

Planning Solutions Group

# **Social Impact Assessment**

## **Fabric Street Temporary Workforce Accommodation**

August 2023



# Question today *Imagine tomorrow* Create for the future

## Social Impact Assessment Fabric Street Temporary Workforce Accommodation

Planning Solutions Group

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WSP acknowledges that every project we work on takes place on First Peoples lands.

We recognise Aboriginal and Torres Strait Islander Peoples as the first scientists and engineers and pay our respects to Elders past and present.

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# Executive summary

BHP Nickel West is upgrading its nickel smelter in the Kalgoorlie-Boulder region. During construction, this will cause a six-month smelter outage. An estimated workforce of 2,000 people will be required to complete this task; a target of 20% will be engaged directly from the Kalgoorlie-Boulder region. The remainder would require accommodation for the duration of their work on the Development.

BHP Nickel West has a plan to develop a temporary worker accommodation, Fabric Street Temporary Workforce Accommodation (the Development) in the City of Kalgoorlie-Boulder to support construction of the Kalgoorlie Smelter Renewal Project (KSR Project). The village is designed to manage the impacts a large influx of workers may have on accommodation and other services in the area – while also amplifying the economic benefits to local and regional businesses. BHP Nickel West has sought a temporary lease from the City of Kalgoorlie-Boulder for the Development, as the village will be removed at the end of the lease term.

This SIA analyses the potential social impacts associated with the construction and operation of the Development.

WSP developed this SIA using the International Finance Corporation (IFC) *Workers' Accommodation Processes and Standards (2009)*. Specifically, potential impacts were evaluated against the document's *Part 1.2 – Assessing impacts of workers' accommodation on communities*. The International Council on Mining and Metals (ICMM) *Community Development Toolkit* was also used to assess the Development's potential impacts.

This SIA found the Development could both positively and negatively impact the regional housing market. As the leading negative impact, the proposed lease will use land that could otherwise be used for residential building developments. This is an important issue as the regional study area's community is currently facing issues with homelessness and a lack of housing. However, the Development is essential to housing the workforce required for the KSR Project. At present, the City of Kalgoorlie-Boulder cannot accommodate this influx of people. The positive is that when the leased area is returned to the Council after the Development is complete, the land will then be available to contribute towards residential development in the future. WSP found the remaining potential impacts discussed in this report will have little to no impact on the local community.

Notably, this SIA also found the Development would benefit from developing a Workforce Management Plan, and a Local Procurement Strategy to manage likely impacts and enhance benefits. Additionally, a Community Investment Program would also assist in mitigating potential impacts. The Proponent has an existing, endorsed Stakeholder Engagement and Communications Plan, which will also address some of the potential impacts evaluated in this SIA.

In summary, the Development is likely to have a net positive impact on the regional study area. The Development's positive impacts include:

- Increased employment opportunities,
- Decreased employment pressure within the regional area,
- Improved regional economy, and
- Increased available housing and short-stay accommodation that will reduce pressure on regional housing.

Overall, the local community will most likely experience benefits and economic opportunities as a result of the Development.

# 1 Background

BHP Nickel West (the Proponent) and Planning Solutions engaged WSP to prepare this Social Impact Assessment (SIA) for the BHP Nickel West Fabric Street Temporary Workforce Accommodation (the Development).

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## 1.1 Introduction

The Proponent is upgrading the BHP nickel smelter in the Kalgoorlie-Boulder region. The smelter has been operating for 50 years and is part of the supply chain that produces nickel matte at 67% nickel through a flash flame furnace. The demand for nickel is expected to increase by 500% over the next decade, so the Kalgoorlie nickel smelter needs upgrading; the Kalgoorlie Smelter Renewal Project (KSR Project).

A six-month outage of the smelter and an estimated workforce of 2,000 people will be required to complete this task; a target of 20% will be engaged directly from the Kalgoorlie-Boulder region. The remainder would require accommodation for the duration of their work on the Development.

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## 1.2 Development description

The Proponent has developed a plan for a temporary workforce accommodation in the City of Kalgoorlie-Boulder to support the construction of the proposed KSR Project. The Development is designed to manage the impacts a large influx of workers may have on accommodation and other services within the area while continuing to bring economic benefits to local and regional businesses. The development application proposal is for a predominantly single-storey, 1,000 room, temporary workforce accommodation on Lot 67 on Deposited Plan 161200.

The Proposed land is owned by the City of Kalgoorlie Boulder in freehold, and a temporary lease has been sought from the City of Kalgoorlie-Boulder for the Development. A subdivision of the Development site has progressed to extend Fabric Street by approximately 38 m. This will create a new road reserve for Trasimeno Way, which will connect Fabric Street and Ochiltree Street along the northern and western boundary of the Development site, adding 3,916 m<sup>2</sup> in the northwest corner. The Development proposes to lease an area of approximately 107,611.5 m<sup>2</sup> (Figure 1.1).

The Development site is cleared and vacant. A stormwater drain to the north of Colgan Street connects O'Connor Street and Ochiltree Street. The Development site is largely flat, with a gentle slope down from west to east.



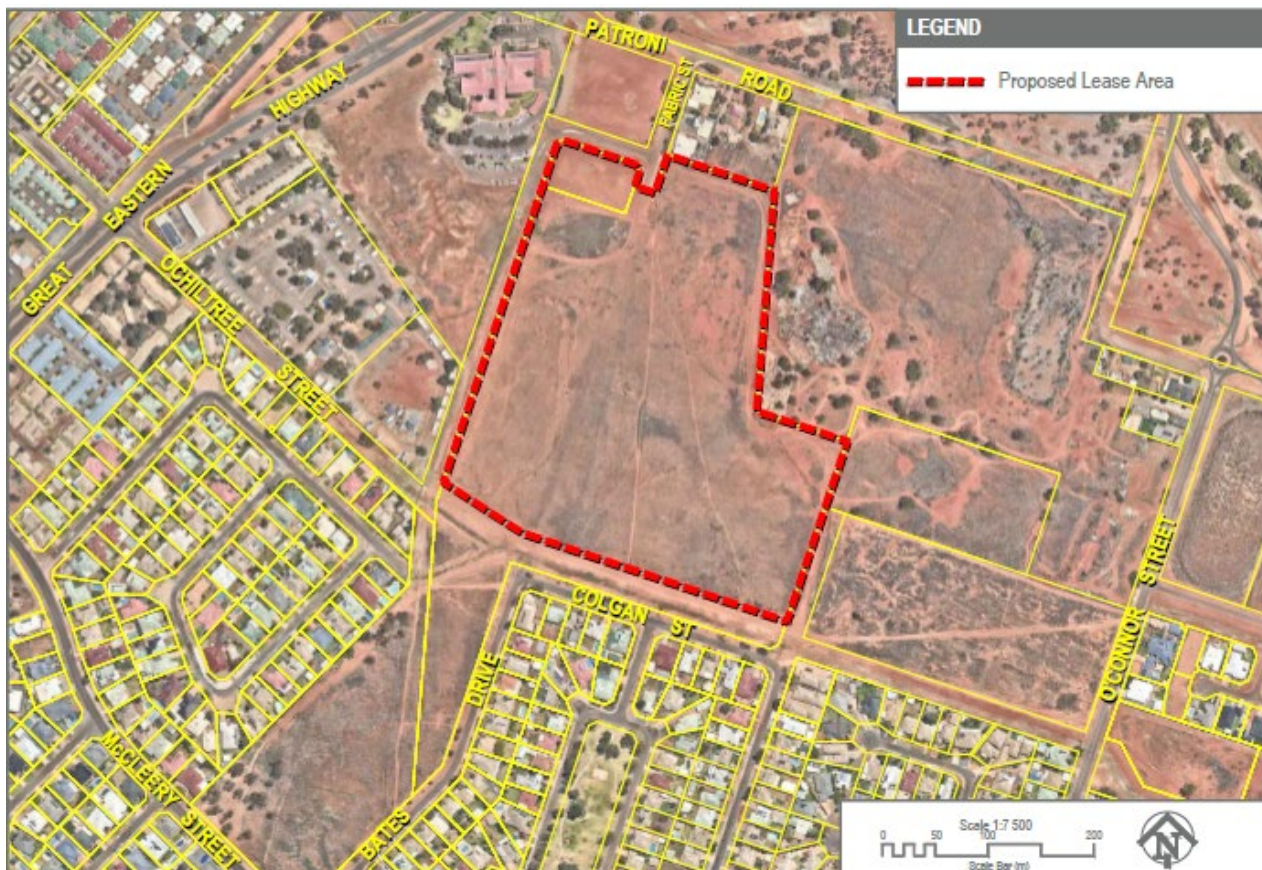


Figure 1.1 Aerial view of proposed Development lease area<sup>1</sup>

### 1.2.1 Proposed facility details

BHP has proposed a three-year lease; one year for the construction and two years for the operation, with possible options to extend. Key features of the facility will include:

- 1,152 rooms developed in accordance with the National Construction Code;
- Resident only tavern with strict limits of four standard drinks per person per day;
- Access to a range of recreational facilities, including gym and mess area;
- Visitors not permitted;
- All vehicle traffic to enter via Fabric Street;
- Shuttle buses to transport workers to and from the Development;
- Adequate parking bay provided on the Development site;
- No combustion engines permitted in the residents' areas; and
- Minimal services underground to ensure swift demobilisation of the facility.

A specialist contractor will be used for catering, cleaning, and facility management. The Development will be removed, and the Development site rehabilitated once operation ceases. Figure 1.2 illustrates the proposed layout of the temporary workforce accommodation.

<sup>1</sup> BHP Nickel West – Fabric Street Temporary Construction Village EOI

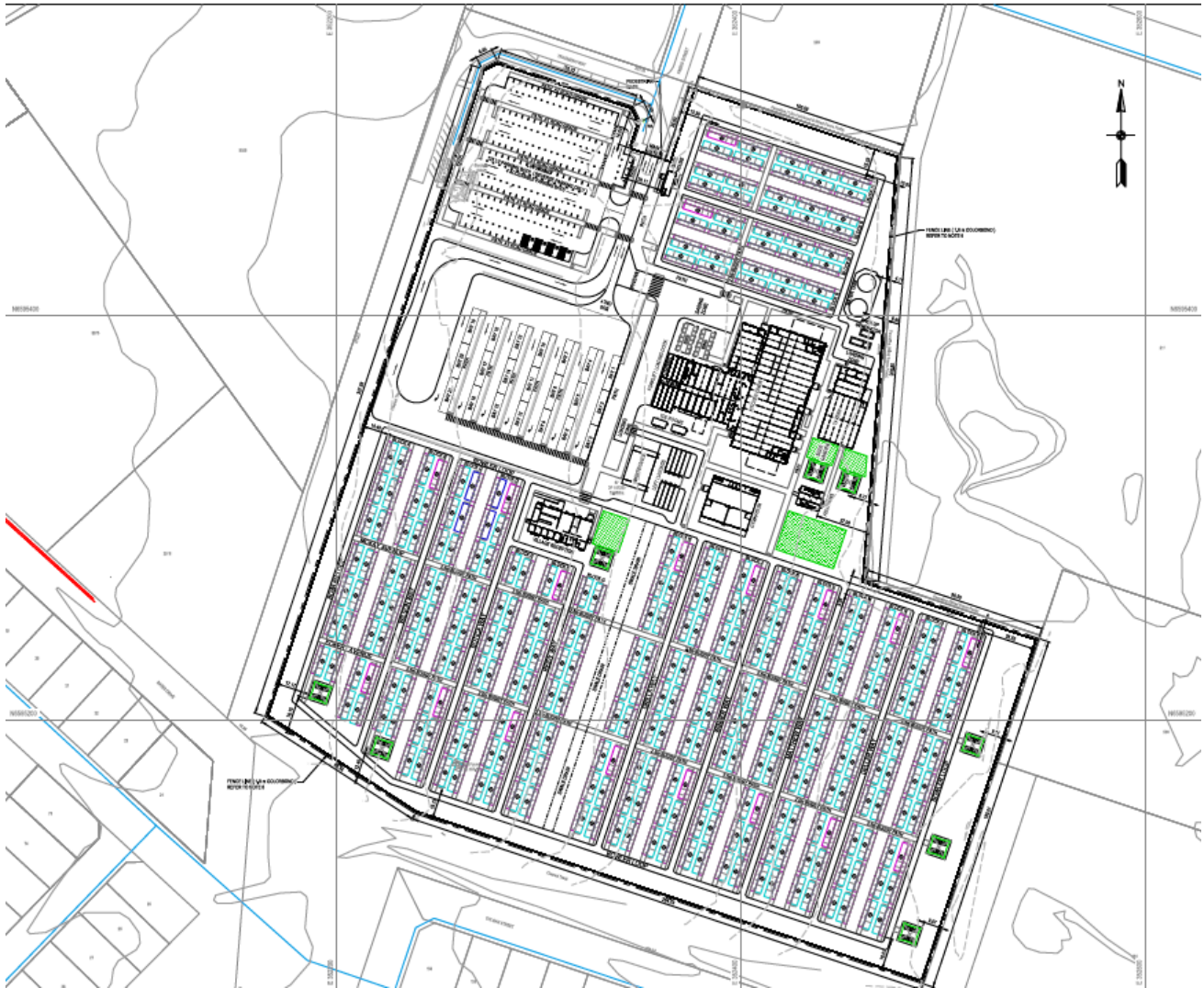


Figure 1.2 Preliminary layout of the Development<sup>2</sup>

### 1.3 Report purpose

This SIA documents the potential social impacts associated with the Development and was developed using the *International Finance Corporations (IFC) Workers' Accommodation Processes and Standards 2009* (the Standard). More specifically, the potential impacts have been assessed to address Part 1.2 of the Standard. To assess the scale of the Development's potential impacts, the *International Council on Mining and Metals (ICMM) Community Development Toolkit* (the Guideline) was used; specifically, Tool 12, Table 15 was used as the risk matrix with which the potential impacts were assessed against.

The report also considers the specific requirements outlined in the *City of Kalgoorlie-Boulder's Local Planning Policy (LPP09): Workforce Accommodation*.

<sup>2</sup> BHP Nickel West – Fabric Street Temporary Construction Village EOI

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## 1.4 Structure of this report

The report is structured as follows:

- Section 1 – Introduction and background.
- Section 2 – Methodology: explains the methodology adopted for the SIA.
- Section 3 – Social baseline: identifies the social characteristics of the study area.
- Section 4 – Consultation outcomes: the outcomes of the community survey.
- Section 5 – Impact assessment: details the identified social impacts.
- Section 6 – Impact management: provides management and mitigation measures for identified social impacts.
- Section 7 – Residual impact assessment: the outcomes of the impact assessment with management and mitigation.
- Section 8 – Conclusion: notes the overall outcomes of the SIA.



## 2 Methodology

The methodology was developed with consideration of the *City of Kalgoorlie-Boulder's Local Planning Policy (LPP09): Workforce Accommodation*. The SIA methods assessed the proposed works outlined in the *BHP Nickel West Expression of Interest for the Fabric Street Temporary Worker Accommodation Village (2023)*.

