



**MULTICOM**

# **SAINT ELMO MINE**

## **Health and Community Wellbeing Plan**

Reference: PLN-028



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## 1. PURPOSE

This Health and Community Wellbeing Plan (HCWP) identifies potential Project impacts to the health and wellbeing of the Julia Creek and broader communities, as well as relevant avoidance, mitigation and management measures. It also considers opportunities that the Project may bring to these communities and how these can be managed.

The development of this plan is guided by the following:

- Saint Elmo Vanadium Project Social Impact Assessment (ERM 2020) (Appendix 7 of the Project Environmental Impact Statement (EIS));
- McKinlay Shire Community Plan 2019-2026 (MSC 2019);
- Section 3.3 of the Social Impact Assessment Guideline (DSDMIP 2018);
- Best practice based on other recent projects in Queensland;
- Findings from the Community Consultation and Social Chapters of the Project EIS and follow-up consultation conducted post-approval.

## 2. OBJECTIVES

The objectives of the HCWP are:

- To mitigate any predicted negative social impacts on social infrastructure (community facilities and services) that may be experienced by local communities and stakeholders residing within the primary and secondary Study Areas; and
- To minimise potential environmental and amenity impacts (dust, noise, traffic, visual amenity) associated with the construction and operational phases of the Project on direct and adjoining landowners and the local community.
- To support community projects and programs in the McKinlay Shire Local Government Area (LGA) that promote community capacity, health and wellbeing.

## 3. SCOPE

This plan outlines:

- Multicom's commitment to the management of social impacts and contributions to community
- Roles and responsibilities
- A summary of Project impacts and benefits with respect to health and community wellbeing
- Strategies for the management of social impacts and contributions to health and community wellbeing
- An action Plan
- Key performance indicators for monitoring and reporting.

### 3.1 Planning and Consultation

Multicom met with the McKinlay Shire Council and local service providers throughout the development of the SIA in 2018 and 2019 and has continued to meet regularly. Most recently, follow up consultation was conducted in March 2022 with emergency services and Council, to provide a Project update and to obtain updated information on the capacities of those services.

## 4. DEFINITIONS AND ABBREVIATIONS

The following definitions and abbreviations are used in this plan.

CEMP	Construction Environmental Management Plan
EAP	Employee Assistance Program
EIS	Environmental Impact Statement
ERP	Emergency Response Plan
GP	General Practitioner
HCWP	Health and Community Wellbeing Plan
JMP	Journey Management Plan
LGA	Local government area
MOU	Memorandum of Understanding
OEMP	Operations Environmental Management Plan
QAS	Queensland Ambulance Services
QFES	Queensland Fire and Emergency Services
RFDS	Royal Flying Doctor Service
SEIS	Supplementary Environmental Impact Statement
SES	State Emergency Services
SIMP	Social Impact Management Plan
SIA	Social Impact Assessment
SSE	Site Senior Executive
SIMP	Social Impact Management Plan
TMP	Traffic Management Plan
WAV	Workforce Accommodation Village
WMP	Workforce Management Plan

## 5. ROLES AND RESPONSIBILITIES

Key roles and responsibilities are provided in Table 1.

**Table 1 – Key Roles and Responsibilities**

Role	Responsibilities
<b>Site Senior Executive (SSE) / Chief Operations Officer / Project General Manager</b>	<ul style="list-style-type: none"> <li>▪ Ensures sufficient resources are available to enable this HCWP to be appropriately implemented</li> <li>▪ Reviews and updates this HCWP</li> <li>▪ Participates in the implementation of this HCWP, as required</li> <li>▪ Ensures the Project adheres to the HCWP</li> <li>▪ Monitors and reviews the performance of the Mine (construction and operations phase) in relation to this HCWP</li> <li>▪ Organises internal and external audits of this HCWP and undertakes a revision to the HCWP, where necessary</li> <li>▪ Oversees the non-compliance and any complaint-based investigations and develops a plan to avoid or mitigate potential similar future incidents</li> <li>▪ Identifies improvement opportunities in this HCWP.</li> </ul>
<b>Contractor Management</b>	<ul style="list-style-type: none"> <li>▪ Complies with the requirements of this plan</li> <li>▪ Actively promotes adherence to this plan</li> <li>▪ Reports on the performance against this HCWP</li> </ul>
<b>General site personnel (including contractors and subcontractors)</b>	<ul style="list-style-type: none"> <li>▪ Adheres to the management requirements outlined in this HCWP</li> <li>▪ Undertakes training and inductions provided by the SSE</li> <li>▪ Reports any deviations from this HCWP to their supervisor or the SSE.</li> </ul>

