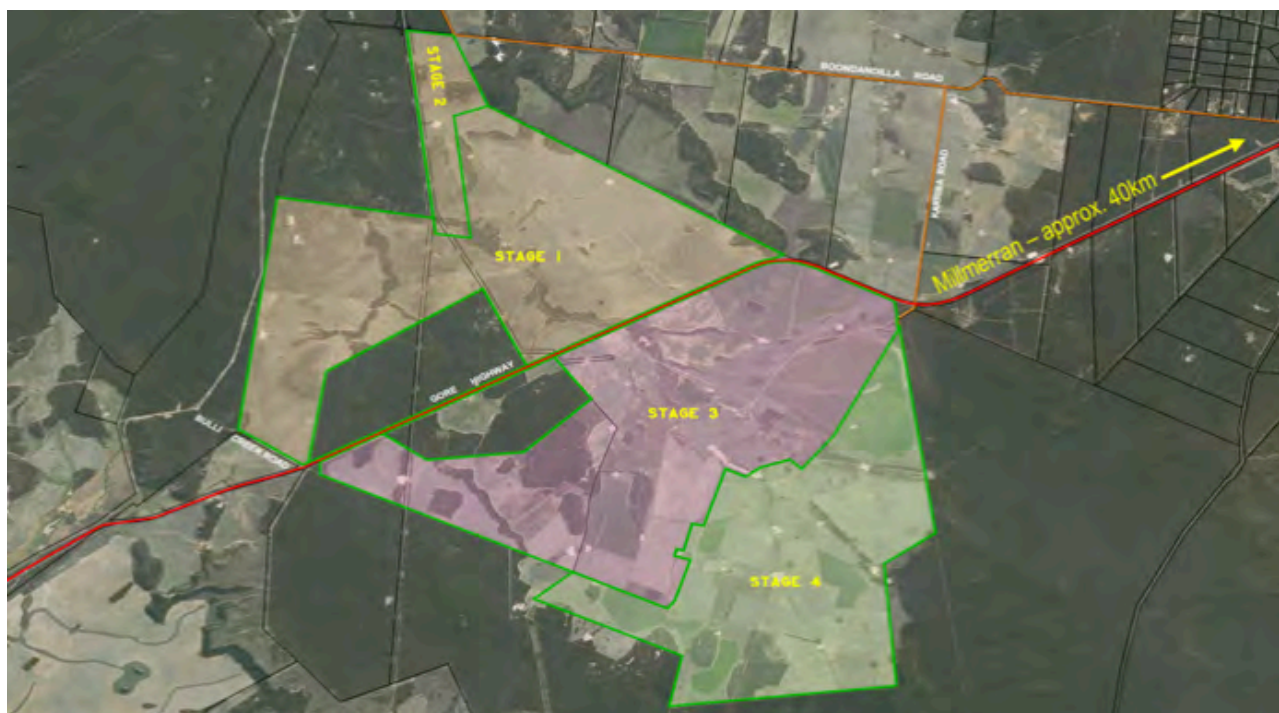
Business Continuity Plan is being developed by Genex Power in partnership with Japan-headquartered Electric Power Development (J-Power), understood to have loaned the project \$35M. Solar Choice is associated with the project as a co-developer. PCL Construction has been nominated as the engineering, procurement and construction contractor.

<sup>4</sup> <https://www.nsenenergybusiness.com/projects/bulli-creek-clean-energy-project/?cf-view>  
<https://genexpower.com.au/bulli-creek-clean-energy-project/>  
<https://www.pv-magazine-australia.com/2024/04/08/genex-eyes-new-ppas-for-bulli-creek-solar-project/>

Pers comm, Genex, February 2025

Toowoomba Regional Council is currently in review of Genex's 800 bed camp (the Camp) that is the subject of this SIA. As previously noted, the Camp is located adjacent to the showgrounds and proposed to operate temporarily for 10 years to support the housing needs for workers involved in the Bulli Creek Solar Farm project. It is expected that around 700-800 workers would be required for construction in Phase 1, and a workforce of around 20 would support the Park once operational.

**Figure 8: Bulli Creek Clean Energy Park Project**



Source: <https://genexpower.com.au/775mw-bulli-creek-stage-1-solar-project/>

### Punchs Creek Solar Farm<sup>5</sup>

Skylab Australia is planning to construct and operate at 800MW AC solar farm along a 250MW battery energy storage system at Punchs Creek, 13km southeast of Millmerran. The 1456.4 ha project site is on cleared agricultural land with a 30 year + lease option and the owners note they have support from the local community. The project received full development approval in Q1 of 2024 and EPBC (Environment Protection and Biosecurity Conservation) approval in May 2024.

It is understood that Stage 1 will be 400MW AC of solar plus a 250 MW BESS and Stage 2 will be the remaining 400 MW AC Solar.

Upon completion, the project will have a total of 1.7 million solar panels. This site will have direct access to the Powerlink Transmission Network, that will connect to the existing 330kV Millmerran to Middle Ridge ETL. The project is expected to generate enough energy to power 300,000 Queensland homes.

<sup>5</sup> <https://www.altenergy.com.au/newsandviews/show/project-update:-punchs-creek-solar-farm:https://skylabgroup.com.au/past-projects/punchs-creek/>. Pers comm, Punchs Creek, February 2025

Discussions with representatives of Punchs Creek Solar Farm indicated the construction workforce will be around 400 at peak. The operational phase will employ 10 people. The workforce is expected to primarily be located across Millmerran, Leyburn, Goondiwindi, Warwick, Stanthorpe, Toowoomba and other nearby regional centres. No camp will be built for the project, but rather existing camp facilities in the regional centres (particularly Wellcamp Queensland Regional Accommodation Centre) will be used where possible and workers bussed into the project site. Representatives of Punchs Creek Solar Farm noted they would utilise vacancies in housing and/or accommodation types if these were locally available, and that this would likely be for the supervisor level of the workforce. They would also be open to accessing local non-worker accommodation facilities in Millmerran if the current Bulli Creek Camp was available to accommodate other operations' workforces.

Representatives of Punchs Creek Solar Farm indicated the construction for Phase 1 is expected to commence in September 2025 and is likely to require 18 months to 2 years to complete. Together with Phase 2, overall construction periods could take up to 5 years.

**Figure 9: Punchs Creek Solar Farm**



Source: <https://reneweconomy.com.au/huge-gigawatt-scale-solar-and-big-battery-project-seeks-approval-in-gas-heartland/>

### **Captains Mountain Wind Farm<sup>6</sup>**

The Captains Mountain Wind Farm is proposed renewable energy project located approximately 12km from Millmerran. The project will consist of up to 35 wind turbines, each with maximum blade tip height of 255 metres and combined maximum capacity of 250MW. When fully operational, the project expects to generate enough energy to power up to 127,000 average QLD homes for a year.

The project is being developed by Captains Mountain Wind Farm Pty Ltd, which is fully owned by Vestas, who is also funding the development as well as design, supply construct and operate.

The Captains Mountain Wind Farm website states the project will deliver significant investment in the Millmerran community and surrounding area. It is expected to create 200 new jobs during construction and 10 long term service and maintenance jobs created during the project operations. Construction is anticipated to commence in 2027 and expected to take up to 2 years to complete. Construction and operation of the project will require a range of skills including engineering, trades (electrical, mechanical, construction), transport, building material providers, equipment operators, consultants and administrative staff.

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<sup>6</sup> <https://www.Captains Mountainwindfarm.com.au/faq/>

Pers comm, Captains Mountain,, February 2025

The proponents note they are still in the early stages of planning and will develop an accommodation strategy in due course. Although they have no firm details yet regarding where their workforce will be accessed from or accommodated, they have indicated they would like to support local employment and have at least a part of their accommodation locally based. Discussions indicated they are keen to leave a positive legacy for the community of Millmerran and they are currently working in partnership with the local community to design a community benefits fund that delivers tangible and positive results.

**Figure 10: Captains Mountain Wind Farm**



Source: <https://aamgroup.com/case-study/captains-mountain-wind-farm-lidar-image-survey-2022/>

## Commodore Coal Mine extension

The Commodore Mine is an open-cut thermal coal mine targeting the Taroom Coal Measures (Commodore coal seam). The Commodore Mine also involves the removal of Back Creek alluvium and diversion of Back Creek within the mining lease. The original mine development schedule was based upon 30 years of mining, and in 2018 the mine received an extension to August 2024.

The Commodore Mine serves as the Millmerran Power Station's exclusive source of coal fuel supply. It is located adjacent to the Millmerran Power Station, some 13km south of Millmerran township.

The Commodore project employs around 140 employees across the site, including staff, mine operations, and equipment maintenance personnel. Based on information from the mine's 2024 operators, the majority of the workforce was employed from the local community (source: <https://buma.com.au/projects/commodore/>).

The Millmerran Power Project (MPP) is the combined Millmerran Power Station and Commodore Coal Mine and involves the continuation of mining and processing of coal reserves around Commodore Coal Mine to extend Life of Mine beyond 2036. At the time of writing, no information could be sourced regarding the need for further employees with the extensions. It has been assumed for this project that no additions to the current workforce are expected to be required to carry out future mining activities.

It is noted, however, the power station undergoes shut down periods every year for around 60 days. Each shut down requires around 500 people for 40 days, and a lower number of people for around 10 days either side of the shutdown times. Discussions with the Commercial Manager at the Power Station indicates that approximately a third of the shutdown crew are from the Millmerran Region, 30% within a 50-80km zone (generally from around Pittsworth to Toowoomba), and 30% from areas beyond Toowoomba. Through these times all temporary accommodation in Millmerran is utilised – including motels and caravan parks, local rentals if they are available. Millmerran residents also open up their places to bed and breakfast accommodation in some cases. Staff associated with the shutdown also reside in Pittsworth, and whomever cannot find accommodation comes from Toowoomba.

### **Inland Rail: NSW/Qld Border to Gowrie link**

The Inland Rail project is one of Australia's largest proposed infrastructure projects. It is a 1,600km freight rail line which will connect Melbourne and Brisbane via regional Victoria, New South Wales and Queensland.

There are 12 sections across the project, and these variously involve upgrades to approximately 1,000km of existing track and construction of 600km of new track.

The sections of Inland Rail between Beveridge in Victoria and Parkes in New South Wales are prioritised for completion by 2027.

The NSW/QLD Border to Gowrie (Border to Gowrie (B2G)) section of Inland Rail will connect one of Australia's most productive farming regions to markets across the country. The B2G section is approximately 217km of new track to provide open access freight railway for Inland Rail.

This section involves building approximately 149km of new track and upgrading approximately 68km of track from the New South Wales/Queensland border, near Yelarbon, to Gowrie Junction, north west of Toowoomba in Queensland. It has been proposed that part of this section follow the existing Queensland Rail (QR) Millmerran branch line through Yandilla and Pampas track.

Around 400 workers will be required for this link of the project (<https://www.statedevelopment.qld.gov.au/coordinator-general/assessments-and-approvals/coordinated-projects/current-projects/inland-rail-border-to-gowrie>).

The SIA conducted for this link noted accommodation requirements for the northern part of the link may access short-term accommodation in Toowoomba. However, servicing the southern part of the construction is not as easy. To compensate, provision for three workers camps have been proposed, one each in the vicinity of Yelarbon, Inglewood and Millmerran. Up to 300 staff are expected to be accommodated at each of these areas in peak times and around 150 out of peak times. The location of the camp required near Millmerran has not yet been finalised.

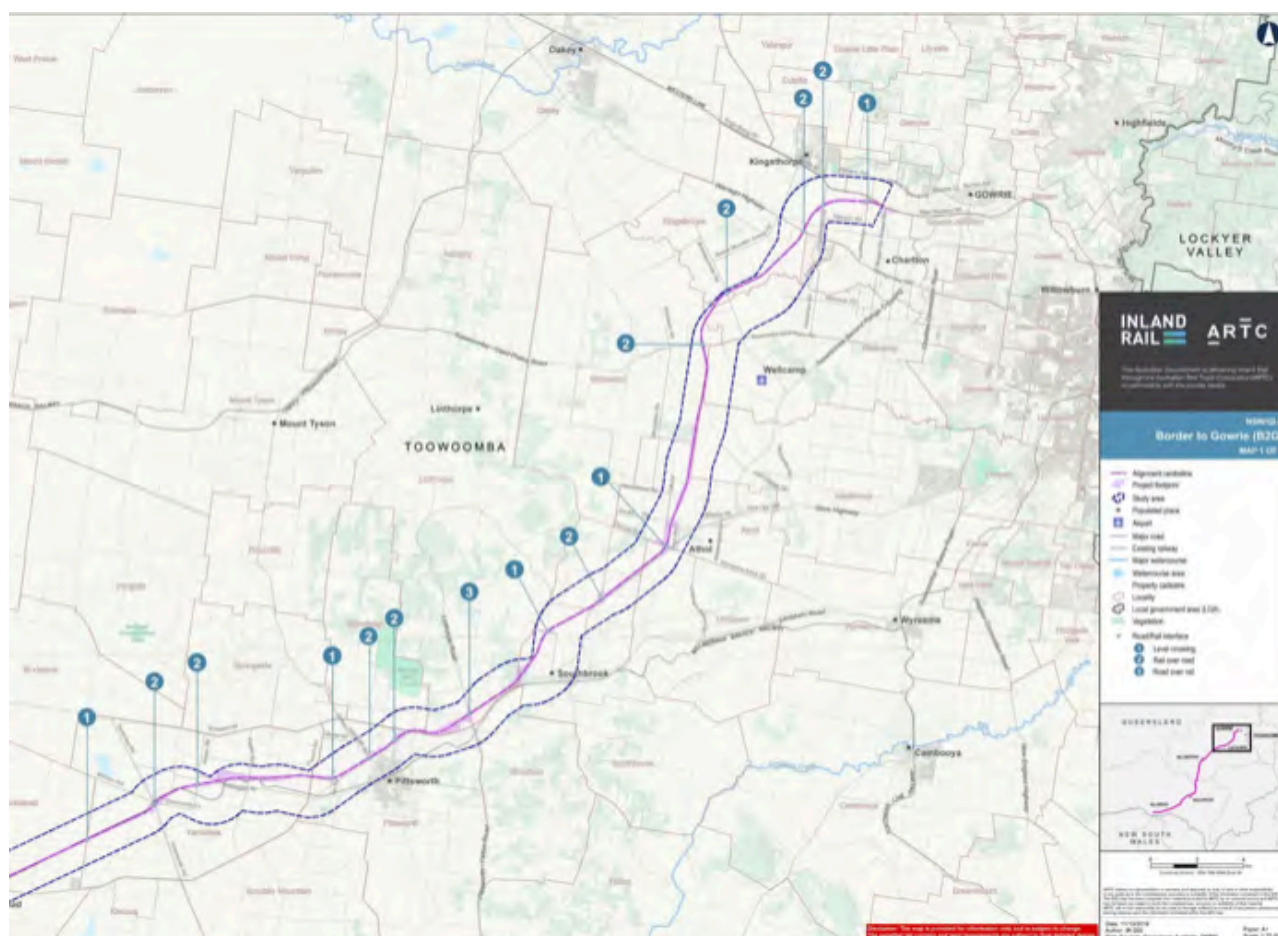
Substantial consultation has been conducted with the community. Concerns noted from the community included:

- Changes to water behaviour and potential changes to water levels and velocities
- Impacts to property – minimising value/severance of properties
- Water flow paths, depths and speeds and their impacts, particularly during construction
- Scour and erosion, especially on cropping land
- Maintaining access to farming infrastructure and not disrupting business operations
- Height of the rail line, and
- Changes to roads, especially those used frequently by heavy machinery during harvest safe sighting distances at road intersections.

Mitigations to combat the above issues are detailed in the SIA and the SIMP for the link.

The Border to Gowrie project is now in the environmental approvals stage.

**Figure 11: Border to Gowrie Inland Rail Link**



Source: <https://inlandrail.com.au/border-to-gowrie-detailed-map/>

## Merrawindi Wind Farm

In 2024, there were announcements that Renewable Energy Partners (REP) were proposing to build the Merrawindi Wind Farm. The proposal was a 300MW wind farm next, which was to be located to the Millmerran coal power plant, Millmerran Power Station. Up to 48-turbines were being planned for construction near Millmerran, in the Toowoomba Regional Council local government area.

The location was chosen based on its wind resource and access to the existing high-voltage transmission network. REP also indicated there was strong local community support and a highly skilled workforce in close proximity to the project. No information was provided regarding how many workers the construction or operational workforces may need. However, given the number of turbines to be constructed is higher than Captains Mountain Wind Farm, it can be conservatively estimated that at least their workforce numbers will be required (if not more).

In 2025, no further information on this project could be found on the REP website and a request for further information was sent to REP on this proposal, at the time of writing no feedback was provided.

## Potential Cumulative Employment Impacts

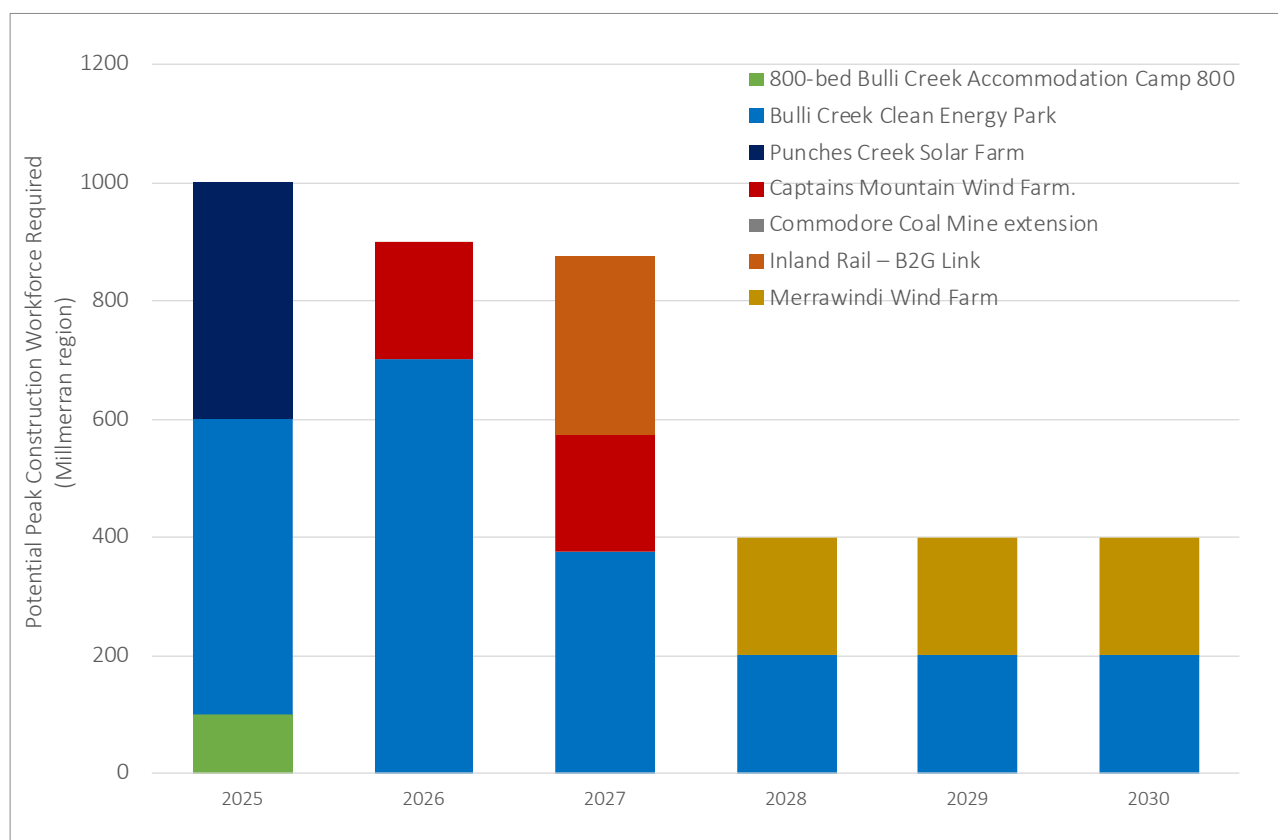
Although it is noted that the timing of some of projects listed above is uncertain, the potential for overlap of projects is likely. If this occurs, many of the potential impacts associated with the Camp being proposed for Bulli Creek Clean Energy Park will intensify. This is particularly so given some of the accommodation arrangements for additional projects in the region are unknown.

The figures overleaf show the potential overall requirements for construction, operational and combined impacts employment (including power station shut downs) that are likely to have an impact on the Millmerran community. Cumulative impacts are discussed further in Chapter 6.

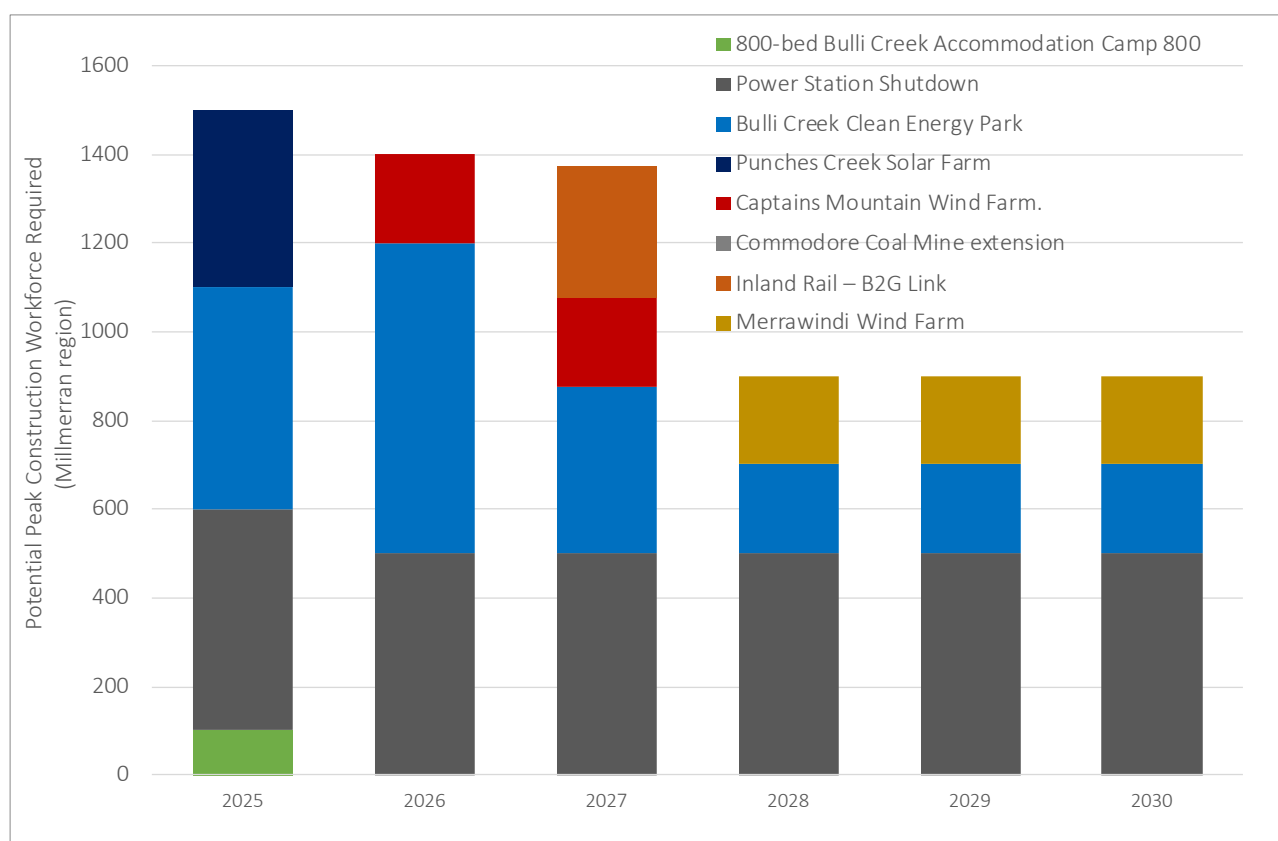
**Table 1: Energy and other major projects in the Millmerran Region**

Project	Peak Construction employment	Timeframe	Peak Operational Employment	Timeframe	Workers Accommodation Arranged? Construction	Workers Accommodation Arranged? Operation
Project under review in SIA						
800-bed Bulli Creek Accommodation Camp 800	100	Early to mid 2025	10	2025-2035	✗	✓ At the Camp once operational
Additional Projects in the Region						
Bulli Creek Clean Energy Park	Up to 800	Q1 2025	20	From 2026	✓ Yes, if the Camp is approved	✓ Yes, if the Camp is approved. Open to considering local opportunities if available
Punches Creek Solar Farm	400	Q1 2025	10	Q3 2026 (Stage 1) Q3 2027 (Stage 2)	✓ Assuming to access WellCamp and a range of town from across the region	✓ Assuming to access WellCamp and a range of town from across the region
Captains Mountain Wind Farm	200	2026-2028	10	2028 (for at least 30 years)	✗ Early stages of planning	✗ Early stages of planning
Commodore Coal Mine extension	Not required	NA	Existing workforce (140)	2024 – 2036+	NA	NA Existing workforce
Power Station Shut Down Periods	Not required	NA	500	Approx. 60 days /year	NA	✓ Potential for a temporary camp. Usually there is 1/3 <sup>rd</sup> housed in Millmerran; 30% to Toowoomba, remainder beyond Toowoomba
Inland Rail – B2G Link	400 overall, 300 for Millmerran at peak	Uncertain but if approvals are granted, assuming around 2027	NA	ongoing	✓ A 300 bed camp is proposed in Millmerran Region but no firm plans at present	NA
Merrawindi Wind Farm	200 (assumed)	2028-2030	10 (assumed)	2030 (assumed for at least 30 yrs)	? No details found	? No details found

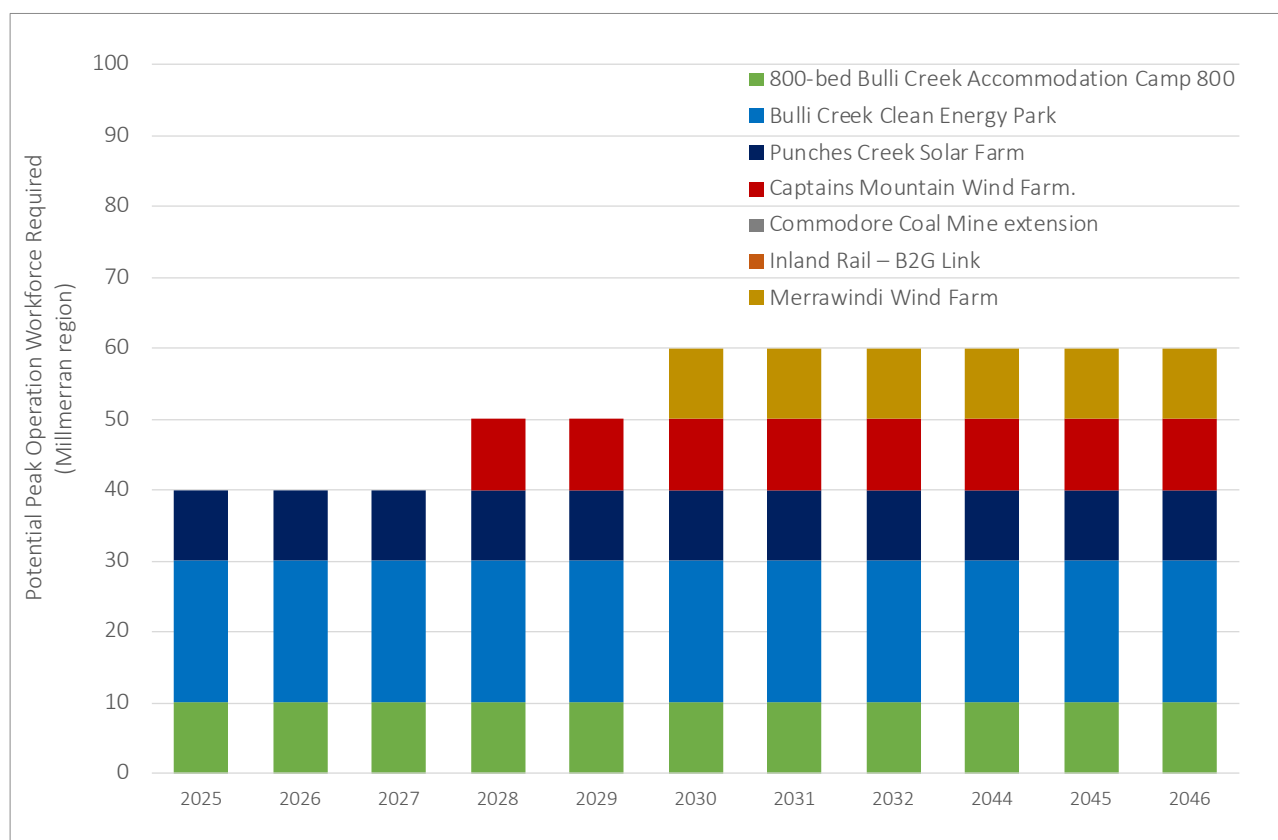
**Figure 12: Potential construction workforces required for projects in the vicinity of Millmerran**



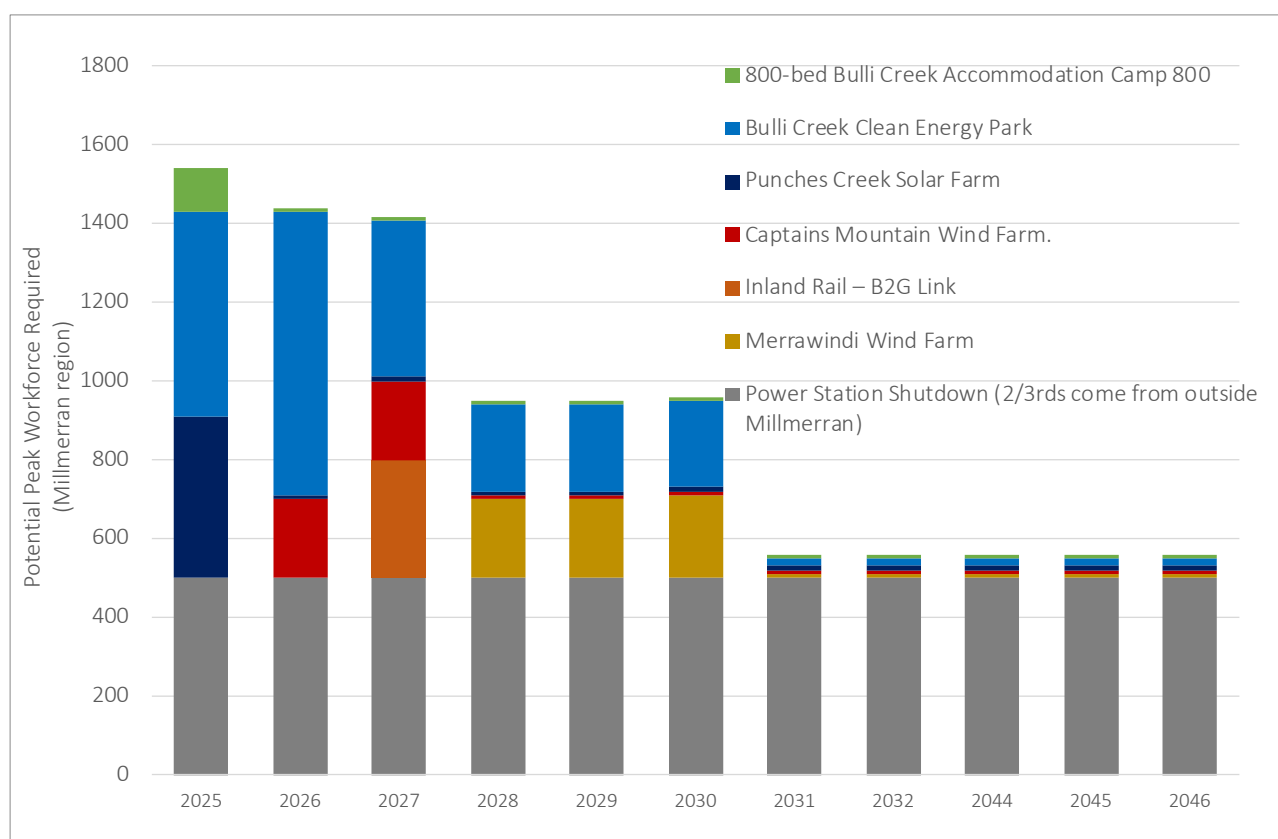
**Figure 13: Potential construction workforces required for projects in the vicinity of Millmerran, including Power Station shut down crews**



**Figure 14: Potential operational workforces required for projects in the vicinity of Millmerran**



**Figure 15: Overall potential workforces (construction and operation) required for projects in the vicinity of Millmerran (including power station shut down crew)**



## 4. Baseline Assessment

This section outlines the baseline assessment completed for the SIA. Where information is summarised, further details are provided in Appendix A. The chapter includes discussion on the following issues as they pertain to the Millmerran community:

- An introduction to Millmerran, including its land use, history, community values and cultural considerations
- Demographic profile of the community, including community health and wellbeing and an overview of employing industries
- The existing housing and accommodation market
- The availability, accessibility and capacity of infrastructure, facilities and services, including education, health and emergency services
- Key industries in the region, and how these link to the policy discussion included in Section 2
- Details associated with the local and regional labour market, including the availability of employed residents in the region with skills relevant to the project.