### 2.1 Define the study area

The Development sits in the Kalgoorlie-Boulder (KB) Local Government Area (LGA). The social study area focuses predominantly on Kalgoorlie, with specific reference to three statistical areas. Level 1 statistical areas (SA1s) categorised by the Australian Bureau of Statistics (ABS) were used. SA1s are primarily categorised by residential development areas with a density of over 200 people per square kilometre. The local study area is defined by three SA1s, these are:

- SA1 51103127905
- SA1 51103127917
- SA1 51103127902

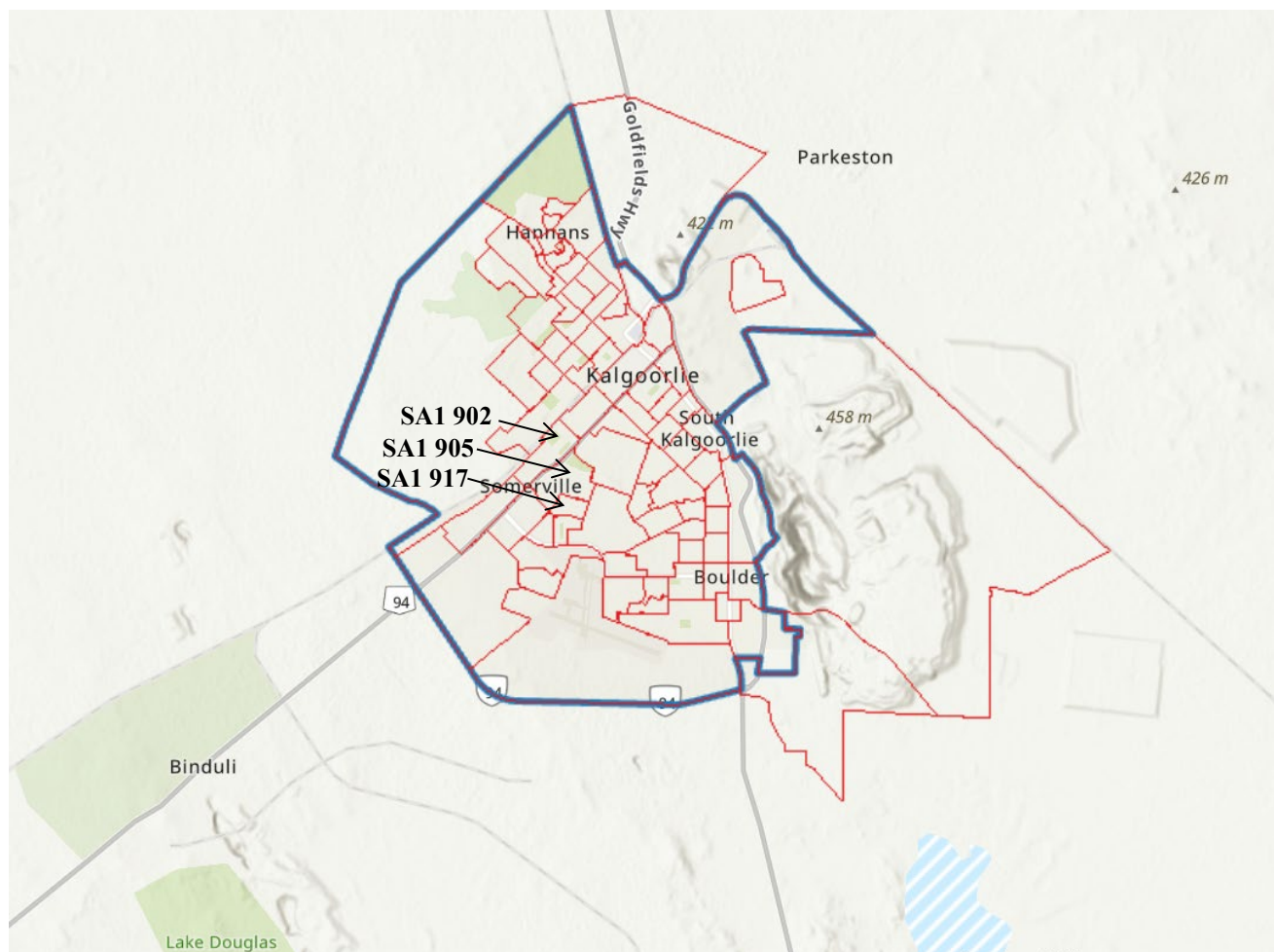


Figure 2.1 Regional study area is indicated in Blue; Kalgoorlie-Boulder Urban Centre and Locality. The local study area, which is made up of three SA1s, is indicated in Red.

The broader regional impacts were considered at an Urban Centre and Locality (UCL) level; UCLs are an ABS metric of areas of concentrated urban development with populations larger than 200 people. The KB UCL includes the aforementioned SAs. The regional study area is defined as the KB UCL. Data from the ABS UCL of KB was used and is referred to as the regional study area throughout this report.

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## 2.2 Develop the social baseline

Understanding the social environment is vital to identifying and analysing potential impacts and benefits. The social baseline included collecting and analysing a comprehensive set of social and economic indicators at both local and regional levels. Baseline data was compiled to identify characteristics across the following categories:

- population demography;
- housing and accommodation;
- transport;
- labour market;
- education and training;
- business and commerce;
- social infrastructure and community services;
- health and wellbeing; and
- crime and safety.

### 2.2.1 *Planning and economic development instruments*

Information was drawn from local and regional planning and economic development instruments aligned with the study area to inform the baseline. These include the following:

- City of Kalgoorlie-Boulder Corporate Business Plan 2021-2024;
- City of Kalgoorlie-Boulder Long Term Financial Plan 2023-2033
- Growing Kalgoorlie-Boulder Growth Plan 2017; and
- City of Kalgoorlie-Boulder Strategic Community Plan 2020-2030.

### 2.2.2 *Quantitative data*

Quantitative data in this SIA has been drawn primarily from the ABS 2021 Census. Additional data has been sourced from:

- WA Government data portal,
- WA Department of Education, and
- National Native Title Tribunal.

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## 2.3 Undertake engagement activities

Consultation with local and regional stakeholders was a critical component of the SIA. The findings of the SIA consultation were used to test assumptions based on the outcomes of the social baseline study and consolidate any identified potential social impacts. Consultation activities included interviews and an online community survey.

## Interviews

Interviews with various community representatives that lasted approximately 30 minutes were conducted across a two-week period. Interviews with members from the following groups were conducted:

- Health service,
- Aboriginal and/or Torres Strait Islander peoples,
- Local businesses,
- Kalgoorlie-Boulder Police, and
- The City’s Community Development team.

## Online community survey

- This was available for feedback for approximately two weeks and closed on 10<sup>th</sup> August.
- Question types included:
  - rating scales (e.g. ‘how would you describe your knowledge of the proposed temporary worker accommodation development?’),
  - open-ended questions (e.g. what do you see as the potential benefits of the proposed temporary worker accommodation development?’), and
  - single answer questions (e.g. ‘what suburb do you reside in?’).

Appendix A provides the full survey structure.

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## 2.4 Identify and assess potential impacts

Social impacts and benefits were identified and assessed against indicators (categories) in the social baseline. The impact assessment considers impacts across the following impact categories outlined in the Standard:

- 1 specific impacts during the construction phase,
- 2 community infrastructure,
- 3 community services and facilities,
- 4 local businesses and local employment,
- 5 community health and safety,
- 6 community cohesion,
- 7 land acquisition and resettlement, and
- 8 dismantling and reinstatement.

Identified potential impacts were assessed using the Impact Risk Assessment (IRA) matrix in Table 2.1 to determine the overall significance included in the Guideline. Each impact was assigned an overall risk ranking (magnitude) and reassessed once mitigation and management measures were applied.

Table 2.1 Impact assessment risk matrix (the Guideline)

Criteria	Category	Description
Extent or spatial influence of impact	Regional	Beyond 20 km of the Development site
	Local	Within 20 km of the Development site
	Site-specific	Onsite or within 100 m of the Development site boundary

Criteria	Category	Description
Duration of impact	Long	Longer than the Development life (more than six months after operations cease)
	Medium	For the duration of the Development
	Short	For the duration of the construction (or less than six months)
Magnitude of impact (at the indicated spatial scale)	High	Social functions are severely altered – large number of directly impacted people/households
	Medium	Social functions are notably altered – medium number of directly impacted people/households
	Low	Social functions are slightly altered – small number of directly impacted people/households

Source: *the International Council on Mining and Metals (ICMM) Community Development Toolkit (Tool 12, Table 15)*

## 2.5 Develop appropriate mitigation and enhancement measures

The proponent can manage and minimise potential negative impacts and maximise potential benefits by adopting targeted management and mitigation measures. The SIA contains a preliminary Social Impact Management Plan (SIMP), which documents the proponent's commitments to:

- Manage social impacts arising from the Development;
- Monitor the social environment to ensure measures are appropriate; and
- Revise the SIMP where measures are not achieving the desired outcome.

Identified impacts and benefits were reassessed using the IRA matrix, which considered the effect of the proposed mitigation and management measures to determine a residual risk rating.

This report includes a SIMP, which will be further refined through further consultation activities (Appendix B).

## 2.6 Incorporation of other technical assessments

The following technical assessments conducted for the Development have been incorporated into this SIA:

- A Traffic and Transport Impact Assessment<sup>3</sup>
- Noise Impact Assessment<sup>4</sup> and Noise Management Plan<sup>5</sup>
- Waste Management Plan<sup>6</sup>
- Operations Management Plan<sup>7</sup>

<sup>3</sup> Stantec (2023). Traffic and Transport Impact Assessment

<sup>4</sup> Herring Storer (2023). Environmental Acoustic Assessment

<sup>5</sup> Herring Storer (2023). Noise Management Plan

<sup>6</sup> Bechtel WA (2023). Waste Management Plan

<sup>7</sup> Bechtel WA (2023). Operations Management Plan

## 3 Social baseline

### 3.1 Regional overview

Kalgoorlie-Boulder is a city within the Goldfields Esperance region of Western Australia (WA), located at the end of the Great Eastern Highway, approximately 600 km east of Perth. It was established in 1893 during the gold rush period. The prevalence of gold within the area leads it to become the largest regional city in WA. It is now a prosperous regional hub as a result of the prominent mining industry driving the economy within the area.

The local study area for this SIA includes the following three ABS SA1s:

- SA1 51103127905
- SA1 51103127917
- SA1 51103127902

The regional study area is the KB UCL, of which the population is 29,068, with 1,615 residents in the local study area. Table 3.1 details the population numbers of the relevant SA1s. Statistics from the Kalgoorlie LGA were used to identify the population growth of the regional study area. It was estimated that this population increased by 0.08% between June 2022 and June 2023<sup>8</sup>; the population went from 38,729 to 38,759.

Table 3.1 Population

Location	Population number
SA1 905	475
SA1 917	525
SA1 902	615
<i>Local study area population</i>	<i>1,615</i>
KB UCL	29,068
WA	2,660,026

### 3.2 Aboriginal and Torres Strait Islander Peoples

The Aboriginal and/or Torres Strait Islander population in the KB UCL represents 8% of the population, which is over double than that of WA (3%). This trend is similar in most of the local study area, with the exception of SA1 902, located north-west of the Development site, which has a comparatively low rate of Aboriginal and/or Torres Strait Islander at 0.81%. SA1 917 reported the highest number of Aboriginal and/or Torres Strait Islander peoples, representing 6.86% of the population (Table 3.2).

<sup>8</sup> Profile ID (2023). Kalgoorlie Estimated Resident Population



Table 3.2 Aboriginal and/or Torres Strait Islander population

Location	Percentage of population (%)
SA1 905	5.05
SA1 917	6.86
SA1 902	0.81
<i>Average of local study area</i>	<i>4.24</i>
KB UCL	7.68
WA	3.33

The regional study area falls within the Goldfields Region, and the National Native Title Tribunal states a native title claim under Marlinyu Ghoorlie WC2017/007 (WAD547/2017). Figure 3.1 displays this native title claim with reference to KB. The BHP Nickel West Due Diligence Summary<sup>9</sup> reports no known registered government heritage sites are within the proposed area.

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<sup>9</sup> Hynes. B & Faskel. F.H (2023). Due Diligence Summary – Kalgoorlie Accommodation Camp Fabric Street Site

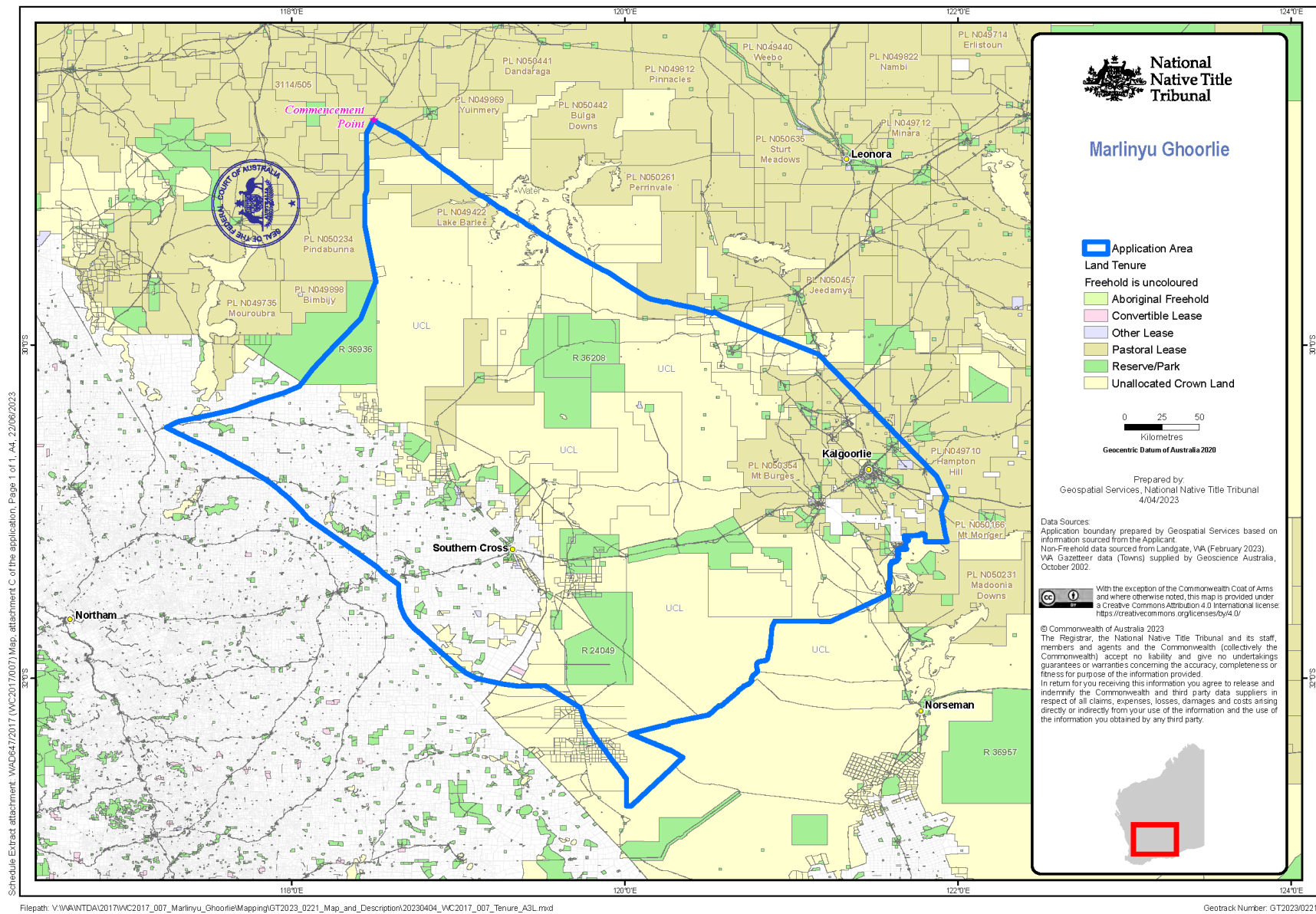


Figure 3.1 Marlinyu Ghoorlie Claim

## 3.3 Population characteristics

### 3.3.1 Age

The median age of KB UCL is 34, which is lower than that of WA (38 years old). The median ages of the relevant SA1s are all lower or equal to the median age of KB UCL. The most common age group in the local study area is ‘parents and homebuilders age 35 – 49’, representing 21.18% of the population. This trend is the same in KB UCL, and WA. However, the proportion of ‘parents and homebuilders age 35 – 49’ in KB UCL (21.69%) is higher than that of the WA population (20.83%). Table 3.3 shows the age profiles for the relevant SA1s, the average of the local area, KB UCL, and WA.