## 6. SUMMARY OF PROJECT IMPACTS AND OPPORTUNITIES

Several direct and indirect social and economic impacts and opportunities, relevant to health and community wellbeing, have the potential to result from the Project. These are summarised below.

### 6.1 Population Changes

It is estimated that over the first ten years of the Project, up to 15 workers, plus their families, will relocate to Julia Creek requiring housing. Using average household size for Queensland, this equates to a population increase of approximately 36 people. In- migration of “new local” workers and families would take some time and is more likely to occur over a period of years, peaking in 2030. It has been estimated that up to five (5) employees may relocate over the first two (2) years.

The Project is likely to have a positive impact on population stability by:

- Increasing job opportunities for existing local residents which may encourage people to remain in Julia Creek and surrounding communities and provide opportunities for young people finishing at boarding school or University to return to the region
- Attracting new resident workers and their families to the community who will become long term residents

- Offering employment opportunities over a 30 year period.

## 6.2 Increased Pressure on Infrastructure and Service providers

### 6.2.1 Emergency and Health Services

During construction the Project is expected to have a temporary impact on social infrastructure as a result of increased demand for health and emergency services.

The additional pressures on the existing health and emergency services are likely to increase during the operational phase as it is anticipated that non-local workers will relocate to Julia Creek with their families, therefore, likely to increase demand for local health facilities.

### 6.2.2 Childcare and Education Services

There is potential that employees during the operational phase will relocate to Julia Creek with their families. Julia Creek has only one childcare facility and primary school, and there is potential for an increase in the demand for existing educational services. During consultation, it was established that while the primary school has capacity to support increased growth in numbers, the childcare / early learning centre is at capacity. Furthermore, Julia Creek lacks any after or before school care options which is seen to limit full-time employment opportunities for some residents. McKinlay Shire Council is investigating the opportunity to establish an Early Years Learning Hub which would allow increased capacity of services and co-location of child and early years services, including allied health.

### 6.2.3 Recreation Facilities

The increased number of residents during the operation phase may lead to an increase in use of the existing recreational facilities (i.e. gym, parks, sport centres, tennis courts and swimming pool) for the local community. This may result either from workers participating in after work activities or because of their families using the facilities after relocating to Julia Creek.

## 6.3 Community Health and Wellbeing

The Project is expected to have potential environmental impacts such as dust, noise, traffic and visual amenity which may impact direct and adjoining landowners and the local community during construction and operations.

## 6.4 Update on Services and Capacities and Potential Project Impacts

In October 2021, Multicom undertook further consultation with service providers in Julia Creek to provide an update on Project scope and timing and to be updated on the status and capacities of services and any concerns that service providers had with the Project. The findings of this consultation are summarised below.

### 6.4.1 McKinlay Shire Multipurpose Health Service as at 2022

- There are five (5) Registered Nurses in Julia Creek
- COVID has contributed to staff shortages
- Housing supply is an issue for attracting and retaining staff
- Acute patients cannot be kept at the hospital overnight and must be flown by the Royal Flying Doctor Service (RFDS) to Mt Isa
- 1 RFDS plane is available for the North West Region
- General Practitioner (GP) services are limited to 3 days per week
- The Doctor is now employed through North West Health (previously a private provider)

- The Director of Nursing was concerned about the impact of a mining workforce on GP and other health services
- The range of mitigation strategies proposed in the SIMP were discussed