Where population and industry data has been utilised, two communities have been profiled: the Millmerran township, broadly defined by ABS Millmerran ULC data; and the broader Millmerran rural community, as defined by the ABS Millmerran SA2 data.

### An Introduction to Millmerran

As previously noted, Millmerran is a rural town located off the Gore Highway, some 75 km from Toowoomba. The town is surrounded by rural primary production areas with industries including stud and beef cattle, pork, poultry, sheep, timber, olives, grain and cotton.

**Figure 16: View of Millmerran**



Source: <https://www.millmerran.net.au/ourtown.html>

The region has vast tracts of farming country as well as highly valued natural features. The Mt Basalt reserve, situated 22km south of the Millmerran township, is a unique geological and environmental landmark featuring rare volcanic formations. Here, visitors can utilise a variety of walking trails and appreciate the picturesque views from the lookout.

**Figure 17: Mt Basalt reserve**



Source: <https://www.aussiebushwalking.com/qld/ddsw/mt-basalt->

European settlement in the Millmerran area began in 1841 when the Gore brothers established the vast Yandilla station. The town's heritage is showcased in many of the 'giant silo murals' that are scattered throughout Millmerran.

**Figure 18: One of Millmerran's giant silo murals**



Source: <https://www.australiansiloarttrail.com/millmerran>

Millmerran is situated on the Traditional lands of the Giabal, Bigambul, Kambuwal, and Gambuwal peoples:

- The Giabal Tribe covered a 7,300 sq km area bounded by the eastern slopes of the Range at Toowoomba, Dalby, Millmerran and Allora. Their alternative name Gomaingguru means "*men of the Condamine*". Paiamba was probably their language.
- The Bigambul Tribe covered a massive 26,000 sq km area incorporating the Moonie, Weir, McIntyre and Dumaresq catchment areas: it was bounded in the north by Tara, in the east by Millmerran and Inglewood, in the west by St. George and Talwood, and in the south stretched into NSW south of Goondiwindi.
- The Kambuwal Traditional Owners once roamed a vast area from Inglewood in the west, to Bonshaw in the south, Millmerran in the north and eastwards to the slopes of the Great Dividing Range.
- The Gambuwal: Traditional boundaries of the Gambuwal people run south from Millmerran to Wallangarra and west to Stanthorpe. The Gambuwal population fell dramatically after the introduction of the Aboriginal Protection and Restriction on the Sale of Opium Act.

Source: <https://www.bluespaceart.com.au/tribal-groups>

Sacred Indigenous sites and artifacts have been found around Millmerran, some of which are displayed at the Millmerran Mines Project Artifacts house. Through the consultation conducted for this project, and reflected in the TRC planning scheme, it is clear that the community values Millmerran's Indigenous heritage.

**Figure 19: Bora Bora Ring in Millmerran**



Source: <https://www.bluespaceart.com.au>

Originally called In Back Creek, the area's name was changed to Millmerran in 1884. The name is believed to be an anglicised version of the Bigambul word Meel (eye) and Merran (to look out), possibly referring to the lookout, which was used by the local Jarowair Nation before European settlement (<https://www.bluespaceart.com.au/>). Aboriginal lookouts generally had many functions, but given their altitude, were primarily used for the important task of communicating messages to other Tribes through the use of smoke signalling (<https://www.bluespaceart.com.au/aboriginal-millmerran>)<sup>7</sup>.

## Community values

Millmerran is home to a relatively small but stable population (1,371 people in the township at 2021, 3,284 people in the broader rural area in 2023). Most of the community members engaged with as part of this SIA indicated that they valued living in Millmerran: *“We love living here.” ... “The area is beautiful, and people here have heart and passion – something you don’t get in the cities”*.

Throughout consultation, Millmerran was generally described as a great little spot with a vibrant and proud community. People noted there was always plenty on, and individuals were often wearing *“several different hats”* through being involved with many organisations.

The community was described as *“close knit and inclusive”* by most, with community members being described as *“easy going”*. Some indicated the community can be *“cliquey”* though and indicated that long term residents can feel a higher sense of ownership of the community when compared to newcomers. However, many agreed if residents are pro-active and get involved in community activities, anyone can feel at home in Millmerran. Stakeholders often noted one of the best things about living in Millmerran is knowing and trusting the community – quite a number of people indicated *“there’s always someone you can have a chat with when you walk down the street”*.

More often than not, Millmerran was described as a family friendly place, with a good level of facilities and services. People valued the town as *“fairly self-sufficient”* and generally very safe. Stakeholders noted that most essential services for agricultural industries and the general population were present in Millmerran. Facilities for young children were described as ‘great’ but facilities for youth were considered lacking. The sports centre was valued, and it was acknowledged there were a number of sports, community and cultural organisations. The opportunities for competitive sport locally were noted as low, and stakeholders indicated that some local events did not attract as many participants as needed.

Despite the above, some stakeholders noted that *“Millmerran can feel like its two communities”*, with the divide being between the Millmerran township area and the 7 localities west of Millmerran. There is a mix of housing in this area, anecdotally from *“tents to very nice houses and everything in between”*. Bush fire risks were noted as being very high in the 7 localities west of Millmerran. A stigma associated with the area was noted during consultation, with a couple of stakeholders indicating an increased prevalence of crime, mental health issues and drug and alcohol misuse. Some indicated that community members within the 7 localities west of Millmerran kept themselves separated from the township, while some community members in the localities indicated that they were treated as ‘lesser members of the community’ by some in the township.

Accessing volunteer assistance was highlighted as *“always an issue”* and the aging population, a busy family demographic and a lack of young adults was cited as contributing factors to low and declining volunteering resources.

The location of Millmerran was considered ideal by many. Stakeholders noted the easy access to Goondiwindi, Warwick and Toowoomba for higher order services and facilities, and liked that Millmerran was *“far enough away (from the major towns and cities) that it’s still quiet and laid back”*. Pittsworth was also mentioned as another area that was proximate and had additional services if needed.

Industry and businesses were considered the backbone of the community in Millmerran. Most people consulted indicated that businesses are genuinely invested in the town and want to see good outcomes for the community as a whole.

The Millmerran community was clearly entrenched in its pastoral history, and very farming focused. However, most of the townsfolk acknowledged other industries and demographics were beginning to emerge. The energy projects were known by all people engaged with through the SIA process, and most saw the projects as inevitable. Some stakeholders did not think the majority of people understood, or were ready for, the extent of changes likely to occur in Millmerran with the onset of these projects. Nonetheless, all stakeholders indicated that given the energy projects were coming, they wanted to see the projects leave a positive legacy for current and future generations. Other points brought up through consultation are outlined in Section 5.

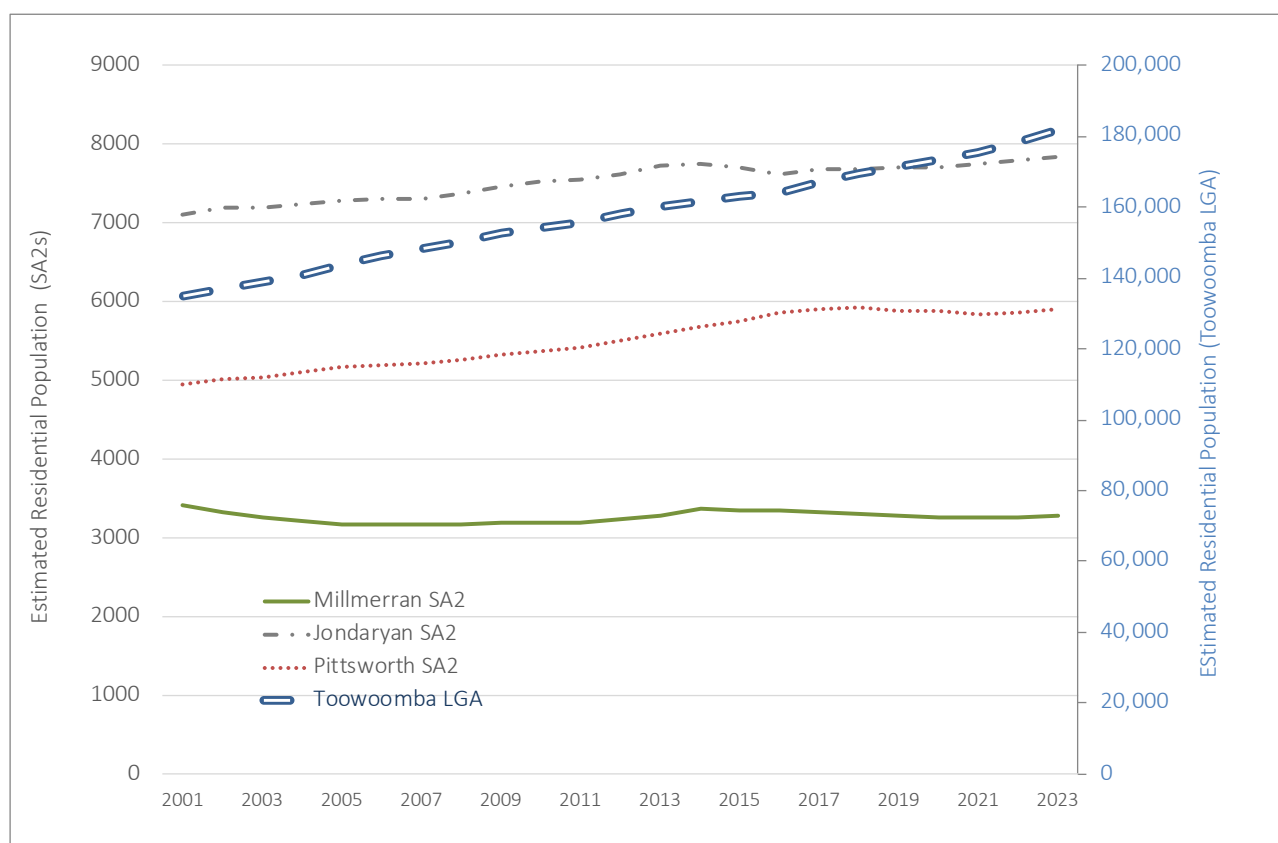
## Demographic profile

Appendix A provides a detailed analysis of the demographic profile for Millmerran township and the broader Millmerran rural area. The Millmerran township is defined by ABS Millmerran ULC data; and the broader Millmerran rural community is defined by the ABS Millmerran SA2 data. Where the term 'Millmerran' is used, without reference to the township or broader rural area, this relates to the broader SA2 area. Where relevant, these communities have been compared with the broader community of TRC area and in some cases Queensland as a whole. Unless otherwise stated, information is associated with data at 2021. From the analysis it can be seen that:

### Population

- The population is small but stable, with around 1,371 people in the township as at 2021, and around 3,284 people in the wider rural area at 2023
- There are 191 people identifying as Aboriginal and Torres Strait Islanders in Millmerran, which is around 5.5% of the Millmerran population
- The numbers of non-resident workers are small – with QGSO indicating that only 30 were present in Millmerran in 2022 and 20 in 2023.

**Figure 20: Estimated Residential Population, Selected SA2s and Toowoomba LGA (2001 – 2023)**



Source: ABS, Estimated Residential Populations (2001 – 2023)

## Age groups and family structure

- Millmerran has an older and aging population. The population's median was 47 years old in 2021, which was 9 years older than Queensland as a whole, and 8 years older than Toowoomba Regional Council (TRC) area at that time
- There are more children aged 0-14 but fewer aged 15-24, when compared to TRC and Queensland. The fewer aged over 15 is likely to reflect youth leaving the area to complete years 11 and 12 (Millmerran State School is P-10 facility)
- The broader rural area of Millmerran has proportionally more families with no children when compared to the Township, likely to be reflective of the general aging of the population, and the long-standing nature of many of the rural land owners who are likely to have experienced their family grow and their children move out of the family household over time
- The broader rural area of Millmerran had proportionally fewer people over 74 years of age when compared to the Township, but higher proportions than TRC. Consultation conducted as part of this study confirmed some of the older generations have sold/amalgamated/handed down their farms to move to areas where health services were more proximate. Many stakeholders noted a considerable part of the community did not want to move outside of Millmerran, preferring to move to the township or age in place. However, the lack of housing choice and availability (refer Housing and Accommodation section) precluded many from doing so
- Higher proportions of lone person households are found in the Township area of Millmerran when compared to all other areas profiled.

## Income

- Household incomes in Millmerran were considerably lower than households in the TRC or Queensland generally in 2021 and had declined in comparative terms when compared to 2016. In total, some 64% of residents in Millmerran were in the bottom 50th percentile of the income distribution in 2021 when compared with Queensland as a whole. This was an increase of 3.3% from the 2016 base.

**Table 2: Income (2011 – 2021)**

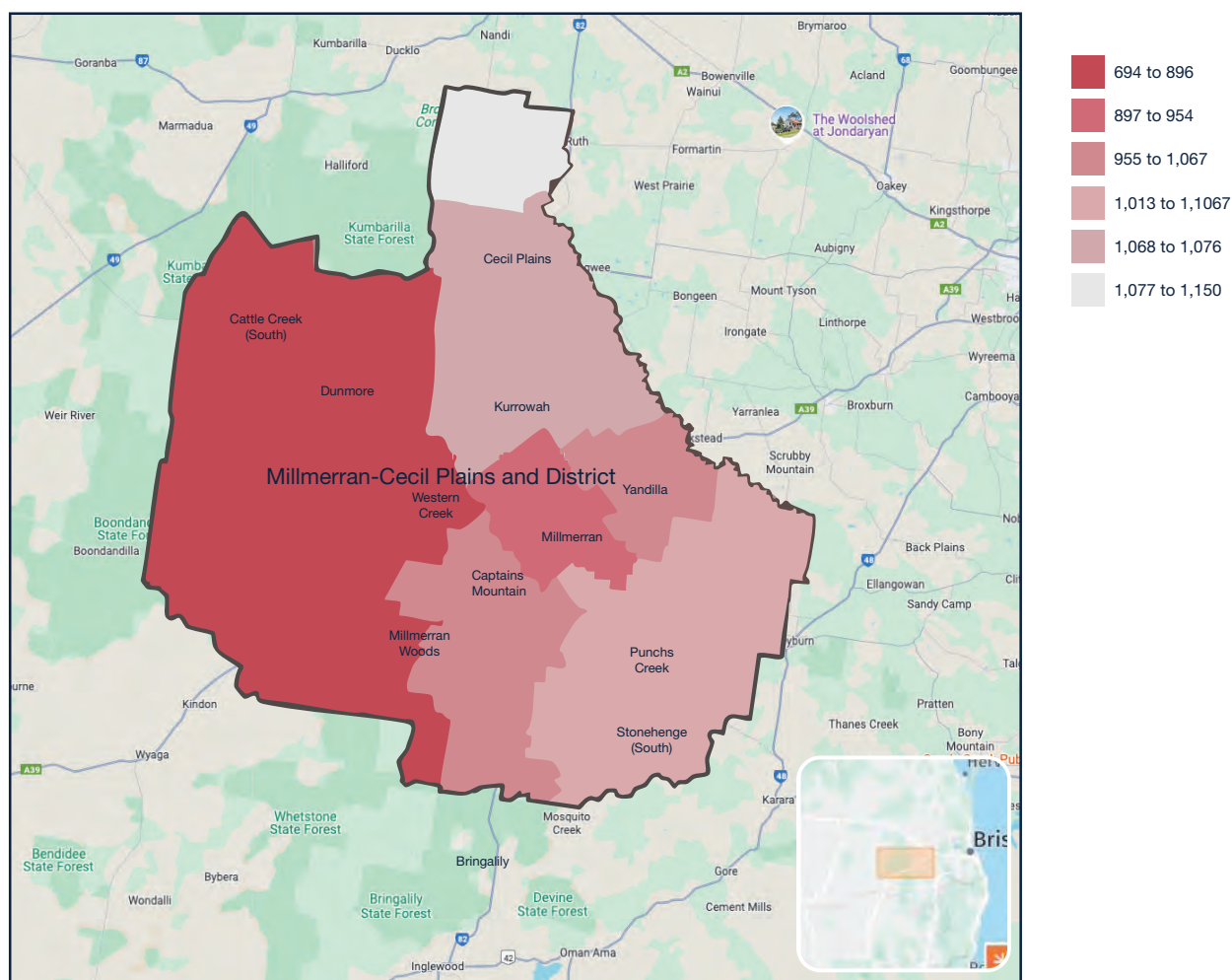
Median Personal Income / week (T02)	Millmerran UCL	Millmerran Sa2	Toowoomba LGA	Queensland
2011	\$481	\$467	\$549	\$587
2016	\$607	\$581	\$642	\$660
2021	\$648	\$620	\$743	\$787
Median Household Income / week (T02)	Millmerran UCL	Millmerran SA2	Toowoomba LGA	Queensland
2011	\$867	\$905	\$1,061	\$1,235
2016	\$1,127	\$1,117	\$1,269	\$1,402
2021	\$1,163	\$1,200	\$1,461	\$1,675

Source: ABS Population and Household Census for various years (2021, 2016, 2011)

## Other Socio-Economic indicators

- Millmerran residents secured social services payments at a higher rate than Toowoomba (with a total of 1060 payment types being received<sup>8</sup>)
- Millmerran has considerably higher proportions of disadvantaged people when compared to Toowoomba or Queensland (darker red indicates higher levels of disadvantage). In 2021, 73.9% of people in Millmerran were in the first two quintiles (most disadvantaged groups) compared to 53.8% for Toowoomba (and 40% for Queensland). Western Millmerran had the highest numbers of disadvantaged people in the area.

**Figure 21: Relative Socio-Economic Index of Disadvantage in Millmerran (SEIFA), 2021**



Source: Queensland Treasury (2021) Socio-Economic Indexes for Areas (SEIFA), Australia

<sup>8</sup> It is noted that individuals may receive more than one payment. Appendix A provides more detailed information on the type of payments being received.

## Community Health and Wellbeing

- The need for assistance in Millmerran is marginally higher than TRC or Queensland and Millmerran had proportionally more people with arthritis, asthma, diabetes, heart disease, cancer and lung conditions.
- There are higher rates of crime in Millmerran when compared to TRC. Anecdotally many people consulted indicated Millmerran generally has low crime rates, and few significant crimes, but a few mentioned that there can be a 'dark side' to Millmerran. Grass fires were noted as most prevalent in the western part of Millmerran given this area is more highly forested, and few people indicated that crimes against the person occurred in the Township. Although considerable attempts were made, crime data and its geographical spread could not be verified with the Police.

## Dwelling Type and Affordability

Further information on housing is provided in sub-sections below and, amongst other things, this shows that:

- The majority of dwellings in Millmerran are separate houses, and there are a range of dwelling types on low residential land in the Township area as well as dwellings on very low density land in the more rural area. As previously noted, the dwelling types in the 7 localities west of Millmerran can range from camp sites to improvised housing to well-appointed dwellings similar to the Township.
- Many homes are owned outright or being purchased, with ownership levels in Millmerran considerably higher than TRC and Queensland. Thus a large component of the community is likely to be stable and dedicated Millmerran. However, there is also a higher rate of homelessness in Millmerran when compared to TRC.
- The Toowoomba Housing Study (TRC, 2013) indicates Millmerran has an ample supply of affordable housing, but it is noted that this document is dated, and includes information to 2013 only. In the consultation that occurred for this SIA, local community members noted housing prices have risen in recent years and home ownership for new entrants and/or moving within Millmerran is becoming increasingly difficult. This was also acknowledged in the Community Place Plan developed by Commerce and Progress with TRC in 2024.
- Consultation indicated an expressed demand for smaller dwellings closer to services so residents could stay within the Millmerran area as they aged.

## Key Industries

- Employment information is discussed further in following sub-sections. Amongst other information, this notes that key employing sectors in Millmerran include the agricultural area and the electricity, gas, water and waste services sector. Employment in administration and support services is also proportionally higher than Toowoomba.

## Housing and Accommodation

With broad streets, a mix of tidy houses on low density residential and very low density rural residential properties and a good range of facilities, many indicated that Millmerran was great place to live. As previously noted, Millmerran is a stable area with a dedicated community, evidenced in part by a much higher proportion of dwellings that are owned outright or with a mortgage when compared to Toowoomba (39% and 44% of the dwellings in the Township and broader rural area are owned outright, compared to 33% in Toowoomba and 29% in Queensland). Discussions with stakeholders confirmed many in the community are long-term residents, who have lived in Millmerran for several generations.

Separate houses are the predominant dwelling type in both Millmerran Township and the broader rural area.

It is noted that Ellerslie Farms are currently accommodating over 100 workers in houses in and around Millmerran. The Group owns 33 houses used for staff residences and rent another 33 houses in Millmerran and surrounds. A 24 bed camp facility was recently constructed out of town to assist in housing their workers. With continued planned growth of the local workforce, Ellerslie Farms are looking at accommodation strategies that reduce pressure on housing availability in Millmerran.

The Toowoomba housing study indicates that Millmerran has an ample supply of affordable housing, and data associated with median rental and mortgage payments show Millmerran is considerably less expensive than Toowoomba and Queensland. However, discussions with real estate agents servicing the region indicate availability of houses is low and while prices are likely to be stable moving forward, they have risen considerably in previous years. The combination of these factors is making dwelling ownership out of reach for a growing part of the community. At the time of writing rental vacancies were close to 0 and there were less than 10 houses in varying conditions on the market.

Over the last 12 months there have been approximately 33 dwellings sold, and the median house price was \$376,000, up from \$317,000 approximately 12 months ago (QGSO information). Discussions with local real estate managers indicate 3 bedroom, timber, and 'in need of some maintenance' houses are currently around \$300,000. Renovated cottage style housing with shed on around 1000 sqm are around \$500,000. Larger homes in need of renovation are around \$500,000 to \$520,000, and similar houses in brick are to around \$650,000. Larger blocks are likely to be around \$700,000 but there were none available at the time of consultation.

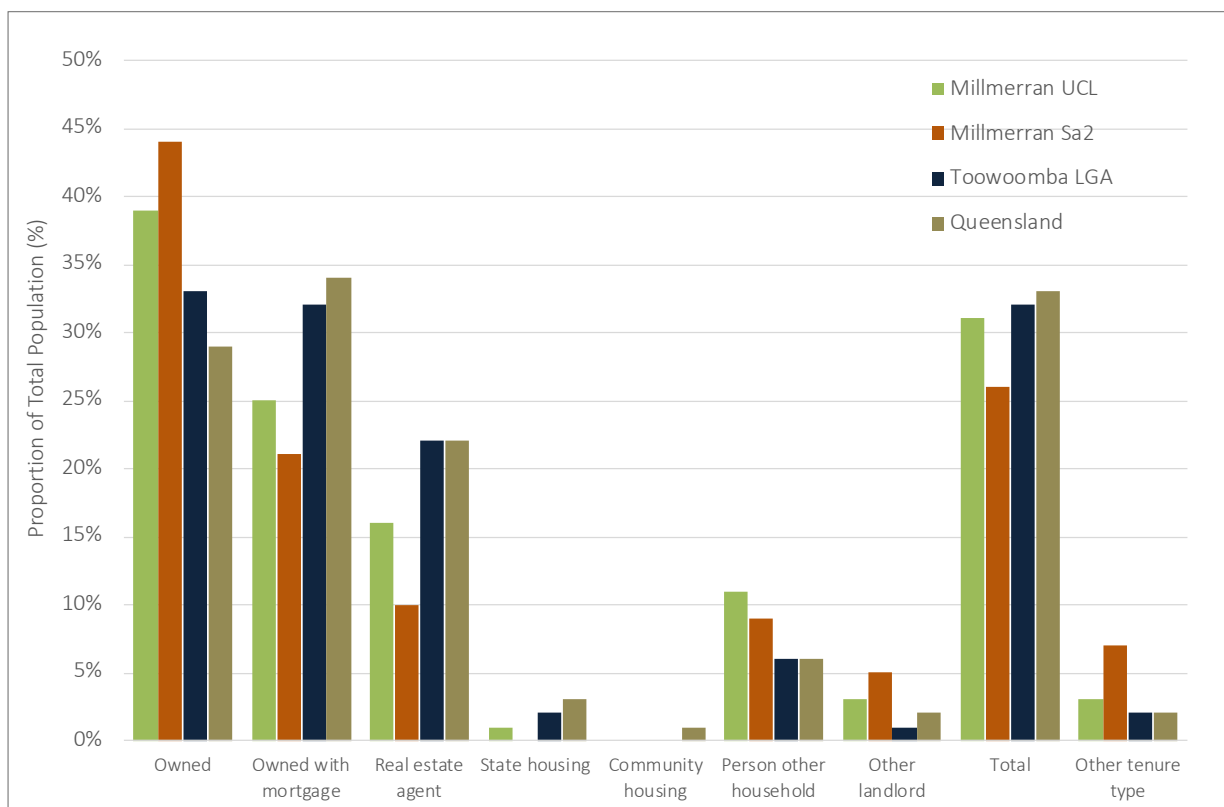
The Toowoomba Housing Study indicated there was a preference for smaller dwellings (Semi-detached and Flats/Apartments) in the older established localities of the region, including Millmerran. Currently there are very few smaller dwellings in Millmerran. The Housing Study indicated encouragement may be needed to generate higher numbers of medium and higher density development if smaller dwelling options for ageing populations were to be provided.

Discussions with stakeholders confirmed the desire to have options for smaller dwellings closer to services so residents could stay within the Millmerran area as they age.

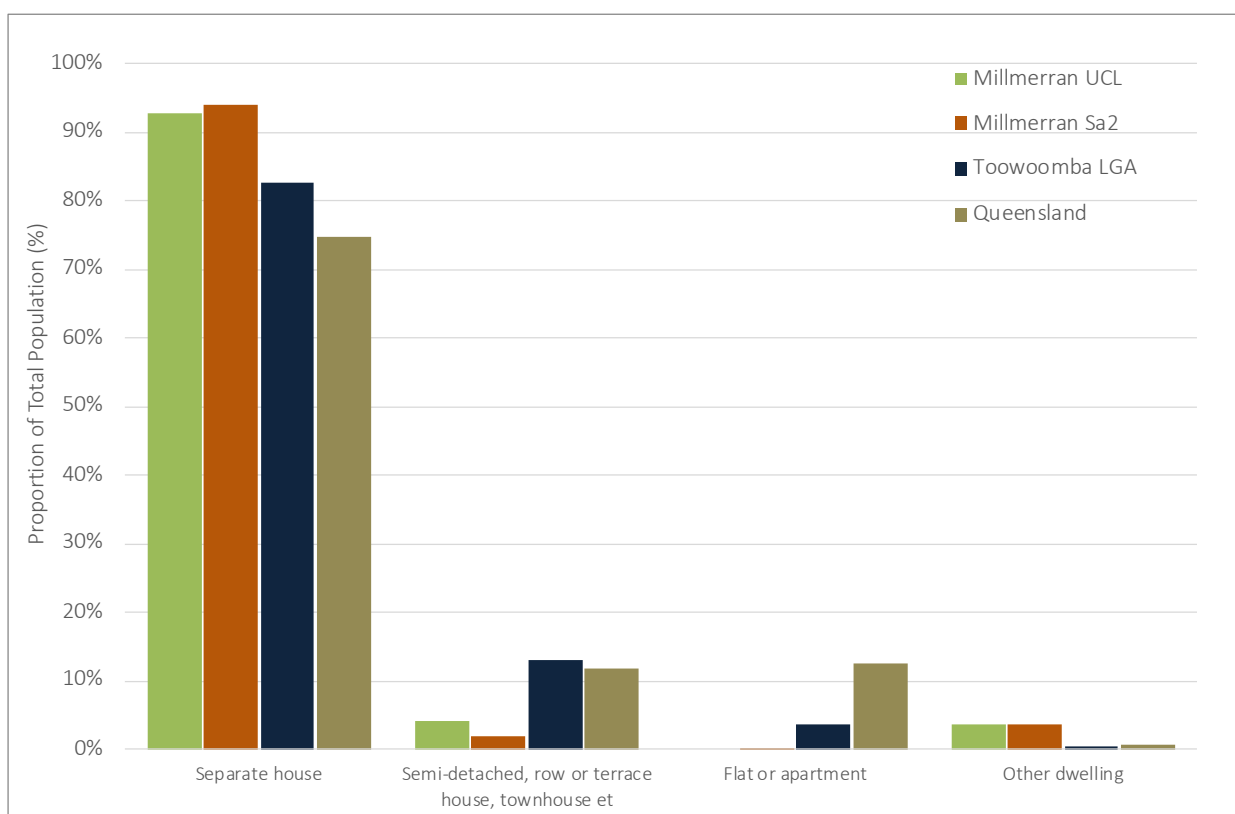
**Figure 22: Housing adjacent within the Township**



**Figure 23: Housing Tenure, Millmerran ULC (Green); Millmerran SA2 (Orange) compared to Toowoomba LGA (Blue), Queensland (Brown) (2021)**



**Figure 24: Dwelling Type, Millmerran ULC (Green); Millmerran SA2 (Orange) compared to Toowoomba LGA (Blue), Queensland (Brown) (2021)**



As well as a long-standing community with many in home ownership, Millmerran also has a high rate of homelessness compared with Toowoomba. In 2021, the ABS indicated there were approximately 34 people experiencing homelessness in Millmerran. This converts to a rate of 105.1 per 10,000 persons. The rate of homelessness in Toowoomba at that same time was approximately half at 50.9 per 10,000 persons. Homelessness can relate to a person that has a dwelling that is inadequate, or someone who has no tenure (sleeping rough), or tenure that they are not in control of (such as couch surfing with friends or family).