Table 3.3 Age structure in the relevant SA1s, KB UCL, and WA

Service age group (years)	SA1 905	SA1 917	SA1 902	Average of local study area	KB UCL	WA
Babies and pre-schoolers (0 to 4)	7.37%	7.43%	4.07%	6.29%	7.66%	6.08%
Primary schoolers (5 to 11)	10.11%	8.76%	5.85%	8.24%	10.49%	9.09%
Secondary schoolers (12 to 17)	5.89%	9.52%	3.41%	6.27%	7.54%	7.40%
Tertiary education and independence (18 to 24)	6.95%	9.33%	12.52%	9.60%	8.85%	8.18%
Young workforce (25 to 34)	21.26%	13.71%	28.13%	21.03%	16.31%	14.00%
Parents and homebuilders (35 to 49)	21.47%	21.90%	20.16%	21.18%	21.69%	20.83%
Older workers and pre-retirees (50 to 59)	13.89%	13.52%	14.96%	14.12%	12.95%	12.65%
Empty nesters and retirees (60 to 69)	6.11%	8.38%	9.11%	7.87%	8.92%	10.63%
Seniors (70 to 84)	3.79%	1.90%	2.28%	2.66%	4.85%	9.26%
Elderly aged (85 and over)	0.00%	0.00%	0.00%	0.00%	0.69%	1.88%

Source: Australian Bureau of Statistics, *Census of Population and Housing – Age Structure 2021*

### 3.3.2 Families

The 2021 census reported ‘Couple family with children’ as the most common type of family composition across the KB UCL, all relevant SA1s, and WA (Table 3.4). However, SA1 905 where the Development site is located, reported more ‘Couple family without children’ (57.85%). Specifically, within KB UCL, there was approximately 10% more couple family with children compared to couples without children households.. The increasing prevalence of couples without children aligns with the generally older age profiles across the local area. Table 3.4 provides the breakdown of family composition across the three SA1s, the average of the local study area, KB UCL, and WA.

Table 3.4 Family composition in the relevant SA1s, Kalgoorlie-Boulder UCL, and WA

Family composition	SA1 905 (%)	SA1 917 (%)	SA1 902 (%)	Average local study area (%)	KB UCL (%)	WA (%)
Couple family with children	50.00	53.28	35.54	46.27	47.11	44.61
Couple family without children	43.97	32.12	57.85	44.65	36.31	38.75
One parent family	8.62	14.60	4.96	9.39	15.00	15.08
Lone person households	27.84	15.20	45.74	29.59	27.21	25.42
Group households	1.70	2.92	2.33	2.32	3.69	3.38

Source: Australian Bureau of Statistics, *Census of Population and Housing – Family composition 2021*

### 3.3.3 Culture, language, and ancestry

Two thirds of residents in the KB UCL (66.59%) were born in Australia, which is higher than WA (61.98%). The most common country of birth in the local study area was Australia, representing 59.2% of the population. The SA1s reporting the following percentages for Australia as the country of birth:

- SA1 905 = 56.2%
- SA1 917 = 72.6%
- SA1 902 = 48.8%

Table 3.5 details the top three countries of birth other than Australia for residents living in the KB UCL and SA1s.

Table 3.5 Top three countries of birth other than Australia

SA1 905 (%)		SA1 917 (%)		SA1 902 (%)		KB UCL (%)		WA (%)	
New Zealand	6.95	New Zealand	8.57	New Zealand	6.99	New Zealand	7.01	England	7.40
India	6.32	England	1.90	India	3.74	Philippines	2.57	New Zealand	2.84
South Africa	5.89	Philippines	1.33	Zimbabwe	3.25	England	2.22	India	2.30

Source: Australian Bureau of Statistics, *Census of Population and Housing – Country of birth 2021*

The top three countries of ancestry across all areas included Australia and the United Kingdom (Table 3.6), suggesting a culturally homogenous population. This high proportion of the population with Anglocentric backgrounds is supported by the high proportions of only English used at home in all areas (KB UCL: 87.2%; SA1 905: 73.9%; SA1 917: 91.8%; SA1 902: 79.1%).

Table 3.6 Top three countries of ancestry

SA1 905 (%)		SA1 917 (%)		SA1 902 (%)		KB UCL (%)		WA (%)	
English	33.05	Australian	38.10	English	29.43	Australian	33.68	English	37.62
Australian	25.68	English	36.76	Australian	25.20	English	33.42	Australian	29.67
Irish	6.95	Scottish	10.10	Irish	6.34	Irish	8.41	Irish	8.77

Source: Australian Bureau of Statistics, *Census of Population and Housing – Ancestry 2021*

## 3.4 Housing and accommodation

KB is experiencing a land and housing shortage, creating economic and social challenges<sup>10</sup>. The land and housing market is influenced by factors such as local population and economic trends, the cost and availability of capital, and investment returns. It is forecast that 410 dwellings per year are needed to meet population growth within the area<sup>7</sup>.

This section details the current housing and accommodation market conditions in the study areas.

The analysis looks at two broad categories:

- Long-term rental market: housing for rent under formal leasing agreements generally above six months.
- Short-term market: incorporating "Hotels" – hotels, motels, serviced apartments, or cabins in caravan parks of more than 10+ rooms and "Short lets" short-term rental of an entire property bookable on the Airbnb or Home Away platforms.

### 3.4.1 Long-term rental market

Table 3.7 shows rental property data for postcodes:

- 6430, which includes the relevant suburbs of Somerville, Hannans, Kalgoorlie, and Piccadilly; and
- 6432, which includes the relevant suburbs of Boulder and Victory Heights

These postcodes were chosen as they cover all localities within the regional and local study area selected for this SIA.

The data shows that 6430 is experiencing a very constrained housing market, with vacancy rates at 0.7%. This correlates with the trend of increasing rents across all postcodes, with this postcode exhibiting an 8.1% increase in average rental prices over 12 months from July 2022. This trend in rental prices was similar to that reported in 6432, with the market displaying an 8.0% increase in rental prices over the past 12 months. However, the vacancy rate of properties in 6432 was almost double that of 6430, with the SQM reporting a vacancy rate of 1.6%, which is still deemed a constrained market. Table 3.7 provides a breakdown of the long-term rental market trends.

Table 3.7 Regional property data as of 5 July 2023

Postcode	Type	Vacancy rate	Price change		
			Rolling quarter	12 month	3 year
6430	Houses		2.5%	3.8%	16.3%
	Units/Apartments		-4.5%	18.1%	14.6%
	Combined	0.7%	0.1%	8.1%	15.8%
6432	Houses		-3.3%	8.2%	16.9%
	Units/Apartments		-4.5%	7.2%	20.0%
	Combined	1.6%	-3.7%	8.0%	17.8%

Source: SQM Research, July 2023

<sup>10</sup> URBIS (2022). Kalgoorlie-Boulder Housing and Land Position Paper Summary Document

### 3.4.2 Short-term rental accommodation

Tourism WA compiles short-term rental accommodation data at the regional level. This SIA used the most recent data from the Tourism WA Strategy and Research June 2022 report. The top three accommodation options for visitors to KB are rented houses or units (35%), staying with friends or relatives (21%), and 9% of visitors stayed in a hotel or alike. It was also reported that almost two thirds of visitors stayed between one and three nights (58% of the visiting population), which suggests a high turnover of people through this area.

The KB Visitor Centre reports an assortment of hotels and alike, caravan parks, and guest houses available for short-stay accommodation options within the regional study area. Specifically, there are 15 hotels, one guest house (excluding options on Air BnB and similar portals), and 16 caravan, discovery or holiday parks.

The *Kalgoorlie-Boulder Land and Housing Position Paper 2022* acknowledges that the pressure on the housing market has caused a challenge in attracting visitors to the area. Many businesses and workers have to use short-stay accommodation options due to the unavailability of permanent rental accommodations. The availability of short-term accommodation options is essential for KB to continue to attract visitors.

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## 3.5 Transport and mobility

The regional and local study area rely heavily on the local road networks as driving is the primary mode of transport. As KB is the hub of the Goldfields, there is a good network of sealed roads linking KB to Perth, Esperance, and the Northern Goldfields. KB can be accessed by road from Perth using the Great Eastern Highway. However, there are alternative routes. There are also coach and rail options operated by TransWA that frequent the city daily. In addition, the city has an airport with regular flights operated by Qantas and Virgin Australia between KB and Perth; the travel time is approximately one hour. There are three bus routes within the regional study area. However, these do not extend to the outer suburbs. The variety in transport options suggests this is a well-connected city, with transport options geared towards a highly transient population.

The proposed Development makes use of the existing road network; the proposed lease area adjoins Trasimeno Way and Fabric Street, which connect to Patroni Road to the north. Patroni Road connects directly with Great Eastern Highway, which provides access to the broader region. The smelter can be accessed via Great Eastern Highway, Anzac Drive, and Goldfields Highway (approximately 20-minute drive).

It is important to note that the Great Eastern Highway has been voted one of the most dangerous roads in the region due to issues with poor surfacing, crumbling edges, no shoulders, lack of general maintenance, and narrowness of lanes. Although the local community receives all necessary infrastructure and services within the city, this major highway connects the residents to the broader region, and many employment opportunities are outside the city boundaries. Additionally, with the evidence of a high transient population, this highway is likely a common route for many people.

The average number of motor vehicles per dwelling in the local study area was 1.8, the same as the average for WA. However, both are lower than the regional study area, which reported that the average number of motor vehicles per dwelling in KB UCL was 1.9. Almost three quarters of both the regional (75.69%) and local study (average 76.22%) area population travel to work using a car (as either the driver or passenger) (Table 3.8). This is approximately 10% more than the percentage of people that drive to work in WA (64.35%).

Table 3.8 Method of travel to work – car

Location	Car as method of transport to work (driver or passenger) (%)
SA1 905	75.09
SA1 917	73.83
SA1 902	79.74
Average of local study area	76.22
KB UCL	75.69
WA	64.35

These statistics, combined with the limited public transport within the regional study area, suggest these communities rely on motor vehicles as a primary source of transport. Motor vehicle use is prevalent within the regional study area, and there are multiple road upgrades occurring within the area over the coming year. Upcoming road works include those to Bourke Street (August 2023), Hopkins Street (August 2023), and Wylie Way (August 2023).

The WA Road Safety Commission reports data on persons killed or seriously injured (KSI) by region; the regional study area falls within the Goldfields-Esperance police region. In 2022, there were 112 reported road fatalities and a 17% increase between 2018 to 2022<sup>11</sup>.

## 3.6 Employment and income

Unemployment data is not available at the SA1 level; therefore, Kalgoorlie (SA2) and the KB LGA were used as indicators for unemployment rates within the area. Unemployment rates from the small area labour market (SALM) provide quarterly datasets on unemployment rates. From March 2022 to March 2023, there was a 0.2% decrease in unemployment rates in Kalgoorlie (SA2) from 152 people to 137 people, respectively (Figure 3.2). In March 2023, the SALM reported a labour force of 8,633 people in Kalgoorlie compared to the 137 unemployed people. The unemployment rate of Kalgoorlie in March 2023 was 1.6%.

From March 2022 to March 2023, there was a 0.2% decrease in unemployment in the KB LGA from 324 to 286 people, respectively. In March 2022, the unemployed represented 1.7% of the population compared to March 2023 where 1.5% was unemployed. In March 2023, the KB LGA reported 18,927 people in the labour force compared to 286 unemployed.

The rest of WA (excluding Perth) is double this at 3.2%. However, the unemployment rate of WA (excluding Perth) also reported a decrease (by 0.7%) from March 2022 to March 2023; the SALM reported a decrease of 12,000 to 10,100 people over the year. Overall, the unemployment rates of the local and regional study area are low, denoting a constrained labour market and supported by the large proportion of the population reporting a high median weekly household income.

<sup>11</sup> Road Safety Commission WA Road Fatalities 2022

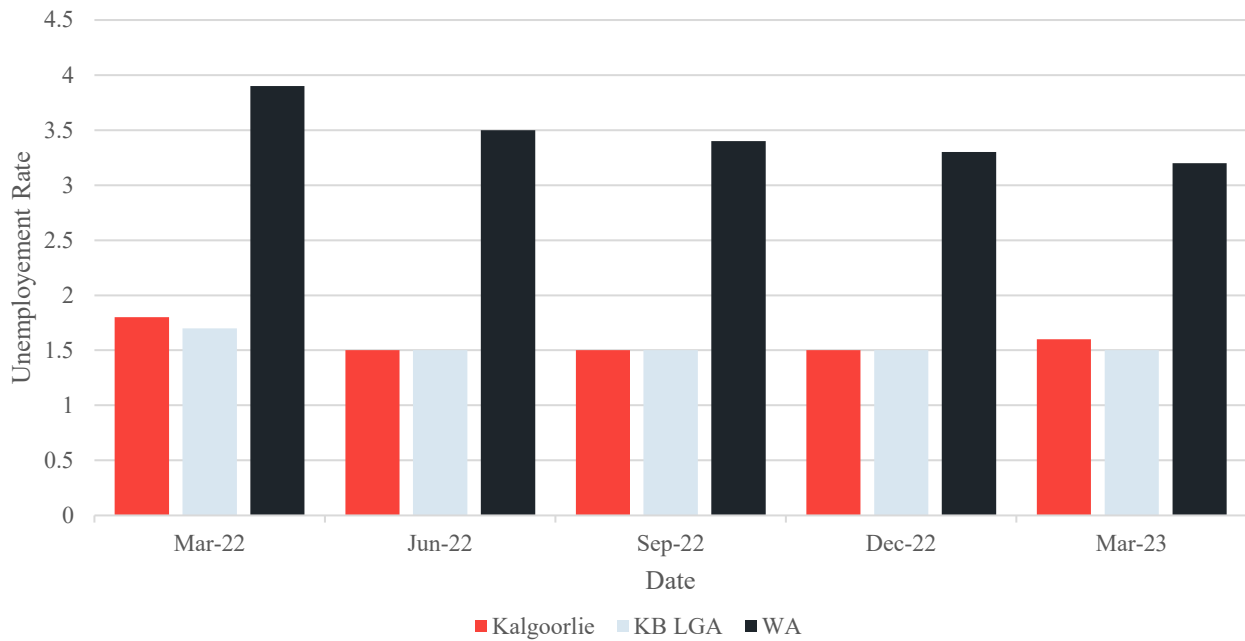


Figure 3.2 SALM unemployment rate of the local and regional study area.

