

Wandoan Coal project: Coordinator-General's Change Report No. 1 Social

September 2014

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D14/152559

Background

The Wandoan Coal project – Coordinator-General's evaluation report for an environmental impact statement (Coordinator-General's report) was released in November 2010, pursuant to section 35 of the *State Development and Public Works Organisation Act 1971* (Qld) (SDPWO Act).

On 22 August 2014, the proponent applied to the Coordinator-General to evaluate a proposed change to the Wandoan Coal project, under Division 3A, section 35C of the SDPWO Act (the Act).

In accordance with section 35H of the Act, the Coordinator-General has evaluated the environmental effects of the proposed change, its effect on the project and any other related matters, and prepared this Coordinator-General's change report under section 35I of the SDPWO Act.

The project proponent Glencore Coal Queensland Pty Ltd on behalf of the Wandoan Joint Venture (WJV)

The project Wandoan Coal project

WJV applied to the Coordinator-General seeking changes to Appendix 1, Schedule 1, Conditions 11 to 18 of the Coordinator-General's report.

Proposed changes to the project Proposed changes will align Wandoan Coal project's social reporting requirements to that outlined under the *Social Impact Assessment Guideline* released in July 2013.

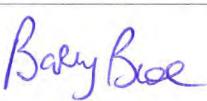
Delete/insert Appendix 1, Schedule 1, Condition's 11 and 18, and delete Appendix 1, Schedule 1, Condition's 12 to 17 of the Coordinator-General's report.

Decision Changes approved as outlined in Appendix 1

Date of effect Pursuant to section 35J of the SDPWO Act, approved changes take effect from the date of the decision.

Decision authorised by Barry Broe

Position Coordinator-General

Signature  **Date of decision** 18 September 2014

Pursuant to section 35K of the SDPWO Act, the Coordinator-General's report on the EIS for the project, and the Coordinator-General's change report, both have effect for the project. However, if the reports conflict, the Coordinator-General's change report prevails to the extent of any perceived inconsistency.

Appendix 1. Changes to Wandoan Coal project conditions

Coordinator-General Evaluation Report	Coordinator-General Change Report
<p>Appendix 1, Schedule 1, Condition 11</p> <p>Social Impact Management Plan (SIMP)</p> <p>a) Consistent with the <i>Social Impact Assessment: Guideline to preparing a social impact management plan (September 2010)</i>, the SIMP is to establish the roles and responsibilities of proponents, government, stakeholders and communities throughout the life of the project in mitigating and managing social impacts and opportunities during the construction, operation, and decommissioning of the project.</p> <p>b) Within six months of the release of the Coordinator-General's evaluation report for an environmental impact statement for the Wandoan Coal project, the proponent must submit to the Coordinator-General a final SIMP for approval, which must include:</p> <ul style="list-style-type: none">i. a concise summary of the projectii. social impact mitigation and management strategiesiii. a monitoring plan, reporting and review procedures, and any requirements for coordination or joint action among various partiesiv. a Stakeholder Engagement Strategy (refer to Condition 18) which contains a list of key stakeholders and describes their interest in the project, actions, outcomes and mechanisms, to support a regular review of the effectiveness of the SIMPv. a dispute resolution mechanism that supports an active response to community and stakeholder concerns about social impact issuesvi. mitigation and management strategies to address the decommissioning stage of the project which are developed at a time agreed between the proponent and key stakeholdersvii. the relevant imposed conditions imposed in this report. <p>Specification for release of draft SIMP for consultation</p> <p>c) With respect to the draft SIMP, the proponent must:</p>	<p>Delete/Insert:</p> <p>Appendix 1, Schedule 1, Condition 11</p> <p>The proponent will provide an annual report to the Coordinator-General for five years after the commencement of construction describing the:</p> <ul style="list-style-type: none">a) actions and adaptive management strategies to avoid, manage or mitigate project-related impacts on the local and regional housing marketsb) actions to enhance local employment, training and development opportunitiesc) actions to avoid, manage or mitigate project-related social impacts on local community services, infrastructure and community safety and wellbeingd) actions to inform the community about project impacts and show that community concerns about project impacts have been taken into account when reaching decisionse) actions and management strategies addressing direct impacts arising from construction and operational activities undertaken during the five-year reporting period.

Appendix 1, Schedule 1, Condition 11 (Cont.)