**Table 3: Median Rental Payments, Mortgage Payments and House Prices (2011 – 2021)**

Median Rental Payments (\$/week)	Millmerran ULC	Millmerran SA2	Toowoomba LGA	Queensland
2011	170	165	230	300
2016	220	200	280	335
2021	240	220	300	365
Median Mortgage Payments (\$/week)	Millmerran ULC	Millmerran SA2	Toowoomba LGA	Queensland
2011	1,192	1,106	1,517*	1,850
2016	1,138	1,083	1,517*	1,733*
2021	1,083	1,000	1,517*	1,733*
Median House Prices	\$376,000 in Jan 2025 \$317,000 in Feb 2024		\$630,000 in Jan 2025	\$550,000 in Jan 2025

*\* These figures were obtained from ABS's timeseries data and checked against Quick Stats, and these outcomes were consistent. Nonetheless, it seems odd that mortgage payments have not changed during a 10 year timeframe for Toowoomba and a 5 year timeframe for Queensland.*

### Short term accommodation

Millmerran has a limited range of 2-4 star short term accommodation options, with approximately 71 rooms in total. A number of bed and breakfast options are also available in the region.

Short term accommodation can be found at the Millmerran Motel (11 rooms), Mill Inn Tavern (5 rooms, 6 cabins), The Sundowner (10 rooms) (formerly Rams Head Hotel) and the Village Caravan Park, which has a mix of cabins, caravan and camping sites (45 rooms, 75 powered sites). The Sundowner has plans for renovations to elevate the star rating of the accommodation.

Occupancy rates are very high in the establishments, with the majority of customers being in the industry sectors, either workers, contractors or specialist consultants/service providers. Tourists take up a small percentage of patrons (up to around 5% only).

### Infrastructure, facilities and services

**Township:** The township has a local shopping centre, a variety of retail stores and a range of commercial, professional and trade services. Anecdotally, stakeholders indicated the range of shops and services satisfied all immediate needs, and higher order shopping and services were accessed in neighbouring Pittsworth where they were available, or Toowoomba and Goondiwindi if required.

Figure 25: Millmerran Township, Commercial area



Source: <https://acof.com.au/5-things-know-life-country-town/>

**Health Services:** There is a multi-purpose health service in Millmerran which has recently been redeveloped (but capacity not increased) - Millmerran Health Service. This services immediate health needs. A medical centre providing general practices is adjacent to the Health Service and coordinated via the Director of Nursing. If specialised health services are required, Toowoomba Base hospital and associated services need to be accessed.

Consultation indicated the range of health services are good in the area but the access to them is constrained at present. Several attempts to discuss the capacity or otherwise of the health services with the Director of Nursing were made, but no conversations occurred.

Figure 26: Millmerran Health Service



Source: <https://ruralmeded.org.au/accommodation/millmerran/>

**Emergency Services:** Millmerran has a police station, and ambulance service and is serviced by the Rural Fire Brigade and the SES. The local police station is only staffed for part of the week, and many in the community feel the station is under resourced. Neighbouring stations are called to assist if required.

Consultation indicated there have been several officers over the recent years, creating a level of anxiety in the community. Given the changing nature of the staff, police officers may not be well known to everyone in the town at times (which is unlike many rural areas). Attempts to discuss issues with the police were made several times, but due to resource demands of the police, contact was not forthcoming. Anecdotal information suggested that the need to provide housing for staff providing State Services was a key inhibiting factor when expanding workforces.

There is only one paramedic service in the community, but the fire service assists when necessary. Despite many attempts to discuss matters with the paramedic, no contact was made during this study.

The fire service indicated they service fires predominantly in the forested areas, as well as assist at accidents if required. They indicate they provide some back up for the power station, although only outside the boundaries as the power station has their own emergency response teams. The fire service indicated they were always open to recruiting volunteers, as they are consistently looking for more crew members.

**Figure 27: Millmerran Police Station**



**Education facilities:** Millmerran has two child care centres and two schools. The schools are well attended, but the child care centres have vacancies and anecdotally at least one is struggling to maintain viability.

The Millmerran State School offers classes from preparatory to Year 10. The school has established strong links with Pittsworth State High School, as this is a key destination for the majority of students completing Year 11 and 12.

The Millmerran State School was established in 1882 as Yandilla Provisional School and then changed to Millmerran State School in 1901. It is well equipped with over 20 classrooms including a science laboratory, Food and Fibre facilities and a modern Industrial Design and Technology workshop. It is an integral part of the community, and its vision is *“Inspiring adaptable and resourceful life-long learners, connected to the world”*.

In 2024 the school hosted 250 students with the majority of these coming from the broader rural area of Millmerran. The Principal noted that enrolments fluctuate and have been around the current rate to 320 over the last 3-5 years. Should staffing be able to match demands, then the physical capacity of the school is around 400-500 students. Discussions with the school indicated staff attraction has been relatively difficult in recent years. In addition, to cater for increases in students, upgrades to some components of the school and its facilities would be required.

The School is one of the cornerstones of Millmerran and is supported by all in the community. Many stakeholders expressed the desire to see the school expand to include Year 11 and 12 both for the benefit of students and families in Millmerran, as well as to assist staff retention and attraction for businesses and services.

The School is located opposite the Aquatic Centre, Indoor Sports Centre, and the Multi-purpose Health Service. However, access from the School to the community facilities (and vice versa) is hampered by high levels of traffic (particularly truck movements) along the Gore Highway.

St Josephs Primary School is a small school of around 80 students and has been part of the community for over 50 years. The main catchment for the school is Millmerran and surrounding areas, including up to 40km towards Captains Mountain. There is capacity for more students, and the school would welcome this, noting increases would require further infrastructure and more staff. Upgrades to student bathrooms would be required, as would staff/admin building upgrades. Any new classrooms would also need to be upgraded with the current technology i.e. smart boards/ipads/laptops.

With regard to early childhood development, Millmerran has two main childcare centres. Little Tackers Child Care is situated in Millmerran and is licensed for 86 places. Online information indicates there are vacancies at present. Services include long day care for children aged 6 weeks and above, as well as before school care for 5-12 year olds. There is also a C&K Millmerran Kindergarten with approximately 22 places for children between 3-5 years old<sup>9</sup>. On-line information indicates they also presently have vacancies.

**Figure 28: Millmerran State School (P-10)**



**Figure 29: St Josephs Primary School (P-6)**



<sup>9</sup> Please note that the C&K website indicated 22 places (<https://www.candk.asn.au/centre/ck-millmerran-community-kindergarten>), but <https://www.careforkids.com.au/child-care/millmerran/4357> indicated 25 places

**Aged care services:** There is a 60 bed residential aged care facility in Millmerran and access to a range of aged care services through various providers in town. Several calls to the retirement village were made to determine the extent of capacity and likely future need, but no contact was able to be made.

**Figure 30: Yallambee, Millmerran residential aged care facility**



Source: <https://mcleancare.org.au/services/residential-care/facilities-4/>

**Community facilities and other amenities:** Millmerran also has a museum, library and community and cultural centre in Millmerran as well as one in the 7 localities west of Millmerran (Willara Grove Recreational Hall). A number of stakeholders indicated since amalgamations maintenance of the community centre in Millmerran township has been less than ideal, and upgrades to this facility (including accessibility upgrades to the stage) would improve the capacity and usability. The Willara Grove Recreational Hall is anecdotally in very good condition.

Sporting facilities include a golf club, aquatic centre, indoor sports centre, bowls club, junior league football, cricket oval, tennis club and courts, pony club and sporting shooters club. These facilities are highly valued and well looked after by the community. Anecdotally, some mentioned the indoor sports centre is underutilised and leaks when there are large storms. Anecdotal information indicated that traffic along the Gore Highway (particularly truck movements) has the ability to create conflicts with pedestrians trying to access the sports and aquatic centre from the southern side of town.

It was common for many of the sporting / leisure clubs to note difficulties in accessing volunteers. Accessing volunteers was considered to be more difficult in recent years due to the aging of the population. ABS Volunteering statistics show that volunteering in Millmerran is marginally higher than in Toowoomba (17.8% in 2021 compared to 16.6% in Toowoomba).

**Figure 31: Millmerran Sports Centre and Aquatic Centre**



**Transport infrastructure:** Millmerran has transport infrastructure that supports both local and regional connectivity. As noted in the SPSP SIA *“Positioned on the Gore Highway (Highway A39), Millmerran is located between Toowoomba and Goondiwindi and forms part of the National Highway network connecting Melbourne to Brisbane. This highway is vital for local and regional transportation, despite some areas being in disrepair, and ensures Millmerran remains an accessible and important hub within Queensland’s Darling Downs region (“Gore Highway”, 14 June 2024).*

*The Millmerran Airfield features an unrated runway measuring 1,231 metres in length and 18 metres in width, with a central 10-metre sealed surface, primarily used during daylight hours by agricultural, training, and corporate aircraft (Toowoomba Regional Council, 16 July 2024). It is located adjacent to the proposed project site. Additionally, the airfield is essential for aerial spraying operations and is a crucial base for the Royal Flying Doctor Service and Queensland Fire and Rescue during the fire season.*

*The town is historically anchored by the Millmerran Railway Station, but residents rely on road transport, including local buses, since the line was closed following the 2010-2011 Queensland floods. The Border to Gowrie section of the Inland Rail project (described in Section 5.1.4) would pass nearby Millmerran and aim to boost the national freight and supply chain logistic capabilities, supporting a shift from road to rail to improve road safety and reduce carbon emissions.”*

## Key Industries and Businesses

The location quotient shows the relative concentration of industry employment in a particular area compared to a broader comparative area. A location quotient over 1 indicates a higher representation of that industry in the area compared to the broader comparative area.

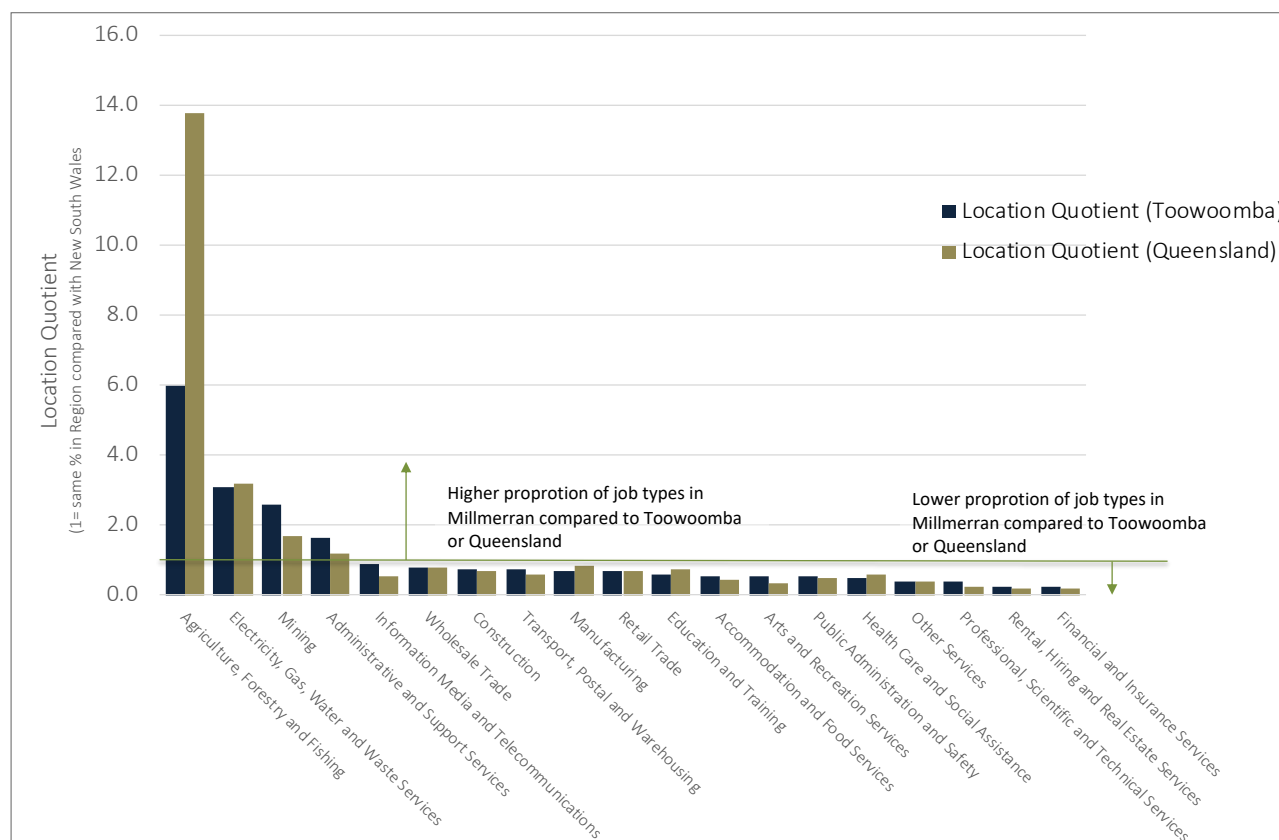
The location quotient for the broader rural area of Millmerran in 2021 has been developed with reference to Toowoomba LGA and Queensland, and shows Millmerran is a significantly prominent agricultural area (location quotient of 6 compared to Toowoomba and nearly 14 compared to Queensland) as well as having a high concentration of people employed in the electricity, gas, water and waste services (just over 3 compared to both Toowoomba and Queensland), mining (2.6 and 1.7 compared to Toowoomba and Queensland) and administration and support services when compared with Toowoomba (1.7) (refer Figure 32).

Power station aside, this aligns with the top employing business sectors as noted in the ABS Quick Stats for Millmerran SA2, which include Poultry Farming (Eggs) (9.9%); Beef Cattle Farming (Specialised) (7.7%); Other Grain Growing (4.5%); Aged Care Residential Services (3.5%) and Supermarket and Grocery Stores (3.2%).

In June 2024, the ABS Counts of Australian Businesses indicated there were 494 businesses in the Millmerran SA2 area. Of these, there were 12 that had a turnover range of \$10m or more. This was nearly double the proportion of \$10m turnover businesses in Toowoomba.

Prominent employers in the area include Ellerslie Farms poultry farm (one of Australia's largest poultry farms, employing over 400 staff with operations covering the entire supply chain from chick rearing, grain production, stock feed milling, egg grading and poultry production), the Millmerran Power Station and the associated Commodore mine (approximately 50 full time and 150 additional mining and contracting staff).

**Figure 32: Location Quotient, Millmerran SA2 compared to Toowoomba LGA (Blue), Millmerran SA2 compared to Queensland (Brown) (2021)**



Although not an ANZSIC industry, and tourism events also plays a role in Millmerran's economy. The Australian Camp Oven festival is an event held every second year and is a weekend filled with entertainment and campfire cooking. In the early years, this event provided space for around 100 campers. However, now there are 1,240 campsites booked most years. Event organisers indicate that around 8,000 to 10,000 attendees go through the gates over the weekend. Around 130 volunteers assist with the event, with just under half being from Millmerran. The remainder of volunteers come from as far away as Melbourne and Newcastle. The Camp Oven festival is an important event for the Show Society too (refer below), as the Show Society operates the bar, the proceeds of which provide a large component income that contributes to the Show's event. The event also provides important support to a range of other not for profit community organisations.

The annual Millmerran Show, run by the Show Society, is also a popular event. This event showcases the local talent and skills and is held the first weekend in March. Anecdotal information indicate that the Show is well attended and held in high regard by locals.

Tourism outside of these events is generally associated with long haul caravanning and multi-trip car driving trips, with visitors tending to be looking for a quiet place to stay while on the 'silo art trail' or on the way to somewhere else. Most visitors are couples in late 40s or 50s or part of the grey nomads set. Others come to visit family and friends, particularly grandparents.

## Local and Regional Labour Market

The local labour market in Millmerran is relatively small, containing around 1,460 people. Of these approximately 119 were employed in the construction sector and 106 in the electricity sector in 2021. Discussions with stakeholders in the community indicate that workers in Millmerran would either live in Millmerran or travel from Pittsworth and in some cases Toowoomba. There may also be workers from Inglewood and Southern Down, but these areas are unlikely to host daily commuters. Furthermore, as Jondaryan, Wambo and Tara have transportation routes focussed on Dalby, it is unlikely that the Millmerran workforce would draw from these areas.

Pittsworth has similar numbers of residents employed in the construction sector as Millmerran (145 employees), and Inglewood and Southern Downs has 70 and 80 construction employees respectively. Toowoomba has a much larger construction workforce with 5,496 employees in 2021.

Labour force participation rates are lower than Toowoomba and Queensland, potentially reflecting the older demographic in Millmerran combined with the primary production / mining nature of employment. Combining these components is likely to mean that there are proportions of households where residents are not working at all and/or a higher proportion of 'one spouse working' couples present. Data shows that men's participation rates are marginally lower than women's in the Millmerran area (men's participation rates 56.4% and women's 51.3%).

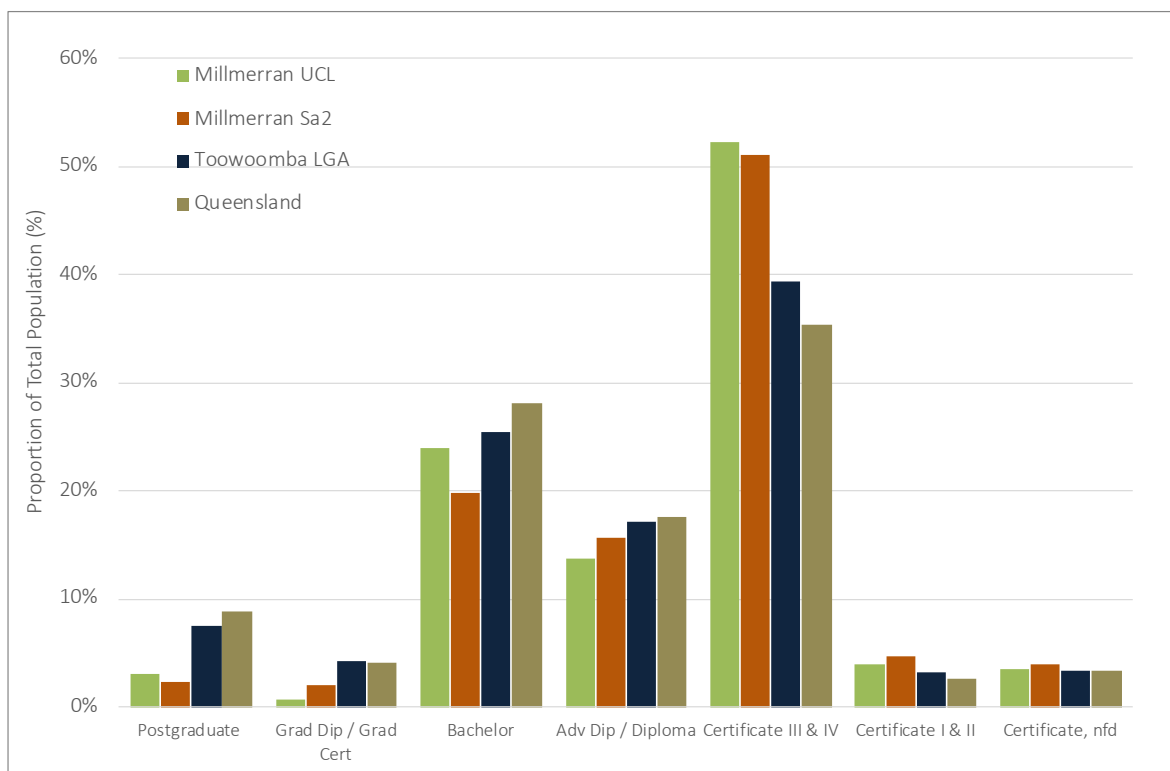
Of the people in the labour force, approximately 74 are unemployed. Unemployment rates are similar to Toowoomba and Queensland (at 5.2% for Millmerran broader rural area, compared to 5.0% for Toowoomba and 5.2% for Queensland).

As would be expected given the industry sectors, Millmerran has a high proportion of certificate educated residents and labourers when compared to Toowoomba and Queensland. There are also a high proportion of managers, which is often associated with areas synonymous with farming.

**Table 4: Labour force Statistics, 2021**

Labour force Statistics	Millmerran UCL	Millmerran Sa2	Toowoomba LGA	Queensland
Persons aged 15 years and over	1,114	2,707	139,300	4,191,812
Labour force status(a):				
Employed, worked full-time(b)	368	892	48,398	1,442,451
Employed, worked part-time(c)	175	399	26,476	786,940
Employed, away from work(d)	38	93	4,638	214,697
Unemployed, looking for work	27	74	4,172	138,714
Total labour force	610	1,460	83,683	2,582,802
Not in the labour force	406	978	47,607	1,340,215
% Unemployment(e)	4.6	5.2	5.0	5.4
% Labour force participation(f)	54.6	53.9	60.1	61.6
% Employment to population(g)	52.1	51.1	57.1	58.3

**Figure 33: Highest Educational Attainment, Millmerran ULC (Green); Millmerran SA2 (Orange) compared to Toowoomba LGA (Blue), Queensland (Brown) (2021)**



**Figure 34: Occupation, Millmerran ULC (Green); Millmerran SA2 (Orange) compared to Toowoomba LGA (Blue), Queensland (Brown) (2021)**

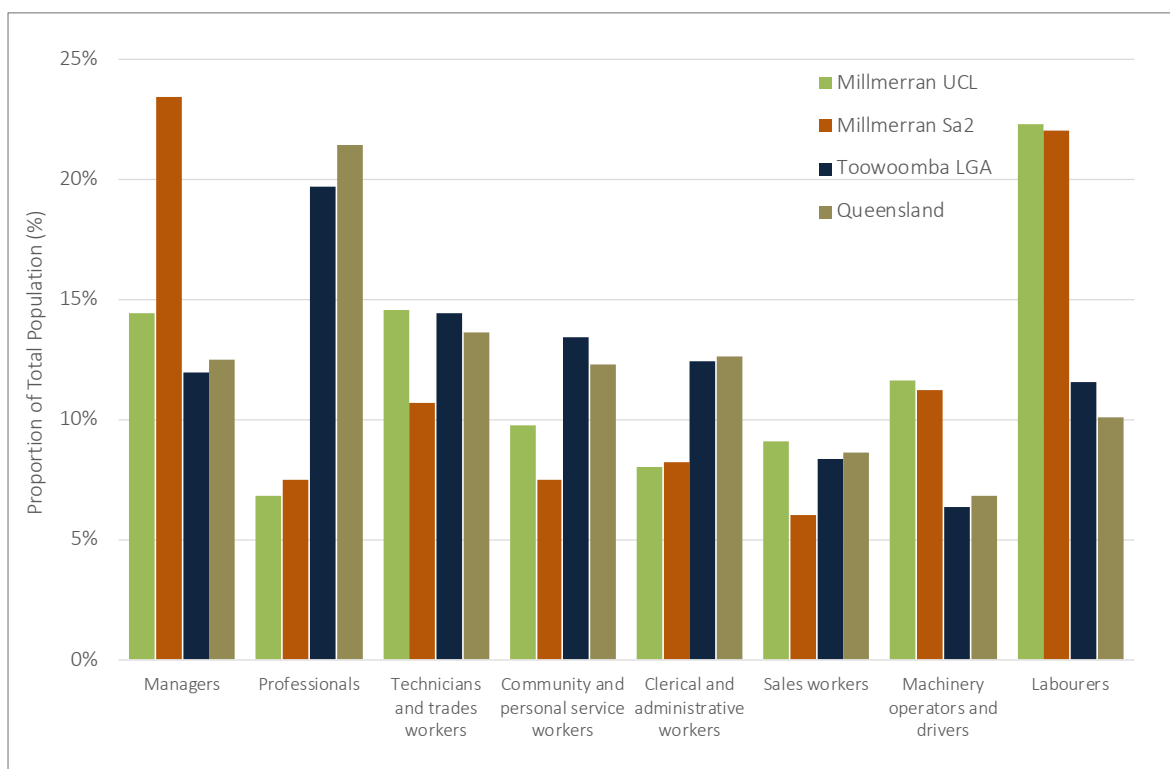


Table 5: Employed residents in selected Industry Sectors – Construction and Electricity, Gas, Water and Waste Water Services, 2021

Workforce information								
Toowoomba (W09)								
	Construction	Males	Females	Total	Electricity, Gas, Water and Waste Services	Males	Females	Total
	Construction, nfd	219	49	263	Electricity, Gas, Water and Waste Services, nfd	16	3	20
	Building Construction	1,045	277	1,329	Electricity Supply	436	80	515
	Heavy and Civil Engineering Construction	505	96	602	Gas Supply	49	11	59
	Construction Services	2,778	516	3,299	Water Supply, Sewerage and Drainage Services	116	36	157
	Total	4,552	945	5,496	Waste Collection, Treatment and Disposal Services	169	36	201
					Total	777	167	947
Millmerran (W09)								
	Construction	Males	Females	Total	Electricity, Gas, Water and Waste Services	Males	Females	Total
	Construction, nfd	0	0	0	Electricity, Gas, Water and Waste Services, nfd	0	0	0
	Building Construction	5	0	5	Electricity Supply	91	13	106
	Heavy and Civil Engineering Construction	49	7	57	Gas Supply	0	0	0
	Construction Services	50	8	61	Water Supply, Sewerage and Drainage Services	3	0	3
	Total	98	17	119	Waste Collection, Treatment and Disposal Services	0	3	3
					Total	99	19	115
Pittsworth (W09)								
	Construction	Males	Females	Total	Electricity, Gas, Water and Waste Services	Males	Females	Total
	Construction, nfd	5	0	3	Electricity, Gas, Water and Waste Services, nfd	0	0	0
	Building Construction	25	5	25	Electricity Supply	5	0	5
	Heavy and Civil Engineering Construction	12	0	12	Gas Supply	0	0	0
	Construction Services	93	11	103	Water Supply, Sewerage and Drainage Services	3	0	4
	Total	130	20	145	Waste Collection, Treatment and Disposal Services	3	0	3
					Total	12	0	17

Workforce information								
Inglewood - Waggamba (W09)								
	Construction	Males	Females	Total	Electricity, Gas, Water and Waste Services	Males	Females	Total
	Construction, nfd	3	0	3	Electricity, Gas, Water and Waste Services, nfd	0	0	0
	Building Construction	9	0	9	Electricity Supply	3	0	7
	Heavy and Civil Engineering Construction	9	0	13	Gas Supply	0	0	0
	Construction Services	36	7	42	Water Supply, Sewerage and Drainage Services	4	0	4
	Total	63	9	70	Waste Collection, Treatment and Disposal Services	0	0	0
					Total	16	0	14
Southern Downs - West (W09)								
	Construction	Males	Females	Total	Electricity, Gas, Water and Waste Services	Males	Females	Total
	Construction, nfd	3	0	3	Electricity, Gas, Water and Waste Services, nfd	0	0	0
	Building Construction	19	3	24	Electricity Supply	0	0	0
	Heavy and Civil Engineering Construction	3	0	3	Gas Supply	0	0	0
	Construction Services	47	3	50	Water Supply, Sewerage and Drainage Services	0	0	0
	Total	75	7	80	Waste Collection, Treatment and Disposal Services	0	0	0
					Total	5	0	5

Source: ABS (2021), Population and Household Census (Working Population Profile)

## 5. Stakeholder Engagement / Consultation undertaken for the SIA

As per the SIA Guideline, engagement was conducted with a variety of stakeholders to ascertain community and business views associated with the proposed 800 bed Camp. Consultation conducted also investigated stakeholders views in general about the cumulative impacts in the region, with a particular emphasis on the energy projects.

A stakeholder engagement plan was developed and the IAP2 framework was utilised to determine the level of engagement with, and feedback to be provided to, community stakeholders throughout the consultation period. Stakeholder engagement was conducted over a 4 month period, from November 2024 to February 2025. At the end of the engagement, a verification process was completed to ensure all pertinent stakeholders issues were captured.

Key details regarding stakeholders engagement are provided below, and a summary of potential issues (perceived or real) are provided at the end of this section.

### Stakeholders

A range of potentially impacted stakeholders were determined at the outset of project (refer Table 6) and attempts to consult with all groups was made. Contact information was obtained from the Millmerran Business Directory in the first instance and assistance with determining community 'champions' within Millmerran was provided by long term local, Sheryle Rogers.

The engagement and other information sources that were utilised to ascertain stakeholders' views is summarised in Section 6.

Details of engagement activities conducted as part of this SIA are discussed in the following subsection.

**Table 6: Potentially impacted stakeholders and sources of information**

Stakeholder Group	Description	Information Sources
Directly and indirectly affected landholders and project proponents	<ul style="list-style-type: none"> <li>Landowner of site<sup>10</sup></li> <li>Neighbours adjacent to the project, including Millmerran Show Society, Aerodrome, Oven Camp Festival organisers</li> <li>Landowners along the Camp's construction transport route, generally people within the Township</li> <li>Residents close to other energy projects</li> </ul>	<ul style="list-style-type: none"> <li>Development Application material</li> <li>Face to face engagement, phone calls</li> </ul>
Project proponents	<ul style="list-style-type: none"> <li>Genex as proponent Camp</li> <li>Proponents of energy projects and other major projects in the region (cumulative impacts)</li> </ul>	<ul style="list-style-type: none"> <li>Development Application material</li> <li>Publicly available information</li> <li>Phone calls and online requests for information</li> </ul>

<sup>10</sup> Information from the land owner was derived from all the development application materials.

Stakeholder Group	Description	Information Sources
Traditional Owners, First Nations Peoples and Aboriginal and Torres Strait Islander Groups <sup>11</sup>	<ul style="list-style-type: none"> <li>Traditional Owners - Traditionally, Millmerran was the lands of the Giabal, Bigambul, Kambuwal, and Gambuwal tribes</li> <li>Indigenous businesses and community organisations</li> <li>Native title bodies (if required)<sup>12</sup></li> </ul>	<ul style="list-style-type: none"> <li>Engagement attempts, but little to no information was forthcoming</li> <li>An area that requires further investigation from cultural heritage experts</li> </ul>
Local Community	<ul style="list-style-type: none"> <li>Millmerran Residents</li> <li>Prominent community members</li> </ul>	<ul style="list-style-type: none"> <li>Face to face engagement, phone calls</li> <li>Community Survey</li> </ul>
Local Businesses, Industry and Suppliers	<ul style="list-style-type: none"> <li>Millmerran Commerce and Progress Inc</li> <li>Millmerran Businesses in all industry sectors</li> <li>Major employers – Millmerran Power Station, Ellerslie Farms</li> </ul>	<ul style="list-style-type: none"> <li>Face to face engagement, phone calls</li> <li>Baseline data</li> </ul>
Community Infrastructure, Facilities and Groups	<ul style="list-style-type: none"> <li>Education facilities – Millmerran</li> <li>Sport, Recreation and leisure clubs facilities: Golf club, Aquatic centre, Indoor sports centre, Bowls club, Junior league football, Cricket oval, Tennis club and courts, Pony club and Sporting shooters club.</li> <li>Millmerran Municipal Library</li> <li>Millmerran Community centre</li> <li>Cultural arts groups – Millmerran Arts and Performing Arts</li> <li>Childcare centres – C &amp; K and Little Tackers</li> <li>Millmerran Information Centre</li> <li>Landcare Group</li> </ul>	<ul style="list-style-type: none"> <li>Face to face engagement, phone calls</li> <li>Details from services websites</li> <li>Development Application materials</li> </ul>
Emergency Services	<ul style="list-style-type: none"> <li>Millmerran Police</li> <li>Millmerran Fire Brigade, Millmerran SES</li> <li>Millmerran Ambulance</li> </ul>	<ul style="list-style-type: none"> <li>Face to face engagement, phone calls</li> </ul>
Health and Wellbeing / Care Services Vulnerable Groups	<ul style="list-style-type: none"> <li>Millmerran Multipurpose Health Centre</li> <li>Millmerran Clinic</li> <li>Various health services in Millmerran</li> <li>Vulnerable groups - Aged care facilities and services, Mens shed, youth representatives, community organisations</li> </ul>	<ul style="list-style-type: none"> <li>Face to face engagement, phone calls</li> <li>Details from services' websites</li> <li>Baseline data</li> <li>Development Application materials</li> </ul>
Housing and Accommodation	<ul style="list-style-type: none"> <li>Real estate agents</li> <li>Millmerran short term accommodation providers</li> <li>Millmerran Businesses in all industry sectors</li> <li>Major employers – Millmerran Power Station, Ellerslie Farms</li> </ul>	<ul style="list-style-type: none"> <li>Face to face engagement, phone calls</li> <li>Baseline data</li> <li>Details from services' websites</li> </ul>

<sup>11</sup> It is noted that C Change does not include cultural heritage experts. Nonetheless, multiple attempts were made to consult stakeholders in this grouping. Consultation conducted identified a few issues, but from C Change's perspective further consultation from these Traditional Owners, First Nations Peoples and Aboriginal and Torres Strait Islander Groups is required.