The most common occupation reported to employ people over the age of 15 across the regional study area was ‘Technicians and Trades Workers’, representing 22.2% of the population. The second most common occupation reported amongst residents was ‘machinery operators and drivers, representing 16.48% of the population. These two professions are labour intensive, which aligns with the heavy influence of the mining industry within the region. ‘Professionals’ were reported as the most common occupation in SA1 902 (31.48%) and WA (21.97%). Table 3.9 details the top three occupations within the local and regional study area compared to WA.



Table 3.9 Top three occupations in the local and regional study area

SA1 905		SA1 917		SA1 902		KB UCL		WA	
Occupation	Employee %	Occupation	Employee %	Occupation	Employee %	Occupation	Employee %	Occupation	Employee %
Technicians & trades workers	23.70	Technicians & trades workers	27.21	Professionals	31.48	Technicians & trades workers	22.20	Professionals	21.97
Professionals	17.78	Machinery operators & drivers	14.84	Technicians & trades workers	19.84	Machinery operators & drivers	16.48	Technicians & trades workers	15.26
Machinery operators & drivers	16.67	Professionals	12.72	Machinery operators & drivers	11.11	Professionals	14.73	Managers	12.30

Source: Australian Bureau of Statistics, Census of Population and Housing – Occupation 2021

### 3.6.1 Income

The 2021 Census reported that the median weekly household income for KB UCL was \$2,325, which is higher than that of WA (\$1,815). The average of the local study area was \$2,619, which is higher than both KB UCL and WA. However, it must be noted that between the three SA1s, there was a difference in weekly median household income of \$1,121 (Table 3.10).

Table 3.10 Median weekly household income

Location	Median weekly household income (\$)
SA1 905	2,397
SA1 917	3,291
SA1 902	2,170
<i>Average of local study area</i>	<i>2,619</i>
KB UCL	2,325
WA	1,815

Compared to WA, the local study area had fewer households with a weekly income of less than \$650, representing 7.1% of the population. Similarly, the KB UCL reported a lower number of households with a weekly income of less than \$650 (9.8%). Both the local and regional study areas reported a higher number of households with weekly median incomes equal to or greater than \$3,000 (local area: 35.7%; regional area: 32.3%) compared to WA (23%). Table 3.11 details the income across the relevant SA1s, KB UCL and WA.

Table 3.11 Weekly household income in the local and regional study area

Income	SA1 905 (%)	SA1 917 (%)	SA1 902 (%)	Local study area average (%)	KB UCL (%)	WA (%)
Less than \$650	9.8	4.1	7.4	7.1	9.8	14.8
Equal to or more than \$3,000	31.8	52.1	23.3	35.7	32.3	23.2

Source: Australian Bureau of Statistics, *Census of Population and Housing – Weekly household income 2021*

### 3.6.2 Disadvantage

The Index of Relative Socio-economic Advantage and Disadvantage (IRSAD) provides an overview of the socio-economic conditions of residents and households within an area, including relative advantage and disadvantage. A low IRSAD score indicates higher levels of disadvantage, whilst a high score will indicate high levels of advantage and relatively low levels of disadvantage. For example, a low score may indicate:

- more households with low incomes, or more people in unskilled occupations, and
- fewer households with high incomes or fewer people in skilled occupations.

A percentile is given to each area to reflect their IRSAD score, ordered from 1–100. This means that areas are divided into one hundred equal-sized groups, depending on their score. Quintiles refer to a score from 1–5 given to areas based on their IRSAD, where 1 is the lowest and 5 is the highest.

Due to the availability of data, the IRSAD data of the Development SA1s have been compared to the KB LGA.

All SA1s had IRSAD scores over 1,000; SA1 905 had the highest with 1,030, which places it in the 60<sup>th</sup> percentile in Australia, while SA1 917 and SA1 902 fall in the 56<sup>th</sup> percentile. However, all SA1s are within the 3<sup>rd</sup> quintile which suggests a low level of socio-economic disadvantage (Table 3.12). In contrast, the KB LGA has a IRSAD score of 980, which places the LGA within the 4<sup>th</sup> quintile in Australia and the 69<sup>th</sup> percentile. This suggests that the LGA demonstrates a moderate level of socio-economic disadvantage compared to the Development SA1s.

Table 3.12 Local and regional IRSAD scores

	Score	Quintile	Percentile
<b>SA1 905</b>	1,030	3	60
<b>SA1 917</b>	1,019	3	56
<b>SA1 902</b>	1,021	3	56
<b>KB LGA</b>	980	4	69

Source: Australian Bureau of Statistics, SEIFA 2021 by State Suburb Code and Local Government Area

### 3.7 Education and training

The highest level of educational attainment in the local study area was Year 12, representing 51.36% of the population. A Certificate level education is the second most common level of educational attainment, representing 27.52% of the population compared to 22.01% of the WA population. 22.52% of the local area had a bachelor degree level or above. These trends in educational level do coincide with that of WA, as the most common level of educational attainment was a Year 12 (58.29%). However, those with a bachelor degree level and above was the second most common level of educational attainment in WA, representing a quarter of the population (24.82%).

The educational attainment in the regional study area follows a similar trend to that of the local area, with the most common being Year 12 (45.05%) but a lower proportion of the population than that of WA and the local area. This is followed by a Certificate level education, representing 27.44% of the population and Year 10, representing 26.21% of the population. Table 3.13 details the educational attainment in the local and regional study area in comparison to WA, and it also provides the proportions from the specific SA1s that make up the local study area.

Table 3.13 Educational attainment in the local and regional study area

Education	SA1 905 (%)	SA1 917 (%)	SA1 902 (%)	Local study area average (%)	KB UCL (%)	WA (%)
Bachelor degree level and above	22.19	16.36	29.00	22.52	14.26	24.82
Advanced diploma and diploma level	11.78	4.16	7.34	7.76	6.41	9.70
Certificate level (I, II, III, & IV)	25.48	36.36	20.72	27.52	27.44	22.01
Year 12	54.52	47.01	52.54	51.36	45.05	58.29
Year 10	22.74	28.05	16.95	22.58	26.21	20.55
No educational attainment	0.00	0.00	0.75	0.25	0.52	0.71

Source: Australian Bureau of Statistics, Census of Population and Housing – Highest level of educational attainment 2021

### 3.7.1 Schools and education services

#### Schools

There are 12 primary schools across the suburbs of Kalgoorlie and Boulder (DoE 2023). There are five secondary schools and four non-government schools available in the area. In addition to these schools, the suburbs have two education support institutions (DoE 2023). As of 5 July 2023, these schools have a combined student enrolment of 5,960, of which 1,645 of these enrolments were in non-government schools. Over a quarter (27.9%) of the enrolled student population was in independent schools, suggesting moderate wealth throughout these suburbs. The abundance of schooling options within these suburbs suggests that community members rely on the local road network, either through the school bus system or driving, which would place additional timed pressures on the local road network.

#### Tertiary

There are limited tertiary education options in the regional study area; however, there is a Central Regional TAFE, the only State Government Vocational Education and Training provider in the Goldfields region. There is also the WA School of Mines Campus, Curtin University in Kalgoorlie. This is part of the Minerals, Energy, and Chemical Engineering Department of the University, which provides flexible delivery of higher education to those within the region.

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## 3.8 Business and commerce

The *Growing Kalgoorlie-Boulder Growth Plan* (the Plan) was launched in April 2017. It was developed with the Goldfields-Esperance Development Commission, State Government agencies, Regional Development Australia Goldfields Esperance, local businesses, Aboriginal stakeholder groups, industry associations and the community. This included an 18-month consultation period, and as a result, the following economic and social development objectives:

- Increasing the city's ability to take on long-term investments, businesses, and employment growth;
- Ensuring economic growth is sustainable; and
- Supporting efficient and effective delivery of development and investment.

The strategy is built on three themes: increasing opportunities from mining, economic diversification, and enhancing community liveability. This is supported by the 2021 ABS statistics, which suggest that the top industry of employment in the regional study area is mining, representing 26.58% of the population. This is followed by health care and social assistance (9.29%) and retail trade (7.32%).

Table 3.14 details the key economic parameters highlighted in the Plan. In both the regional and local study areas, mining was the top industry of employment, and SA1 917 reported the highest proportion of the population working within the mining industry (31.8%). The other top industries of employment are service based, suggesting the town is self-sufficient and does not rely on neighbouring towns or centres for the supply of services and infrastructure.

Table 3.14 Employment by industry

SA1 905		SA1 917		SA1 902		KB UCL		WA	
Industry	Employee %	Industry	Employee %	Industry	Employee %	Industry	Employee %	Industry	Employee %
Mining	24.81	Mining	31.80	Mining	21.43	Mining	26.58	Health care and social assistance	13.59
Health care and social assistance	10.00	Education and training	7.77	Education and training	18.52	Health care and social assistance	9.29	Construction	8.81
Transport, postal, and warehousing	7.78	Health care and social assistance	7.77	Public administration and safety	11.38	Retail trade	7.32	Retail trade	8.77

Source: Australian Bureau of Statistics, Census of Population and Housing – Employment by industry 2021

### 3.8.1 Businesses within the local area

The rural location of the regional study area and reputation for being a ‘hub’ suggests the town is overall self-sufficient. There are a variety of locally run, small businesses as well as larger companies providing the necessities to the residents (e.g. Woolworths, Coles, IGA Shell, BP, and Ampol). Consequently, the residents do not need to leave the LGA regularly for necessities and, therefore, often use the local road network to access such services.

Recreational and leisure businesses within the regional study area include hotels and caravan parks, various restaurants and cafes, cinemas, and retail outlets (e.g. Kmart, boutique clothing shops, and electronic stores). Additional businesses that bring revenue into the local community include:

- Private mechanics;
- Various trade businesses (e.g. landscaping, concreting, drilling, and plumbing);
- Beauty businesses; and
- Private services such as lawyers, financial advice, and cleaning.

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## 3.9 Social infrastructure and community services

Given the small nature of the local study area, there are limited services available. However, with consideration to the regional study area, residents are able to receive all necessary services and goods when required.

### 3.9.1 Emergency services

There are ambulance, fire, and police stations in the regional study area (Table 3.15). There is an ambulance sub-centre (St John) in Kalgoorlie alongside other medical emergency services, including an emergency ward attached to the hospital. The fire services include the Department of Fire and Emergency Services, a local Chief Bushfire Control Officer, and a volunteer fire and rescue service.

The City of KB has a directory that lists all emergency and support services available to residents ([City of KB Support Services](#)). This includes alcohol and drug assistance, mental health services, youth aid, and housing support.

Table 3.15 Emergency services within the regional study area

Name	Facility type	Facility address
Kalgoorlie State Emergency Service (SES)	Emergency services	Hamilton Street, Boulder
St John Ambulance Kalgoorlie Boulder	Ambulance	562 Hannan Street, Kalgoorlie
Fire Station	Fire station	189 Boulder Road, Kalgoorlie
Volunteer Fire and Rescue	Fire services	Hare Street, Kalgoorlie
WA Police	Police station	67 Brookman Street, Kalgoorlie

### 3.9.2 Social and Community Services

The Kalgoorlie-Boulder Visitor Centre has a directory summarising all services and infrastructure available to residents within the area; the comprehensive list can be found [here](#). This includes clubs, community associations, sports, resources for seniors and retirees, and disability services. This directory also lists business services, such as accommodation, automotive, manufacturing, and education and learning.

The regional area also has a variety of volunteer lead associations and clubs that facilitate a sense of community and cohesion amongst residents. These include charities, outreach programs, and recreational and sports clubs for a range of age groups.

### 3.9.3 Community spaces

Community facilities can contribute to urban vitality, local identity, and sense of place and become important focal points and gathering places for the community. Kalgoorlie-Boulder is well supplied with community spaces, which also serve as gathering spaces that bring people together, socialise and celebrate.

Kalgoorlie-Boulder has a variety of community spaces, including Kalgoorlie town hall, CY O'Connor Hall, Burt Street Hub, Boulder Town Hall, and Eastern Goldfields Community Centre. These facilities include function areas, main halls, commercial kitchens, are access friendly, and office spaces and meeting rooms. There is also a community library adjacent to the Eastern Goldfields Community Centre. The Shire maintains 13 public parks and seven sporting facilities, which include ovals, sporting pavilions, and playing fields. These outdoor recreational grounds have play facilities, basketball courts, seating, shelters, BBQs, drinking fountains, and public toilets.

## 3.10 Health and wellbeing

KB UCL has one of the largest regional hospitals in WA; Kalgoorlie Health Campus, which is a 106-inpatient facility. The hospital provides all necessary clinical services for inpatients. It has an outpatient service, allowing the facility to cater to various medical conditions, reducing the need for residents to travel to other cities for support. This hospital also has regular visiting specialists, including cardiologists, oncologists, and palliative care services. There are six other major general practices (GP) and one nursing agency within the regional study area; details of these are in Table 3.16. There is also a Royal Flying Doctor Service and Visitor Centre located at the Airport.

Table 3.16 Medical services available within the regional study area

Name	Facility type	Location
Kalgoorlie Health Campus	Hospital	15 Piccadilly Street, Kalgoorlie
KB Community Health	General practice (GP)	36 Ware Street, Kalgoorlie
Boulder Medical and Occupational Health Centre	GP	49 Burt Street, Boulder
WA Country Health Services	GP	68 Piccadilly Street, Kalgoorlie
Plaza Medical Centre	GP	335 Hannan Street, Kalgoorlie
Trinity Medical Centre	GP	24 Piccadilly Street, Kalgoorlie
Bega Garbarringu – Clinical Services	GP	16 – 18 MacDonald Street, Kalgoorlie
Silverchain – Kalgoorlie Service Centre	Nursing agency	19 York Street, Boulder
Royal Flying Doctor Service and Visitor Centre	Health care	Kalgoorlie Airport

### 3.10.1 Health outcomes

People in rural areas regularly score better than their major cities counterparts on indicators of life satisfaction and feelings of wellbeing. This may be a testament to the positive aspects of rural life and the interconnectedness of people living there. However, people in rural and remote areas also face a range of stressors unique to living outside major cities. Fewer employment opportunities are leading to lower incomes and less financial security. However, Kalgoorlie (SA2) reported a low unemployment rate (1.6%)<sup>12</sup>. The local area had the average population reporting 'no long-term health condition(s)', representing 65.78%, which is higher than that of WA (61.25%) (ABS 2021). The regional study area also reported a higher proportion of the population with 'no long-term health condition(s)', representing 62.08%.

<sup>12</sup> SALM March 2023

The most common type of long-term health condition reported in the local study area was asthma (6.52%), which is similar to that of WA (7.34%). KB UCL reported 6.53% of the population with asthma.

### **3.10.2     *Crime and safety***

There is one police station within the regional study area. The WA Police Force reported a total of 64,846 offences across regional WA in the 2021 to 2022 financial year. To date, the 2022 to 2023 financial year reported 55,804 offences.