- I. prepare a consultation plan and consultation schedule (as outlined in section 4.1 of draft Wandoan Coal project SIMP) to provide opportunities for input to the SIMP from key stakeholders to discuss actions to partner in delivery of the SIMP
 - II. provide opportunities for input to the draft SIMP from those who are most affected by the Wandoan Coal project
 - III. take into consideration any increased demands and cumulative effects placed on stakeholders and the community to participate in consultative processes in the region
 - IV. continue to consult directly with State and local governments, in particular the Department of Communities and other relevant State government agencies identified in the draft SIMP; and all local governments affected by the Wandoan Coal project
 - V. the abovementioned government entities shall be considered key stakeholders.
 - VI. record stakeholder feedback and provide a consultation report on outcomes of the release of the draft SIMP
 - VII. discuss and seek agreement on the content of the draft SIMP including the key responsibilities, timeframes and resource implications for the local governments affected by the Wandoan Coal project.
- d) In relation to social impact mitigation and management strategies, where clear agreement has not yet been reached (and the proponent provides evidence of reasonable steps to achieve agreement), the proponent is to identify the actions proposed to resolve these matters. Outcomes of these stated actions will be reviewed in the first annual report requirements of the SIMP as specified as part of the reporting, review and auditing arrangements.

SIMP Monitoring

- e) The proponent must develop a SIMP monitoring plan which includes the following components:
- I. list of impacts and issues to be monitored targets and outcomes sought
 - II. a monitoring strategy, including how management of the impact will be monitored

Appendix 1, Schedule 1, Condition 11 (Cont.)

- III. details of the responsibilities for implementation of each monitoring strategy
- IV. timing and frequency of how often monitoring of the impact should take place
- V. key performance indicators that are informative, relevant, measurable, useful, widely recognised, simple to report, and easily understood.

SIMP reporting, review and auditing arrangements

- f) With respect to the SIMP, the proponent must:
- I. submit an annual progress report, on a date to be mutually agreed by the proponent and the Coordinator-General
 - II. undertake an external audit:
 - at the completion of the construction stage of the Wandoan Coal project
 - every three years after the commencement of the operational stage
 - during the decommissioning phase of the Wandoan Coal project.
 - III. prepare and submit a report on each audit's findings to the Coordinator-General
 - IV. all annual, periodical, and audit reports are to be submitted to the Coordinator-General within 60 days of completion of the relevant period.
- g) The proponent may also elect to conduct additional internal reviews of the SIMP.

Amendments and termination of the SIMP

- h) A SIMP may be altered, re-structured, re-scaled or terminated through agreement by both government and the proponent, following consultation with key stakeholders. Any proposal to terminate the SIMP must be formally agreed with and by the Coordinator-General.
- i) A process to facilitate any amendments must be identified and agreed by the proponent and the Coordinator-General. If necessary, the stakeholder engagement strategy undertaken by the Wandoan Coal project Community Reference Group (CRG) (refer to Condition 148) should be updated to describe how stakeholders will be engaged in any change process at the time.

Appendix 1, Schedule 1, Condition 11 (Cont.)

- j) Should the proponent wish to amend or update the SIMP, it must advise the Coordinator-General which of the following circumstances apply:
- i. strategies and actions no longer meet the desired outcomes
 - ii. need to improve effectiveness of strategies and actions
 - iii. changes in government policy
 - iv. significant changes to company operations or mine plan
 - v. significant changes to national or international best-practice management approaches or frameworks.

Appendix 1, Schedule 1, Condition 12**Other Social Impact Management Plan (SIMP) requirements**

1. The Wandoan Coal project SIMP is to contain (but is not limited to) the following initiatives to demonstrate the proponent's commitment to mitigation and management of social impacts for the Wandoan Coal project regarding the following social impacts: affected landholders; and housing impacts. These initiatives must be included in the final Wandoan Coal project SIMP to be submitted to the Coordinator-General for approval.

2. The other SIMP requirements are:

a) Landholder Resettlement Actions

The Wandoan Coal project SIMP is required to identify future actions that the proponent will undertake to continue to implement landholder resettlement mitigation and management strategies.

b) Mitigating and managing project accommodation and housing impacts**I. Integrated accommodation and housing data collection project**

The proponent will undertake an accommodation and housing data collection project to inform the development of project accommodation and housing mitigation and management strategies. This project is to be completed as follows:

Delete Appendix 1, Schedule 1, Condition 12

Appendix 1, Schedule 1, Condition 12 (cont.)