<sup>12</sup> Based on available information at the time of writing, it would seem that native title determination not made. Existing claim currently on foot which covers part of the Millmerran area (and the entire subject site) in Federal Court. However, C Change does not include cultural heritage experts, so verification of this information and identification of cultural heritage issues would need to be made by experts.

Stakeholder Group	Description	Information Sources
Wider Businesses	<ul style="list-style-type: none"> <li>Business, tourism groups and economic development organisations within the Darling Downs Region</li> <li>Refer to list in the Community Participation Plan</li> </ul>	<ul style="list-style-type: none"> <li>Policy environment relevant to the Camp proposal</li> <li>Development Application material</li> </ul>
All levels of Government	<ul style="list-style-type: none"> <li>Representatives from Local Government, State Government and Federal Government are also stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>Development application material</li> <li>Policy environment relevant to the Camp proposal.</li> </ul>

## Stakeholder Engagement / Consultation Activities

Engagement activities were concentrated between November 2024 and February 2025, and key activities included:

- Developing an information flyer and community survey, which was displayed in the township of Millmerran (refer Appendix B). It is noted that no responses were received within the exhibiting time period (between December 2025 and February 2025)
- Conducting face to face engagement within the community in early December 2024. Introductions to C Change and the study and were made by Ms Sheryle Rogers, a trusted community member. Ms Rogers contacted 35 people. Face to face engagement with 22 stakeholders occurred between the 11<sup>th</sup> and 13<sup>th</sup> December 2025 independently by C Change. Follow-up phone conversations between stakeholders and C Change occurred between January 13<sup>th</sup> to February 16<sup>th</sup> 2025
- Further interviews were held over the phone and/or on zoom – this accounted for 14 stakeholders
- Where community services and facility stakeholders were unavailable, online information associated with their service or facility was accessed
- Requests for information/opinions from stakeholders were also sent via email where respondents could not be accessed via phone calls. Online introductions to the study were made via email outlining a variety of ways respondents could provide feedback (including through phone calls at the stakeholders' convenience, online meetings or via return email) on the proposed 800 bed Camp and the major projects. Over 50 emails were sent to stakeholders and approximately 10 responses were received.

Questions / conversations with stakeholders centred around the following areas:

- Attitudes/opinions associated with the 800 bed Camp in Millmerran in terms of:
  - Positive and negative impacts likely to arise
  - Views on the accommodation response, including the location of the camp, size of the camp and facilities included, and
  - Ways the proponent could leave a positive legacy for the Community.

- Attitudes/opinions associated with the energy projects with regard to:
  - Support or otherwise for the energy projects
  - Positive and negative impacts likely to arise
  - Accommodation preferences for energy project workforces, and
  - Ways the energy projects could leave a positive legacy for the Community.

All stakeholders who participated in the engagement were keen to provide their views. All knew about the energy projects and the proposed 800 bed Camp in Millmerran, with varying degrees of understanding regarding details. Those who had engaged with Genex commented that Genex representatives were responsive, answered questions and provided required information.

Discussions were also held with representatives of Genex, Punchs Creek Solar Farm, Captains Mountain Wind Farm and Inland Rail projects to clarify some of the details associated with the projects.

## Issues noted in Engagement by Stakeholders

Key points noted by themes are summarised below, and while issues can overlap theme areas, they have been reported below in one theme area only. Positive responses are indicated in blue, and negative responses are indicated in red. It is noted that many stakeholders reflected on the impacts of the power station construction, operation and shut down periods. The impacts associated with this is noted in the text box overleaf. Responses raised by stakeholder group are included in Appendix C.

### Community values and cohesion

- Ongoing experiences with temporary workforces through the power station shut down periods mean many in the community are relatively comfortable with the Camp construction and expect impacts can be mitigated and/or dealt with appropriately. However, some believe the community does not understand the level of impact likely to occur, is not ready for such a constant increase in non-resident populations and benefits expected are overstated (due to experience with the Power Station construction) . The uncertainty associated with numbers of staff required for construction post Stage 1 of the Bulli Creek Clean Energy Farm, provide further uncertainties to benefits likely to be experienced.
- Many in the community indicated a large influx of unknown, predominantly male people to a small community town intimidates people, including women, youth and potentially those who are aging. Further, community members noted there is no guarantee that 'unsavoury people' will be kept out of the workforce. Regardless of whether there are real or perceived safety threats, community cohesion and sense of place can be severely impacted. Given the 10 year time period of the Camp, it is likely the community values of Millmerran as a quiet community town will be permanently changed.

### Millmerran Power Station learnings

- Businesses have experienced increases in operations due to the operation of the power station. The main types of beneficiaries have been food and beverage outlets, the post office, newsagent, hardware, accommodation, hotels and clubs, and some clothing wholesalers/retailers. Transport providers also fared very well in the construction of the Power Station.
- Initially the Power Station tried to utilise as many local businesses as possible, particularly during construction, but some businesses could not keep up with the extent of demand. Due to this the Power station needed to go further afield. Many stakeholders noted that businesses must be able to show they can supply quantities, efficiently compete with outside firms and keep up with demands.
- Some businesses decided not to expand in order to capture business. Often there is a lag in business expansion due to businesses needing to experience demand. Businesses will need certainty associated with the extent of population increases if they are going to proactively expand to allow for additional demand
- One business eventually refused to deal with workers and contractors associated with the construction phase of the Power Station because some workers/contractors associated with the project utilised services but did not pay off their bad debts.
- Some in the community indicated that the conduct of some construction workers was less than desirable early in the construction period of the Power Station. However, many in the community felt that the introduction of a Codes of Conduct improved behaviour.
- A few moved permanently to Millmerran due to the Power Station construction and operation period, and many in the community expected more of an influx, particularly from families. If families did move to Millmerran, many in the community expected expanded education opportunities (i.e. extensions to the State School - Year 11 and Year 12). However, this did not occur.
- Operation of the Power Station had more of an impact in bringing families to Millmerran than the construction period, but still not as high as expected. Today, the Power Station is one of the largest employers in Millmerran, but still a large component of the workforce does not live in the community. The additional families that located in Millmerran helped expand the doctors and hospital services to some extent (as the provision of these are based on residential populations), although it is noted that these services are still regarded as being under pressure.
- The Power Station sponsors a local STEM program at the school, has a local grants system in place, and invests in facilities or organisations. The power station noted that it funded most requested community projects in the construction period.

### Power station Shut Down experiences

- Only about a third of the required 500 temporary workers for the shut down period stays in Millmerran. This is for many reasons, but a lack of accommodation options is a key reason. The Power Station looking at options to potentially build its own temporary camp in town to ensure that shut down crews can be accommodated.
- Anecdotal information suggests that during shut down periods, all accommodation and any form of social / food outlet is at capacity. Many people rent out rooms/cottages, and/or put additional temporary mobile structures on their properties. Locals indicated that they often need to wait for extended periods for service at food and beverage locations, and that the availability of groceries can sometimes be limited. Due to this, many people indicated that they do not visit the town centre as much as they usually would during shut down periods.
- A few more social disruptions issues can occur during shut downs, but workers are generally well behaved.
- Speeding / traffic problems are common during shut down periods.
- Stakeholders noted that people who come to Millmerran for short periods are not generally connected to the Town, so they have limited interaction with the community and/or community organisations.

Source: Stakeholder Consultation Outcomes November 2024 to February 2025

- Some in the community felt that the presence of a large predominantly male workforce may be intimidating and/or bring bad behaviour to town. This is giving rise to further angst for some in the community, and thoughts that youth issues, general violence and aggressive behaviour may be exacerbated. Given limited police members in the area, this was a relatively significant concern from some. Others noted that it is general practice to have a code of conduct these days that has zero tolerance for bad behaviour.
- Many indicated one of the main reasons people live in Millmerran is because everyone is known, and the town is relatively quiet. Some stakeholders were concerned that many in the community are not ready for the change, nor do they understand what it will feel like with constant additional non-resident populations in town.

### Quality of life, Health and Wellbeing

- There are high expectations/hopes that a community fund will be developed, as well as sponsorship opportunities and direct provision of infrastructure, which will lead to an enhanced quality of life for residents.
- There was a strong desire to see the Camp utilised by other major projects (when there are vacancies) to better concentrate and manage the impacts of other major projects and the Power Station shut down periods. A disaggregated approach to accommodation needs would lead to considerable cumulative impacts. The ten year period of the operation of the Camp was not a concern for many if the camp was well maintained and issues monitored, but understanding the numbers of non-residents in the area over time was important.
- Some stakeholders expressed the hope non-residents workers using the Camp would be community minded and will want to be active in the community.
- Some saw the influx of workers as an opportunity for locals to meet new people, and potentially increase permanent populations.
- Although the camp being 'dry' is likely to be beneficial for drinking establishments in town, some community members were concerned that over consumption of alcohol would occur in town, giving rise to aggressive behaviour
- Traffic and transport issues were a considerable concern from many parts of the Community. Community members are keen to ensure noise, dust and vibration issues are minimised along the route both during construction and operation of any of the projects that occupants are being transported to. Residents requested that impacts on the town associated with bussing workers to their place of employment need to be carefully considered with regard to town, school and other community infrastructure operations. In addition, car parking in town as well as bus parking in town needs to be adequate to ensure negative impacts are minimised. Furthermore, conflicts in town with aging people using accessibility scooters also needed to be considered.
- Many expressed concerns that, like shut down periods, level of service in town for locals may decrease and temporary workers will be prioritised at cafes/restaurants. In addition, fears associated with scarcity of groceries was expressed by some, but it is noted the grocery businesses may be expanding to meet the likely increased demand. If this happens, often an 'us' and 'them' mentality can emerge, impacting on community cohesion.
- Many indicated that more certainty regarding the expected increase in workers and likely changes in town needed to be known so the community can ready themselves effectively.

- There were concerns associated with the extent to which infrastructure at the site could support the Camp, as well as concerns associated with the visual amenity for adjoining uses.
- If workers do not utilise town facilities (either because there is no spare capacity at the facility, or accessing town is too tiring after a busy shift) non-resident workers could experience considerable mental wellbeing issues.

## Economic Livelihoods

- Businesses and events are expected to be positively impacted by the influx of non-resident populations, particularly those dealing with food, beverages, hardware and newsagency/office goods, and enable the development of further jobs for the region.
- Expectations that contributions to assist current and developing businesses will be present, leading to better experiences and further job opportunities for the local population.
- The potential for further employment and training, upskilling opportunities and apprenticeships for the general population in the community, as well as youth and unemployed persons. Apprenticeship opportunities are likely to be limited, however, due to the short construction time period.
- There is a fear of price hiking due to the presence of a provider that can afford to pay more. There were some concerns associated with negative impacts for local employers due to the ability of major projects able to pay employees more than existing businesses. Genex has indicated they limit inflation of costs by not undercutting or overpaying for products.
- Based on the Power Station construction experience, many have indicated that business, employment and training benefits expected may be overstated and/or experienced only by a few businesses/sectors/people. Furthermore, many indicated current businesses are at capacity and are not likely to be able to cope with the extended demand. The ability for businesses to expand is predicated on staff attraction, which is difficult in Millmerran due in large part to housing/rental shortages/costs.
- There is uncertainty associated with the decommissioning/end of 10 year construction period and what this might mean for the community of Millmerran.
- Tourists are attracted to Millmerran for its quiet nature and tourism, this may be impacted if impacts are not managed
- There are families identifying as Indigenous in Millmerran but there are no specific economic opportunities for Indigenous in the construction or operation of the Camp

## Community Infrastructure, Services, Facilities, Groups/Organisations

- Additional people in the community are expected to add to the vitality and feasibility of facilities, services and community groups/organisations. This, together with the potential contributions for infrastructure, services and facilities can increase the types of facilities and services offered in the community and provide much needed upgrades to some community infrastructure. **Despite this, many are worried facilities, services and infrastructure will not be able to cope with demand. This is particularly the concern for health, police and emergency services.** The nurse being provided at the Camp is believed to relieve additional community demands to a certain extent and the funding of an additional nurse over the construction period for the community is welcomed (although somewhat unknown by many). The extent to which the contributions to health services by Genex will combat impacts will need to be monitored over time.
- Many stakeholders thought not having gym and recreational facilities on site would bring about positive outcomes for the township. The indoor sports centre, aquatic centre and other sport, recreational and leisure facilities are expected to benefit the most from the workers associated with the construction phase of the Camp. **The extent to which the services can cope with such large numbers is a concern for many in the town.**
- Some stakeholders suggested the presence of so many additional workers might benefit community projects, and skilled workers should be encouraged to volunteer (eg. assist with firefighting, maintaining fire breaks, contributing to earth works, construction of community projects)
- **It is acknowledged by many stakeholders that benefits are maximised when families relocate to towns. Given no permanent housing is being provided for workers, and the Camp is set up for individuals only, the school and many community organisations will not benefit from the proposal.**
- **Communications infrastructure – internet and phone - is currently less than adequate in many parts of the Millmerran township and region. For example, it was noted tele-health at the health service is difficult due to connectivity issues. Communications is likely to be further impacted with more people in town.**
- **The roads in and around Millmerran are already busy and have significant maintenance issues. The increase in non-residents in town will increase traffic, causing more deterioration of road conditions and potentially contributing to further accidents.**

## Culture

- **It is noted that the views of Aboriginal and Torres Strait Islanders could not be ascertained throughout the development of this SIA. Nonetheless, other stakeholders raised the issue that cultural heritage needs to be assessed and protected**

## Risks and Hazards

- **There was the concern that Camp occupants might trespass on Show Grounds and Airstrip, and/or community members unlawfully access the Camp. The Camp will be a secure facility and only available to occupants. The showgrounds and airstrip may need to upgrade access restrictions.**
- **Risks and hazards associated with increased traffic on major roads and roads through town were concerns from many in the community.**

- A few stakeholders were concerned the large, concentrated population at the Camp would be susceptible to more intense impacts if an outbreak of some kind occurred (eg. Covid). This could have a major impact on a considerable component of the community, particularly the vulnerable.
- A few stakeholders noted the presence of further people in the area has the potential for more bushfires if not briefed properly about the dangers in the area.

### Views on the Camp, and Housing / Accommodation Issues generally

- Almost all people noted that some form of housing is required to address the workforce requirements of the energy projects. Many acknowledged the provision of the Camp will add to the supply of accommodation types in the region and cater for the additional demand. Most existing accommodation providers in town did not see the Camp as competition, as they believe visiting managers/contractors are likely to want accommodation in town. Only a few questioned the need for the Camp, citing the regional opportunities such as the Wellcamp facility as alternatives to building this Camp.
- All stakeholders indicated they would like to see some permanent housing provided, for the benefit of the community immediately, and/or for at least some of the workers associated with the Bulli Creek project. If provided for workers of Bulli Creek Clean Energy Farm in the interim, many would like to see these eventually become available to the community.
- Permanent housing would allow more families to come, which would be more beneficial for cohesion as well as the towns services and facilities. Schools and child care centres would benefit through potentially higher levels of enrolments, and health, police and emergency services would also benefit as service levels are based on the number of permanent residents (not non-resident workers).
- Most people consulted were satisfied with the project's location, indicating that it is far enough out of town to lower impacts on township, but close enough to benefit the town's businesses and organisations. However there were a couple of stakeholders who noted that an area in the 7 localities west of Millmerran would be better, and/or a site closer to town. A couple of stakeholders noted the noise from the airfield might create noise impacts for workers.
- Most agreed providing 800 beds in one facility was preferable to the provision of two smaller camps. If the camp was exclusively utilised by Bulli Creek Clean Energy Park, then a few preferred one smaller permanent camp (around 400-500), and an overflow area for the short timeframe that further workers needed to be accommodated. Many questioned whether the infrastructure on the site could cope with the intensity of use.
- Some in the community would like to see the Camp remain in place after the 10 year period, but operating for community purposes, such as social housing, first buyers homes, a mix of tenure types. Many note that the Camp in its current form and location is not likely to be attractive for permanent dwellings, particularly social housing, and that rather than dongas, movable units should be constructed.
- Despite the development of the Camp, stakeholders expect the increase in population and activity will put upward pressure on rentals and housing availability/costs.

## Cumulative Impacts

Stakeholders expressed a number of views associated with the other major projects coming to the region. Overall, people were accepting of the fact that the projects were coming, and rather than resist the change, wanted to ensure the community was well-equipped and was left with a positive legacy from the projects.

Many of the issues noted with the energy projects and other major projects were similar to the above issues noted for the Camp. For example this included but was not limited to: higher levels of benefits for some businesses with more people in town; local, youth and Indigenous employment benefits; the ability for contributions to important community projects; the negative impacts on the housing market if accommodation not satisfied; negative impacts on overall health services; the potential erosion of community cohesion; safety and hazard issues if mitigations were not forthcoming.

Additional issues noted with the energy/major projects generally included:

- Concerns associated with the impact on good quality agricultural land, decommissioning and rehabilitation of the land at the end of the projects' life and the erosion of the farming culture generally
- Support for renewable energy, but concerns that renewal energy will not produce the amount of power required
- Concerns associated with the environmental impact of asset disposal at their end of life
- The impact on towns and communities when projects end
- Risks and hazards associated with fires at the sites
- Potential for visual amenity and noise impacts associated with operation, and noise, dust and vibration impacts throughout the construction period
- Impacts on Aboriginal and Torres Strait Islander cultural heritage in the region.

## Contributions and/or positive legacy initiatives

Stakeholders were asked ways they feel the Camp and energy proponents could positively contribute to the community. Responses included a number of different initiatives, and all agreed proponents should be providing meaningful contributions to the community that leave a positive legacy even after the projects have exited. Having a community fund that is independently assessed was considered a critical initiative, and other stakeholders responses are noted below.

**Table 7: Contributions and/or positive legacy initiatives suggested by stakeholders**

Contribution Area	Suggested Initiatives
Housing and accommodation	<ul style="list-style-type: none"> <li>• Provide permanent housing in town for (at least) operational staff</li> <li>• Provide permanent housing in town to offset the need for additional staff to cater for the demand in services and facilities</li> <li>• Provide permanent housing in town that could be used as aged care facility after 10 years</li> <li>• Enable the Camp to host construction crews from other energy / major projects</li> <li>• Gift/on-sell the camp at the end of the 10 year period for community take-up</li> <li>• Convert Camp to one bedroom units – could be a mix of social housing, youth housing, aged care housing. Some suggested to leave at current location, others suggested to change location</li> </ul>

Contribution Area	Suggested Initiatives
	<ul style="list-style-type: none"> <li>• Develop a new sub-division in town</li> </ul>
Initiatives that will support vulnerable populations	<ul style="list-style-type: none"> <li>• Expansion of roads/paths from Camp to town to ensure safe access for accessibility scooters. Consider including horse trails as part of these trails</li> <li>• Housing opportunities for people to age in place in town</li> <li>• Fund a safe house for DV victims, at risk kids, living/learning centre</li> </ul>
Youth initiatives	<ul style="list-style-type: none"> <li>• Job targets and pathways</li> <li>• Provide funds to employ a Youth officer</li> <li>• Develop a Youth hub/space, particularly for teenagers</li> </ul>
School initiatives	<ul style="list-style-type: none"> <li>• Extension of school to year 11 and 12</li> <li>• Scholarships/bursaries</li> <li>• Supporting the expansion of school facilities</li> <li>• Supporting after school programs / services</li> </ul>
Access/accessibility	<ul style="list-style-type: none"> <li>• Accessibility improvements throughout the town for accessibility scooters / persons with a disability (safe paths either on road or pavement)</li> <li>• Community car/bus to and from town, potentially to Toowoomba, at least for the time that the projects are running</li> <li>• Bike paths included and upgraded to allow for horse trails, ensuring infrastructure in town to securely leave bikes/tie up horses</li> <li>• Upgrade roads/transport routes to ensure that safety is maximised (including the provision of overtaking lanes)</li> </ul>
Investment in capital projects	<ul style="list-style-type: none"> <li>• Communications improvements – internet and phone - this was considered essential by many</li> <li>• Upgrade community centre (generally as well as providing accessibility measures for the stage)</li> <li>• Introduction of a neighbourhood house</li> <li>• Youth spaces/building/entertainment areas in town</li> <li>• Commit to Domville Place (Genex has confirmed they have committed \$100,000 to this project)</li> <li>• Farmers hall of fame</li> <li>• Create further fire trails if needed, provide in-kind assistance or monetary contributions to maintain existing ones</li> <li>• In partnership with Energex, extend power lines for domestic consumption where localities do not have mains power</li> <li>• Build a yarnning circle/outdoor area for the hospital/aged care</li> <li>• More parks and open spaces</li> <li>• Parks along railway lines</li> <li>• Amenities in parks (safe syringe disposal, blue lights)</li> <li>• Road projects</li> <li>• Evacuation centre</li> <li>• Create an outdoor cinema or provide projector for hall and create a movie night</li> <li>• Investment in areas outlined in the Draft Millmerran Community Place Plan 2024-2027 and the Millmerran Community Growth Action Plan Economic Development Strategy, Sept 2015</li> </ul>
Invest in services and organisations	<ul style="list-style-type: none"> <li>• Contribute to health services and facilities, including <ul style="list-style-type: none"> <li>○ Funding further permanent staff (It is noted that Genex is providing funds for a nurse in town over the 6 month construction period)</li> <li>○ Medical facilities/assets that assist GPs and specialists perform currently unavailable treatments</li> <li>○ Fund a dentist</li> <li>○ Fund visiting specialists program</li> </ul> </li> </ul>

Contribution Area	Suggested Initiatives
	<ul style="list-style-type: none"> <li>• Emergency services <ul style="list-style-type: none"> <li>◦ Fund a police staff member</li> <li>◦ Fund other emergency staff</li> <li>◦ Workers of projects to be encouraged to volunteer as fire fighters</li> </ul> </li> <li>• Fund a Youth engagement officer</li> <li>• Fund the development of a Parents/Mothers group that is linked with community health nurse and playgroups</li> <li>• Fund/sponsor community groups such as Landcare, Scouts, Lions, Animal Rescue</li> </ul>
Invest in operational/maintenance programs	<ul style="list-style-type: none"> <li>• Fix up leaks in sports centre</li> <li>• Maintain cultural centre on an ongoing basis</li> <li>• Contribute to fire trail maintenance</li> </ul>
Educational opportunities	<ul style="list-style-type: none"> <li>• Provide apprenticeships, potentially coordinated across energy projects due to timeframe for site construction being not long enough</li> <li>• Contribute to the establishment of a renewable and teaching facility and/or an agricultural facility</li> <li>• Showcase the area for renewable energy, including having information boards at sites (market as a tourist trail)</li> </ul> <p>Encourage workers to share skills with community and/or contribute to sports training</p>
Initiatives to assist businesses	<ul style="list-style-type: none"> <li>• Locals first policy for procurement and employment</li> <li>• Incubator space for small business</li> <li>• Contribute to Commerce and Progress Inc</li> <li>• Sponsor emerging/new business</li> </ul>
Community cohesion initiatives	<ul style="list-style-type: none"> <li>• Encourage workers to join community organisations and coordinate matches with towns folk</li> <li>• Encourage workers to share skills with community and/or contribute to sports training</li> </ul>

## 6. Social Impact Assessment

This section notes all preceding information and outlines the results of the social impact assessment for the Camp operation. Social impact assessments are determined without and with mitigation. The method used to assess social impacts is discussed below.

### Assessment of Social Impacts

To determine the significance of social impacts identified, an assessment using the categories in the Queensland SIA guideline supplementary information was utilised. All impacts identified were assessed by defining the likely magnitude of social impacts and the vulnerability of the community regarding the impact. Once these were determined, the social significance of the was noted. The categories utilised for these elements are shown below in Table 12.

#### Magnitude

As noted in the SIA Supplementary guidelines, the magnitude of an impact is a measure of the expected change from baseline conditions. It describes the degree of change the project's impact is likely to impart upon the baseline indicator. The impact magnitude criteria and the considerations used to assist in determining magnitude are shown in the tables below.

**Table 8: Defining Magnitude Levels for Social Impacts**

Magnitude level	Meaning
Positive	A positive impact is a temporary or long-term benefit for the largest number of people in a community.
Negligible	Change remains within the range commonly experienced within the household or community.
Low	A low magnitude impact is a localised impact that is temporary, short-term, and affects a small proportion of stakeholders. There may be an observable difference from social baseline conditions and impact may be effectively mitigated through simple control measures.
Moderate	A moderate magnitude impact is an impact that may extend beyond the SIA study area or affect a large number of people. Frequency may be occasional and of medium duration.
High	A high magnitude impact is an impact that is widespread, long lasting and results in substantial and possibly irreversible change to the social baseline.

*Source: Qld SIA Supplementary Guidelines*

**Table 9: Considerations when Defining Magnitude**

Dimensions	Details
Extent	Who specifically is expected to be affected (directly, indirectly, and/or cumulatively), including any vulnerable people? Which location(s) and people are affected? (e.g. near neighbours, local, regional, future generations).
Duration	When is the social impact expected to occur? Will it be time-limited (e.g. over particular project phases) or permanent?
Intensity or scale	What is the likely scale or degree of change? (e.g. mild, moderate, severe).
Sensitivity or importance	How sensitive/vulnerable (or how adaptable/resilient) are affected people to the impact, or (for positive impacts) how important is it to them? This might depend on the value they attach to the matter; whether it is rare/unique or replaceable; the extent to which it is tied to their identity; and their capacity to cope with or adapt to change.
Level of concern/interest	How concerned/interested are people? Sometimes, concerns may be disproportionate to findings from technical assessments of likelihood, duration and/or intensity.

Source: NSW SIA Supplementary Material

## Vulnerability

As noted in the Queensland SIA Supplementary guidelines, vulnerability is a “*pre-existing status that is independent of the project. Vulnerability reflects the ability of affected stakeholders and community groups to adapt to change. The project could exacerbate these vulnerabilities if existing sensitivities and coping mechanisms of communities and stakeholder groups are not adequately understood or considered*”. Therefore, the results of community and stakeholder engagement are usually essential factors in defining vulnerability.

The vulnerability utilised are described below.

**Table 10: Vulnerability levels**

Level	Description
Negligible	No meaningful areas of vulnerabilities. Maximum capability to adapt to changes brought by the project.
Low	Minimal areas of vulnerabilities, consequently with a high ability to adapt to changes brought by the project.
Medium	Some but few areas of vulnerability; but still retaining an ability to at least in part adapt to change brought by the project.
High	Profound or multiple areas of vulnerability that undermine the ability to adapt to changes brought by the project.

Source: Qld SIA Supplementary Guidelines

**Table 11: Social Impacts Significance Matrix**

Impact Magnitude	Vulnerability Criteria			
	Negligible	Low	Medium	High
Negligible	Insignificant	Low	Moderate	Moderate
Low	Low	Low	Moderate	High
Moderate	Moderate	Moderate	High	Major
High	Moderate	High	Major	Major
Positive	Positive			

Source: Qld SIA Supplementary Guidelines

## Impact Significance

To assist in deciphering the significance of impacts, descriptions are provided below.

**Table 12: Impact Significance**

Impact significance	Description
Major	A major impact occurs when the project effect or change will potentially cause irreversible or widespread harm to a social baseline or characteristic of the community. Avoidance through appropriate design responses is generally the only effective mitigation.
High	A high impact occurs when the project effect or change will potentially affect the intrinsic characteristics and structural elements of a social value. Avoidance through appropriate design responses or extensive mitigation and management is required.
Moderate	A moderate impact occurs when project induced effects would degrade a social value (despite its intrinsic resilience) due to the scale of the impact or alter the susceptibility of a value to further change. Appropriate mitigation and management of the change is required.
Low	A low impact occurs where a social value is of local importance and/or temporary and transient changes will not adversely affect its viability provided adequate control measures are implemented.
Negligible or insignificant	Where impact will not result in any noticeable change in the social baseline

Source: Qld SIA Supplementary Guidelines

## Summary of Potential Social Impacts

Using the above method, all expected social impacts (real and/or perceived) have been assessed. The issues assessed emanate from the stakeholder consultation, the baseline assessments and/or any other issues highlighted by the consultant team. The detailed impact tables and suggested management/mitigation measures are outlined in the following sub-section and summarised in Section 7. Outcomes of the impact assessment are summarised below.

### Community values and cohesion

The influx of a significant number of non-resident workers in a small rural town will have noticeable impacts. The community values of safe, quiet, cosy town where everyone knows everyone else are likely to be changed. Given the town is expected to have considerable additional non-resident workers over a 10 year period (at least), and there will be considerable cumulative impacts from additional major projects in the region, community values are likely to be permanently changed. A change management process for the Millmerran community would be useful to

Although many note they are generally comfortable with the idea of having the non-resident workforces in town, there is still a high level of fear/anxiety around the numbers of predominantly male staff expected. Perceived fear associated with safety concerns and the perception or real experience of increased crime were considered considerable impacts by many.

With the above in mind, the following issues have been assessed in the SIA (refer Table 13). The magnitude of the impact with and without effective mitigation is noted below.

**Table 13: Community values and cohesion impacts and their assessment**

Impacts Assessed	Negative/ Positive	Significance of Impact without mitigation	Significance if effective mitigation measures employed
Community values may change permanently. Mitigation measures will be required to help the community transition to a busier environment	Negative	Major	High
Impacts on community cohesion and perceptions of safety due to unruly behaviour of non-resident workers. If codes of conduct, induction processes and a feedback/complaints register instigated, then likely to move to low impact over time	Negative	High	Moderate moving to Low over time

### Quality of life, Health and Wellbeing

Although many stakeholders are comfortable with the general concept of having a camp, the actual impact on quality of life, health and well-being associated with the constant nature of an increased non-resident workforce is unknown. The residents, businesses and organisations in the community are unlikely to be 'ready' or know how to prepare for such a constant increase. Understanding the reality versus the 'hopes' should be a focus moving forward.

Many stakeholders indicated they experience a lower level of service during Power Station shut down times, due to the influx of non-resident workers. Given that a varying influx of non-resident workers will be ongoing for at least 10 years, establishing a plan for how to mitigate these impacts will be important.

In addition, given construction of the 800 bed facility is a substantial undertaking, and there are many other energy and resource projects occurring or forecast to occur in the region, many in the community have indicated they would prefer to have a coordinated solution for accommodating non-resident workers. In this regard, there are hopes in the community the Genex camp can be utilised by other major projects when there are vacancies. If this was to occur, the Camp would need to put in place appropriate systems to ensure occupants were from major projects, so the tourism accommodation market was not impacted.