#### **6.4.2 Julia Creek State School as at 2022**

- Offering schooling from Prep to Year 6
- Enrolments fluctuate between 40 – 55 persons
- To attract an additional teacher resource requires a minimum enrolment of 53 at the beginning of the school year
- There is physical capacity to take an additional 60 enrolments without requirements for new buildings
- Staffing
  - Accommodation supply is a constraint to attracting staff
  - Staff on three (3) year transfer cycles
  - School has access to a Principal's house plus a set of duplexes (Department of Education Housing)
  - One teacher lives in a private rental
  - If the school was at full capacity, it would require an additional 2 teachers, 2 teacher's aides and an additional cleaner
  - Teachers' aides have been difficult to attract through border restrictions
- Access to medical services for children is already an issue – the Principal was concerned about any increased demand from a new workforce
- Many children are on a waitlist to see specialists, such as a speech pathologist

#### **6.4.3 Julia Creek Early Learning Centre (Childcare and kindergarten) as at 2022**

- Capacity is 21 places - 12 months to school age
- Operating hours - 8.30am – 5.30pm
- There is no after school or vacation care offered
- The centre is at full capacity for 3 days per week (i.e. there is no capacity to provide full care for any additional enrolments)
- Overall centre utilisation has been at 80-85% the past three years
- There are plans for expansion at a new site behind the oval
- This would allow space for more children but also the addition of placements for babies. Planned capacity is:
  - 96 places in total
  - 45 places for childcare – the rest for after school care
- There is demand for a minimum of 20 after school places – more for vacation care
- The centre is looking for a qualified teacher for the Kindy Program
- Attracting staff is difficult due to COVID border restrictions and provision of housing
- The planned new centre is in the design phase

- A staged approach is planned for its development.
- Funding is required. Building Better Regions Funding is a potential source.

#### **6.4.4 Julia Creek Fire Station (Queensland Fire and Emergency Services) as at 2022**

- Julia Creek is an auxiliary station and sits in the middle of the Western Command (Mt Isa to Hughenden)
- There are three auxiliary trained officers in Julia Creek
- 1 Fire Truck (urban configuration, not a rural fire truck)
- State Emergency Services (SES) has additional equipment – 4WD, rescue trailer and flood boat
- There is HAZMAT capability at either end of the Command Region
- It would take approximately 20 min to reach the St Elmo Site
- 1 1/2 hrs for Cloncurry service to provide back up
- Over 3hrs for back up from Mt Isa
- There is a Memorandum Of Understanding (MOU) between Queensland Fire and Emergency Services (QFES) and Queensland Ambulance Service (QAS). QFES provides a driver as required for serious incidents / retrievals
- Key issues / concerns / expectations
  - Site management and controls are critical
  - The site must provide first response, whether for acid spills or fires (including grass fires)
  - Covid monitoring for construction and operations workforces is critical
  - Very keen to be involved in joint emergency response planning
- The range of mitigation strategies proposed in the SIMP were discussed

#### **6.4.5 Queensland Police Service as at 2022**

- Julia Creek is a two-person station
- Key issues / concerns / expectations
  - Fatigue management
  - Having a workable fatigue management policy / plan
  - Having the plan enforced and monitored by supervisors
  - Emergency response planning - need time to get services together and do this properly
  - Heavy haulage – communications / notifications required by Multicom
  - Need to also work in with the Local Disaster Management Group
- Information was provided about relevant conditions and commitments that the SIMP is responding to.

#### **6.4.6 Julia Creek Ambulance Station and Ambulance Committee as at 2022**

- QAS has two vehicles in Julia Creek
- Only one is on shift at any time



- For critical incidents, a member of the Ambulance Committee or the Auxiliary Fire Service will drive the ambulance so the officer can provide patient care
- Information was provided about relevant conditions and commitments that the SIMP is responding to.

## 7. HEALTH AND COMMUNITY WELLBEING STRATEGIES

This section outlines health and community wellbeing strategies designed to meet the objectives of the Plan and in response to the identified impact areas and Coordinator General conditions, as summarised in **Table 2** below.