The WA Police Force collects data by suburb; the suburb of Kalgoorlie reported 1,711 total offences in the 2021 to 2022 financial year. To date, the 2022 to 2023 financial years reported 1,699 total offences; this equates to approximately four offences per day per year. The top offence was ‘stealing’, which accounted for 30% of all recorded offences of the 2022/23 financial year. This was followed by ‘property damage’ (15%) and then ‘assault – family’ (13%).



## 4 Consultation outcomes

Consultation for the SIA included interviews with local service representatives and an online community feedback survey. These consultation activities aimed to canvas broader community sentiment towards the Development and direct engagement with key stakeholders to validate assumptions and influence management measures. The engagement outcomes with stakeholders are noted throughout and have informed the impact assessment outcomes where relevant. The outcomes of the community consultation activities are summarised in Table 4.1.

Table 4.1 Community concerns and feedback from consultation activities

Theme	Community concerns and feedback	Relevant section
Community infrastructure	Opportunities of the Development to develop and/or improve town infrastructure (e.g. Oasis gym).	Community infrastructure
	Concerns land use once the Development terminates	Dismantling and reinstatement
	Money from the Development lease can be invested back into Kalgoorlie-Boulder infrastructure (e.g. housing or water).	Community infrastructure
Road network	There is a high number of cars on KB road network, especially when community events are on. The land used for the Development is in a high car use area.	Construction impacts
	The tight intersection at the Development site; there is an RV stop, camping site, access to Council offices through this road network, and large events at Centennial Park with which the site is used for overflow parking.	Construction impacts
Workforce	The Development only attracts fly-in fly-out (FIFO) workers, not encouraging people to stay within the regional study area.	Local businesses and employment
	Given the current housing shortage, increasing development within the mining industry in the area creates concerns about where the workforce will be housed.	Community infrastructure
	Inclusion of amenities for the workforce, including support services, to relieve pressure on local services and facilities.	Community health and safety Community services and facilities
	Management of workforce behaviour.	Community health and safety
Value of regional study area	Lack of noise and proximity to local services and facilities of the regional study area.	Community health and safety
	Family-friendly environment in Somerville.	Community cohesion Community health and safety

Theme	Community concerns and feedback	Relevant section
Housing	Homelessness is prevalent in the community because of a lack of available housing.	Community infrastructure
	Lack of affordable housing due to the large proportion of FIFO workers within the community.	Community infrastructure
	Unable to attract skilled workers outside the mining industry because of lack of available housing. Therefore, FIFO workers are encouraged in business models.	Community infrastructure Local businesses and employment
	Local community waiting for Council to construct more affordable housing.	Land acquisition and resettlement
	Devaluation of properties adjacent to the Development.	Community infrastructure
	The temporary nature of the Development allows future use of land to be used for housing.	Community infrastructure Dismantling and reinstatement
Employment	The town's inability to retain workers outside of the mining industry because of FIFO workers driving up the prices (e.g. hotel prices).	Local businesses and employment
	Employment opportunities to work at the village, including training, apprenticeships, and trades.	Local businesses and employment
Business	Loss of business at tourist accommodation sites	Local businesses and employment
	Loss of tourism business within the regional study area and loss of current connotation the City has with tourism.	Local businesses and employment
	Increase in the use of hospitality businesses as the workforce will spend time in town on days off.	Local businesses and employment
	Increase in income for small businesses.	Local businesses and employment
Health services	Currently, pressure on health services to deliver to the population as operations such as attracting skilled workers and providing housing are not possible.	Community services and facilities Community health and safety
	Increase pressure on the current health service model in the area due to the Development.	Community services and facilities Community health and safety
Visual impacts	Aesthetically pleasing for surrounding residents.	Construction impacts
	Challenges surrounding the visual presentation of the village given it is on a cleared, open area of land.	Land acquisition and resettlement

Theme	Community concerns and feedback	Relevant section
Benefits and opportunities	The upgrade to the KSR Project demonstrates the development of the industry within the area. This provides the community with job security into the future and, therefore, income.	Local businesses and employment Community benefit and opportunity
	Encouragement of the Development workforce to spend time in the local community could reinvigorate businesses and provide opportunities for improving cash flow in the town.	Local businesses and employment Community benefit and opportunity
	Opportunity for those in training (e.g. nurses) and conducting placements could work on the Development facilities.	Community benefit and opportunity
	The Development has the opportunity to leave a positive legacy if the infrastructure can be donated to or reused by Council.	Dismantling and reinstatement
	Income will help the city support other social programs.	Community benefit and opportunity
	Little to no benefit to the local community or Council	Community benefit and opportunity
Proposed lease area	Underutilised area of land in Kalgoorlie-Boulder.	Land acquisition and resettlement
	Access to the road network from the proposed area is heavily connected to regional roads (e.g. Great Eastern Highway) and airport.	Land acquisition and resettlement

## 5 Impact assessment

This section identifies and discusses the potential social impacts associated with the Development. Social impacts, both positive and negative, are discussed according to the following social factors:

- construction impacts,
  - community infrastructure,
  - community services and facilities,
  - local businesses and employment,
  - community health and safety,
  - community cohesion,
  - land acquisition and resettlement, and
  - dismantling and reinstatement.
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### 5.1 Construction impacts

The construction of the Development requires earthworks, the use of machinery, and the haulage of materials. Unmanaged, these activities can result in direct and indirect social impacts, including changes to local amenity, which may impact residents' routines and how they use and enjoy private and public spaces.

Outcomes from the community consultation noted that key stakeholders and the community did not raise many concerns about the impacts specifically associated with the construction of the Development, potentially due to the community's high level of interaction with the mining industry. Recently BHP conducted a \$300 million upgrade to improve the safety and accessibility for residents of the Pilbara Villages; this is a testament to BHP's commitment to providing safe and accessible accommodation for its workers.

This section includes potential impacts associated with the local road network, as these may extend through the construction and operation of the Development. Community consultation raised several points about the location of the Development in relation to the existing road network and parking availability within the community. The following concerns were highlighted:

- The number of cars on the local study area's road network is high, especially when community events are on. The proposed land for the Development will remove available areas currently used for overflow parking. For example, the Development is located near Sound Shells, which holds between 3,000 and 4,000 people for events. If there is no overflow parking as a result of the Development, mobility and transport of the community will need to be considered.
- The intersection at the Development site is an area of high movement; there is an RV stop, a camping site, access to Council offices through this road network, and large events at Centennial Park, with which the proposed Development area is used for overflow parking.
- The Development is adjacent to Centennial Park (Figure 5.1), which is often used by tourists as an RV or rest stop. Approximately \$2.6 million has been generated back to the City's economy from this tourist stop.



Figure 5.1 Location of the Development with reference to Centennial Park

The impacts have been assessed considering the community consultation outcomes and approved Development measures. All potential impacts associated with the construction of the Development are detailed in Table 5.1.

Table 5.1 Potential impacts of the construction of the Development

Impact code	Potential impact	Community consultation outcomes	Development measures	Justification
C1	Changes to the local road network result in the alteration of movement patterns within the local area.	<ul style="list-style-type: none"> <li>— The existing number of cars on the regional study area's road network is high.</li> <li>— The intersection at the Development site is an area of high movement.</li> </ul>	<ul style="list-style-type: none"> <li>— Implement proposed traffic and transport management measures identified in the Traffic and Transport Impact Assessment (TTIA).</li> </ul>	<p>The regional study area is highly car-dependent. However, the Development has been designed in such a way that there should be no change to traffic conditions along Fabric Street. Access, including worker vehicles, coaches and service vehicles, will access the village via this road, including emergency services.</p> <p>The traffic and transport impact assessment suggests the Development will generate an additional 89 daily trips during the morning and afternoon peak hours. However, this increase is insufficient to cause any adverse impacts on the road network operation, including the intersection of the Great Eastern Highway and Patroni Road.</p> <p>The Development will remain adequately accessible to pedestrians and cyclists via cycleways on the Great Eastern Highway. Appropriate car and bus parking bays are provided within the Development area, so there is little to no parking congestion associated with the Development on the surrounding roads.</p> <p><b>Overall, it is unlikely that the Development will alter movement patterns on the local and regional road network.</b></p>



Impact code	Potential impact	Community consultation outcomes	Development measures	Justification
C2	Changes to noise, vibration, dust, mud, and light spill from works, impacting how people enjoy and use public space.	— Aesthetically pleasing for surrounding residents.	<ul style="list-style-type: none"> <li>— Implement proposed noise management measures identified in the Noise Impact Assessment (NIA).</li> <li>— Under the WA Department of <i>Water and Environmental Regulation – Noise Regulation (13: Construction Noise)</i>, construction work will occur within the approved times of Monday to Saturday, 7 am to 7 pm.</li> <li>— Construction work must be carried out per Control of Environmental Noise practices set out in Section 4 of AS 2436-2010. A noise management plan must be prepared if works are to occur outside of these hours.</li> <li>— As per the WA <i>Department of Water and Environmental Regulation – Dust Emissions Regulation</i>, to reduce impacts from dust, the Development will be located a minimum of 0.4 Hectares from the nearest residential home.</li> </ul>	<p>The NIA concluded that noise from the proposed development would comply with the <i>Environmental Protection (Noise) Regulations 1997</i>. This suggests that all adjacent properties to the Development site will not experience excessive noise at the prescribed periods. It must be noted that the NIA assessed the worst-case scenario for each aspect of the Development to ensure a conservative approach was taken. Some of the adjacent land is currently undeveloped and is likely to remain in this state for the duration of the Development.</p> <p>The Development will adhere to State guidelines related to construction activities, such as implementing a noise management plan for any works outside those stipulated in the relevant regulation and environmental management practices.</p> <p><b>It is unlikely that the construction of the Development will disrupt the routine of residents or impact the way people enjoy and use public spaces within the regional study area.</b></p>

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## 5.2 Community infrastructure

Complete communities are communities where residents have local access to a range of everyday goods, services, and employment opportunities. Complete communities support economic and social opportunities without residents having to commute long distances to access the basic elements that help sustain a community<sup>13</sup>. Social infrastructure such as parks, sports, and recreation facilities provide the foundation upon which social connections in communities are formed, which bind communities together.

The consultation outcomes highlighted many concerns about the housing shortage in KB. In summary, it included the following feedback:

- Homelessness is prevalent in the community;
- Lack of affordable housing due to the large proportion of FIFO workers within the community; and
- Devaluation of housing adjacent to the Development.

In light of the town's struggle to find 650 short-stay accommodation options for contractors during the one-month shutdown of the smelter in October 2022, the lack of housing in KB has received recent media attention. This supports community concerns on this matter. Other feedback linked to the housing shortage includes:

- The temporary nature of the Development, which would allow the land to be used for residential development in the future;
- The increasing development within the mining industry in the area creates concerns as to where all the workforce will be housed, given the current housing shortage; and
- Inability to attract skilled workers outside the mining industry because of the lack of available housing. Therefore, FIFO workers are encouraged in business models.

Positive outcomes related to community infrastructure that the community highlighted include:

- Opportunities for the Development to invest in town infrastructure and social programs to develop and/or improve the community; and
- The money the Council receives from the lease of the land could be invested back into town infrastructure.

These community concerns have been addressed in Table 5.2, along with the associated potential impacts the Development may have on community services and facilities.

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<sup>13</sup> Haag (2019). Complete Communities Toolbox – Barriers to Aging in Community



Table 5.2 Potential impacts on community infrastructure

Impact code	Potential impact	Community consultation outcomes	Development measures	Justification
CI1	The Development will reduce forecast demand for short-stay accommodation, resulting in less pressure on regional housing markets and the tourism economy.	<ul style="list-style-type: none"> <li>Increasing development within the mining industry in the area creates concerns as to where the workforce will be housed, given the current housing shortage.</li> <li>Homelessness is prevalent in the community because of a lack of available housing.</li> <li>Unable to attract skilled workers outside the mining industry because of a lack of available housing. Therefore, FIFO workers are encouraged in business models.</li> <li>Lack of affordable housing due to the large proportion of FIFO workers within the community.</li> <li>Devaluation of properties adjacent to the Development.</li> <li>Opposite a popular caravan park used by many tourists.</li> <li>Opportunities of the Development to develop and/or improve town infrastructure.</li> <li>Money from the Development lease can be invested back into KB infrastructure (e.g. housing).</li> <li>The temporary nature of the Development allows future use of land to be used for housing.</li> </ul>	<ul style="list-style-type: none"> <li>Nil (positive impact).</li> </ul>	<p>Accommodation is in short supply within KB, including residential and short-stay options. Workers have previously resided in short-stay accommodation scattered across the town—occupying rooms as dwellings that would otherwise be made available to the tourist market. However, finding available options has become increasingly difficult. For example, BHP struggled to find 650 short-stay rooms for contractors during the month-long shutdown of the nickel smelter in October 2022. The Development will provide one facility that can house the workforce and relieve the pressure on short-stay accommodation options within the region.</p> <p>The community consultation has also indicated that residents would like to increase tourism within the area. However, the lack of housing is a concern and would encourage people to pass through KB. This could have consequences on the economy of the area. The Development would provide dedicated housing for the workforce, thereby relieving any additional pressure housing the workers in short-stay accommodation options may cause.</p> <p>As the tourism market grows due to the removal of COVID travel restrictions, the demand for short-stay accommodation will also increase. The Development would prevent upward pressure on short-term accommodation supply and facilitate further growth of the high-yield tourist market.</p> <p><b>The Development will likely increase the availability of short-stay accommodation across the regional study area.</b></p>

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## 5.3 Community services and facilities

There are limited services available within the local study area however, residents can receive all necessary services and goods in the broader regional study area when required (Section 3.9). The rural location and variety of businesses, services, and facilities available within the regional study area suggest that the town is self-sufficient overall. It was noted that during community consultation, residents suggested that they would benefit from improved recreational activities within the regional study area.

The following summarises the key concerns raised during the consultation process:

- Pressure on the operation of health services, for example, staff shortages and inability to attract the necessary skilled workers (i.e. doctors);
- Constraints on the provision of health services to regional study area population; and
- Inclusion of adequate amenities within the Development for the workforce, with particular reference to health and support services.

The potential impacts raised during the community consultation have been addressed in Table 5.3, with consideration to the community's perception of the existing KB services and facilities. A brief description of the existing Development measures and/or controls that assist in mitigating potential impacts are also detailed.