Although not brought up in stakeholder engagement another very important impact to consider is where the construction workforce for the Camp (100 people over a 6 month period) will be located. It is considered essential an accommodation plan for the construction period be prepared by Genex, and that this shows how negative impacts on the existing providers will be minimised. Issues to consider will include the extent to which local accommodation providers can meet the demand of the construction workforce for the 6 month period, and/or the requirement for the development of a temporary workers camp. Consideration of construction impacts, and ongoing visual impacts was also noted by stakeholders, which need to be planned for and articulated to the community.

The additional traffic generated by the Camp during construction (truck, bus and private vehicles) is also likely to create further conflicts/traffic impacts at key community infrastructure/nodes, including, but not limited to, the Millmerran State School, the Aquatic Centre, the Indoor Sports Facility, the Millmerran Multi-Purpose Health Service and the Town Centre,. While not discussed in stakeholder consultation, it is essential that community safety is appropriately managed and safety plans are put in place.

Given the above, the following issues have been assessed in the SIA (refer Table 14). The magnitude of the impact with and without effective mitigation is noted below.

**Table 14: Quality of life, Health and Wellbeing Impacts and their assessment**

Impacts Assessed	Negative/ Positive	Significance of Impact without mitigation	Significance if effective mitigation measures employed
How Genex is proposing to house the Camp's construction workforce is uncertain. The need for an accommodation strategy for the construction period is essential	Negative	High	Moderate
Benefits of new people – could be community minded, want to be active in the community, opportunity to meet new people	Positive	Positive	Positive
Benefits from new people in town could be overstated. Genex could develop a Community Inclusion Plan to encourage interaction	Negative	High	Low
Potential for over consumption of alcohol in town, leading to poor behaviour and general decrease in quality of life for residents. Essential that a Code of Conduct, induction processes and a complaints register be implemented	Negative	Moderate	Low
Uncertainty associated with actual impact / numbers of non-residents likely to be in town. A readiness assessment could assist in providing more certainty – refer Section 7 for details	Negative	High	Low
Strong desire to see the Camp utilised by other major projects. Cumulative impacts if disaggregated approach to accommodation occurs throughout the region. A Regional Housing and Accommodation Strategy would assist	Negative	High	Low
Traffic and transport issues – level of increased traffic, impacts on town, school and vulnerable people. Safety plans developed in consultation with community facilities and services are essential. Additional trails/pathways for Camp occupants to access town and facilities would also assist	Negative	High	Moderate

Noise, dust and vibration issues with construction. Assumed these will be conditioned	Negative	High	Low
Concern regarding level of service for locals, creating an 'us' and 'them' mentality and eroding community cohesion. Determining the Town's businesses 'readiness' for additional demand, and how interaction can occur between Camp occupants and the community will assist in lowering this impact	Negative	High	Moderate
Concern there is not the appropriate development infrastructure able to support the 800 bed Camp. Assumed conditions will ensure infrastructure is adequate	Negative	High	Low
Visual amenity for adjoining uses. Assumed conditions will ensure measures are adequate	Negative	High	Low
Mental wellbeing issues for non-resident workers such as isolation, depression, angst over family disruption. Health and Wellbeing Plans, plus a Health and Wellbeing coordinator are essential elements at the Camp.	Negative	High	Moderate

## Economic Livelihoods

One of the largest expected benefits of the Camp and the ongoing presence of non-resident workers is the benefits to businesses and events. Many expect positive outcomes associated with the increase in activity, but some worry the current town's businesses and services won't be able to cope.

In addition, there were some concerns about the level of 'busyness' in town impacting Millmerran's ability to attract tourists wanting a quiet place to stay and the increased activity may impact on the events such as the Camp Oven Event and the Show.

Another very important consideration is ensuring local employment opportunities at the Camp are maximised while not compromising existing local businesses and industries workforces. Management measures to optimise job creation, economic benefit and assistance with business expansion/establishment while not compromising existing businesses/industries will need to be considered and are discussed in the next section.

Transition plans will also be required to ensure that businesses/organisations can prepare for the end of the 10 year operational period.

Given the above, the following issues have been assessed in the SIA (refer Table 15). The magnitude of the impact with and without effective mitigation is noted below.

**Table 15: Economic Livelihood Impacts and their assessment**

Impacts Assessed	Negative/ Positive	Significance of Impact without mitigation	Significance if effective mitigation measures employed
Benefits to businesses and events, such as local procurement opportunities and local businesses becoming contractors to Genex. However, the extent to which local businesses can supply Genex will need to be determined. Genex could assist by holding business and procurement briefings.	Positive (for some)	Positive	Positive
	Negative	High	Moderate
	Positive (for some)	Positive	Positive

Further consumption demand is likely to be present with more people in town, benefiting mainly food and beverage outlets, newsagencies, fuel outlets and community facilities and services. However, with the onset of so many more people in Town, businesses / organisations may not be able to cope with additional demand. Readiness assessments are required, and businesses may need assistance in understanding how they can increase their business sustainably. Transition plans will also be required for the end of the Camp's operational period	Negative	High	Moderate
Further job opportunities for the local population to service population but potential for difficulties in staff attraction due to housing shortages. Contributions to permanent housing should be required for at least the operational staff	Negative	High	Positive
Job, training and apprenticeship opportunities. Apprenticeship opportunities are likely to be limited, however, due to the short construction time period.	Positive	Positive	Positive
Balancing local job opportunities while not compromising existing business/industry's workforces. The development of a workforce attraction and retention strategy that provides opportunities for local employment while not unfairly detracting from existing industry/business's workforces is required	Negative	High	Positive
Price hiking fears, general prices as well as housing and accommodation costs. Genex has agreed to adopt local pricing. Monitoring will be required	Negative	High	Low
Uncertainty associated with the decommissioning / end of 10 year construction period. The need for a transition plan at decommissioning is essential	Negative	High	Moderate
Potential impact on attracting tourists and hosting events, including increased traffic, any 'busyness' impacting on people coming to Millmerran	Negative	Moderate	Low
Lack of Indigenous opportunities, opportunities for women and/or youth explicitly stated by Genex. Targets/aspirations for these groups could be developed	Negative	Moderate	Low

## Community Infrastructure, Services, Facilities, Groups/Organisations

It was clear from consultation that health and emergency services are already stretched in the community, and these services are expected to experience considerable impacts from the presence of a constant non-resident workforce. It is noted Genex is going to fund a nurse at the local health service during construction of the Camp, and the Camp will have a nurse on shift 24 hours a day, 7 days a week. These are considered useful contributions but may not mitigate all impacts. Given that nurse contribution ceases at the end of construction there is likely to be additional unmet demand on health services throughout the operational period. In addition, the police and other emergency services are likely to face additional pressure with the influx of more non-resident workers over the construction and operational period.

Furthermore, and although not discussed in the stakeholder engagement, the airfield is an important asset for the Royal Flying Doctors and is utilised in emergency evacuation situations. Ensuring there are appropriate response plans in place with the operation of the Camp will be essential.

As noted in 'Quality of life, Health and Wellbeing' it is also important that safety around key community infrastructure is not compromised due to increased traffic, truck and bus movements.

Community organisations, facilities and services such as sports and leisure outlets and groups are expected to benefit from the operation of the Camp. However, as noted under quality of life and economic livelihood, there are concerns in the community that facilities will not be able to meet demand. Gaining a better understanding of the expected number of additional non-residents in the areas, and users of facilities over time, will assist in determining the extent to which further demand can be accommodated. The development of plans to ensure demands can be met, and monitoring mechanisms to keep track of supply and demand will be required.

As previously noted, there permanent housing has not be proposed in the Genex application and the Camp will only house single people. This, coupled with the tight housing market means that it is unlikely that any new families will come to Millmerran during the construction or operational period. Families bring additional benefits to towns, such as: becoming an integrated part of the community; utilising the school and other community facilities; volunteering/assisting organisations;, generating steady demand for food, beverage; and, providing further skills from spouses that can assist local organisations and businesses. With no permanent housing provided, families are unlikely to move to Millmerran, so the benefits of families being present will not eventuate due to the construction or operation of the Camp.

The onset of up to 800 people in the construction phase of the Camp also provides the opportunity for occupants to volunteer at organisations. The extent to which this will occur is likely to be low, however, due to physically demanding shifts of construction workers. Genex should develop a Community Inclusion Plan to encourage positive interaction between their workers and the community.

Given the above, the following issues have been assessed in the SIA (refer Table 16). The magnitude of the impact with and without effective mitigation is noted below.

**Table 16: Community Infrastructure, Services, Facilities, Groups/Organisations Impacts and their assessment**

Impacts Assessed	Negative/ Positive	Significance of Impact without mitigation	Significance if effective mitigation measures employed
Benefits associated with additional demand for facilities, services and community groups / organisations. But some may not be able to cope with additional demand. Particularly health, police and emergency services. Further contributions may be required. Monitoring is essential	Positive	Positive	Positive
	Negative	Major	Low
Benefits to gym and recreational facilities in town. But concerns may not be able to cope with additional demand. Readiness assessments would assist and some organisations may require assistance to meet demand, including the provision of housing for staff. Monitoring is essential	Negative	High	Low
Traffic and transport issues – level of increased traffic, impacts on community infrastructure. A safety management plan developed in consultation with community infrastructure managers is essential	Negative	High	Moderate
More people to volunteer but given the physically demanding shifts, encouragement will be required	Positive	Positive	Positive

No permanent housing proposed to be provided as part of the construction or operational period and Camp is established for single people only. No housing means no new families in town. Families bring additional benefits such as becoming an integrated part of the community, utilising the school and other community facilities, volunteering/assisting organisations, generating steady demand for food, beverage, and providing further skills from spouses that can assist local organisations and businesses. With no permanent housing provided, families cannot move to Millmerran, so the benefits of families being present will not eventuate. Permanent housing should be required for at least the operational workforce and the potential to contribute additional housing to satisfy expanding demands for staff from local businesses.	Negative	High	Low
Communications infrastructure is likely to be overburdened. This is a regional issue and is currently impacting businesses. With additional people in town utilising communications infrastructure, augmentation is required	Negative	High	Low (if upgraded)
Potential for conflicts / accidents in town and on highways due to increased traffic volumes and people movement. If Safety Management plans are appropriate, this should be able to be mitigated. If they are not, significant conflicts may occur. Additional access paths to town and community facilities should be provided	Negative	High	Low
Potential conflict at Airstrip for emergency evacuations. The Airstrip is an essential area for emergency evacuations for the Royal Flying Doctor Service. Agreed plans and procedures between the Airstrip and Genex are essential.	Negative	Major	Low

## Culture

It was difficult to gain access to representatives of Aboriginal and Torres Strait Islander groups / individuals during the study phase, but this is still considered necessary. C Change is not a cultural heritage expert and so minimal comments/recommendations have been made here. It is recommended, however, these issues are investigated appropriately. At the very least, there should be consideration of cultural heritage issues and some allowance for Indigenous employment and potentially procurement over the construction and operation periods of the Camp. At the time of writing, C Change could not find evidence of targets for Indigenous employment or procurement, or any cultural heritage assessments/considerations.

## Risks and Hazards

Several risks and/or hazard concerns were raised through consultation. These included the potential for Camp occupants to trespass and/or cause a nuisance to adjoining uses (showgrounds and airstrip) and for the general population to access the Camp without authorisation. Mitigation measures will be required and are expected to be conditioned should the Camp gain development approval.

Other risks raised by community members was the potential outbreaks (such as COVID) at the Camp could have impacts on the general community as well as vulnerable people.

Additional fire concerns either adjacent to the Camp and/or in other parts of the community were also raised – not necessarily because of people intending to cause a fire, but simply due to the higher number of people in town raising the probability for careless or inadvertent behaviour.

Given the above, the following issues have been assessed in the SIA (refer Table 17). The magnitude of the impact with and without effective mitigation is noted below.

**Table 17: Risks and Hazards Impacts and their assessment**

Impacts Assessed	Negative/ Positive	Significance of Impact without mitigation	Significance if effective mitigation measures employed
Trespass / nuisance issues for Show Grounds and Airstrip. Expect that induction processes, codes of conduct will decrease these risks. Complaints/feedback register to be activated and responses to violations actioned	Negative	Moderate	Low
Trespass issues of Camp from general public. It is assumed that safety measures are in place to prevent unauthorised entry. Information associated with access to the Camp needs to be clearly articulated to the community	Negative	Low	Low
Intense impacts, particularly to the vulnerable if an outbreak (eg. Covid). Procedures for emergencies and outbreaks need to be provided by Genex	Negative	High	Moderate
Potential for increased numbers of bushfires. Genex need to include bushfire awareness in their induction procedures	Negative	High	Low

### Views on the Camp, and Housing / Accommodation Issues generally

As already noted, many stakeholders believe that further accommodation is required to support the energy and other major projects that are likely to operate in the vicinity of Millmerran. Even most of the current temporary accommodation providers in Town were of the view the Camp is needed and, if only servicing major projects construction crews, will create an opportunity to service a part of the market that will not impinge on current providers' viability.

Many would prefer to see the 800 beds in one location and most stakeholders were comfortable with the Camp's location, as long as it can connect to or provide appropriate development infrastructure on site. Most indicated they would like to see the Camp being used by other major projects over the life of its operational period and questioned the size of the Camp for most of the 10 year period if it was only servicing the Bulli Creek Clean Energy Farm. Many stakeholders would like to see the Camp utilised in some way to meet the community housing's/accommodation requirements after the 10 year operational period, with several suggestions, as outlined in Table 7.

Despite the general acceptance of the Camp in the town, a desire to see permanent housing provided in addition to the Camp was prominent. Desires to relieve the additional strain likely to be experienced by Millmerran businesses needing to increase staff to cope with additional demand were present, as well as desires that Genex provide opportunities for the 10 staff expected to be required to operate the Camp, and the 20 people expected to be required to operate the Bulli Creek Clean Energy Farm. Most stakeholders expected upward pressure on rentals and housing costs/availability if effective accommodation strategies were not put in place.

It follows, therefore, that a regional solution to ensure housing needs can be met is required. Consultation noted that staff attraction is restricted, not only for business services, but also for State provided services. As indicated, some of the major employers are already putting in place housing solutions to lessen their impact on the housing market. It would be useful for all major employers (including the major projects, plus education, health and other state provided services) to develop a coordinated approach to housing across the region.

Given the above, the following issues have been assessed in the SIA (refer Table 18). The magnitude of the impact with and without effective mitigation is noted below.

**Table 18: Views on the Camp, Housing and Accommodation Impacts and their assessment**

Impacts Assessed	Negative/ Positive	Significance of Impact without mitigation	Significance if effective mitigation measures employed
Acknowledged that the provision of the Camp will positively add to the supply of accommodation, particularly for construction crews. Monitoring of locally provided housing and accommodation prices and impacts is required	Positive	Positive	Positive
No permanent housing offered, but desire to see permanent housing provided, therefore potentially attracting families	Negative (without mitigation)	High	Positive
Most satisfied with the project's location, so long as development infrastructure appropriate	Positive	Positive	Positive
Most agreed that one 800 beds facility was preferable to the provision of two smaller camps. Some questioned the need for 800 for 10 years if only servicing Bulli Creek Clean Energy Farm	Positive	Positive	Positive
Desire to see Camp remain / relocate after the 10 year period for community purposes. A transition plan is considered essential	Negative (without mitigation)	High	Positive
Expecting upward pressure on rentals and housing availability/costs. Should further permanent housing in Town be provided, positive impacts could result	Negative (without mitigation)	High	Positive
The inability for the region to support all housing requirements generated by major projects, major employees and state provided services. A coordinated approach to housing via the development of a regional housing strategy incorporating all players would be beneficial	Negative (without mitigation)	High	Positive

## Cumulative Impacts

Discussions with stakeholders indicated all knew about the additional energy and major projects forecast to be constructed and operate in the Millmerran region. All agreed the presence of further major projects is likely to exacerbate most of the issues already noted. Although additional benefits may be forthcoming (such as further job opportunities, procurement opportunities for businesses, potential to expand current businesses due to increased demand for goods and services), many were concerned about the Town's organisations' abilities to meet additional demand. There were particular concerns associated with the impact on the health, police and emergency services, as well housing (housing was discussed above).

Other concerns associated with the energy/major projects that were separate to the Camp issues included:

- Concerns associated with the impact on good quality agricultural land (GQAL)
- Decommissioning and rehabilitation of the land at the end of the projects' life – but noting that if GQAL had been impacted, it is likely that the use of the land will be irrevocably changed
- The further erosion of the existing values associated with the quiet, farming culture generally in the Region
- Concerns associated with the environmental impact of asset disposal at their end of life
- The impact on towns and communities when projects end
- Risks and hazards associated with fires at the sites.

- Potential for visual amenity and noise impacts associated with operation, and noise, dust and vibration impacts throughout the construction period.
- Impacts on Aboriginal and Torres Strait Islander cultural heritage in the region.

Many stakeholders noted their general support for renewable energy, but several expressed concerns that renewable energy will not produce the amount of power required for the population generally. In addition, while 'greener', the energy initiatives are not considered environmentally friendly by some due to difficulties associated with disposal at the assets' end of life.

Given the above, the following issues have been assessed in the SIA (refer Table 19). The magnitude of the impact with and without effective mitigation is noted below.

**Table 19: Cumulative Impacts and their assessment**

Impacts Assessed	Negative/ Positive	Significance of Impact without mitigation	Significance if effective mitigation measures employed
Issues noted as part of the previous sub-sections in this Chapter are likely to be exacerbated. This is especially so for health, police and emergency services impacts, housing impacts, and concerns associated with community facilities and services not being able to cope with increased demand. Regional approaches to housing and satisfying demand should be taken when workforces associated with other major projects are known	Negative	Major	Various, but higher with other projects in play
Acknowledgement that further job and procurement opportunities will be present	Positive	Positive	Positive
Concerns associated with the impact on good quality agricultural land	Negative	Major	Low
Decommissioning and rehabilitation of the land at the end of the projects' life	Negative	High	Low
The further erosion of the existing values associated with the quiet, farming culture generally in the Region (as discussed in Quality of Life, Wellbeing)	Negative	Major	High
Support for renewable energy, concerns that renewal energy will not produce the amount of power that is required	Positive	Positive	Positive
Concerns associated with the environmental impact of asset disposal at their end of life	Negative	Moderate	Moderate
The impact on towns and communities when projects end	Negative	High	Low (if transitional plans developed)
Risks and hazards associated with fires at the sites	Negative	Moderate	Low
Potential for visual amenity and noise impacts associated with operation, and noise, dust and vibration impacts throughout the construction period.	Negative	Varies	Low
Impacts on Aboriginal and Torres Strait Islander cultural heritage in the region	Negative	Major	Low

## Detailed Assessment of Impacts

Issues noted in the proceeding section and their assessed impacts on the community and other stakeholders are provided overleaf. Management measures are suggested and, if these were put in place, the residual impact noted. Management measures are summarised in Section 7.

Table 20: Assessments of Social Impacts

Potential Impact	Positive/ Negative	Magnitude	Vulnerability	Social Impact Significance	Management Measure (Mitigation/Enhancement)	Magnitude	Vulnerability	Residual Impact
<b>Community Values and Cohesion</b>								
Community values may change permanently	Negative	High	Medium	Major	<ul style="list-style-type: none"> <li>Given the expected additional workforce in the area, community values are likely to change permanently</li> <li>As part of the 'readiness' assessments noted above, a change management process for the community should be investigated and implemented</li> </ul>	Moderate	Medium	High
Impacts on community cohesion and perceptions of safety due to unruly behaviour of non-resident workers	Negative	Moderate	Medium	High	<ul style="list-style-type: none"> <li>Code of conduct is enforced by Genex that includes zero tolerance - continue to reassure community through engagements</li> <li>Genex to develop induction processes for anyone working on the project to include expectations for behaviour in the community</li> <li>Genex to develop a feedback/complaints register, and be required to report on this annually to TRC. Ensure community know how to register feedback.</li> <li>Lobby for further permanent policing staff in Millmerran</li> </ul>	Moderate moving to Low over time (ability to secure additional police not guaranteed)	Low	Moderate moving to Low over time
<b>Quality of Life / Health and Wellbeing</b>								
Housing the Camps construction workforce	Negative	Moderate	Medium	High	<ul style="list-style-type: none"> <li>Genex to prepare an accommodation strategy for the construction phase of the Camp. For best results, this should be prepared in consultation with current accommodation providers in Millmerran so that benefits can be maximised and negative impacts minimised</li> </ul>	Low	Medium	Moderate
Many stakeholders comfortable with the general concept of having a camp	Positive	NA	NA	Positive	<ul style="list-style-type: none"> <li>Genex to continue ongoing consultation with stakeholders</li> </ul>	NA	NA	Positive

Potential Impact	Positive/ Negative	Magnitude	Vulnerability	Social Impact Significance	Management Measure (Mitigation/Enhancement)	Magnitude	Vulnerability	Residual Impact
Concern that community does not understand the extent of the change, and is not ready for such a constant increase in non-resident populations  Uncertainty associated with actual impact / numbers of non-residents likely to be in town [this impact was categorised under Quality of life / Health and Wellbeing, but given that the mitigations are the same as the preceding issue, it has been allocated here in the assessment table]	Negative	Moderate	Medium	High	<ul style="list-style-type: none"> <li>TRC to commission a 'readiness' assessment for Millmerran (or the State Government bring forward their Readiness assessment as part of the REZ). This should outline likely scenarios associated with the Camp and cumulative impacts and have a focus on key likely changes, negative impacts, business opportunities and mitigation/enhancement measures. A checklist for businesses and community organisations should be developed so they can determine potential pathways to cope with the likely changes. Contributions from proponents adding to demand could be sought to fund the development of the assessment and/or assistance to businesses/organisations to 'ready' themselves for the changes.</li> <li>As noted, this initiative could tie into the Dept of Energy and Resources 'readiness' assessments associated with REZ (if timeframe was appropriate) but it is likely that the readiness assessment will be required earlier than the State delivered assessment</li> </ul>	Low	Low	Low
Benefits regarding community participation area overstated expected are overstated	Negative	Moderate	Medium	High	<ul style="list-style-type: none"> <li>Genex to develop a Community Inclusion Plan to maximise community participation</li> <li>Construction workers still may not participate in community due to physically demanding shifts</li> <li>Genex to establish a Community Contributions Fund to assist in delivering community benefit projects and programs</li> </ul>	Low	Medium	Moderate
A disaggregated approach to accommodation needs would lead to considerable cumulative impacts. Strong desire to see the Camp utilised by other major projects	Negative	Moderate	Moderate	High	<ul style="list-style-type: none"> <li>Genex to consider opening accommodation at the camp for all major projects in the region when there are vacancies</li> <li>Develop a regional communications group that includes all energy projects and discuss potential scheduling of accommodation</li> <li>Utilise checking in systems to ensure that only employees of major projects are accommodated (so that impact on tourism is minimised)</li> </ul>	Low	Low	Low

Potential Impact	Positive/ Negative	Magnitude	Vulnerability	Social Impact Significance	Management Measure (Mitigation/Enhancement)	Magnitude	Vulnerability	Residual Impact
Benefits of new people – could be community minded, want to be active in the community, opportunity to meet new people.	Positive	NA	NA	Positive	<ul style="list-style-type: none"> <li>Genex to develop a Community Inclusion Plan</li> </ul>	NA	NA	Positive
Potential for over consumption of alcohol in town, leading to poor behaviour	Negative	Low	Medium	Moderate	<ul style="list-style-type: none"> <li>Genex to enforce their code of conduct and zero tolerance associated with any poor behaviour in the community</li> </ul>	Low	Low	Low
Concern regarding level of service for locals, creating an 'us' and 'them' mentality and eroding community cohesion.	Negative	Moderate	Medium	High	<ul style="list-style-type: none"> <li>Include the level of service issue in the 'readiness' assessment for Millmerran. If demand cannot be met, this still may be an issue</li> </ul>	Moderate	Low	Moderate
Traffic and transport issues – level of increased traffic, impacts on town, school and vulnerable people.	Negative	Moderate	Medium	High	<ul style="list-style-type: none"> <li>Assumed that Council's conditions of approval will cover these issues but ensure that safety plans include mitigations associated with potential conflicts between additional truck, bus and private vehicle movements and community members as well as Camp occupants accessing key community assets</li> <li>Genex to hold ongoing discussions with the School to ensure that bus and private transport to and from site does not conflict with school pick up and drop off times and that additional traffic is manageable</li> <li>Ensure that conditions accommodate additional traffic and provide further access routes to town as well as infrastructure / safe pathways to accommodate mobility scooters, bike infrastructure (if horse trails are included in access plans, then include tie up areas for horses in town too)</li> </ul>	Low	Medium	Moderate

Potential Impact	Positive/ Negative	Magnitude	Vulnerability	Social Impact Significance	Management Measure (Mitigation/Enhancement)	Magnitude	Vulnerability	Residual Impact
Noise, dust and vibration issues with construction Appropriate development infrastructure at the site Visual amenity for adjoining uses	Negative	Moderate	Medium	High	<ul style="list-style-type: none"> <li>Assumed that Council's conditions of approval will cover these issues</li> <li>Ensure that information is communicated adequately to the community</li> </ul>	Low	Low	Low
Mental wellbeing issues for non-resident workers such as isolation, depression, angst over family disruption	Negative	Moderate	Medium	High	<ul style="list-style-type: none"> <li>Genex to prepare a Health and Wellbeing Plan for workers and employ a Health and Wellbeing coordinator</li> <li>Genex to host regular discussions with sport, leisure and recreational groups to determine if demand by workers can be met</li> <li>Genex to ensure all workers are aware of the opportunities to provide feedback, and Genex to regularly survey workers wellbeing</li> </ul>	Low	Medium	Moderate
<b>Economic Livelihood</b>								
Benefits to businesses and events but may not be widespread and/or businesses may not be able to cope with additional demand In addition, there may be adverse impacts due to the Camp's construction and operational workforces impacting the existing business and industry's local workforces	Negative	Moderate	Medium	High	<ul style="list-style-type: none"> <li>Genex to hold briefings with businesses outlining their product requirements, and how local businesses can be a contractor to Genex</li> <li>Genex to commit to a 'local's first' policy and/or developing a target associated with local procurement</li> <li>Genex to prepare a local employment plan that shows how they would maximise local opportunities without impacting on existing industries workforces</li> <li>Investigate achievable benefits as part of the 'readiness' assessments and ensure businesses are clear about opportunities</li> </ul>	Low	Medium	Moderate

Potential Impact	Positive/ Negative	Magnitude	Vulnerability	Social Impact Significance	Management Measure (Mitigation/Enhancement)	Magnitude	Vulnerability	Residual Impact
Further job opportunities for the local population to service population. Staff attraction difficult due to housing shortages	Potentially negative  But positive with mitigation	Moderate	Medium	High	<ul style="list-style-type: none"> <li>Request that Genex house (at least) their operations staff in town (10 dwellings for camp staff, 20 for BCCEP staff). Innovative approaches (such as cluster houses) could be utilised to minimise land take required and have an option to convert housing to another required use in the future (such as aged care). If houses/units are provided, these must be able to host families</li> <li>Genex could also be requested to provide a contribution to housing in town relating to the increase in staff required by community businesses to service Camp occupants</li> </ul>	NA	NA	Positive
Job, training and apprenticeship opportunities. Apprenticeship opportunities are likely to be limited, however, due to the short construction time period. The need to balance job opportunities while not compromising business/industry's workforces is essential.	Positive	NA	NA	Positive	<ul style="list-style-type: none"> <li>Encourage Genex to include targets for local employment and indigenous employment</li> <li>Discuss the ability for regional apprenticeships to be offered across energy projects</li> <li>Develop a workforce attraction and retention strategy that provides opportunities for local employment while not unfairly detracting from existing industry/business's workforces.</li> </ul>	NA	NA	Positive
Price hiking fears	Negative	Moderate	Medium	High	<ul style="list-style-type: none"> <li>Genex has agreed to adopt local prices for their goods, services and contracts to ensure that no inflation occurs. This should relate to housing and accommodation costs as well as prices for general consumption goods.</li> <li>Will need to monitor prices</li> </ul>	Low	Low	Low
Uncertainty associated with the decommissioning / end of 10 year construction period	Negative	Moderate	Medium	High	<ul style="list-style-type: none"> <li>Include investigation of this in the 'readiness' assessments</li> <li>Development of an economic and liveability transition plan for the region to determine impacts associated with the end of the construction phases of major projects and prepare for transition. Proponents of major projects, including the Camp, could be requested to contribute to the funding of this plan</li> </ul>	Low	Medium	Moderate

Potential Impact	Positive/ Negative	Magnitude	Vulnerability	Social Impact Significance	Management Measure (Mitigation/Enhancement)	Magnitude	Vulnerability	Residual Impact
Potential impact on attracting tourists	Negative	Low	Medium	Moderate	<ul style="list-style-type: none"> <li>Genex's Code of conduct should mitigate any poor behaviour by workers</li> <li>Genex's restriction of Camp to energy / major project workers will not impact on tourism accommodation</li> <li>Some residual impact from overall busy-ness of the town, particularly in accessing food and services during events eg. Camp Oven Festival</li> </ul>	Low	Low (likely medium during events)	Low (potentially moderate during events)
Lack of opportunities stated in documents for Aboriginal and Torres Strait Islanders, women and youth	Negative	Low	Medium	Moderate	<ul style="list-style-type: none"> <li>Genex to include employment targets and business procurement for Aboriginal and Torres Strait Islanders</li> <li>Genex to include employment targets for women and youth where appropriate</li> </ul>	Low	Low	Low
Community Infrastructure, Services, Facilities, Groups/Organisations								
Benefits of additional demand for facilities, services and community groups/organisations	Positive	NA	NA	Positive	<ul style="list-style-type: none"> <li>Include these investigations in the 'readiness' assessments</li> <li>Put in place monitoring systems to keep abreast of whether additional demands are being met</li> </ul>	NA	NA	Positive
Concerns health, police and emergency services may not be able to cope with additional demand	Negative without effective mitigation	Moderate	High	Major	<ul style="list-style-type: none"> <li>Include these investigations in the 'readiness' assessments</li> <li>Acknowledged that Genex provides a nurse on site at the Camp, and that they have funded a nurse in town for 6 months while the Camp is being constructed – but there is likely to be additional demands not able to be easily met during operation</li> </ul>	Low	Low	Low

Potential Impact	Positive/ Negative	Magnitude	Vulnerability	Social Impact Significance	Management Measure (Mitigation/Enhancement)	Magnitude	Vulnerability	Residual Impact
					<ul style="list-style-type: none"> <li>Further contributions to assist in securing a larger permanent police presence in town and an extended time for the nurse (and/or a GP) at the health service would be usefully requested from Genex</li> </ul>			Low
Concerns gym and recreational facilities in town may not be able to cope with additional demand	Negative without mitigation	Moderate	Medium	High	<ul style="list-style-type: none"> <li>Include these investigations in the 'readiness' assessments</li> <li>Some businesses/organisations may need assistance in meeting demand, including the provision of housing for staff</li> <li>Noted that Genex has indicated they would provide buses to community facility in 'off-peak' times so community members are not impacted</li> <li>Monitor on an on-going basis, and if demands in town cannot be met, then require further facilities at the Camp</li> <li>Genex to continue ongoing consultation with facilities in town and their workers</li> </ul>	Low	Low	
Traffic and transport issues – level of increased traffic, impacts on town, school and vulnerable people.	Negative	Moderate	Medium	High	<ul style="list-style-type: none"> <li>Assumed that Council's conditions of approval will cover these issues but ensure that safety plans include the potential conflicts on access to key community assets associated with the additional traffic</li> <li>Genex to hold ongoing discussions with the School to ensure that bus and private transport to and from site does not conflict with school pick up and drop off times and that additional traffic is manageable</li> <li>Ensure that conditions require a Safety Management Plan and accommodate additional traffic and provide further access routes to town as well as infrastructure / safe pathways to accommodate mobility scooters, bike infrastructure (if horse trails are included in access plans, then include tie up areas for horses in town too)</li> </ul>	Low	Medium	Moderate