- Stage 1 is an accommodation and housing data collection project during the construction phase of the Wandoan Coal project to assess the project's impacts on accommodation, housing and housing markets and to assess the effectiveness of the project's accommodation and housing mitigation and management strategies and to assess whether new strategies should be developed, implemented and incorporated in the SIMP.
- Stage 2 will comprise a repetition of the accommodation and housing data collection project during the first five years of operation of the project [at a date to be agreed with the Coordinator-General] to assess the effectiveness of the project's proposed accommodation and housing mitigation and management strategies; and to identify if new strategies need to be developed, and incorporated into future versions of the SIMP over the life of the project.

The proponent will conduct the data collection project in collaboration with the OESR (or other research body as agreed to with DIP), to inform the development of evidence-based accommodation and housing impact mitigation and management strategies.

The data collection will cover the following matters:

1. Detailed demographic analysis including:
 - a) resident population estimates and age-sex population projections
 - b) dwelling and household projections
 - c) place of work/place of residence analysis
 - d) customised statistical local area and locality-level profiles, as well as information on housing sales and rents
 - e) housing and accommodation – housing tenure, dwelling stock, sales volumes and prices
2. Housing demand and housing need by low and moderate income key workers
3. A description and analysis of the Wandoan Coal project current full suite of accommodation arrangements for all of its entire personnel (both direct employees and contractors engaged in all Wandoan Coal project business activities, including non-Wandoan Coal project activities) in the Surat Basin including regional and local planning processes, including existing and proposed FIFO/DIDO/BIBO arrangements

Appendix 1, Schedule 1, Condition 12 (cont.)

4. The likely impact of the Wandoan Coal project components on the housing market and on housing demand
5. A description of the currently available options for the provision of accommodation
6. A framework which enables the proponent to develop a more detailed strategy for accommodating workers as well as for developing mitigation strategies in relation to any negative housing impacts on non-resource key workers of each of the Wandoan Coal project components which may occur in the future
7. A final draft of the findings must be presented to the Wandoan Coal project CRG and to the Coordinator-General for review and input and the proponent must take into account any feedback on or suggested amendments provided by the Wandoan Coal project CRG and the Coordinator-General in the finalisation of the project findings
8. The results of the project must be made publicly available and be considered in future revisions of the Wandoan Coal project SIMP, with intellectual property rights of the data collected shared between Wandoan Coal project and OESR or other research body for data supplied by the proponent; and retained by OESR or other research body for all other data.

II. Integrated accommodation and housing data collection project

Following the completion of the data collection project, the proponent will further identify any accommodation and housing impacts of the project and develop mitigation and management strategies for inclusion in the Wandoan Coal project SIMP including strategies for continued monitoring to assess the change in demand over time.

Appropriate accommodation and housing impact mitigation and management strategies should address the following issues:

- a) if housing shortfall is identified, options for accommodation provision for the proponent's workforce that are not housed in any project-specific worker accommodation

Appendix 1, Schedule 1, Condition 12 (Cont.)

- b) specific recommendations on contributions required to be made by the proponent to specifically mitigate any negative impacts of each of the Wandoan Coal project components on the housing market
- c) monitoring of the effect of any provision of accommodation on the housing market and on demand for affordable housing
- d) any negative impacts on availability of local housing created by the proposed worker accommodation village, FIFO/DIDO/BIBO arrangements for all Wandoan Coal project components.

Appendix 1, Schedule 1, Condition 13**Cumulative Social Impacts**

With regard to the Wandoan Coal project SIMP, the proponent must:

- a) continue to collaborate with the state agencies and local government authorities and where necessary, other resource industry stakeholders in the development of any future cumulative social impact mitigation and management strategies
- b) identify opportunities to work with key stakeholders to establish overarching management strategies to address any cumulative social impact issues identified through the above mentioned stakeholder engagement requirements
- c) ensure that any future cumulative social impact mitigation and management strategies identified collaboratively with key stakeholders are included in future versions of the Wandoan Coal Project SIMP and consider the planning tools relating to both the Surat Basin and the Central Queensland planning region.

Appendix 1, Schedule 1, Condition 14**Community Safety and Road Safety requirements**

The proponent must continue to engage collaboratively in consultation with QPS, DCS, DTMR, DEEDI and the WDRC and the BSC to respond to community safety and road safety issues (but not limited to):

Delete Appendix 1, Schedule 1, Condition 13**Delete Appendix 1, Schedule 1, Condition 14**

Appendix 1, Schedule 1, Condition 14 (cont.)