Table 5.3 Potential impacts on community services and facilities

Impact code	Potential impact	Community consultation outcomes	Development measures	Justification
CSF1	The Development residents using local services and facilities results in deterioration and changes to access and use of these facilities for existing residents.	<ul style="list-style-type: none"> <li>— Pressure on health services to deliver to the population.</li> <li>— Pressure on the operation of health service as attracting skilled workers and providing housing are not possible.</li> <li>— Increase pressure on current health service model in the area as a result of the Development.</li> <li>— Inclusion of amenities for the workforce, including support services, to relieve pressure on local services and facilities.</li> </ul>	<ul style="list-style-type: none"> <li>— Development policy and procedures.</li> <li>— Adopt environmental management principles.</li> <li>— The design of the Development will provide amenities for the workforce (e.g. recreational and leisure services).</li> <li>— Emergency management plan.</li> <li>— Health and safety policy and regulations.</li> <li>— BHP appointment of a Construction Manager.</li> </ul>	<p>An increase in population can put pressure on local services and facilities. Given the small nature of the local study area, there are limited services available. However, local residents can receive all necessary services and specific goods and services in the regional study area when required. It is unlikely that residents have to travel outside of the City of Kalgoorlie-Boulder for essential and recreational services.</p> <p>It is unlikely that the workforce will seek to use the local services and facilities provided by the City of Kalgoorlie-Boulder the Development provides all necessary amenities, including recreation and leisure options. Including various amenities and facilities onsite will remove any need for the workforce to travel into Somerville and surrounding suburbs for services and facilities. BHP will appoint a Construction Manager responsible for the construction workforce, including their behaviours outside of work. The Construction Manager will develop appropriate strategies to balance the needs of the workforce while addressing community concerns about overwhelming local services. Additionally, health and safety policies and regulations would cover the basic medical needs of the workforce.</p> <p><b>Therefore, it is unlikely the Development would cause an increase in pressure on local services and facilities.</b></p>

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## 5.4 Local businesses and employment

The operation of the Development will require a substantial range of services, these would include:

- cleaners,
- cooks,
- gardeners,
- maintenance workers,
- maintenance goods and associated deliveries,
- administration and hospitality staff, and
- food and any other necessary deliveries.

The Development will engage a specialist contractor to provide catering, cleaning, and facilities management. This will relieve pressure on the already constrained local employment market, of which only 1.5% are unemployed. Any jobs, including those required by the specialist contractor, relevant to the Development could be sourced locally, should any residents wish to apply.

Consultation activities indicate that it is difficult for young people to engage in the workforce as many businesses, although short-staffed, need skilled individuals. Most positions at the Development would be low and/or no-skill roles and, therefore, more open to casual work arrangements or the use of local contractors or small businesses. These job profiles would benefit young people, those with children at school, and older workers/pre-retirees. The Development also can provide jobs for young people to gain the necessary skills to participate in future local, skilled employment opportunities.

The following feedback was provided during the community consultation processes:

- The Development may increase job opportunities within the regional study area;
- It will increase the number of skilled individuals within the community;
- The Development supports job and financial security for the community as it allows the smelter to be upgraded, which is necessary for future employment in the nickel industry;
- There will be an increase in business for the hospitality sector; and
- An increase in income for small businesses;

Concerns were raised during community consultation; these included:

- The Development will only attract FIFO workers and, therefore, will not encourage people to stay within the regional study area;
- A popular caravan park opposite the Development site currently houses FIFO workers (approximately 50% of the customers are workers). This may decrease as a result of the Development, and therefore, local business declines;
- Concerns surrounding the loss in tourism business as a result of the Development altering visitors' perception of the City from a tourist destination to a mining town;
- An increase in FIFO workers increases the cost of living within the community; and
- There is an inability to attract permanent, skilled workers due to the lack of available housing.

The potential impacts on local businesses and employment, alongside any concerns raised by the community, and a brief description of the existing Development measures and/or controls that assist in mitigating potential impacts have been addressed in Table 5.4.

Table 5.4 Potential impacts on local businesses and employment

Impact code	Potential impact	Community consultation outcomes	Development measures	Justification
LBE1	Increase in employment opportunities for the local community results in improved livelihoods.	<ul style="list-style-type: none"> <li>— Employment opportunities to work at the Development, including training, apprenticeships, and trades.</li> <li>— The KSR Project demonstrates the development of the industry within the area. This provides the community with job security into the future and, therefore, income.</li> </ul>	— Nil (positive impact).	<p>The employment opportunities provided by the Development would primarily be low and no skilled positions and, therefore, more open to casual or contract work arrangements. These job profiles would benefit young people and pre-retirees looking for part-time or casual roles.</p> <p><b>It is likely that the Development will positively impact the employment opportunities for the community of Kalgoorlie-Boulder.</b></p>
LBE2	The increase in FIFO workers decreases pressure on the regional labour market.	<ul style="list-style-type: none"> <li>— The Development only attracts FIFO workers and, therefore, not encouraging people to stay within the regional study area.</li> <li>— Unable to attract skilled workers outside the mining industry because of lack of available housing. Therefore, FIFO workers are encouraged in business models.</li> </ul>	— BHP Nickel West's policy and procedures include using a specialist contractor to supply services and management to the Development (positive impact).	<p>The unemployment rate of the LGA is low, with the March 2023 SALM reporting a 1.5% unemployment rate. This demonstrates a constrained market. Further, the City of Kalgoorlie-Boulder has documented various plans to continue to develop the area, including the recent sale of land for a new 400-house residential development. Similarly, the Long-Term Financial Plan (2023 – 2033) suggests there will be major construction projects within the town over the next four years. These substantial developments would require construction workers, technicians, and trades workers, which may further increase competition for limited labour resources.</p> <p>The KSR Project would add additional pressure to the local labour market if an entirely local resourcing model were pursued. The Development will provide accommodation for 1,000 workers, without which BHP Nickel West would need to source 1,000 workers from the region. This could place further upward pressure on wages, increase worker mobility, and disadvantage smaller local businesses and industries' ability to retain staff.</p> <p><b>It is likely that the Development would provide a means to decrease the pressure on the regional labour market.</b></p>

Impact code	Potential impact	Community consultation outcomes	Development measures	Justification
LBE3	Development procurements will result in improvements to the regional economy, which will improve the livelihood of the regional population.	<ul style="list-style-type: none"> <li>— Inability for the town to retain workers outside of the mining industry because of FIFO workers driving up the prices (e.g. hotel prices).</li> <li>— Increase in the use of hospitality businesses as the workforce will spend time in town on days off.</li> <li>— Increase in income for small businesses.</li> <li>— Encouragement of the Development workforce to spend time in the local community could reinvigorate businesses and provide opportunities for improving cash flow in the town.</li> </ul>	<ul style="list-style-type: none"> <li>— BHP Nickel West C-Res Local Buying Program launched in 2023 has been implemented to support local, small businesses (positive impact).</li> </ul>	<p>The Development has the potential to deliver flow-on economic benefits within the regional area. Primarily it is an enabling piece of infrastructure that will support a significant investment in the regional economy through the KSR Project.</p> <p>Further economic benefits would be derived through supply chains, including services like the supply of materials and intermittent specialist trades and goods to supply the Development. These jobs could also be sourced from the region, benefiting the regional economic market.</p> <p><b>It is likely that the Development will positively affect the regional economic market.</b></p>
LB4	The Development location will result in a decline in business opportunities for the local tourism industry, which will decrease the economic income of residents working in the sector.	<ul style="list-style-type: none"> <li>— Concerns surrounding the loss in tourism business as a result of the Development altering visitors' perception of the City from a tourist destination to a mining town.</li> <li>— The local caravan park currently houses some workers and may lose business due to the Development.</li> </ul>	<ul style="list-style-type: none"> <li>— BHP Nickel West C-Res Local Buying Program launched in 2023 has been implemented to support local, small businesses.</li> </ul>	<p>The proposed land for the Development is on a cleared area that the community has reported to be underutilised. The Development will have little interaction with the local study area as the site will be sufficiently screened and will provide most facilities and recreational activities onsite. This suggests that the workforce will not overuse community infrastructure and services, which the tourism industry may rely on. As such, the Development is unlikely to interact with the KB tourism industry.</p> <p>The Development is specifically designed to house the workforce associated with the KSR Project, therefore, will not change the number of workers residing at the caravan park.</p> <p><b>It is unlikely that the Development will result in the decline in economic income from the tourism industry.</b></p>

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## 5.5 Community health and safety

Health is defined as a state of complete physical, mental, and social wellbeing. In this sense, any social impact can result in poor health outcomes if it causes affected individuals or groups significant mental stress. This, in turn, can then affect people's physical health. Community consultation outcomes included:

- Concerns about the types of amenities the Development will provide onsite for the workforce, specific mention was given to the health and support services available to the workers;
- Current lack of noise in Somerville;
- The social and safe nature of the suburb creates a family-friendly environment;
- Concerns were raised about the behaviour management of the workers as the Development site is within a residential area and located opposite a popular tourist accommodation site;
- Concerns were raised about the health service model established in KB and its inability to manage the current population; and
- There is pressure on existing health providers to deliver necessary services to the population. However, difficulties in maintaining operations of such services due to lack of available housing necessary for attracting skilled health workers.

In summary, the key themes as a result of the community consultation include:

- Family-friendly, safe environment of Somerville,
- Pressure on health services, and
- Provision of amenities within the Development.

The potential impacts on community health and safety and a brief description of the existing Development measures and/or controls that assist in mitigating potential impacts have been addressed in Table 5.5. It must be noted that no reference was made to concerns about changes to road safety as a result of the Development. However, they have been addressed given the Traffic and Transport Impact Assessment<sup>14</sup>. Similarly, no feedback made reference to changes in local amenity; however, this impact was assessed given the investigation into potential noise impacts in the Noise Impact Assessment<sup>15</sup>.

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<sup>14</sup> Stantec (2023). Traffic and Transport Impact Assessment.

<sup>15</sup> Herring Storer (2023). Noise Impact Assessment.

Table 5.5 Potential impacts on community health and safety

Impact code	Potential impact	Community consultation outcomes	Development measures	Justification
CHS1	The proximity of the Development to KB may change the residents' perceptions of safety and wellbeing due to increased crime associated with the new residents.	<ul style="list-style-type: none"> <li>Family-friendly environment in Somerville.</li> <li>Concerns were raised about the behaviour management of the workers as the Development site is within a residential area and located opposite a popular tourist accommodation site.</li> </ul>	<ul style="list-style-type: none"> <li>Health and safety policies and regulations.</li> <li>The Development policy and procedures.</li> <li>BHP appointment of a Construction Manager.</li> </ul>	<p>Data from the WA Police suggests Somerville has a low crime rate; 1 offence for every 10 people was reported in the 2021-2022 financial year. To support this, the residents feel as though the suburb is safe, reporting low crime. The community consultation outcomes also indicated that the town has a family-friendly, safe atmosphere. The environment and characteristics of this town are heavily linked to the residents' perceived safety within the area.</p> <p>An influx of approximately 1,000 FIFO workers within the local area can potentially disrupt the existing atmosphere, including a perceived increased sense of danger, distrust, and concern within the community. It is important to consider perceptions, as they can be directly linked to wellbeing. However, perceptions are often influenced by a lack of awareness or experience.</p> <p>As the mining industry is prevalent (27% of the population work within the mining industry) within the community, residents are aware and have experience with industry-related activities (e.g. FIFO workers). The town also experiences a transient population because of the current housing shortage. A combination of these factors suggests the community has the capacity to manage new residents.</p> <p><b>The Development is unlikely to increase the crime rate within the local area nor impact the community's perceived sense of safety.</b></p>



Impact code	Potential impact	Community consultation outcomes	Development measures	Justification
CHS2	Increased vehicle movements along local and regional roads reduce safety outcomes and road users' experience and perceptions of safety.	— A high number of cars on the KB road network already, especially when community events are on. The land used for the Development is in a high car-use area.	— Implement management measures from the TTIA.	<p>The regional study area is highly car-dependent, likely due to the rural locality. However, within KB, there are adequate public transport facilities. In Australia, less than one-third of the population lives in regional and remote areas, but nearly two-thirds of all fatal road crashes occur on rural and remote roads. Regional roads often have high-speed limits, are covered in higher levels of dust and debris, and are frequented by heavy vehicles travelling at high speeds. However, the TTIA suggests that the number of crashes that occurred within the area surrounding the Development is relatively low, and it is anticipated that the Development will have a minimal impact on the overall safety of the surrounding road network.</p> <p>The Development has been designed in such a way that there should be no change to traffic conditions along Fabric Street. Access, including worker vehicles, coaches and service vehicles, will access the Development via this road, including emergency services.</p> <p>The traffic and transport impact assessment suggests the Development will generate an additional 89 daily trips during the morning and afternoon peak hour. However, this increase is insufficient to cause any adverse impacts on the road network operation.</p> <p><b>Overall, it is unlikely that the Development will reduce the safety outcomes of road users across the local area.</b></p>

Impact code	Potential impact	Community consultation outcomes	Development measures	Justification
CHS3	Operational noise from the Development may cause changes to local amenity and the way people use and enjoy private space.	<ul style="list-style-type: none"> <li>Community appreciates the lack of noise in Somerville.</li> </ul>	<ul style="list-style-type: none"> <li>Perimeter fencing.</li> <li>BHP appointment of a Construction Manager.</li> </ul>	<p>The undeveloped nature of land to the east and west and the inclusion of sufficient barriers with the properties adjacent to the Development negates this impact. In addition, the assessment conducted as part of the NIA concluded that any noise associated with the Development complies with the <i>Environmental Protection (Noise) Regulations 1997</i>. This suggests that all adjacent properties to the Development site will not experience excessive noise at their prescribed periods. It must be noted that the NIA assessed the worst-case scenario for each aspect of the Development to ensure a conservative approach was taken. As such, some of the adjacent land is currently undeveloped and is likely to remain in this state for the duration of the Development.</p> <p><b>Overall, the community is unlikely to experience disturbance to local amenity.</b></p>
CHS4	Changes to the demand profile for emergency services result in reduced access and/or availability to local residents.	<ul style="list-style-type: none"> <li>Increase pressure on the current health service model in the area as a result of the Development.</li> <li>Inclusion of amenities for the workforce, including support services, to relieve pressure on local services and facilities.</li> </ul>	<ul style="list-style-type: none"> <li>Emergency management plan.</li> <li>Health and safety policy and regulations.</li> </ul>	<p>There are emergency services within the regional study area, and the community receives the necessary services within the City of Kalgoorlie-Boulder. However, consultation reported specific concerns surrounding the current constraints on the health services and the potential for the Development to increase this pressure on the health service model. Additionally, residents mentioned the Development should provide the necessary amenities for the workforce onsite, including health and support services.</p> <p>Generally, it is anticipated that the construction workforce will be in good health and continue to seek health care from their general practitioners at home via telehealth or in their off weeks.</p> <p>Additionally, the Development itself will not produce activity that is likely to result in a need for emergency services. Health and safety plans will be developed by the operator and informed by consultation with local emergency services providers.</p> <p><b>It is unlikely that the Development will result in any impact on the local emergency services.</b></p>

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## 5.6 Community cohesion

Community cohesion refers to a community's connectedness, including social networks and capacity for mutual help. Small communities, such as those near the Development, rely on cohesion to generate contributions to social resources (from community events management to shared farming equipment) to sustain community wellbeing. Outcomes from engagement with key stakeholders and the community suggests little to no concern surrounding the potential impacts on community cohesion.

With reference to the Somerville suburb, community feedback did suggest residents value the following:

- lack of noise,
- social neighbourhood, which makes it a suitable environment for families,
- low crime,
- aesthetically pleasing area, and
- proximity to local services and facilities.

The potential impacts on community cohesion and a brief description of the existing Development measures and/or controls that assist in mitigating potential impacts are discussed in Table 5.6.