**Table 2 – Health and Community Wellbeing Framework**

Impact Area	Commitments
<b>Community Infrastructure and Services Capacity</b>	<ul style="list-style-type: none"> <li>▪ Multicom will keep health, education and emergency services providers informed of Project updates, particularly changes in workforce demand and anticipated impacts.</li> <li>▪ Multicom will encourage the use of Community Infrastructure where it has the necessary capacity. Where capacity is a constraint, Multicom will attempt to mitigate the use of this pressure on these services through its own Company based services and will collaboratively work with service providers to determine the appropriateness of increasing the level of service.</li> </ul>
<b>Health Services</b>	<ul style="list-style-type: none"> <li>▪ Multicom will develop and implement a suite of policies and programs aimed at promoting a healthy and safe workforce and minimising workforce demand on local health services.</li> <li>▪ During construction and operations, the Project will have an on-site medic available to assist in all medical emergencies and non-emergencies as required.</li> <li>▪ Multicom will consider contributing funds to resource an extension of the existing GP service provided by North West Health in the event of the Project placing too much pressure on the existing level of service.</li> </ul>
<b>Emergency Services</b>	<ul style="list-style-type: none"> <li>▪ Multicom will work with emergency services providers and McKinlay Shire Council to develop an Emergency Response Plan (ERP) and related protocols for construction and operations phases of the Project.</li> </ul>
<b>Education and Childcare Services</b>	<ul style="list-style-type: none"> <li>▪ Multicom will provide regular updates to Julia Creek State School and childcare services on employees relocating to Julia Creek and family composition to aid in capacity planning.</li> <li>▪ Multicom will work with Council to monitor project demand on childcare and early learning services and investigate opportunities to support Council in its plans to develop a new / expanded early learning centre in Julia Creek.</li> </ul>
<b>Recreation Facilities</b>	<ul style="list-style-type: none"> <li>▪ Multicom will collaborate with Council to understand the patronage of existing services and where it is deemed that these services have capacity for increased demand, Multicom will encourage and / or support its workforce in using these services.</li> <li>▪ If existing facilities will be unlikely to handle the increased demand, the Company will consider the inclusion of a fully serviced gymnasium for use by the workforce, as well as an inground pool, at the Workforce Accommodation Village (WAV).</li> <li>▪ Where it is determined to be unfeasible to supply these facilities within the WAV, the Company will liaise with Council to provide the workforce with access to facilities already available in the community and consider necessary upgrades to these facilities to support the increase in patronage.</li> </ul>
<b>Environmental Management</b>	<ul style="list-style-type: none"> <li>▪ Prior to commencement of the Project, Multicom will develop a Project specific Construction Environmental Management Plan (CEMP). This will be transitioned to an</li> </ul>

Impact Area	Commitments
	Operational Environmental Management Plan (OEMP) prior to commencement of operations.
<b>Community Investment</b>	<ul style="list-style-type: none"> <li>Multicom, in collaboration with Council, will develop and implement a Community Sponsorship and Donations Program.</li> </ul>

Other strategies to support workforce health and safety, as well as to manage potential impacts on local services and infrastructure, can be found in the associated PLN-029 Workforce Management Plan.

## 7.1 Key Management Actions and Activities

Table 3 summarises key Community Health and Wellbeing actions and activities to be undertaken through the different phases of the Project.

**Table 3: Health and Community Wellbeing – key actions and activities**

Impact Area	Action / Activity	Project Phase	Responsibility
<b>Health Services</b>	Provide health service providers with up-to-date information on Project start-up and anticipated workforce numbers.	Pre-construction	Multicom
	Provide updates to North West Health and the GP service of Construction ramp-up.	Construction	Multicom
	Continue to monitor workforce demand on GP and other health services and inform health service providers.	Construction and Operations	Multicom
<b>Education and Childcare Services</b>	Provide Julia Creek State School and childcare services with up-to-date information on the transition to operations and anticipated employee demand on education and childcare services.	Construction	Multicom
	Provide updates to Julia Creek State School and childcare services on employees relocating to Julia Creek and family composition.	Operations	Multicom
	Monitor workforce demands on childcare services and support McKinlay Shire Council to expand service capacity as necessary.	Operations	Multicom / McKinlay Shire Council
<b>Recreation Facilities</b>	Finalise plans for the WAV, including the inclusion or otherwise of recreation facilities.	Pre-construction	Multicom / McKinlay Shire Council
	Monitor the use of public recreation facilities by construction personnel.	Construction	Multicom / Contractor
	Continue to monitor workforce demands on community recreation facilities and work with McKinlay Shire Council to implement strategies to manage this demand as necessary.	Operations	Multicom / McKinlay Shire Council
<b>Emergency Services</b>	Finalise Emergency Response Plan (ERP) and callout protocols.	Pre-construction	Multicom / Emergency Services Providers / McKinlay Shire Council
	Monitor the implementation of the ERP and protocols and adjust as necessary in partnership with emergency services providers.	Construction and operations	Multicom / Contractor / Emergency Services Providers / McKinlay Shire Council
	Monitor the effectiveness of road safety policies and programs and adjust as necessary in consultation with emergency services providers.	Construction and operations	Multicom / Contractor / Emergency Services Providers
<b>Environmental Management</b>	Ongoing monitoring of environmental emissions in accordance with CEMP and OEMP.	Construction and operations	Multicom / Contractor
	Ongoing monitoring and management of complaints related to environmental emissions.	Construction and operations	Multicom / Contractor