Potential Impact	Positive/ Negative	Magnitude	Vulnerability	Social Impact Significance	Management Measure (Mitigation/Enhancement)	Magnitude	Vulnerability	Residual Impact
More people to volunteer	Positive (if it occurs)	NA	NA	Positive	<ul style="list-style-type: none"> <li>Genex to encourage their workforce to volunteer in town</li> <li>Commerce and Progress to ensure that the Town's directory with business and community organisations information is up to date</li> <li>Commerce and Progress to produce information for Genex regarding community organisations, times for meetings/activities and the types of volunteer assistance that would be welcomed.</li> </ul>	NA	NA	Positive
No permanent housing = no new families, so fewer benefits. Families bring additional benefits such as becoming an integrated part of the community, utilising the school and other community facilities, volunteering/assisting organisations, generating steady demand for food, beverage, and providing further skills from spouses that can assist local organisations and businesses. With no permanent housing provided, families cannot move to Millmerran, so the benefits of families being present will not eventuate	Negative	Moderate	Medium	High	<ul style="list-style-type: none"> <li>As noted under Economic Liveability mitigations, request that Genex house (at least) their operations staff in town (10 dwellings for Camp, 20 dwellings for Bulli Creek Clean Energy Farm)</li> <li>Further consider Genex to provide a contribution to housing in town relating to the increase in staff required by community businesses to service Camp occupants</li> </ul>	Low	Low	Low
Communications infrastructure will be overburdened	Negative	Moderate	Medium	High	<ul style="list-style-type: none"> <li>This is an essential augmentation – communications already impact on businesses, and this will just worsen with additional people. Upgrading communications may be an area where Genex could leave a positive legacy for the community. If not upgraded, then this impact would be moderate.</li> </ul>	Low (if upgraded)	Low (if upgraded)	Low (if upgraded) Moderate (if no upgrades)
Potential for conflicts / accidents in town and on highways and the need for further community infrastructure to support	Negative	Moderate	Medium	High	<ul style="list-style-type: none"> <li>As noted in Quality of Life considerations, ensure that conditions accommodate additional traffic and provide further access routes to town as well as infrastructure / safe pathways to accommodate mobility scooters, bike infrastructure (if horse trails are included in access plans then include tie up areas for horses in town too)</li> </ul>	Low	Low	Low

Potential Impact	Positive/ Negative	Magnitude	Vulnerability	Social Impact Significance	Management Measure (Mitigation/Enhancement)	Magnitude	Vulnerability	Residual Impact
					<ul style="list-style-type: none"><li>Genex to hold discussions with the School to ensure that bus and private transport to and from site does not conflict with school pick up and drop off times</li></ul>			
Potential conflict at Airstrip for emergency evacuations	Negative	High	Medium	Major	<ul style="list-style-type: none"><li>Ensure that there are Emergency Evacuation Plans and Procedures for the Airstrip and agreed procedures between the Airstrip and Genex</li></ul>			
Culture								
Cultural heritage should be assessed and protected	Not assessed	<ul style="list-style-type: none"><li>Impacts on non-Indigenous Cultural Heritage to be assessed by Cultural Heritage experts</li><li>Ensure that wherever possible and appropriate that employment opportunities for Aboriginal and Torres Strait Islanders are present</li></ul>						
Risks and Hazards								
Trespass/nuisance issues for Show Grounds and Airstrip	Negative	Moderate	Low	Moderate	<ul style="list-style-type: none"><li>Refer to code of conduct discussions</li></ul>	Low	Low	Low
Trespass issues of Camp	Negative	Low	Low	Low	<ul style="list-style-type: none"><li>Concept plan and discussions with Genex indicates that the Camp will be secure and only available to occupants</li><li>Communicate restriction of access to community</li></ul>	Low	Low	Low
Intense impacts, particularly to the vulnerable if an outbreak (eg. Covid)	Negative	Moderate	Medium	High	<ul style="list-style-type: none"><li>It is assumed that Genex has appropriate response procedures for emergencies and outbreaks. Ensure these are appropriate prior to the project being approved</li></ul>	Low	Medium	Moderate

Potential Impact	Positive/ Negative	Magnitude	Vulnerability	Social Impact Significance	Management Measure (Mitigation/Enhancement)	Magnitude	Vulnerability	Residual Impact
Potential for increased numbers of bushfires	Negative	Moderate	Medium	High	<ul style="list-style-type: none"> <li>Genex to ensure that bushfire awareness is included in their workers induction information and procedures</li> </ul>	Low	Low	Low
Views on the Camp, and Housing / Accommodation Issues generally								
Acknowledged the provision of the Camp will positively add to the supply of accommodation	Positive	NA	NA	Positive	<ul style="list-style-type: none"> <li>Commerce and Progress to monitor housing and accommodation issues via regular discussions with accommodation providers in the region</li> </ul>	NA	NA	Positive
<p>No permanent housing offered, but desire to see permanent housing provided, therefore potentially attracting families</p> <p>Desire to see Camp remain / relocate after the 10 year period for community purposes</p>	Negative	Moderate	Medium	High	<ul style="list-style-type: none"> <li>See previous mitigations regarding permanent housing</li> <li>As part of the transition plan suggested above, determine options for the Camp post its 10 year use</li> </ul>	NA	NA	Positive
Most satisfied with the project's location, so long as development infrastructure appropriate	Positive	NA	NA	Positive	<ul style="list-style-type: none"> <li>It is assumed that conditions ensure infrastructure is appropriate</li> </ul>	NA	NA	Positive
Most agreed that one 800 beds facility was preferable to the provision of two smaller camps. Some questioned the need for 800 for 10 years if only servicing BCCEF	Positive	NA	NA	Positive	<ul style="list-style-type: none"> <li>A coordinate approach to housing construction workers at the site for all major projects would be beneficial to ensure duplication of workers accommodation requirements (and their impacts) is avoided</li> </ul>	NA	NA	Positive
Expecting upward pressure on rentals and housing availability/costs	Negative	Moderate	Medium	High	<ul style="list-style-type: none"> <li>Monitor housing availability and costs over time</li> <li>Discuss permanent housing provision with Genex</li> <li>TRC / Commerce and progress to investigate innovative means of housing delivery and encourage further development of housing</li> </ul>	NA	NA	Positive

Potential Impact	Positive/ Negative	Magnitude	Vulnerability	Social Impact Significance	Management Measure (Mitigation/Enhancement)	Magnitude	Vulnerability	Residual Impact
The inability for the region to support all housing requirements generated by major projects, major employees and state provided services	Negative	Moderate	Medium	High	<ul style="list-style-type: none"> <li>Develop a regional solution to housing supply, ensuring that all major projects, major employers and state provided services seek to maximise local employment and contribute where required to the housing solution</li> </ul>	NA	NA	Positive
<b>Cumulative Impacts</b>								
With all the projects expected in the region, the preceding issues will be exacerbated	Negative	High	High	Major	<ul style="list-style-type: none"> <li>Refer all preceding mitigations, and ensure all major projects social impacts are assessed and mitigated</li> <li>Ensure that a regional approach to housing and satisfying additional demand is taken wherever possible</li> </ul>	Various	Various	Various, but higher with other projects in play
Acknowledgement that further job and procurement opportunities will be present	Positive	NA	NA	Positive	<ul style="list-style-type: none"> <li>Inclusion of local job targets, youth targets, targets for women, and Aboriginal and Torres Strait Islanders would be beneficial for all the projects</li> <li>Ensuring that the housing market is augmented to accommodate construction and operational workforces so that housing does not restrict business growth to cater for increased demands in the Region</li> </ul>	NA	NA	Positive
Concerns associated with the impact on good quality agricultural land (GQAL)	Negative	High	Medium	Major	<ul style="list-style-type: none"> <li>Projects to undergo rigorous assessments associated with impacts on GQAL and ensure GQAL is protected</li> </ul>	Low	Low	Low
Decommissioning and rehabilitation of the land at the end of the projects' life	Negative	Moderate	Medium	High	<ul style="list-style-type: none"> <li>It is assumed that these impacts will be investigated, and closure plans will be required for all the major projects</li> </ul>	Low	Low	Low
The further erosion of the existing values associated with the quiet, farming culture generally in the Region (as discussed in Quality of Life, Wellbeing)	Negative	High	Medium	Major	<ul style="list-style-type: none"> <li>Responsible authority to ensure the protection of GQAL and farming is maintained in the region</li> <li>Issues associated with eroding community values and the 'busy-ness' of town unlikely to mitigated</li> </ul>	Moderate	Medium	High

Potential Impact	Positive/ Negative	Magnitude	Vulnerability	Social Impact Significance	Management Measure (Mitigation/Enhancement)	Magnitude	Vulnerability	Residual Impact
Support for renewable energy, concerns that renewable energy will not produce the amount of power that is required	Positive	NA	NA	Positive	<ul style="list-style-type: none"> <li>Monitoring over time regarding the extent to which renewable energy projects are assisting with national and state targets</li> </ul>	NA	NA	Positive
Concerns associated with the environmental impact of asset disposal at their end of life	Negative	Low	Medium	Moderate	<ul style="list-style-type: none"> <li>Projects to address this individually, and Responsible Authority to ensure that this is adequately considered. Concerns not likely to be completely extinguished</li> </ul>	Low	Medium	Moderate
The impact on towns and communities when projects end	Negative	Moderate	Medium	High	<ul style="list-style-type: none"> <li>Transition plans to be considered for all projects, and the development of an economic development plan for the Millmerran region</li> </ul>	Low	Low	Low
Risks and hazards associated with fires at the sites	Negative	Low	Medium	Moderate	<ul style="list-style-type: none"> <li>Projects to address this individually, and Responsible Authority to ensure that this is adequately considered</li> </ul>	Low	Low	Low
Potential for visual amenity and noise impacts associated with operation, and noise, dust and vibration impacts throughout the construction period.	Negative	Varies	Varies	Varies	<ul style="list-style-type: none"> <li>Projects to address this individually, and Responsible Authority to ensure that this is adequately considered</li> </ul>	Low	Low	Low
Impacts on Aboriginal and Torres Strait Islander cultural heritage in the region and economic opportunities for Aboriginal and Torres Strait Islanders	Negative	High	High	Major	<ul style="list-style-type: none"> <li>Projects to address this individually, and Responsible Authority to ensure that this is adequately considered</li> <li>Potential to have a regional target for employment and business development for Aboriginal and Torres Strait Islanders</li> </ul>	Low	Low	Low

## 7. Management Measures

As noted at the outset, management measures are initiatives that are designed to mitigate negative impacts and/or enhance positive outcomes. The preceding section included a range of measures associated with specific impacts to ensure construction and operation of the Camp is beneficial for the community. Aligned with the Queensland Government's SIA Guidelines, this section summarises key management measures in relation to the following areas:

- Health and Community Well-Being
- Housing and Accommodation
- Local business and industry procurement
- Workforce Management, and
- Ongoing community and stakeholder engagement

A key initiative that spans many areas – a Readiness Assessment - is also discussed in this section. Monitoring initiatives are also included. The preceding table in Section 6 outlined potential management measures for cumulative impacts and are noted here where they are directly associated with the Camp.

### A Key Initiative – A Readiness Assessment

A prominent theme throughout the stakeholder engagement was the uncertainty associated with the extent to which the demand for goods and services, as well as housing and accommodation, is likely to rise. A key reason for the uncertainty was associated with the unknown number and timeframe construction workforces were likely to be accommodated in Millmerran. Through the REZ declarations, the Queensland Government Department of Energy and Resources has indicated that they are likely to conduct Readiness Assessments to ensure communities can adapt to changes. However, the timing of these assessments, and the extent to which they acknowledge local issues is unknown.

As such, it is recommended that a 'Readiness' Assessment be conducted prior to construction of the Camp to better understand the reality of impacts on stakeholders and ensure all required management measures are in place. Outcomes should include the impacts associated with the onset of additional non-workers in the region, and the investment required to mitigate the direct and indirect emanating from the project. This includes addressing the increased demand on community infrastructure, services, and facilities, and assisting local businesses and community groups to build capacity to meet new demand for these services into the future. The assessment should also highlight opportunities for positive outcomes for the local community and include a variety of positive legacy initiatives (refer to Table 7 for suggestions made by Stakeholders). To complete such a study, the number of workers the Camp is likely to accommodate in the Region (associated with all major projects) would need to be estimated. In addition, the numbers of people taking up (or desiring to take up) other accommodation in the Region and/or likely to utilise the Millmerran township goods and services should be determined.

Once the above is known, 'readiness' assessments can be conducted. At the least, this should include consideration of:

- Community values and a change management process to assist Millmerran adapt to the additional demand likely to be experienced
- Community safety and how this can be monitored and impacts mitigated
- The extent to which health, police and emergency services are likely to be impacted, and pathways to combat negative impacts

- The additional demand businesses and other community facilities and services are likely to face with the construction and operational crews impacting on the town, and an assessment of the extent to which this demand could be accommodated. A checklist for businesses and community organisations could be developed so they can determine potential pathways to cope with the likely changes
- The additional demand likely to be placed on the housing and accommodation markets, and pathways to add to the supply where needed for operational crews and for additional staff likely to be requiring housing in Town due to the additional demand created by the major projects. Ensuring that supply and demand are in balance will assist in overcoming housing and accommodation inflation
- The extent to which local and regional skills can fulfil employment requirements across construction and operational periods.

It is noted that the Department of Energy and Resources conduct 'readiness' assessments associated with REZ. However, it is likely that the readiness assessment will be required earlier than the State delivered assessment. As such, this assessment could be commissioned by TRC, with contributions from the Camp and all major projects in the Region. It would be conducive if a regional committee that included representatives from all major energy projects proponents was established to provide regular information and updates associated with key issues likely to impact Millmerran.

### **Health and Community Well-Being Management Measures**

The introduction of up to 800 additional people in a township of around 1,500 people is likely to cause considerable real and perceived impacts. There are several health and community well-being management measures identified in the SIA to combat issues, and these are summarised below with regard to community safety, facilities and services and general wellbeing.

#### *Community safety (perceived and real safety issues)*

- As is usual practice in the resources sector, require Genex to develop a Code of Conduct for people residing at the Camp and encourage a zero tolerance associated with poor behaviour. Ensure that community members are aware of Genex's strict expectations from the Camp's occupants and encourage community members to make provide feedback/register complaints where worker behaviour does not align with the Code of Conduct
- Require Genex to develop a feedback/complaints register and ensure that the community are aware of how to access this, particularly vulnerable groups. Include reporting requirements to TRC on a regular basis to ensure community issues are noted and resolved
- Require Genex to develop an induction program for all occupants of the Camp. The program would include expectations associated with behaviour at the Camp as well as in the Community, and measures/behaviours to ensure that any community hazards and risks are minimized (such as, but not limited to, bushfire awareness)
- Lobby the State Government for further permanent policing staff in Millmerran, and potentially further health and other emergency services staff. Request contributions from major projects creating the increased demand, including but not limited to Genex
- The additional traffic to be generated by the Camp is likely to be substantial and this is likely to impact key community infrastructure and areas (eg. Millmerran School, Aquatic Centre, Indoor Sports Centre, Multi-purpose Health Service and the Town Centre). Ensure that consultation with the School and other facilities occurs so that bus, truck and private transport movements to and from the Camp to site does not overlap with children's drop off and pick up times. Require Genex to develop a Safety Management Plan that reflects safe environments

- Encourage conditions of approval to require Genex to contribute to providing further pedestrian and active access routes/trails to town to provide safe and improved access for Camp occupants. Ensure that infrastructure that can accommodate mobility scooters, bikes and horses are provided in town to maximise the usage of active transport options
- The development of a safety management plan that provides reassurance that additional traffic generated will not impact access to key community services and facilities, such as Millmerran State School, the Town Centre, Aquatic Centre, Indoor Sports Centre and the Multi-purpose Health Service is essential.

#### *Facilities and Services (maximising benefits, and coping with demand)*

- As noted at the outset, ensure Readiness Assessments are conducted so facilities and services in Millmerran have a clear understanding of likely additional demand generated by the Camp occupants and other projects' workforces, and can plan accordingly. Assist community facilities where possible (This measure has overlaps with business development and housing/accommodation initiatives)
- Require Genex to develop a Community Inclusion Plan in consultation with community services and facilities, which includes initiatives to encourage the Camp's occupants' participation in Millmerran activities, organisations and events. To assist this initiative, Commerce and Progress Inc should produce information for Genex regarding community organisations, times for meetings/activities and the types of volunteer assistance welcomed
- Request that Genex develops a community contributions fund to assist in delivering community benefit projects and programs across the Region. The fund could be managed by Genex or outsourced to an independent authority (such as TRC). Regardless of who manages the fund, any funding granted would need to show that the benefits associated with funding the initiative accrued to the Millmerran community
- Monitoring mechanisms will be required to keep abreast of whether additional demands generated by the Camp and other projects are being met. These mechanisms could be instigated by TRC, Progress and Commerce and/or Genex. Should health, police or emergency services demand be outstripping supply due to Camp occupants, request contributions from Genex towards the provision of further required services. If community facilities such as the gym or recreational areas are not able to cope with additional demand, then require Genex to include on-site recreational and sports facilities
- As previously noted, the airstrip is utilised by the Royal Flying Doctors Service (RFDS) in emergency situations. The Camp is likely to produce a level of activity not seen in the past. A key management measure is to ensure that there are Emergency Evacuation Plans and Procedures to ensure the RFDS is not negatively impacted. Genex will need to be aware of these plans and procedures and agree to their protocols.

#### *General wellbeing*

- Communications infrastructure in town is expected to be impacted by the arrival of a large component of non-resident workers. Genex should contribute to the upgrading of these facilities to offset any additional load on the communications system due to the Camp's occupants. In addition, as a good will gesture to ensure a positive legacy is left for the community, further region wide contributions to improve regional communications could be considered

- In discussions with C Change Genex indicated they have agreed to adopt local prices for their goods, services and contracts to ensure that no inflation occurs. Prices should be monitored over time to ensure that any escalation that occurs is in line with regional trends, and not due to price bidding within the community. This should extend to salaries offered to ensure that there is not an undue drain on the local businesses and industries workforces and be included in the workforce attraction and retention strategy recommended in the Local employment, business and industry procurement section
- The end of life of the Camp and the construction phases of major projects in the Region can have substantial impacts on existing communities. Genex should be required to prepare Transitional plan associated with the closure/end of operational period of the Camp. Alternative uses for the Camp (rather than decommissioning it) could be considered.
- It is assumed that Genex has/will have appropriate responses/procedures for emergencies and outbreaks. These need to be developed/communicated with local emergency services and communicated with the community.

## Housing and Accommodation

The housing and accommodation market is already strained in the Millmerran region. The introduction of a substantial non-resident population for a 10 year period is likely to cause additional strain. Furthermore, although operational workforces associated with the Camp and the energy projects are likely to be relatively small, housing options for workers need to be considered. The SIA in the preceding section suggested several housing and accommodation management measures, and these are summarised below.

### *Accommodation*

- It is considered essential that Genex prepares an accommodation strategy for the construction phase of the Camp. This should be prepared in consultation with current accommodation providers in Millmerran so that benefits can be maximised and negative impacts minimized
- As shown earlier in the report (refer Figure 12 and Figure 13) there are considerable construction workforces likely to impact the Millmerran region. Given this, and the fact that the Camp is only likely to be at peak occupancy for a 7-8 month period, Genex could consider opening the Camp to all major projects in the region when there are vacancies. A regional communications group that includes all energy projects could be developed and, amongst other issues, discuss potential scheduling of accommodation
- Should the Camp be opened up to employees outside of Genex, a check-in systems that ensures only employees of major projects are accommodated will be required. It is essential the Camp does not detract from existing temporary accommodation providers that are servicing the tourism market
- As part of the transition plan suggested above, determine options for the Camp post its 10 year use.

### *Housing*

- As shown earlier in the report (refer Figure 14), the operational workforces for the Camp and for Bulli Creek Clean Energy Farm Genex is likely to be around 30 people. Providing residential housing options for this component of the staff will assist in bringing families to the Region, which would bring further benefits to Millmerran. Innovative approaches (such as cluster houses) that minimise land requirements and have an option to convert housing to another required use in the future (such as an aged care facility if required) could be considered

- Genex could also contribute to further housing in town if the readiness assessments indicated an expected increase in required community services and/or retail staff to service Camp occupants
- The development of a Regional Housing Strategy for Millmerran showing how all proponents that are creating demand for housing are contributing to the increase in supply of housing (this would include all energy proponents, major project proponents as well as major employers in the region and government departments where applicable) is required.

### **Local employment, business and industry procurement**

The development and operation of the Camp, plus the other energy and major projects in the region have a chance to bring considerable benefits regarding local business opportunities and industry procurement if businesses are 'ready' in the region. The management measures to enhance these benefits, and to provide additional opportunities to local businesses are summarised below:

#### *Employment*

- The development of a workforce attraction and retention strategy by Genex, which indicates how local employment will be facilitated and benefits maximised without having an adverse impact on existing industries' workforces. This would include the following actions (local's first policy for employment, targets etc), but also ensure that salaries and other measures are in line with existing industries such that there is not an unnecessary draw on the workforces of local businesses
- Genex to employ a 'locals' first' policy associated with employment, business and procurement and advertise employment opportunities through local means (such as through Commerce and Progress, key local establishments, local newspapers)
- Genex to establish targets for local employment, Aboriginal and Torres Strait Islander employment and apprenticeships. Targets for women and youth could also be included. Investigations into 'regional' approaches across energy/major projects for apprenticeships could be made
- Genex to regularly host discussions with social agencies dealing with unemployed people in the region to highlight employment opportunities associated with the Camp, as well as the energy and major projects in the Region.

#### *Local Industry Procurement*

- Genex to hold briefings with businesses in the Region outlining the Camp's and Bulli Creek Clean Energy Farms' supplier requirements. The process for becoming a supplier to Genex should be outlined to community stakeholders
- Commerce and Progress Inc could assist local business and industry procurement by ensure that the Town's directory with business and community organisations information is up to date and providing this to Genex
- Genex to hold discussions with major suppliers to determine local business participation outcomes.

## Workforce Management

- Require Genex to develop a Health and Wellbeing Plan for the Camp's occupants and employ a Health and Wellbeing officer to deliver initiatives
- Suggest Genex monitor the wellbeing of their occupants on a regular basis – either through the introduction of a half yearly survey and/or through an occupants' feedback/complaints register
- As noted above, require Genex to develop a Code of Conduct for people residing at the Camp and encourage a zero tolerance associated with poor behaviour. Ensure that community members are aware of Genex's expectations from the Camp's occupants, and occupants are aware of rules and regulations. This would include ensuring occupants are aware that private property, such as the showgrounds and the airstrip, are not to be accessed
- Genex to instigate a drug and alcohol policy to reinforce the 'dry' expectations at the Camp. This could include random testing on a regular basis and immediate dismissal clauses if breaches occur.

## Ongoing Consultation/Stakeholder Engagement and Monitoring Initiatives

Genex should be required to establish a community and stakeholder engagement plan for the life of the Camp. The engagement strategy should include details associated with at least:

- Regular updates to the community regarding progress at the Camp and Bulli Creek Clean Energy Farm. Employment and supplier opportunities at the Camp should be highlighted and issues/responses associated with impacts noted
- Regular consultation with health, police and emergency services to track if additional demands associated with the Camp occupants are being met
- Regular consultation with community facilities and service providers to determine if additional demands associated with the Camp occupants are being met
- Regular consultation with temporary accommodation providers to determine impacts/changes in the accommodation market
- Genex to regularly host discussions with social agencies dealing with unemployed people in the region to highlight employment opportunities associated with the Camp, as well as the energy and major projects in the Region.

As previously stated, a feedback/complaints monitor should also be established for the community and the occupants of the Camp and reported on at frequent intervals.

Other consultation or monitoring initiatives include:

- TRC or Commerce and Progress could independently monitor housing and accommodation issues via regular discussions with accommodation providers in the region
- The establishment of a regional committee that includes representatives from all major energy projects proponents to provide regular information and updates associated with key issues likely to impact Millmerran. Employment and procurement opportunities could also be highlighted
- The establishment of a cross agency reference group for Millmerran to assist in responding to any impact associated with the construction and operational workforces of the Camp, the energy projects and other major projects in the region.

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## Appendix A: Demographic Profile

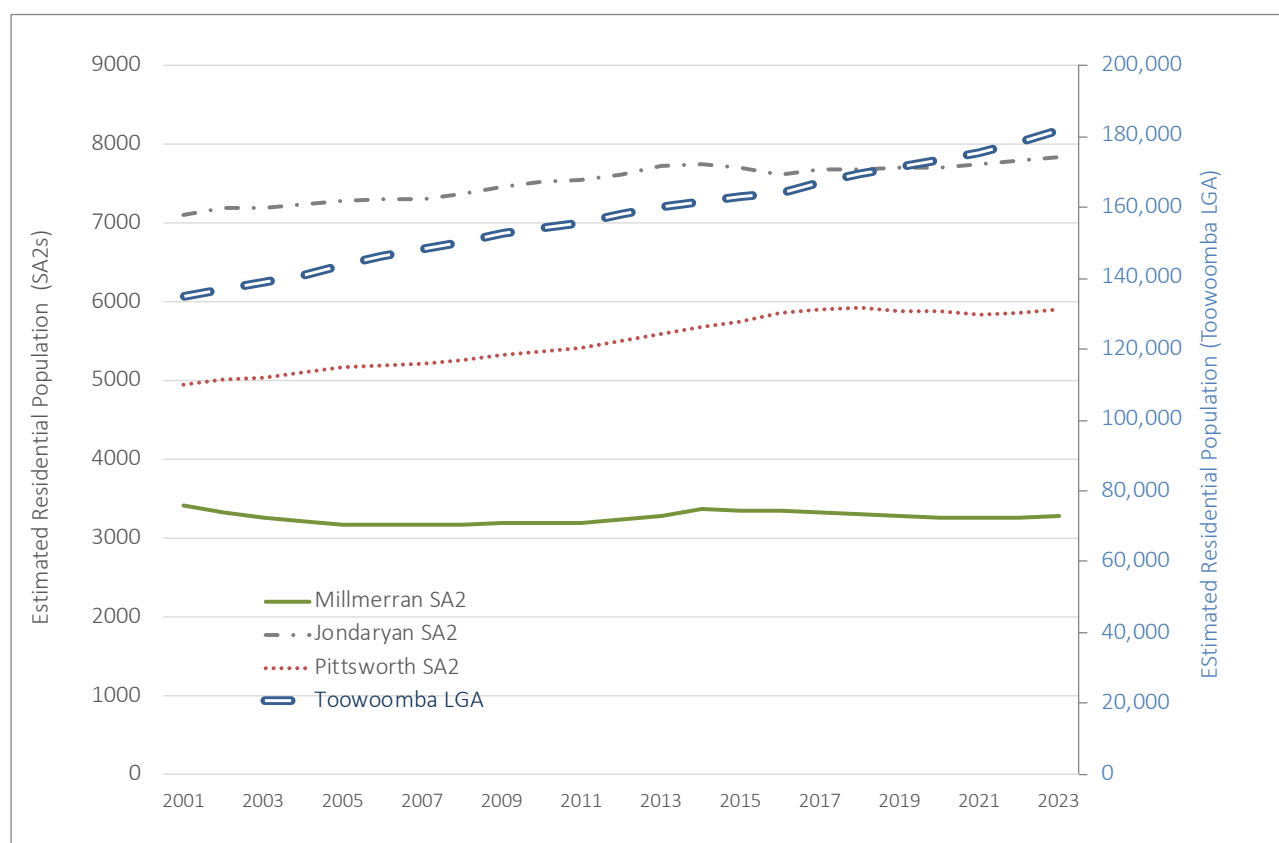
### Population

The population in Millmerran stayed relatively stable throughout the 2000s refer Figure 35. Although the SA2 area declined marginally from 2001 to 2005, the estimated residential population grew slightly to 2013 and then remained stable to the present (2023). At 2023, the ABS estimates that the SA2 of Millmerran (broader rural area) was home to 3,284 people. This was 129 less people than were present in 2001.

At the same time, the surrounding SA2 areas of Pittsworth and Jondaryan experienced population growth – Pittsworth adding 975 (an additional 20%) to its 2001 base and Jondaryan adding 728 (an additional 10%) to its 2001 base. Over the period 2001 – 2023, the TRC area grew by 46,866 people, adding an additional 35% to its 2001 base.

The township of Millmerran (ABS Millmerran ULC) hosts about 42% of the Millmerran SA2 population. Thus in 2023, it is likely that this area was home to around 1,379 people. In 2021, the ABS Census indicated that 1,371 people were residing in the Millmerran township.

**Figure 35: Estimated Residential Population, Selected SA2s and Toowoomba LGA**



Source: ABS (2023), Estimated Residential Populations (2001 – 2023)

## Non-resident workers

The ABS and the QGSO estimated there were around 20 non-resident workers within the Township of Millmerran in 2023. There are currently no non-resident workers camps in Millmerran.

**Table 21: Non-resident workers in Millmerran ULC, 2022-2023**

LGA <sup>(a)</sup>	Location <sup>(b)</sup>	UCL <sup>(a)</sup>	2022			2023		
			Estimated resident population <sup>(d)</sup>	Non-resident workers on-shift	FTE population estimate	Estimated resident population <sup>(e)</sup>	Non-resident workers on-shift	FTE population estimate
			— persons —					
Toowoomba	In town	Millmerran	1,390	30	1,425	1,395	20	1,415
		Toowoomba	109,615	110	109,725	111,855	145	112,000
		Other towns <sup>(c)</sup>	39,765	30	39,800	41,315	15	41,330
	Rural areas		25,465	0	25,465	24,695	0	24,695
	<b>Toowoomba total</b>		<b>176,240</b>	<b>170</b>	<b>176,410</b>	<b>179,255</b>	<b>180</b>	<b>179,435</b>

Source: ABS, Regional population, 2021–22 financial year, unpublished data; Queensland Government Statistician's Office (QGSO), 2022 and 2023

## Median Age, Age Structure and Age-Gender Distribution

In 2021, the median age in the rural area of Millmerran (47 years old) was substantially older than the TRC area (39 years old) and Queensland (38 years old). While the median age of residents in the township in Millmerran was 4 years younger (43 years old) than the broader rural area at this time, residents were still, on average, older than the TRC and Queensland as a whole. As outlined in Table 22, Millmerran has been aging throughout the last 3 census years at a faster rate than Queensland as a whole.

**Table 22: Median Age, 2011 - 2021**

Median Age	Millmerran UCL	Millmerran SA2	Toowoomba LGA	Queensland
2011	39	41	37	36
2016	42	45	38	37
2021	43	47	39	38

Source: ABS, Population and Household Census for various years (2021, 2016, 2011)

In proportional terms, the township of Millmerran had considerably more children aged 0-14 and fewer people aged 15-24, particularly males when compared to the TRC area in 2021. Given that the school in Millmerran only teaches to Year 10, this is likely to be related to youth leaving the area to complete year 11 and 12, as well as tertiary education.