Table 5.6 Potential impacts to community cohesion

Impact code	Potential impact	Community consultation outcomes	Development measures	Justification
CC1	An influx of new temporary residents results in changes to community cohesion and potential negative interactions and sentiment.	— Community values the family-friendly environment of Somerville.	<ul style="list-style-type: none"> <li>— The design of the Development will provide amenities for the workforce (e.g., recreational and leisure services).</li> <li>— Shift times.</li> <li>— BHP appointment of a Construction Manager.</li> </ul>	<p>The influx of approximately 1,000 workers to a community that has created a peaceful, quiet, and family-friendly environment could disrupt the residents' perceived sense of cohesion. However, the most common industry of employment within the regional study area is mining, representing 27% of the population, which is over double that of WA (13%). The prevalence of this industry within the community suggests that the residents are accustomed to the style of work, workers, and lifestyle this industry attracts. In support of this, the consultation activities provided little to no information on any concerns related to the disruption of community cohesion as a result of the Development.</p> <p>The outcomes from community engagement suggest that residents would like the workforce to use local services and facilities. Reasons for workforce participation within the local community included the revitalisation of community services, such as cafes, sports clubs, and restaurants and increased cash flow within the local economy.</p> <p>At present, there is no negative sentiment towards the Proponent and the opportunities the Development provides for the local community.</p> <p><b>It is unlikely that the Development will result in changes to community cohesion and potential negative interactions and sentiment.</b></p>

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## 5.7 Land acquisition and resettlement

Land acquisition and resettlement relate to the management of the land used for the Development, and where practicable, land acquisition should be avoided or minimised. With relevance to the Development, BHP Nickel West proposes to lease the land for the duration of the Development only. All structures will be removed from the land at the end of the lease term. Therefore, the Development does not prevent the future development and/or use of the land for residential buildings or public use.

The community raised concerns about the choice of land during the consultation process, and feedback included:

- The community needs more affordable housing, and the proposed land could have been used for these developments; and
- The proposed lease area is a cleared, open area of land, which may present challenges surrounding the visual presentation of the Development.

Other feedback suggests that the community are satisfied with the proposed lease area as it is located in an underutilised area of the community. Other positives include the accessibility of the land to the local road network and, as such, well-connected to regional roads (e.g. Great Eastern Highway) and the airport. This would assist with workforce mobility and accessibility, which may encourage workers to use local services and facilities.

Table 5.7 details the potential impacts on land acquisition and resettlement and a brief description of the existing Development measures and/or controls that assist in mitigating potential impacts.

Table 5.7 Potential impacts on land acquisition and resettlement

Impact code	Potential impact	Community consultation outcomes	Development measures	Justification
LAR1	Removal of land that could be used for residential and/or public use purposes results in a decrease in space available for housing and/or business opportunities.	<ul style="list-style-type: none"> <li>— Local community waiting for Council to construct more affordable housing.</li> <li>— Challenges surrounding the visual presentation of the Development given it is on a cleared, open area of land.</li> <li>— Proposed area of land for the Development is an underutilised area of land in KB.</li> <li>— Access to the road network from the proposed area is heavily connected to regional roads (e.g. Great Eastern Highway) and the airport.</li> </ul>	Nil.	<p>The land that will be leased to BHP Nickel West is owned by the KB Council, with access to the land through the Patroni Road and Fabric Street intersection. The KB Workforce Accommodation Policy states that the use of land for workforce accommodation is to be temporary, as such the proposed lease between the Proponent and Council is for a three-year term with the option to extend for up to six years.</p> <p>Additionally, returns made from the lease will allow Council to reduce reliance on loans to fund capital outlays necessary to fund the development of the town. This will allow improve the financial stability of the town.</p> <p>The Council will receive payment for leasing the land; therefore, any potential business lost due to the Development would be limited as Council would be compensated under the lease agreement. It is noted that the land could be used to develop residential buildings. However, as no current development plans for the parcel have been submitted to the council, it is unlikely that any housing development will occur in the next few years.</p> <p>It is noted that the land has been historically cleared and does not have any significant flora or fauna and therefore is not a protected area. The Development measures incorporated into the design (e.g. the fencing and vegetation, and the setback from the road) result in little to no impact on the surrounding land.</p> <p><b>Overall, it is unlikely that the Development will cause a decrease in business opportunities for Council.</b></p>

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## 5.8 Dismantling and reinstatement

The dismantling and/or reinstatement of a project involves the process following the end of a project and how the land is managed. It is essential that this category is considered from the outset of a project to prevent any unnecessary and lasting impacts on the community (e.g. future land use). The proposed lease is for three years with the option to extend for an additional six. Once the Development ceases, the Proponent has agreed to dismantle the Development and rehabilitate and return the land to, where practicable, its original state. Beyond the current proposed lease for the Development, the future use of the land will be used for residential development.

Consultation activities indicate that the short-term nature of the Development is an incentive to encourage the local community's support for the success of the Development. Community feedback raised questions about the possibility of re-using or donating the Development infrastructure to Council or local community groups, and therefore, leaving a legacy. The potential for the Development to leave a legacy may address community concerns surrounding the temporary nature of the Development and the disposal of the infrastructure going to waste.

Table 5.8 details the potential impacts as a result of either the dismantling or reinstatement of the land used for the Development and a brief description of the existing Development measures and/or controls that assist in mitigating potential impacts.



Table 5.8 Potential impacts as a result of the dismantling and reinstatement of the land used for the Development.

Impact code	Potential impact	Community consultation outcomes	Development measures	Justification
DR1	Dismantling and reinstatement cause permanent alterations affecting future land use and amenity.	<ul style="list-style-type: none"> <li>— The Development has the opportunity to leave a positive legacy if the infrastructure can be donated to or reused by Council.</li> <li>— Concerns about the use of land after the Development ceases. Keeping Development rather than being disposed of at the end of operation would be beneficial.</li> <li>— Temporary nature of the Development allows future use of land for housing.</li> </ul>	Nil.	<p>The proposed land lease is between the Proponent and the City, with which the city is aware of any implications to land as a result of the Development. This proposed lease provides income to the city, which can be used to invest in acquiring assets.</p> <p>Careful land management practices will minimise any ongoing effects on the Development site.</p> <p>Given the current lack of available housing within the city, the future use of the proposed lease area will be for residential buildings. As such, the Development has potential benefits for the future use of the land, including the existing connection to necessary utilities. In addition, any Development infrastructure can be donated and/or reused by the town.</p> <p><b>It is unlikely that the Development will affect future land use as the Development is temporary and will allow for the development of housing under the approved structure plan once removed.</b></p>

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## 5.9 Summary impact assessment

Table 5.9 summarises the potential impacts, the duration, and extent of the impact are discussed, and as such an overall magnitude of the impact has been reported. The Development has measures and/or controls that will be implemented as a result of legislation, policies and procedures, and the Development design that alleviate the potential impacts.

Table 5.9 Summary of potential impacts

Potential impact code	Extent	Duration	Magnitude	Summary of Development measures
C1	Local	Short	Low	— Implement proposed traffic and transport management measures identified in the Traffic and Transport Impact Assessment (TTIA).
C2	Local	Short	Low	<ul style="list-style-type: none"> <li>— Implement proposed noise management measures identified in the Noise Impact Assessment (NIA).</li> <li>— Under the WA Department of Water and Environmental Regulation – Noise Regulation (13: Construction Noise), construction work will occur within the approved times of Monday to Saturday, 7 am to 7 pm.</li> <li>— Construction work must be carried out per Control of Environmental Noise practices set out in Section 4 of AS 2436-2010. If works are to occur outside of these hours, a noise management plan must be prepared.</li> <li>— As per the WA Department of Water and Environmental Regulation – Dust Emissions Regulation, to reduce impacts from dust, the Development will be located a minimum of 0.4 Hectares from the nearest residential home.</li> </ul>
CI1	Regional	Medium	Medium (positive impact)	Nil
CSF1	Regional	Medium	Medium	<ul style="list-style-type: none"> <li>— The Development policy and procedures.</li> <li>— The design of the Development will provide amenities for the workforce (e.g. recreational and leisure services).</li> <li>— Emergency management plan.</li> <li>— Health and safety policy and regulations.</li> <li>— BHP appointment of a Construction Manager.</li> </ul>
LBE1	Regional	Medium	Medium	Nil.
LBE2	Regional	Medium	Medium (positive impact)	— BHP Nickel West policy and procedures, which includes using a specialist contractor to supply services and management to the Development.
LBE3	Regional	Medium	Medium (positive impact)	— BHP Nickel West C-Res Local Buying Program launched in 2023 has been implemented to support local, small businesses.

Potential impact code	Extent	Duration	Magnitude	Summary of Development measures
LBE4	Regional	Medium	Medium	— BHP Nickel West C-Res Local Buying Program launched in 2023 has been implemented to support local, small businesses.
CHS1	Local	Medium	Low	— Health and safety policies and regulations. — The Development policy and procedures. — BHP appointment of a Construction Manager.
CHS2	Regional	Medium	Medium	— Implement management measures from the TTIA.
CHS3	Local	Medium	Low	— Perimeter fencing. — BHP appointment of a Construction Manager.
CHS4	Regional	Medium	Medium	— Emergency management plan. — Health and safety policy and regulations.
CC1	Regional	Medium	Low	— The design of the Development will provide amenities for the workforce (e.g., recreational and leisure services). — Shift times. — BHP appointment of a Construction Manager.
LAR1	Local	Long	Low	Nil.
DR1	Local	Long	Low	Nil.

## 6 Impact management

Social impacts and opportunities associated with the Development will be managed by implementing management and mitigation measures identified below. The information provided will form the basis of a SIMP (Appendix B).

Proposed social impact management measures are detailed in the following sections.

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### 6.1 Community and stakeholder engagement

The proponent and construction contractor will prepare a comprehensive Stakeholder and Community Engagement Plan to guide engagement activities during the pre-construction, construction and operation phases. The plan will incorporate:

- Ongoing engagement with the City of Kalgoorlie-Boulder will be provided regarding the social impact and opportunity issues arising from the Development;
- Operation of a Development phone number and direct email address to which complaints regarding social issues can be reported; and
- Ongoing updates through the website and mailing lists to allow for the easy flow of Development communication.

Any complaint from the general community relating to social impact issues will be managed through the existing BHP Community Complaints Procedure, with which Nickel West is already compliant with. All complaints related to the Development will be managed in accordance with, or in addition to, this procedure.

BHP Nickel West will also regularly liaise with the City of Kalgoorlie-Boulder during construction and operation on issues including the workforce ramp up and numbers of workers likely to be in the local area and any existing and/or future Council plans.

It is suggested that further details on the Development are provided to the local community to address concerns, such as the Development timeframe, the provision for construction and/or operational workers, and the hours of operation. It is also advised that BHP Nickel West provide regular, accessible information about the Development to community members to support their ability to cope with changes to the local road network during the construction of the Development.

There is an existing, endorsed Stakeholder Engagement and Communications Plan for the Development, and where necessary should be amended to include the aforementioned information. This can also be updated as the Development progresses.

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### 6.2 Workforce management

Workforce management impacts will primarily be managed by developing and implementing the Workforce Management Plan, which will incorporate:

- information on the local context and social fabric,
  - a code of conduct for the Development residents, and
  - general rules and conditions of stay.
- 

### 6.3 Community health and wellbeing

Community Health and Wellbeing impacts will be primarily managed through yet-to-be-decided social investments. Key opportunities to support the local community will be focused on:

- supporting local initiatives that contribute to the workforce and community wellbeing;

- supporting initiatives that promote liveability, improved social outcomes and associated economic growth; and
- contribute to community initiatives identified through ongoing community consultation.

### 6.3.1 *Community benefit and opportunity*

It is noted that the community consultation activities highlighted the belief that the Development has the potential to improve the economic growth of the regional study area, which supports the Growing Kalgoorlie-Boulder Growth Plan 2017. Responses on the benefits and opportunities included:

- “Promote local jobs and develop our town”
- “The ability to bring more people to town.”
- The KSR Project demonstrates the continuing development of the mining industry within Kalgoorlie-Boulder, which ensures future job and financial security for the community.
- If the Proponent encourages the workforce to spend time in the town, there will be the opportunity to enhance the local economy and improve cash flow amongst the local, small business.

It is important to note that some consultation outcomes reported that the Development would not provide any benefit to the residents, local businesses, or the Council. Feedback suggested that residents believe the town needs:

- Improvements to infrastructure and recreational activities, including visual aspects of the town;
- Investment in the KB Airport;
- More services and recreational activities for youth, particularly at night;
- Support other local projects going on in the city; and
- More investments in the town.

The BHP Nickel West Social Investment Budget is an initiative that is committed to supporting communities through sustainable and targeted programs. Within the Kalgoorlie-Boulder region, there are opportunities for BHP Nickel West to invest in various community groups, including the Thriving Futures (childcare) program and the Indigenous Business Development program through Goldfields Aboriginal Business Chamber. The Development will also participate in the Containers for Change program, by which any funds raised will go towards a nominated charity or organisation.

It is suggested that a range of civil infrastructure upgrades (e.g. road upgrades) are explored as an alternative community benefit. However, it must be noted that although BHP Nickel West has the potential to investigate and support these opportunities, the development and completion of such benefits are beyond the scope of BHP Nickel West.

There is an opportunity for the Development to offer training and experience for TAFE students studying subjects such as hospitality, business, or trade. Similarly, the Development provides an option for FIFO workers where necessary. The unemployment rate across the regional study area is low, which suggests there is limited opportunity for sourcing workers within the region. The patterns for unemployment suggest young people and pre-retirees, of which the Development could develop targeted employment to fulfil employment needed for the facility. This mitigation measure would avoid increasing the pressure on other work groups, such as the ‘young workforce’ and ‘parents and homebuilders’ groups. Maximising local participation will primarily occur through implementing a Local Procurement Strategy, which the proponent and operator can prepare as the Development proceeds.

## 7 Residual impact assessment

Table 7.1 reassesses the potential social impacts, which have been discussed in Section 5.9. A residual risk evaluation is provided for each potential impact based on the mitigation and management measures detailed in Section 6.



Table 7.1 Residual impact assessment

Potential impact code	Magnitude	Mitigation measures	Extent	Duration	Residual magnitude
C1	Low	— Community consultation plan	Local	Short	Low
C2	Low	— Community consultation plan	Local	Short	Low
CI1	Medium (positive)				Medium (positive impact)
CSF1	Medium	— Community consultation plan — Community investment strategy — Workforce behaviour management plan	Regional	Medium	Low
LBE1	Medium	— Community consultation plan — Community investment strategy — Local procurement strategy	Regional	Medium	Low (positive impact)
LBE2	Medium	— Local procurement strategy	Regional	Medium	Medium (positive impact)
LBE3	Medium	— Local procurement strategy	Regional	Medium	Medium (positive impact)
LBE4	Medium	— Local procurement strategy — Community investment strategy	Regional	Medium	Low
CHS1	Low	— Community consultation plan — Workforce behaviour management plan	Local	Medium	Low
CHS2	Medium	— Community consultation plan — Community investment strategy	Regional	Medium	Low
CHS3	Low	— Community consultation plan — Workforce behaviour management plan	Local	Medium	Low

Potential impact code	Magnitude	Mitigation measures	Extent	Duration	Residual magnitude
CHS4	Medium	<ul style="list-style-type: none"> <li>— Community consultation plan</li> <li>— Community investment strategy</li> <li>— Workforce behaviour management plan</li> </ul>	Regional	Medium	Low
CC1	Low	<ul style="list-style-type: none"> <li>— Community consultation plan</li> <li>— Community investment strategy</li> <li>— Workforce behaviour management plan</li> </ul>	Regional	Medium	Low
LAR1	Low	<ul style="list-style-type: none"> <li>— Community consultation plan</li> <li>— Community investment strategy</li> </ul>	Local	Long	Low
DR1	Low	<ul style="list-style-type: none"> <li>— Community consultation plan</li> <li>— Community investment strategy</li> </ul>	Local	Long	Low

## 8 Conclusion

This SIA has been prepared based on the information provided by the client and other technical disciplines. This SIA was prepared using an assessment methodology with consideration of the City of Kalgoorlie-Boulder's Local Planning Policy (LPP09): Workforce Accommodation. The SIA was designed using best practice social impact assessment principles to address the proposed works outlined in the BHP Nickel West *Expression of Interest for the Fabric Street Temporary Worker Accommodation Village*. This included a precautionary approach being applied to any potential impacts where there is uncertainty if the impact will occur.