- a) a traffic awareness and road safety education campaign extending to all of the Wandoan Coal project communities, especially for children using the school bus services (Wandoan, Taroom and Miles)
- b) a robust induction process for Wandoan Coal project controlled accommodation villages and employee behaviour policies that incorporate protocols covering:
 - III. after hours behaviour
 - IV. employee and contractor travel and driving
 - V. interactions of employees and contractors with the community
- c) include collaborative strategies to monitor and address these matters in the SIMP over which the Wandoan Coal project has control.

Appendix 1, Schedule 1, Condition 15**Employment, training and economic development**

The proponent must:

- a) provide opportunities for apprenticeships, traineeships and school-based training for local youth
- b) use agreements with Native Title claimants to create opportunities for training and employment for Indigenous people
- c) ensure that employment; training and economic development initiatives are incorporated into the Wandoan Coal project SIMP submitted to the Coordinator- General for final approval.

Appendix 1, Schedule 1, Condition 16**Workforce management requirements**

The proponent must:

1. Ensure that the Wandoan Coal project Employee Behaviour Policy incorporating protocols covers areas of:
 - a. after hours behaviour, travel and driving
 - b. interactions with the community
 - c. development of an Employee Induction Process to include employees and is to be incorporated into the Wandoan Coal project SIMP

Delete Appendix 1, Schedule 1, Condition 15**Delete Appendix 1, Schedule 1, Condition 16**

Appendix 1, Schedule 1, Condition 16 (Cont.)

2. Ensure that the workforce management requirements are incorporated into the Wandoan Coal project SIMP submitted for the approval of the Coordinator-General.

Appendix 1, Schedule 1, Condition 17**Indigenous engagement requirements**

The proponent must:

- a) Include the Wandoan Coal project *Cultural Heritage Management Strategy* and specific details about its commitment to Indigenous employment, business/enterprise, and training opportunities, including any school-based education, assistance and support programs in the Wandoan Coal project SIMP
- b) Employ suitably qualified local people in cooperation with relevant government agencies, local schools and training institutions to encourage participation by local job-seekers in employment and training opportunities generated by the project
- c) Draw on Xstrata's national and international expertise and programs to maximise opportunities for Indigenous people to be directly and indirectly employed by the Wandoan Coal project

Work in partnership with traditional owner groups, Xstrata Coal Queensland, other relevant project proponents, Queensland Government agencies, Western Downs Regional Council, Banana Shire Council and the Federal Government and agencies to develop (a) to (c)

Appendix 1, Schedule 1, Condition 18**Wandoan Coal project Community Reference Group (CRG)**

- a) The proponent shall extend the existing project's CRG to the satisfaction of the Coordinator-General which would have the following functions.
- b) The proponent shall continue community liaison on the development of the Wandoan Coal project, rail spurline, the proposed gas supply pipeline, and any future project expansion components, specifically to continue to:

Delete Appendix 1, Schedule 1, Condition 17**Delete/Insert:****Appendix 1, Schedule 1, Condition 18****Wandoan Coal project Community Reference Group (CRG)**

- a) The proponent is to provide the Community Reference Group with regular information on the progress of work on the Project and environmental performance.
- b) The proponent may invite representatives from relevant government agencies or other individuals to attend Community Reference Group meetings.

Appendix 1, Schedule 1, Condition 18 (Cont.)

1. assist the proponent to understand community views
 2. work with the community to determine potential social impacts and mitigation strategies associated with its mining activities, including consideration of the Wandoan Coal Project Public Health Impacts Study recommended under Schedule 9, Recommendation 8 of this report
 3. inform and assist Wandoan Coal project to monitor and measure the social cumulative impacts of the project on the local community and region through the SIMP; including the preparation of strategies to respond to emerging issues
 4. assist the Wandoan Coal project to monitor and measure the effectiveness and appropriateness of its stakeholder engagement strategy and priority projects for its local communities
 5. provide advice to the Sustainable Resource Communities (SRC) Partnership Group and the SRC Surat Basin Local Leadership Group where appropriate
 6. at the proponent's discretion, undertake liaison on matters relevant to other projects outside of the scope of the Wandoan Coal project.
- c) With respect to the SIMP stakeholder engagement strategy requirements (refer to Condition 11(b)IV:
1. continue to provide advice about and input to issues relating to the implementation of social impact mitigation and management strategies that have been identified in the EIS process and documented in the SIMP
 2. receive and consider progress reports on the implementation of the SIMP
 3. provide the opportunity for the CRG to participate in the design and collection of qualitative and quantitative data pertinent to monitoring SIMP mitigation and management strategies.