The broader rural area of Millmerran had proportionally fewer people under 14 years of age in 2021 when compared with both the Millmerran township, but more children overall in absolute terms (260 children aged 0-14 in the township area versus 512 children aged 0-14 in the broader rural area). When compared with family structure/household composition (refer

Figure 39), the broader rural area also has proportionally more families with no children, both compared to the Township area and the TRC area. This is likely to be associated with the general aging of the population, and the long-standing nature of many of the rural land owners who are likely to have experienced their family grow and their children move out of the family household over time.

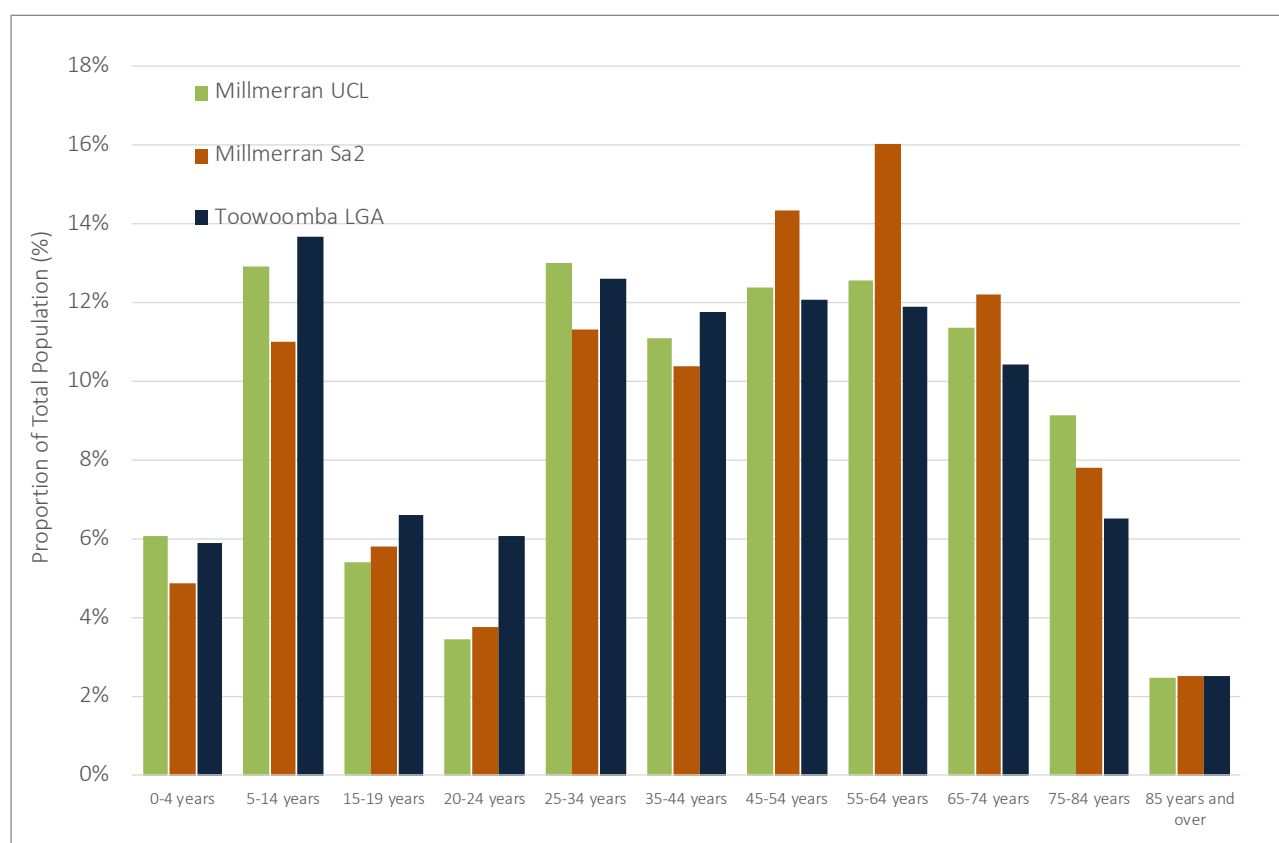
The broader rural area of Millmerran had proportionally fewer people aged 25-44 years than the township area and the TRC area, which is likely to be associated with the aging nature of the broader area and a preference for areas that have access to higher levels of urban services.

The broader rural area of Millmerran also had proportionally fewer people aged over 74 when compared to the township area, but higher proportions than the TRC area. In absolute terms, there were still more people over 74 (332 people in this age) in the broader area compared with the townships (159 people aged over 74).

Consultation conducted as part of this study confirmed that some of the older generations have sold/amalgamated/handed down their farms to move to areas where health services were more proximate.

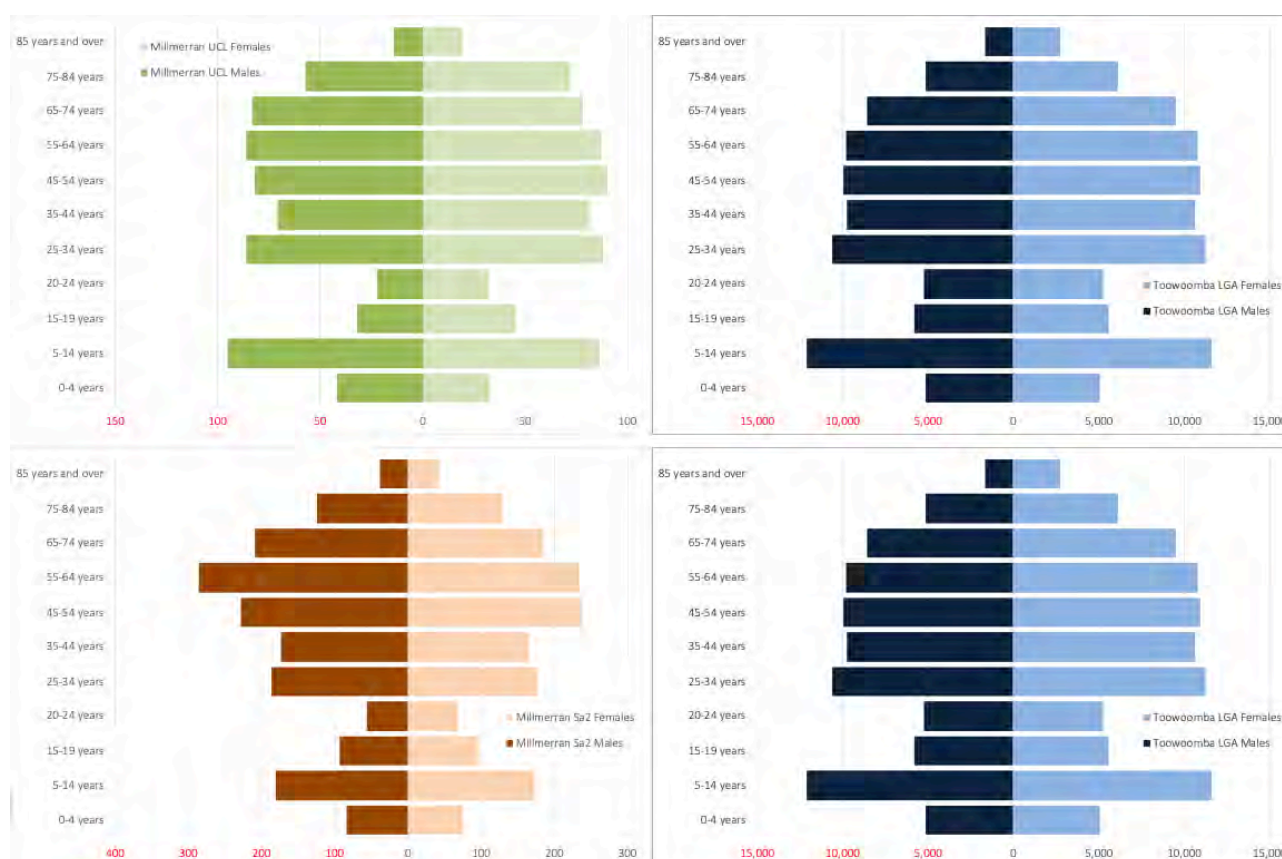
Many stakeholders noted that a considerable part of the community did not want to move outside of Millmerran, preferring to move to the township or age in place. However, the lack of housing choice and availability (refer Housing and Accommodation section) precluded many from doing so.

**Figure 36: Age Distribution, Millmerran ULC (Green); Millmerran SA2 (Orange); Toowoomba LGA (Blue)**



Source: ABS, Population and Household Census for 2021

**Figure 37: Age-Gender Distribution, Millmerran ULC (Green); Millmerran SA2 (Orange); Toowoomba LGA (Blue)**



Source: ABS, Population and Household Census for 2021

## Cultural Identity

Depending on the geography utilised, between 5-6% of the Millmerran's population identified as Aboriginal and/or Torres Strait Islanders. These proportions were marginally higher, but similar, to the proportion in the TRC area.

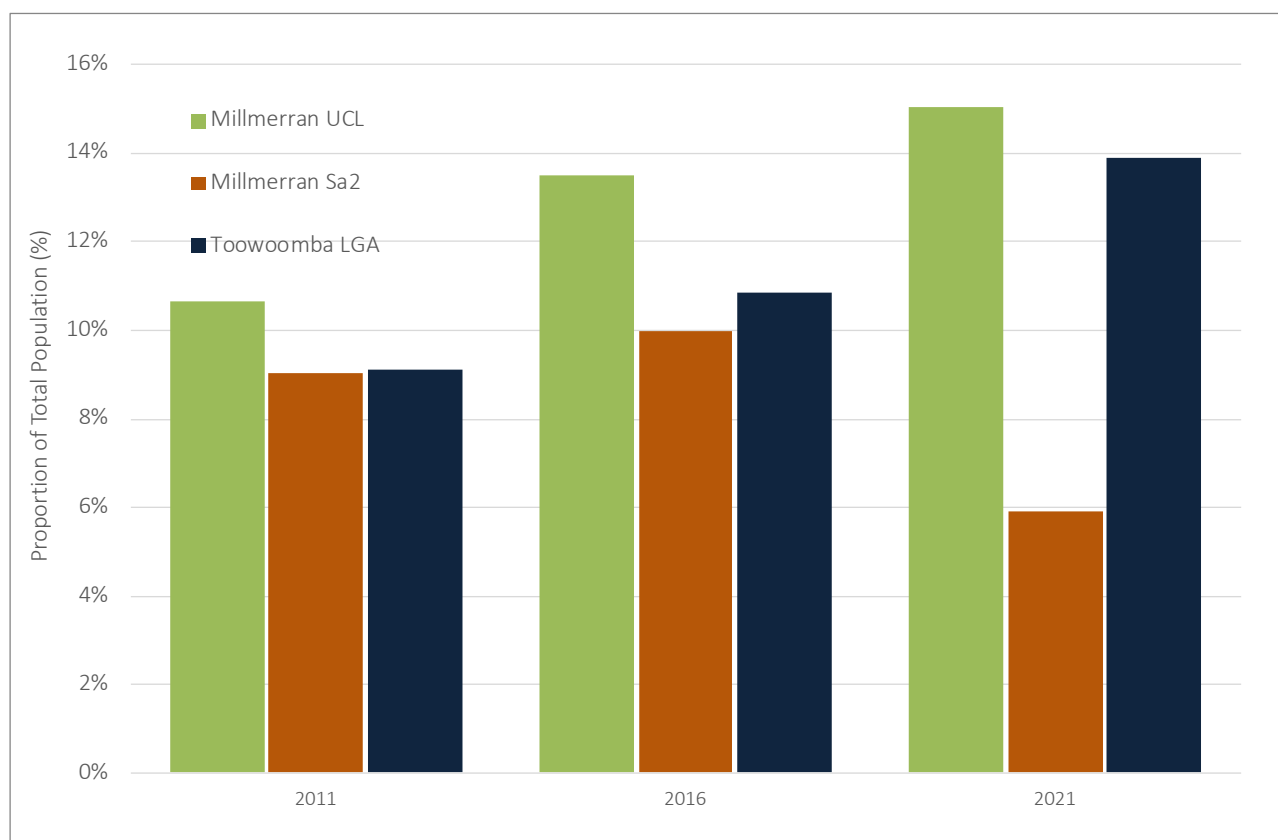
**Table 23: People identifying as Aboriginal and/or Torres Strait Islanders , 2021**

Aboriginal and/or Torres Strait Islanders	Millmerran UCL	Millmerran Sa2	Toowoomba LGA	Queensland
2021	75	191	8677	237303
% of Total Population	5.5%	5.9%	5.0%	4.6%

Source: ABS, Population and Household Census for 2021

The Township of Millmerran has been home to a higher proportion of overseas born when compared with Toowoomba for the last 3 census periods. The broader rural area of Millmerran had substantially less people born overseas (in proportional terms) when compared to the TRC area. The most common places of birth for people not born in Australia included the Philippines; Taiwan; and to a lesser extent Chile, New Zealand and England.

**Figure 38: Overseas Born Residents, Millmerran ULC (Green); Millmerran SA2 (Orange) Toowoomba LGA (Blue)**

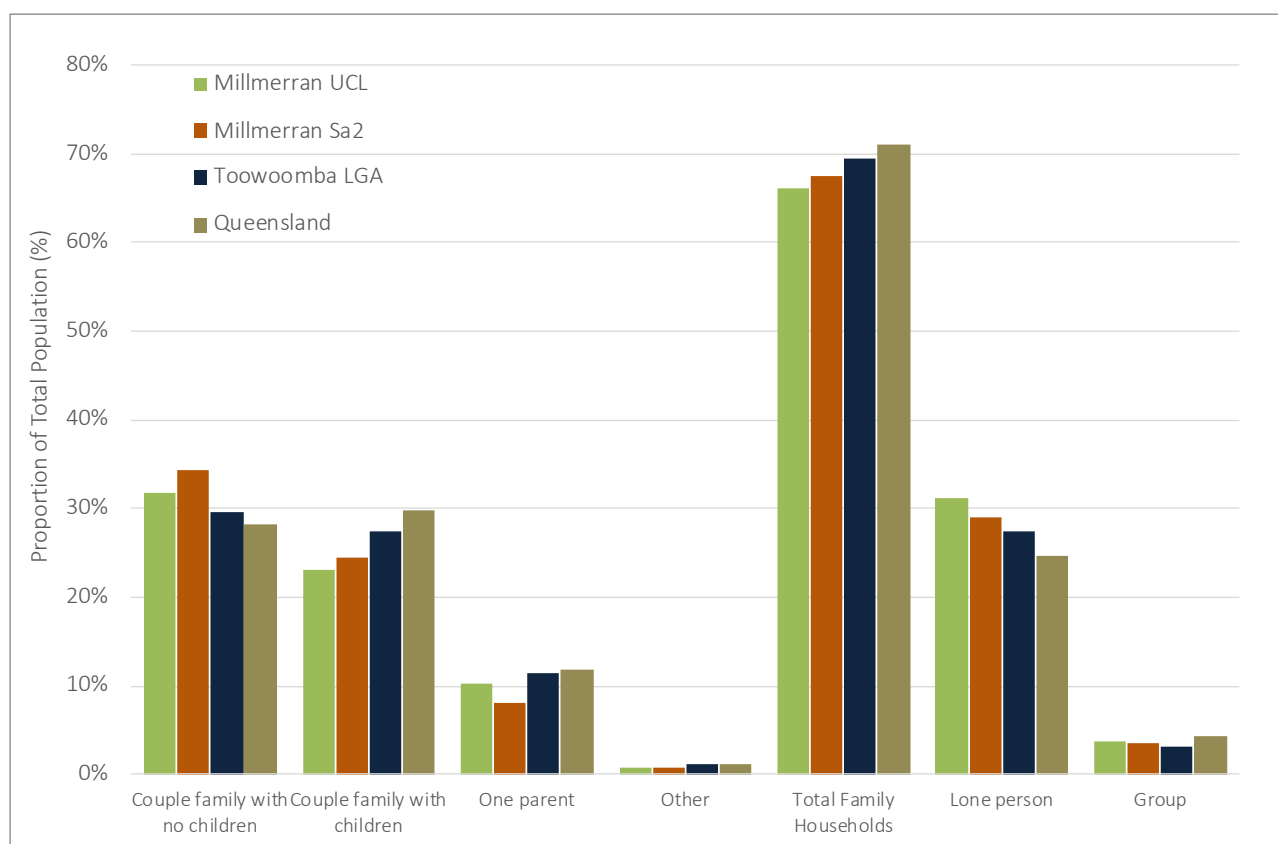


*Source: ABS, Population and Household Census for various years (2021, 2016, 2011)*

## Household Composition

In 2021, the broader Millmerran Rural area had a marginally higher proportion of families when compared to the Township, but a lower proportion of family households when compared with the TRC area and Queensland as a whole. The broader rural area also had proportionally (and absolutely) more households with no children, and marginally more couples with children when compared to the township area rural area. There are proportionally more one parent households and lone persons in the Township area when compared to the broader rural area. The proportion of lone households in Millmerran generally is higher than both the TRC area and Queensland as a whole.

**Figure 39: Household Composition, Millmerran ULC (Green); Millmerran SA2 (Orange) Toowoomba LGA (Blue), Queensland (Brown)**



Source: ABS, Population and Household Census for 2021

## Socio-economic indicators

### Income

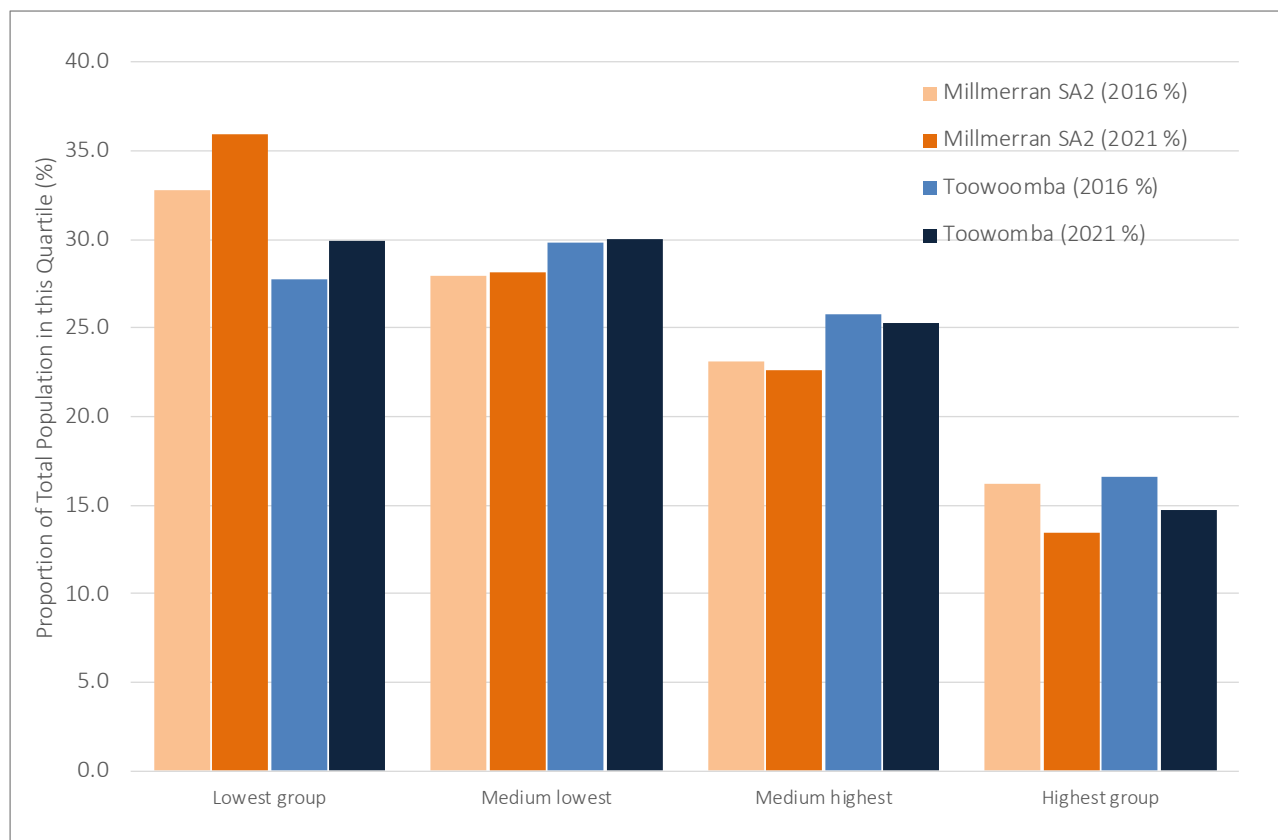
In 2021, personal incomes in the Township area were marginally higher than the broader rural area, but household incomes were very similar. However, median incomes in Millmerran were lower than Townsville and Queensland, with Millmerran having 35.9% of households in the lowest household income quartile, and 28% in the second household income quartile. In total, some 64% of residents in Millmerran were in the bottom 50th percentile of the income distribution in 2021 when compared with Queensland as a whole. This was an increase of 3.3% from the 2016 base (refer

**Figure 40)** indicating a further decline in overall household income – evidence of which is shown in Table 24.

Median personal incomes for residents of Millmerran's township and the broader rural area were \$648/week and \$620/week respectively. The Township's and broader rural area's personal incomes were 13% and 17% lower than Toowoomba residents' weekly income, and 18% and 21% lower than Queensland's as a whole.

Household incomes for residents of Millmerran's township and the broader rural area were \$1,163/week and \$1,200/week respectively, which was 18% and 28% lower than Toowoomba LGA and Queensland.

Figure 40: Household Income Distribution: Millmerran SA2 (shades of Orange) Toowoomba LGA (shades of Blue)



Source: ABS, Population and Household Census for 2021, 2016

Table 24: Income (2011 – 2021)

Median Personal Income / week (T02)	Millmerran UCL	Millmerran Sa2	Toowoomba LGA	Queensland
2011	\$481	\$467	\$549	\$587
2016	\$607	\$581	\$642	\$660
2021	\$648	\$620	\$743	\$787
Median Household Income / week (T02)	Millmerran UCL	Millmerran SA2	Toowoomba LGA	Queensland
2011	\$867	\$905	\$1,061	\$1,235
2016	\$1,127	\$1,117	\$1,269	\$1,402
2021	\$1,163	\$1,200	\$1,461	\$1,675

Source: ABS, Population and Household Census for various years (2021, 2016, 2011)

## Social Services Payments

The Australian Government's Department of Social Services (DSS) delivers assistance to individuals and families. In September 2024, residents in the broader rural area of Millmerran (SA2) were supplemented at a higher rate than Toowoomba LGA for all types of payments (refer Table 25).

**Table 25: Social Services Payments**

Social Services Payments	Millmerran SA2 (# of recipients)	Millmerran SA2 (rate)	Toowoomba LGA (Rate)
Aged pension	470	63.3 <sup>a</sup>	59.6
Carer allowance	145	5.3 <sup>b</sup>	3.6
Disability support pension	220	8.1 <sup>c</sup>	5.2
Family tax benefit A	225	86.7 <sup>d</sup>	61.1

a: Rate per 100 persons aged 65 years and over as at 30 June 2023

b: Rate per 100 persons aged 16 years and over as at 30 June 2023

c: Rate per 100 families with children under 15 years as at 30 June 2023

d: Rate per 100 persons aged 22-64 years and over as at 30 June 2023

Source: Department of Social Services Payment Demographic Data 2023-24

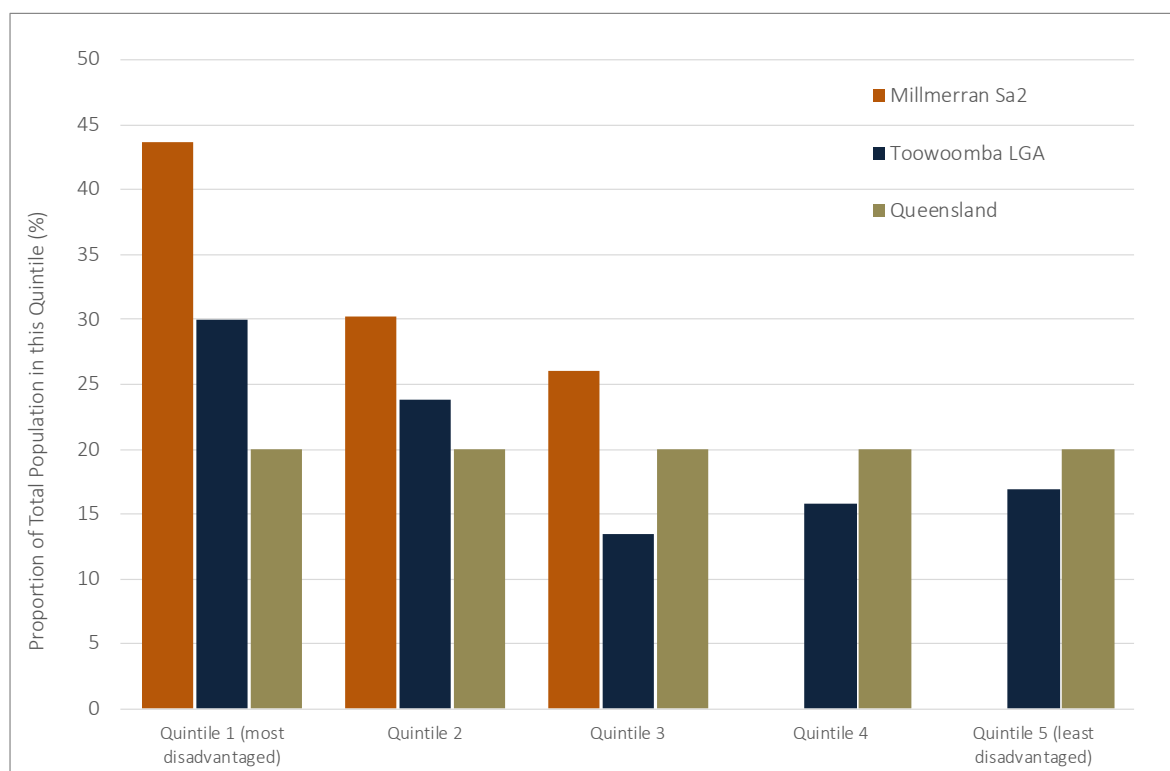
## Relative Disadvantage

Socio-Economic Indexes for Areas (SEIFA) is a summary measure of the social and economic conditions of geographic areas across Australia. SEIFA, which comprises a number of indexes, is generated by ABS from the Census of Population and Housing. In 2021 an Index of Relative Socio-Economic Disadvantage was produced, ranking geographical areas in terms of their relative socio-economic disadvantage. The index focuses on low-income earners, relatively lower education attainment, high unemployment and dwellings without motor vehicles. Low index values represent areas of most disadvantage and high values represent areas of least disadvantage. This index is based on persons by place of usual residence.

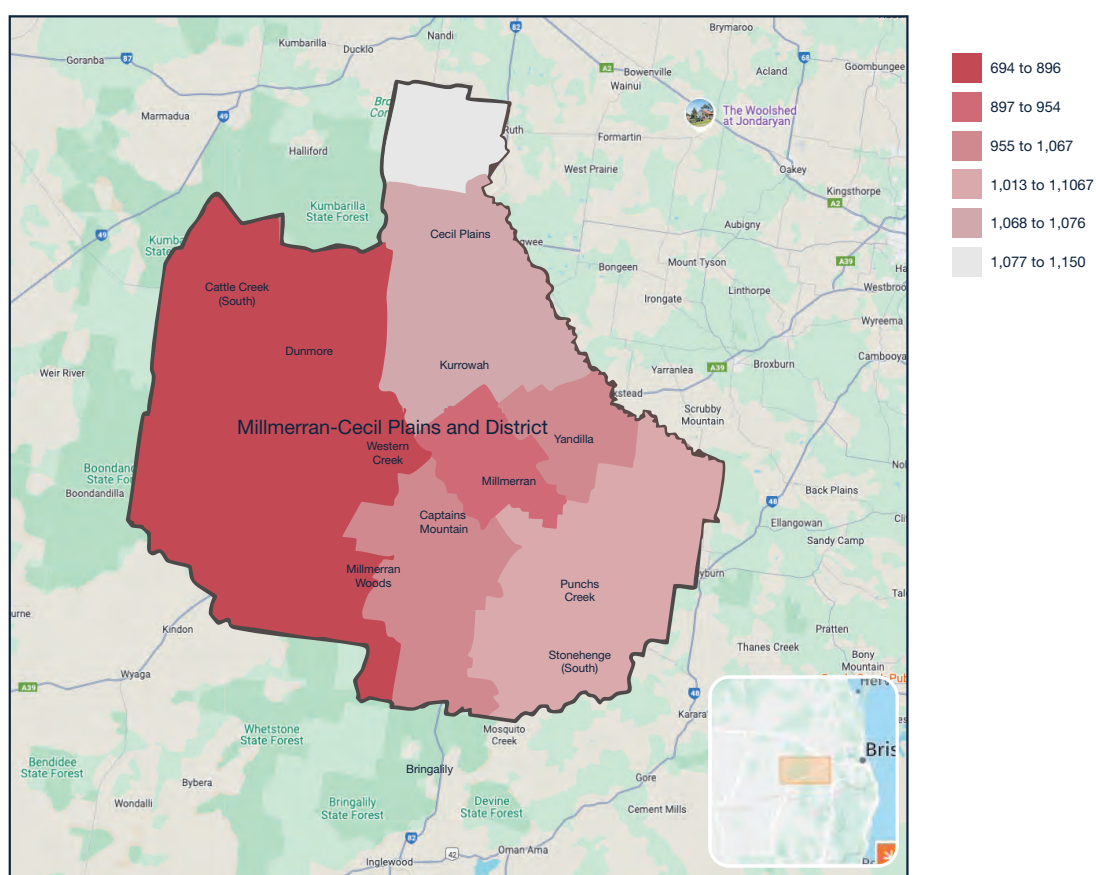
As can be seen in Figure 41, Millmerran has considerably higher proportions of people in the first two quintiles when compared with either Toowoomba or Queensland (73.9% for Millmerran versus 53.8% for Toowoomba and 40% for Queensland), indicating that Millmerran residents have a higher level of disadvantage than the reference areas.

The geographic spread of disadvantage is shown in Figure 42. This shows in 2021, disadvantage was highest in the areas west of Millmerran township.