Impact Area	Action / Activity	Project Phase	Responsibility
Community Investment	Develop and implement a Community Sponsorship and Donations Program.	Operations	Multicom / McKinlay Shire Council / Community organisations
	Ongoing engagement with community organisations and Council to monitor the impact of the Community Sponsorship and Donations Program.	Operations	Multicom / McKinlay Shire Council / Community organisations

## 8. MONITORING AND REPORTING

Multicom and their contractors are required to report on each item listed below in Table 4 at the stated frequency while engaged to work on the Project. Multicom will provide its Contractors with a reporting template aligned with Table 4 to ensure there is consistent and accurate data being provided.

**Table 4 – Health and Community Wellbeing – Monitoring and Reporting Framework**

Key Performance Indicators	Data Source	Reporting Frequency	Who
Number of students per teacher at schools	School records	Quarterly during construction	Multicom
Number of available childcare spaces	Childcare records	Quarterly during construction	Multicom
Number of workforces who settle locally	Project Employment Records	Quarterly during construction	Multicom
Emergency Services Plan developed with input from local emergency services and McKinlay Shire Council	Emergency Services Plan	Annually during construction	Multicom
Development of Traffic Management Plan	Traffic Management Plan	Develop pre-construction and review annually during construction	Multicom
Develop and implement a CEMP	CEMP	Develop pre-construction and review annually during construction	Multicom
Number of uses of healthcare services and Employee Assistance Programs	Human Resources Records	Quarterly during construction	Multicom
Number of doctors per patient at local health care facilities	Health care facility records	Quarterly during construction	Multicom



Key Performance Indicators	Data Source	Reporting Frequency	Who
Number of students per teacher at schools (commensurate with State Government requirements)	School records	Quarterly during construction	Multicom
Percentage of complaints satisfactorily resolved associated with health and emergency services, educational and childcare services	Complaints register	Quarterly during construction	Multicom / Contractors
Number of Project related traffic incidents	Incident register	Quarterly during construction	Multicom / Contractors
Percentage of complaints satisfactorily resolved associated with traffic management	Complaints register	Quarterly during construction	Multicom / Contractors
Number of dust monitoring exceedances as per Environmental Authority Approval	Site records	Quarterly during construction	Multicom
Number of noise monitoring exceedances as per Environmental Authority Approval	Site records	Quarterly during construction	Multicom
Percentage of complaints satisfactorily resolved associated with environmental management	Complaints register	Quarterly during construction	Multicom / Contractors

## 9. REFERENCES AND RELATED DOCUMENTS

- PLN-029 Workforce Management Plan
- Memorandum Of Understanding (MOU) between Queensland Fire and Emergency Services (QFES) and Queensland Ambulance Service (QAS)
- Saint Elmo Vanadium Project Social Impact Assessment (ERM 2020) (Appendix 7 of the Project Environmental Impact Statement (EIS))
- McKinlay Shire Community Plan 2019-2026 (MSC 2019)
- Section 3.3 of the Social Impact Assessment Guideline (DSDMIP 2018)
- Community Consultation and Social Chapters of the Project EIS

## 10. ATTACHMENTS

- Nil