



Energy Projects and Bulli Creek Workers Accommodation Camp, Millmerran

Social Impact Assessment

April, 2025

Millmerran Community

Executive Summary

In November 2024, C Change Sustainable Solutions Pty Ltd (C Change) was commissioned 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 stakeholder 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 **Error! Reference source not found.** 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.

Please note that this is an extract of the extensive report that was developed by C Change Sustainable Solutions Pty Ltd. It is strongly advised that the full report is read in full to provide context and further information. To review the full report please [click here](#).

Acknowledgement:

In the spirit of reconciliation C Change Sustainable Solutions Pty Ltd acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We acknowledge and support the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples. We pay our respect to their elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.