**Figure 41: SEIFA index for disadvantage: Millmerran SA2 (Orange) Toowoomba LGA (Blue), Queensland (Brown)**



**Figure 42: SEIFA index for disadvantage by suburb, 2021**



Source: Queensland Treasury (2021) Socio-Economic Indexes for Areas (SEIFA), Australia

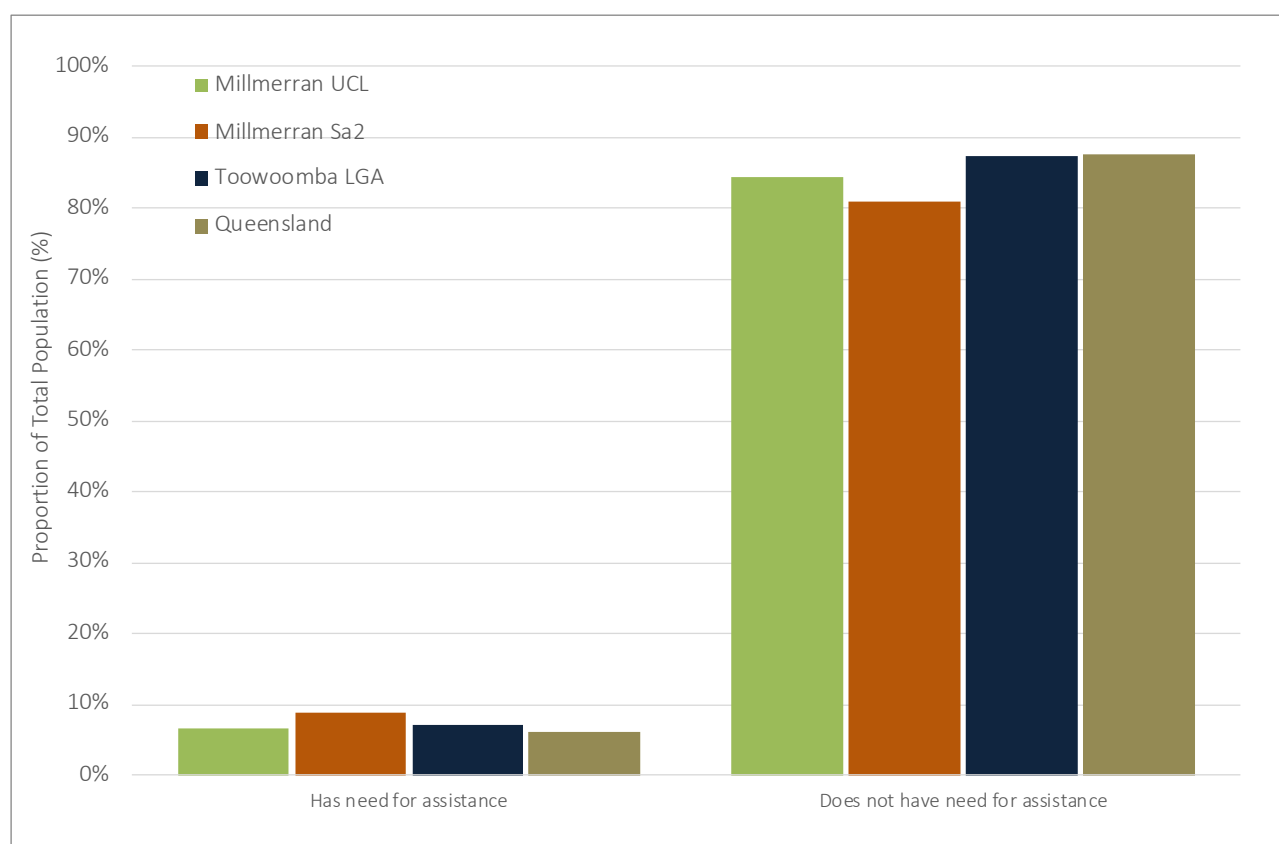
## Community Health and Wellbeing

### The need for assistance

The need for assistance in Millmerran is marginally higher when compared to the TRC area and Queensland. Proportionally in 2021 there were marginally more people requiring assistance in the broader rural area than in the Township area.

The ABS Census for 2021 indicated that approximately 54% of the residents in the Township area and 51% of the residents the broader rural area had no long term health conditions. The comparable figures for the TRC and Queensland were 55% and 58% respectively.

**Figure 43: Has need for Assistance, Millmerran ULC (Green); Millmerran SA2 (Orange) compared to Toowoomba LGA (Blue), Queensland (Brown)**

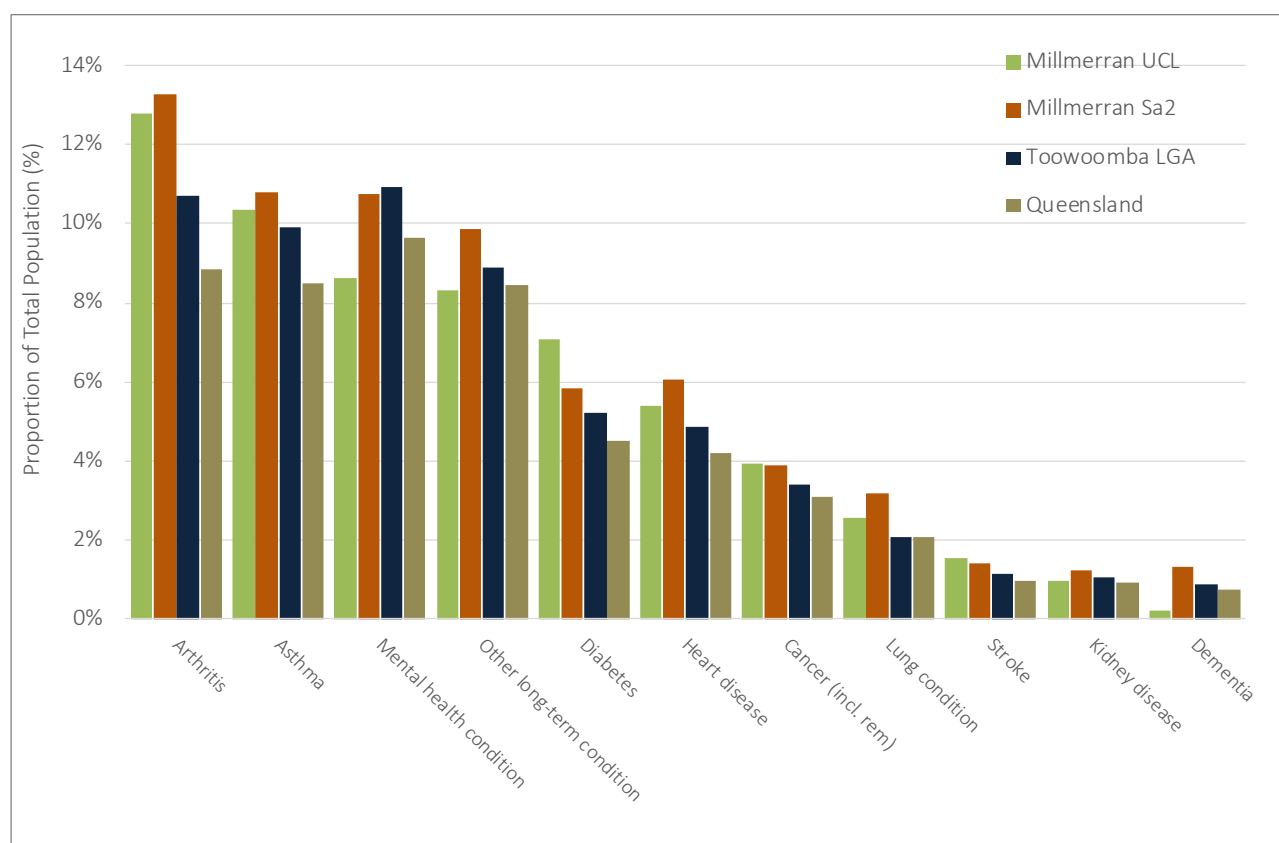


Source: ABS Population and Household Census for 2021

### Long Term Health Issues

Of the health issues cited, there were proportionally more people with arthritis, asthma, diabetes, heart disease, cancer and lung conditions in Millmerran when compared with Toowoomba and Queensland. Marginally more people also had stroke conditions. The broader rural area of Millmerran also noted considerable proportions of people with mental health conditions and although these proportions were lower than the TRC area, mental health issues were higher in Millmerran than Queensland as a whole. The prevalence of dementia was also higher in the broader rural area when compared with the TRC area and Queensland, but virtually non-existent in the township area.

**Figure 44: Health condition, Millmerran ULC (Green); Millmerran SA2 (Orange) compared to Toowoomba LGA (Blue), Queensland (Brown)**



Source: ABS Population and Household Census for 2021

## Crime and Justice

According to Queensland Police Service data in 2023, Millmerran SA2 had a higher crime rate against the person and other offences than Toowoomba but lower rates for offences against property. Anecdotally many people consulted indicated that Millmerran generally has low crime rates, and few significant crimes, but a few mentioned there can be a 'dark side' to Millmerran.

People working with youth indicated that low level youth crime can occur when the youth are bored, and that this is often associated with youth being suspended or not attending school. Other stakeholders indicated grass fires occur in the more western areas where there is more forest. Few people indicated crimes against the person occur in the township area. Considerable attempts were made to verify crime information from the police. However, no contact was successful throughout the consultation period.

**Table 26: Types of Offences**

Types of Offences	Millmerran SA2 (#)	Millmerran SA2 (rate) <sup>a</sup>	Toowoomba LGA (Rate) <sup>a</sup>
Offences against the person	66	1,991	1,308
Offences against property	142	4,284	4,523
Other offences	184	5,551	4,635
Total offences	392	11,825	10,466

<sup>a</sup> Rate per 100,000 persons

Source: Queensland Police Service (2023) Crime Statistics

## Appendix B: Engagement Materials

### Community flyer and survey

# Have Your Say

There are three energy projects proposed in the Millmerran Region. These include:

- Bulli Creek Clean Energy Park (which is also proposing an 800-bed non-resident workers accommodation camp);
- Punches Creek Solar Farm; and,
- Captains Mountain Wind Farm.



## Energy Projects – Let us know your views

These projects have the potential to considerably impact – both positively and negatively – local and regional communities, particularly during construction phases.

To understand the collective impacts, as well as the specific impacts of the Bulli Creek Non-Resident Workers Accommodation Camp, DA Hall & Co has commissioned C Change Sustainable Solution Pty Ltd (C Change) to prepare an independent Social Impact Assessment.

Leave your general comments about these projects via

- Email: [siamillmerran@gmail.com](mailto:siamillmerran@gmail.com)
- Phone (Sheryle): 0412 137 570
- Or complete a short survey (pls use QR Code provided)

(all comments will remain confidential)





## Appendix C: Consultation responses by Stakeholder types

Stakeholder Group	Key Interest, Issue or Concern
Directly and indirectly affected landholders and project proponents	<p><b>The Camp</b></p> <p>Positive</p> <ul style="list-style-type: none"> <li>• Most indicated that Millmerran was used to transient populations, particularly given the Power Station's shut downs every year</li> <li>• Good financial proposition for landholders</li> <li>• Positive impacts expected for services and facilities, but some worries about the extent to which town can cope with such large numbers</li> <li>• Desire to see camp utilised by more than just Bulli Creek (eg. Power station shut downs)</li> <li>• The desire for projects to leave a positive legacy for the community</li> </ul> <p>Negative/General Issue</p> <ul style="list-style-type: none"> <li>• Desire to ensure that surrounding uses were not unlawfully used by Camp workers</li> <li>• Potential for conflicts to land uses, but expected that the majority of these would be conditioned to ensure no negative outcomes</li> <li>• Likely to be significant traffic generation</li> <li>• Increased traffic and dust during construction. Noise considered negligible by most given the Camps out of town location</li> <li>• Impacts on road conditions</li> <li>• Removal of valuable agricultural land from local economy and impacts on jobs</li> <li>• Potential decrease in property values</li> <li>• Perceived physical and safety effects due to potentially perceived health risks associated with potential fire and battery storage</li> <li>• Decommissioning and site restoration</li> <li>• Would be good to see a proportion of housing as permanent accommodation in town</li> <li>• Permanent housing would allow more families to come, which would be more beneficial for cohesion as well as the towns services and facilities</li> <li>• Some safety and cohesion concerns with the extent of additional non-resident workers</li> </ul> <p>Thoughts associated with Camp Location</p> <ul style="list-style-type: none"> <li>• Most comfortable with the Camp Location. However it was noted that the intensity will be different to the surrounding uses. A couple noted that a location closer to town would benefit the town more than the proposed location</li> </ul> <p><b>Energy Projects and Major Projects Generally</b></p> <p>Positive</p> <ul style="list-style-type: none"> <li>• The understanding that the energy projects are needed, and they are coming – most generally positive about energy projects</li> <li>• The desire for projects to leave a positive legacy for the community</li> </ul> <p>Negative/Issues</p> <ul style="list-style-type: none"> <li>• Some concerns with the extent to which the energy projects are 'green' considering the whole of lifecycle resources required to create, as well as the impact on the environment when project is finished and/or assets are beyond their economic life</li> <li>• Considerable concerns regarding the removal of valuable agricultural land from local economy, impacts on jobs and nature of Millmerran</li> <li>• Increased traffic, noise and dust during construction</li> <li>• Impacts on road conditions</li> </ul>

Stakeholder Group	Key Interest, Issue or Concern
<b>Traditional Owners, First Nations Peoples and Aboriginal and Torres Strait Islander Groups</b>	<p>No contact could be made with relevant Traditional Owners, First Nations Peoples and Aboriginal and Torres Strait Islander Groups. Further discussions would be required to determine impacts on cultural heritage sites and on spiritual connection with the land. Amongst other things, it is likely that there would also be the need for cultural awareness training for non-residents of the Camp (and employees and contractors for the Energy projects generally).</p> <p>General comments associated Aboriginal and Torres Strait Islander peoples indicated that projects such as these need to have a specific focus/target for inclusion.</p>
<b>Local Community</b>	<p><b>The Camp</b></p> <p>Positives</p> <ul style="list-style-type: none"> <li>• Millmerran has experience with temporary workforces (eg. power shut downs) but we need to learn from power station camp development and shut down periods</li> <li>• Positive to hear they have a nurse - need to ensure one nurse is enough (with at least 400 people up to 800 people, may be very busy)</li> <li>• Economy benefits – more people mean injection of funding in town, businesses can upgrade, more jobs</li> <li>• Locals could have further employment and training/upskilling opportunities, youth and unemployed too with this project</li> <li>• Locals could have further opportunities to meet new people, and potentially increase permanent population</li> <li>• In general Millmerran needs places for people to live, and Camps are better than no local options</li> </ul> <p>Negatives</p> <ul style="list-style-type: none"> <li>• Genex indicated they would encourage workers to live here if they wanted, but no opportunities for them to do so</li> <li>• The project will not benefit the 7 localities west of Millmerran, which will remain isolated and disadvantaged</li> <li>• Businesses may not be able to cope with demand – likely to find it difficult to attract staff if they need to expand – particularly because there's no housing available</li> <li>• Further pressure on health, police and emergency services</li> <li>• Most thought not having facilities on site was a good idea, but some indicated that there were not enough facilities on the camp site, and that the indoor sports centre won't be able to cope with demand</li> <li>• Traffic impacts and conflicts in town</li> <li>• Community cohesion and sense of community likely to be impacted</li> <li>• Potential to add to youth issues, general violence/aggression if bad behaviour from workers</li> <li>• Parking in town will be difficult, and not adequate for buses</li> <li>• Service may decrease because longer waits for food etc - locals may suffer more than if temporary workers prioritised at cafes/restaurants</li> <li>• Potential for less food and products for locals if workers take the majority of goods</li> <li>• Transport and traffic issues, and more traffic will impact people on accessibility scooters, car parking in town, accidents, amenity generally</li> <li>• Large, concentrated population susceptible to more intense impacts if an outbreak of some kind (eg. Covid)</li> <li>• Many still want a quiet town, many are not sure people are ready for the change, or will welcome it when the population increases are constant</li> <li>• Communications infrastructure is not great and will be impacted with more people in town if not augmented</li> <li>• The increase in activity is likely to put upward pressure on rentals and housing availability/costs</li> </ul>

Stakeholder Group	Key Interest, Issue or Concern
	<ul style="list-style-type: none"> <li>• Need more certainty about how community is going to change or what Millmerran can expect</li> <li>• Need to differentiate routes when construction of Camp occurs to minimise safety and amenity impacts on the town, school etc</li> <li>• Infrastructure concerns for site</li> <li>• Tourism likely to be impacted if impacts are not managed</li> <li>• Visual amenity for the areas surrounding the camp</li> <li>• Need to ensure that issues are monitored and responded to in and on-going manner</li> <li>• There are families identifying as indigenous in Millmerran but no specific opportunities for indigenous associated with the application</li> <li>• Need to ensure cultural heritage is assessed and protected</li> </ul> <p>Thoughts on location</p> <ul style="list-style-type: none"> <li>• Most indicate that location is appropriate because out of town, but still relatively close</li> <li>• Need to ensure infrastructure is appropriate</li> <li>• Need to ensure it doesn't impact on show grounds events</li> <li>• Need some permanent housing in town as well and for families to come</li> <li>• Some suggested the camp could be located in the 7 localities west of Millmerran to give that area a boost/focus</li> </ul> <p><b>Energy Projects Generally</b></p> <p>Positives</p> <ul style="list-style-type: none"> <li>• Economy benefits - more people = injection of funding in town, businesses can upgrade, more jobs – but some note these are overstated</li> <li>• Energy projects have to go somewhere and most in good locations (where not on prime agricultural land). It was noted by most that grazing can still occur with most renewable activities</li> <li>• Millmerran has experience with temporary workforces, so some understand the impacts (eg. power shut downs)</li> <li>• Locals could have further employment and training / upskilling opportunities, youth and unemployed too</li> <li>• Locals could have further opportunities to meet new people, and potentially increase permanent population</li> </ul> <p>Negatives</p> <ul style="list-style-type: none"> <li>• Impacts on good quality agricultural land, impacts regional population but also the ability to produce food for people across Queensland</li> <li>• Community services are likely to be impacted, and these are already stretched</li> <li>• Many people do not want the town character or intensity to change</li> <li>• Concerns about what will happen to town and site when 10 years finishes</li> <li>• Cohesion impacts - social anxiety with large influx of unknown, male dominated groups. Can't be certain no aggressive or unwanted behaviour</li> <li>• A few indicated that with workers from outside area here in primary industries, further people will be difficult to accommodate</li> <li>• Visual amenity impacts</li> <li>• Concerns that renewal energy won't produce the amount of power that is required</li> <li>• Need more permanent housing, need more families, not just workers</li> <li>• Crime and domestic violence may escalate</li> <li>• Power produced in the region goes interstate</li> <li>• Environmental concerns with end of life disposal and asset disposal at end of economic life</li> </ul>

Stakeholder Group	Key Interest, Issue or Concern
Local Businesses, and Suppliers	<p><b>The Camp</b></p> <p>Positive</p> <ul style="list-style-type: none"> <li>• Hopes that workers would be community minded and be active in the community</li> <li>• Economic benefits to businesses, particularly food and drink outlets and stores</li> <li>• Hopes for community fund with grants and sponsorship to assist with local projects, groups and organisations. Some community facilities need upgrading / renovations, most groups need support</li> <li>• Don't expect trouble with workers because generally well behaved these days, so no negative impacts on cohesion</li> <li>• Showgrounds hoping it will see a positive impact, with workers attending events, potentially having demand for camping area</li> <li>• Assume the Camp will be security fenced so access limited, but this needs to be certain</li> <li>• Retail expects positive business impacts but note that they cannot cater for all food, so canteen is essential.</li> <li>• Would be beneficial if the other projects could use the Camp to steady the flow of additional people</li> <li>• There are already extensions to some premises (eg. pub) due to the expectation of the additional people</li> <li>• The additional activity with the camp and projects generally will also bring in other 'visiting' specialists, which will benefit local accommodation providers.</li> </ul> <p>Negative</p> <ul style="list-style-type: none"> <li>• Some businesses already at capacity so could not cope with a large influx of demand associated with non-resident workers</li> <li>• Some feel it will completely change the feel and values in Millmerran</li> <li>• Camp might take up space that the showgrounds require for expansion</li> <li>• Lack of certainty around number of workers over time often means businesses won't ramp up until they see there is a demand</li> <li>• Worry that businesses are not ready for the extent of change that is likely to occur</li> <li>• Worry that businesses won't be able to keep up with demand, and if they do, locals are the ones who miss out on services and products</li> <li>• Emergency services and health services likely to be impacted, and are already stretched</li> <li>• Roads are already busy and have significant maintenance issues. Likely to get more traffic, causing more deterioration of road conditions.</li> <li>• Concerned about price hikes in groceries, which would cause even more people to shop out of town</li> <li>• Positives can be overstated – not all businesses benefit, mainly food, alcohol, some services, some products. Often products and services sourced from out of town and economic benefits not maintained locally. Positives from power station construction and operation overstated</li> <li>• If no permanent housing, then no new families, and no positive impact on schools, some community organisations</li> <li>• Some locals feel less safe when a large component of unknown, often male dominated groups is in town. Can have impacts on cohesion – an 'us' and 'them' mentality, congregations of large groups can be intimidating. No guarantee that 'unsavoury people' not present in workforce.</li> <li>• Difficulty in attracting staff, due in a large part because no housing available.</li> <li>• Unlikely to see opportunities for apprenticeships – building of the camp only 6 months. Short term construction jobs don't require a diversity of trades, mainly labour</li> <li>• Uncertain of the need for it, there are other facilities such as WellCamp that could provide accommodation</li> <li>• Potential for people who are not 'tied' to the area to not treat it with respect</li> </ul>

Stakeholder Group	Key Interest, Issue or Concern
	<ul style="list-style-type: none"> <li>• Uncertain staffing schedules means that there is uncertainty regarding the timeframe for benefits / or the extent to which additional services/goods will be required</li> <li>• Potential for some of the workers to trespass on the surrounding uses generally (showgrounds, airstrip) and/or attend events without paying. Would need to ensure that security and entrances are secure</li> <li>• Need to ensure if permanent housing provided in town it is needed for longer term (do not want to oversupply the market)</li> </ul> <p>Location</p> <ul style="list-style-type: none"> <li>• Most feel location is a good one, some saying it's the only practical site, and many prefer them out of town. But some feel a location in town would be better</li> <li>• Many prefer one large facility</li> <li>• Some think 800 people is too many for one location – concern associated with capacity of infrastructure, and would prefer two smaller ones in different locations</li> <li>• Most want a component of permanent housing as well</li> <li>• Many would like to see it stay after 10 years, but to service other sectors, business or industries</li> </ul> <p><b>Energy projects generally</b></p> <p>Positive</p> <ul style="list-style-type: none"> <li>• Great for economy – benefit for businesses, land owners</li> <li>• Great for community organisations – sponsorship, grants, Grants</li> <li>• If people move to town, great for school, childcare, other services</li> <li>• New opportunities for locals and young people in terms of training/trades pathways/apprenticeships</li> <li>• Retail in favour of the energy projects - the more people, the better for business.</li> </ul> <p>Negative</p> <ul style="list-style-type: none"> <li>• Construction workforces could have an impact Could have significant impact on health and emergency services in an environment where these services are already stretched</li> <li>• Positives can be overstated – not all businesses benefit, mainly food, alcohol, some services, some products. Often products and services sourced from out of town and economic benefits not maintained locally</li> <li>• Retail noted that sometimes when major projects use contractors, who then go bust, local businesses are left with bad debts</li> <li>• Potential to not have a permanent population increase, and potentially no families, therefore no positive impact on schools, some community organisations</li> <li>• Lack of certainty around number of workers over time often means businesses won't ramp up until they see there is a demand</li> <li>• Some locals feel less safe when large components of unknown, often male dominated groups are in town</li> <li>• Worry that businesses won't be able to keep up with demand, and if they do, locals are the ones who miss out on services and products.</li> <li>• Difficult to attract staff to increase business operations</li> <li>• Loss of prime agricultural land and the impact that has on not only local economy and community, but the production of food for people generally</li> <li>• Some issues with wind turbines associated with noise, visual amenity, destruction the create if they fall or create fires</li> <li>• Opportunities for apprenticeships can be overstated</li> <li>• Short term construction jobs do not require a diversity of trades, mainly labour</li> <li>• Worry renewables aren't financially or economically viable over the longer term</li> <li>• Roads and trucks already an issue – likely to get worse</li> </ul>

Stakeholder Group	Key Interest, Issue or Concern
Health, Emergency and other Community Wellbeing Services	<p><b>Camp</b></p> <p>Positive</p> <ul style="list-style-type: none"> <li>• Good for businesses, although focused on food and beverage, petrol, newspapers</li> <li>• If there is a code of conduct, likely to have well managed camp with good behaviour</li> <li>• Utilisation of facilities, particularly sport and recreational facilities</li> </ul> <p>Negative</p> <ul style="list-style-type: none"> <li>• Impacts services and no expansion of supply of services because increase in population non-resident (State services supplied based on resident population)</li> <li>• Deterioration of roads, increase in traffic, potential for further accidents</li> <li>• Transport routes likely to be an issue for township</li> <li>• Construction of camp not likely to be attractive for permanent dwellings at the end of 10 years</li> <li>• Camp may hike up prices because of their ability to pay more</li> <li>• Limited local buy from Camp</li> <li>• Catering for demand may be difficult, and locals may get less than ideal service</li> <li>• Potential for social anxiety and cohesion impacts with influx of so many, need protections for the local community, particularly women</li> <li>• Workers likely to be too tired to join in community activities</li> <li>• Mental wellbeing issues for workers</li> <li>• Likely to see an increase demand for health services and services are already limited</li> <li>• Mine to 'lend' staff for community projects – eg. firefighting, maintaining fire breaks, contributing to earth works/construction of community projects</li> <li>• Infrastructure impacts</li> <li>• Noise impacts along the routes</li> <li>• Bus impacts on the township – safety and amenity</li> <li>• Potential for price hiking</li> </ul> <p>Location</p> <ul style="list-style-type: none"> <li>• Most indicate location is ok and size is ok, and having all in one spot is easier to monitor impacts</li> <li>• A couple prefer in the 7 localities west of Millmerran</li> <li>• A couple of smaller temporary camp preferred by some, which could also be used for the outage for power, feedlot workers, other industries</li> <li>• Could have noise issues for workers associated with crop dusting activities (depending on shifts)</li> <li>• Many would like to see a component as permanent housing, with some suggesting a village in town, or potentially social housing</li> </ul> <p><b>Energy projects</b></p> <p>Positive</p> <ul style="list-style-type: none"> <li>• Generally good for business and some community facilities</li> <li>• If there is a code of conduct, likely to have well managed camp with good behaviour</li> <li>• Utilisation of facilities, particularly sport and recreational facilities</li> </ul> <p>Negative</p> <ul style="list-style-type: none"> <li>• Visual amenity for some</li> <li>• Deterioration of roads, increase in traffic, potential for further accidents</li> <li>• Catering for demand may be difficult, and locals may get less than ideal service</li> </ul>

Stakeholder Group	Key Interest, Issue or Concern
	<ul style="list-style-type: none"> <li>• Potential for social anxiety and cohesion impacts with influx of so many, need protections for the local community, particularly women</li> <li>• Concern with environmental impact of assets at their end of life</li> <li>• Mental wellbeing for community</li> </ul>
<b>Sport, leisure, recreation and cultural groups</b>	<p><b>Camp proposal</b></p> <p>Positive</p> <ul style="list-style-type: none"> <li>• Additional people will be good for community groups and facilities that have capacity</li> <li>• Additional people in town will add to the economy (need to ensure trading hours are appropriate)</li> <li>• Potential for further permanent population if people come to the town and like it</li> <li>• If provide workers with bikes could also double as trails for horses</li> <li>• People in town are generally open to having extra people</li> </ul> <p>Negative</p> <ul style="list-style-type: none"> <li>• Safety potentially an issue, already some crime in the area - likely to need more police, emergency services</li> <li>• Dry camp might encourage too many drinkers in town</li> <li>• Uncertainty regarding end of 10 years</li> <li>• Provides no benefits for the more disadvantaged areas of the region</li> <li>• Infrastructure concerns, particularly around peak workforces and peak times</li> <li>• Potentially threatening for community with so many people coming in at once</li> <li>• Potential for more bushfires if not briefed about dangers in the area</li> <li>• Major incident at the camp is likely to have impact on all community</li> <li>• Potential impacts on vulnerable groups</li> <li>• Concerns businesses won't be able to cater for demand, and if they do, then locals won't be able to access food, drink, services</li> <li>• Potential for workers to not want to have a relationship with community and create an 'us' and 'them' mentality</li> <li>• Staff difficult to attract – housing a big issue</li> <li>• Conflicts with accessibility for people who are aging (eg. scooters on paths, roads)</li> </ul> <p>Location</p> <ul style="list-style-type: none"> <li>• Most feel location is fine – near enough to town, but not so close to be an issue</li> <li>• Security issues with the shows and other events, so need fencing of the camp, security at events etc</li> <li>• Some had concerns with the ability of infrastructure to support the Camp at the site.</li> </ul> <p><b>Energy projects generally</b></p> <p>Positive</p> <ul style="list-style-type: none"> <li>• Most acknowledge projects, generally positive, or at least want to make the most out of the projects</li> <li>• Hoping for better communications – internet and phone can be terrible</li> <li>• More jobs in the region, potential for more youth employment</li> <li>• Potential for monetary support, supply of resources, supporting business</li> <li>• Potential for workers to stay in the area</li> <li>• Some note no noise impacts from solar and wind projects, some suggest noise impacts from wind farms</li> <li>• Potential for regional solutions to housing, other major employers in Millmerran could also contribute (Power Station, Ellerslie Farms etc)</li> </ul>

Stakeholder Group	Key Interest, Issue or Concern
	<p>Negative</p> <ul style="list-style-type: none"> <li>• Potential for amenity issues – leaving rubbish, not respecting public amenities</li> <li>• Unlikely to bring families if no further permanent housing in areas</li> <li>• Impacts on prime agricultural land</li> <li>• Impacts on labour force for primary industries</li> <li>• Impacts on environment – asset disposal at the end of projects and end of economic life</li> <li>• Impacts on community infrastructure, facilities and services if none provided as part of projects</li> <li>• Impacts on community cohesion and safety, potential for ‘us’ versus ‘them’ mentality</li> <li>• Impact on vulnerable groups</li> <li>• Disproportionate distribution of benefits – some don’t benefit at all</li> <li>• Impacts on community values, character and amenity</li> <li>• Conflicts with accessibility for people who are aging (eg. scooters on paths, roads)</li> <li>• Visual impact on neighbouring properties</li> <li>• Unknowns associated with decommissioning stage</li> </ul>
<b>Housing Stakeholders and Accommodation Providers</b>	<p><b>The Camp</b></p> <p>Positive</p> <ul style="list-style-type: none"> <li>• Positive impacts for community and most accommodation providers do not see it as competition – not everyone wants to stay in a Camp, so services and visiting managers/contractors are likely to want town accommodation</li> <li>• The more people in town, the more people to support businesses and events, potentially leading to the return of sports and building of a youth hub</li> <li>• Potential for sponsorship, grants, provision of infrastructure. Need this because we don’t get much attention from Council</li> <li>• We need the accommodation - the existing places to stay can’t cope with the extra demand that is likely to come</li> <li>• Community input from Genex - they are here and supporting the community. They are at every Commerce meeting, they answer all questions, even if they have to go away and come back with the answer. They’re putting money into the town, like Domville Place. We look forward to working with them</li> <li>• Must have a code of conduct</li> </ul> <p>Negative</p> <ul style="list-style-type: none"> <li>• Some accommodation providers believe that existing places will be impacted as existing providers rely heavily on corporate bookings</li> <li>• Some noted that if the camp has a mess, food outlets in town won’t benefit as much as they could</li> <li>• Many noted that the only negative would be the ability for businesses to keep up with demand. Staffing in particular is difficult, and housing for staff very difficult. Most accommodation providers use local staff and also backpackers during peak times</li> <li>• The camp should cater for families – some camps have a separate area if you’ve got wives and/ or kids</li> </ul> <p>Location</p> <ul style="list-style-type: none"> <li>• The location next to showgrounds is good – a good distance from town - close enough but not too close</li> <li>• All 800 together is considered beneficial</li> <li>• Would be better if the dongas were single modulars that could be reused</li> </ul>

Stakeholder Group	Key Interest, Issue or Concern
	<p><b>Energy Projects</b></p> <p>Positive</p> <ul style="list-style-type: none"> <li>• In favour of the energy projects</li> <li>• They will create lots of business for the town, and more jobs</li> <li>• Transition into new industry sectors as well as primary produce will benefit town</li> </ul> <p>Negative</p> <ul style="list-style-type: none"> <li>• Not always addresses impacts</li> <li>• Impacts on services and facilities</li> </ul>