Appendix 1, Schedule 1, Condition 18 (Cont.)

- c) The proponent may provide visitor access to the Project areas to members of the Community Reference Group at times that are mutually acceptable to the proponent and Community Reference Group members, and where it is safe to do so.
- d) The proponent is to take minutes of each Community Reference Group meeting, and distribute to Community Reference Group members.

Appendix 1, Schedule 1, Condition 18 (Cont.)

- b) With respect to its functions outlined in (b), membership of the Wandoan Coal project CRG must reflect the full breadth of the community and stakeholders. Invitations for membership should be extended to the following groups and other relevant organisations with a focus on providing local community representation from the following:
1. representatives of landholders – at least 2 representatives
 2. a Wandoan business owner - 1 representative
 3. an employee of an education institution or childcare centre - 1 representative
 4. community services (such as the Miles Community Inc.) - 1 representative
 5. a youth member of the community or youth worker (such as the Taroom Youth development officer) - 1 representative
 6. an employee of the health or medical sector - 1 representative
 7. Western Downs Regional Council - 1 representative
 8. Banana Shire Council – 1 representative
 9. a partner of a Wandoan Coal project employee working on the Wandoan Coal project – 1 representative
 10. representation as agreed through the proponent's indigenous stakeholder engagement strategy – 1 representative of each traditional owner group
 11. a workforce representative from Wandoan Coal project- 1 representative
 12. a representative of the lead construction contractor from the Wandoan Coal project (if the lead construction entity is not the proponent) - 1 representative
 13. representative from a General Manager (or equivalent) from the Wandoan Coal project for the duration of the construction phase and during the operations phase – 1 representative
 14. the proponent's SIMP Manager - 1 representative
 15. a State Government agency representative approved by the Coordinator-General in consultation with the Queensland Government's Regional Managers Coordination Network - 1 representative

Appendix 1, Schedule 1, Condition 18 (Continued)

Should membership of these groups not be willing or able to undertake CRG membership, the opportunity may be extended to other organisations and agencies without detriment to the WJV.

- e) The Charter of the Wandoan Coal project CRG shall:
 - I. ensure the appointment of a volunteer independent Chair of the Wandoan Coal project CRG or a chair elected by the members of the CRG from within their number depending on the preference of the majority of members
 - II. ensure that the Wandoan Coal project CRG has a clear Charter developed in consultation with stakeholders and approved by the Coordinator-General, that outlines member responsibilities and meeting responsibilities including the provision of advice and input regarding the identification, monitoring and on-going management of cumulative social impact issues
 - III. ensure the group meets during the development of the final SIMP, and quarterly during the first year of implementation of the final SIMP, and thereafter integrated into the regular Wandoan Coal project CRG meeting schedule or as required.
- f) provide the Wandoan Coal project CRG with regular information on the progress of work on the Wandoan Coal Mine and monitoring results
- g) promptly provide to the Wandoan Coal project CRG with other information as the Chair may reasonably request concerning the environmental performance of the Wandoan Coal project
- h) allow the Wandoan Coal project CRG to make comment/s about the:
 - I. construction progress and implementation
 - II. the SIMP
 - III. compliance with the conditions of this Coordinator-General's report
 - IV. other matters relevant to the construction and operation of the Wandoan Coal project.
- i) ensure that the Wandoan Coal project CRG has access to reasonable and sufficient information to fulfil its purpose

Appendix 1, Schedule 1, Condition 18 (Cont.)

- j) invite representatives from relevant government agencies or other individuals to attend meetings as reasonably required by the Chair
- k) provide access for Wandoan Coal project site inspections by the Wandoan Coal project CRG at times that are mutually acceptable to the proponent and the Wandoan Coal project CRG members
- l) consider the recommendations and comments of the Wandoan Coal project CRG and provide a response to the Wandoan Coal project CRG
- m) take minutes for each meeting for distribution to CRG members within 14 days of that meeting
Agreement of the minutes is to occur at the next meeting.
- n) ensure that the minutes are available on the Wandoan Coal project web page within 30 days of endorsement by the Chair
- o) will include a process for CRG involvement in the development of mitigation and management strategies that address the decommissioning stage of the project at a time agreed between the proponent and the CRG.