A comprehensive assessment of the social context, community consultation outcomes, and impact assessment across the social study area identified a variety of potential impacts; however, the assessment determined that the local community would have a reasonable ability to cope with the potential impacts.

From the potential impacts identified, this SIA concluded that the Development could possibly positively impact the regional study area housing market. The proposed lease area uses land that could contribute towards residential building developments and therefore, assisting with the current homelessness and lack of housing for the community within the regional study area. The Development will provide the necessary accommodation for the workforce required for the KSR Project, without which the regional study area would not have the capacity to house the influx of people. Returning the leased area back to the Council once the Development ceases provides the opportunity for the land to contribute towards residential development. The remaining potential impacts discussed throughout this report were evaluated to have little to no impact on the local community as the Development and suggested mitigation measures to be implemented negated these impacts.

This SIA also found the Development would benefit from developing a Workforce Management Plan, and a Local Procurement Strategy to manage likely impacts and enhance benefits. Additionally, a Community Investment Program would also assist in mitigating potential impacts. The Proponent has an existing, endorsed Stakeholder Engagement and Communications Plan, which will also address some of the potential impacts evaluated in this SIA.

This SIA found that the Development will likely impact the regional area positively. These include employment opportunities and a decrease in employment pressure within the regional area, and improvement to the regional economy. Overall, the local community would experience benefits and economic opportunities because of the Development.

## 9 Limitations

This Report is provided by WSP Australia Pty Limited (WSP) for BHP Nickel West (Client).

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### 9.1 Permitted purpose

This Report is provided by WSP for the purpose described in the Agreement and no responsibility is accepted by WSP for the use of the Report in whole or in part, for any other purpose (Permitted Purpose).

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### 9.2 Qualifications and assumptions

The services undertaken by WSP in preparing this Report were limited to those specifically detailed in the Report and are subject to the scope, qualifications, assumptions, and limitations set out in the Report or otherwise communicated to the Client.

Except as otherwise stated in the Report and to the extent that statements, opinions, facts, conclusion and/or recommendations in the Report (Conclusions) are based in whole or in part on information provided by the Client and other parties identified in the report (Information), those Conclusions are based on assumptions by WSP of the reliability, adequacy, accuracy, and completeness of the Information and have not been verified. WSP accepts no responsibility for the Information.

WSP has prepared the Report without regard to any special interest of any person other than the Client when undertaking the services described in the Agreement or in preparing the Report.

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# Appendix A

Engagement activities





## Temporary Worker Accommodation Proposal - 1 Trasimeno Way

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**If you would prefer to use your phone to complete this survey, please scan the QR code below**



BHP has engaged the services of an independent third party, WSP, to collect and collate community perceptions of the proposed Temporary Worker Accommodation development at 1 Trasimeno Way in Kalgoorlie-Boulder (also referred to as the Fabric Street Temporary Construction Village).

For more information on the proposed project, we would encourage participants to contact BHP through the Community Contact line on **1800 421 077**.

We appreciate your time to share your thoughts.

**Please submit your responses before 21 July 2023**

What suburb do you reside in?

- |  |  |                                  |
|--|--|----------------------------------|
| <input type="radio"/> Kalgoorlie             | <input type="radio"/> Boulder          | <input type="radio"/> Hannans    |
| <input type="radio"/> Karlkurla              | <input type="radio"/> Lamington        | <input type="radio"/> Piccadilly |
| <input type="radio"/> Williamstown           | <input type="radio"/> South Kalgoorlie | <input type="radio"/> Somerville |
| <input type="radio"/> West Kalgoorlie        | <input type="radio"/> Victory Heights  | <input type="radio"/> Broadwood  |
| <input type="radio"/> South Boulder          |  |                                  |
| <input type="radio"/> Other (Please specify) |  |                                  |



Please indicate how long you have lived in the City of Kalgoorlie-Boulder

- ☐ Less than 5 years      ☐ 5 to 9 years      ☐ 10 to 14 years  
☐ 15 to 24 years      ☐ More than 25 years
- 

How would you describe your knowledge of the proposed Temporary Worker Accommodation development?

- No knowledge      Extremely knowledgeable
- ☐ 1      ☐ 2      ☐ 3      ☐ 4      ☐ 5
- 

What do you see as the potential benefits of the proposed Temporary Worker Accommodation development?

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What are your key concerns regarding the proposed Temporary Worker Accommodation development?

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\*How would you describe your current level of support for the proposed Temporary Worker Accommodation development?

- Very low support      Highly supportive
- ☐ 1      ☐ 2      ☐ 3      ☐ 4      ☐ 5
-

What do you currently value most about the local Somerville area?

What do you think the local Somerville area needs?

Are there any other comments you would like to make about the proposed Temporary Worker Accommodation development?

\*Would you like to provide your details for future contact regarding the proposed Temporary Worker Accommodation development?

☐ Yes

☐ No

First Name

Last Name

Phone

Email

# Appendix B

## Social Impact Management Plan



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# B1 Impact management

Social impacts and opportunities associated with the Development will be managed by implementing management and mitigation measures identified in the following sections. Management and mitigation measures identified in this section have been grouped into the following five areas:

- 1 Community and stakeholder engagement
- 2 Workforce management
- 3 Housing and accommodation
- 4 Local business and industry procurement
- 5 Health and community wellbeing

The information provided in the following subsections will form the basis of a detailed Social Impact Management Plan to be prepared by the proponent three-months before construction commences. This will be developed in consultation with the City of Kalgoorlie-Boulder.

## B1.1 Community and stakeholder engagement

There is an existing, endorsed Stakeholder Engagement and Communications Plan that has been developed by the proponent. This can be updated as the Development progresses, and it should aim to include the broad details covered in , in Section 6.1. Preliminary objectives, measures, and monitoring mechanisms that should also be covered by the final Stakeholder Engagement and Communications Plan are provided in Table B.1.

Table B.1 Stakeholder and community engagement approach

Impact area	Objective	Measures	Monitoring	Timing
Community concerns over impacts Community cohesion Changes to services	Provide transparent, consistent, inclusive stakeholder engagement and access to current and sufficient information about the Development to support impact management and monitoring.	Maintain transparent ongoing dialogue with concerned stakeholders and community members.	Number of communication pieces distributed through approved mediums.	During the Development construction (to Year 1 of operations).
		Use appropriate platforms to disseminate current Development information, provide opportunities to participate where possible and demonstrate how community feedback has been considered in the Development execution.  Report on implementing social impact management strategies to the Council and community.  Regularly update the local community through the BHP Nickel West website and local media.  Undertake site visits and tours with key stakeholders and community groups to build goodwill and support transparency when safe to do so.	Sentiment and satisfaction with engagement analysis.	
		Maintain six-monthly liaison (or as agreed) with service providers.  Regularly provide impact monitoring results (including air quality, noise, and water), with sufficient supporting information to enable Council, community members and other interested stakeholders to monitor and evaluate the Development outcomes.	Liaison as agreed with service providers.  Number of complaints received about Development activities.	Operational life.
	Provide stakeholders direct access to the Development representatives to ensure the timely and accurate flow of information.	Establish and publicise a dedicated Development complaint and enquiry line available to all stakeholders.	Enquiry line active from the commencement of operation.  All the Development collateral promotes contact points.	Operational life.

Impact area	Objective	Measures	Monitoring	Timing
	Stakeholder issues and grievances are identified, evaluated, addressed, recorded and reported in a way that allows BHP Nickel West to demonstrate responsive issues management.	Maintain a complaints management process to facilitate the resolution of community complaints relating to the Development activities or personnel.	The number of grievances resolved in line with the complaints management process.  Number resolved in less than 48 hours to a satisfactory level.	Construction and operational life.

## B1.2 Workforce management

A Workforce Management Plan (broad details of this are provided in Section 6.2) will be developed to manage any potential impacts associated with the Development workforce. Preliminary objectives, measures, and monitoring activities to guide the development of the plan are provided in Table B.2.

Table B.2 Workforce management measures

Impact area	Objective	Measures	Monitoring	Timing
Local businesses and employment	Maximise local employment and procurement of services from businesses within the regional study area.	<p>Adopt local participation thresholds to be incorporated into tendering and contractor procurement policies.</p> <p>Promote the availability of the Development employment and application arrangements through local communication mediums.</p> <p>Host job fairs and develop an online jobs portal to advise of opportunities for training and employment.</p> <p>Develop and implement a workforce diversity policy.</p> <p>Establish arrangements with employment and recruitment services, including those for Indigenous people and people with disability, to provide advance notice of upcoming employment opportunities.</p> <p>Partner with an appropriate Aboriginal employment service provider to develop culturally-specific training and recruitment strategies.</p> <p>Promote services to assist candidates in preparing their applications and supporting documentation.</p> <p>Construction workers are provided opportunities to upskill into operational roles that support continuity of employment.</p>	<p>Contractor HR personnel logs.</p> <p>Evidence of engagement with employment and recruitment services.</p> <p>Evidence of website and media promotions.</p>	During the Development construction (to year 2 of operations).

Impact area	Objective	Measures	Monitoring	Timing
Workforce health and wellbeing	Strengthen workforce health and wellbeing.	<p>Implement workforce health and safety programs that focus on fatigue management, healthy lifestyles, and mental health.</p> <p>Promote healthy lifestyle tips directly linked to activities and services available in the local area.</p> <p>Investigate adopting a partnership with a specialist mental health service such as “Mates in Construction” and “Beyond Blue” which offer support services for workers.</p>	<p>Workforce participation in workforce health and safety initiatives.</p> <p>Number of internal communication pieces that promote lifestyle tips and employee support services.</p>	Life of the Development.
Road network impacts	To minimise workforce impacts on the local and regional road network.	Investigate the use of buses to transport workers between the Development and the site to minimise the number of worker vehicle movements along key regional roads and through the centre of Kalgoorlie.	Development-related complaints about driver behaviour or congestion	During construction.

## B1.3 Community health and wellbeing

BHP Nickel West is committed to supporting opportunities to secure and enhance positive social impacts associated with the Development. To do this, BHP Nickel West will develop a Community Health and Wellbeing Strategy that outlines key actions and commitments to maintaining liveability and wellbeing for the local community. Preliminary objectives, measures and monitoring mechanisms to inform the Community Health and Wellbeing Strategy are provided in Table B.3.

Table B.3 Community health and wellbeing

Impact area	Objective	Measures	Monitoring	Timing
Access to community and social services	Assist agency planning (Council, education, health, and police) through regular provision of workforce data and consultation.	<p>Engage with government agency stakeholders to communicate workforce data to support service planning.</p> <p>Provide advice to the City of Kalgoorlie-Boulder and social infrastructure stakeholders on workforce ramp-up and indicative numbers of new local personnel annually during construction and the first three years of operation.</p> <p>Consult Kalgoorlie-Boulder Police, St John’s Ambulance Service, and the Kalgoorlie-Boulder Fire &amp; Rescue to develop an Emergency Response Management Plan and Workforce Management approach.</p>	<p>Emergency services consulted on the relevant Development Management Plans.</p> <p>Evidence of ongoing quarterly consultation with local service providers.</p>	During the Development construction (to Year 2 of operations).

Impact area	Objective	Measures	Monitoring	Timing
	Manage workforce and associated population demand for local services and facilities.	<p>Investigate developing a Community Benefits Strategy that would allow BHP Nickel West to make targeted investments in local social infrastructure.</p> <p>Allocate funds for local infrastructure providers (Council and community services such as Containers for Change, including educational and childcare services) to contribute to community development, liveability and cohesion (likely to be in line with the Community Benefits Strategy).</p>	<p>Number of complaints received about access to services as a result of worker demand.</p> <p>Evidence of allocation of funds for local community infrastructure and services.</p>	During the Development construction (to Year 2 of operations).
Liveability and wellbeing	Support local initiatives that contribute positively to workforce and community wellbeing	<p>Engage with Kalgoorlie-Boulder Police to develop appropriate communications mechanisms that enable proactive responses to any development-related community safety issues (e.g. traffic behaviour or anti-social behaviour in towns).</p> <p>Seek to maintain Indigenous representation throughout the life of the Development.</p> <p>Investigate opportunities to support local cultural heritage activities that will raise awareness of the Marlinyu Ghoorlie culture in the regional area.</p> <p>Contribute to community initiatives outlined in the City of Kalgoorlie-Boulder Reconciliation Action Plan.</p> <p>Support local initiatives that facilitate non-resident workforce and community interactions at local venues, events, and community projects.</p>	<p>Evidence of engagement with key stakeholders on and support for local initiatives.</p> <p>Annual review of programs or services supported by the Development.</p> <p>Workforce Conduct Policy included in the Development site inductions.</p>	Life of the Development.
Long term population growth	Encourage non-local operational hires and their families to settle permanently in the local area.	<p>Work with the City of Kalgoorlie-Boulder Council to develop a workforce settlement initiative, which includes support for local liveability initiatives, family-oriented events and child and family health programs.</p> <p>Work with community groups and business stakeholders to prepare a welcome pack that encourages settlement and involvement in the local area.</p>	<p>Workforce data.</p> <p>Town welcome pack included in the Development site induction and procurement processes.</p>	Operational phase



## B1.4 Local business and industry procurement

Local procurement can minimise potential impacts on local businesses and commerce, details of which are briefly mentioned in Section 6. BHP has a C-Res Local Buying Program (the Program) across Nickel West, which will support small business engagement with BHP. The Program aims to promote small, local businesses to supply services and goods to BHP through a competitive tender process with reduced payment terms. The selected businesses will also receive support from the C-Res Business Development Advisors and the Program Administrator Team.

For the Development, BHP supports the procurement of services from local businesses and traditional owners. BHP Nickel West will develop a Local Procurement Strategy prior to construction commencing. Preliminary objectives, measures, and monitoring actions to guide the development of the Local Procurement Strategy are provided in Table B.4.

Table B.4 Local business and industry procurement measures

Impact area	Objective	Measures	Monitoring	Timing
Local business and industry participation	Enable local businesses and suppliers to participate in the Development procurement opportunities.	Formalise the local contract strategy for construction and operation and articulate requirements throughout contracts to facilitate supply chain involvement of local and regional businesses.	Local Procurement strategy included in tender documents.	During the Development construction (to Year 3 of operations).
		Stipulate local procurement requirements in construction contracts where feasible and require contractors to engage local businesses.	Evidence of consultation with local industry and business groups.	
		Consult with the City of Kalgoorlie-Boulder Council and local business and industry groups to identify opportunities to strengthen local businesses' capacity to participate in the procurement process.	Number of businesses registered to supply the Development.	
		Promote business and employment opportunities through Indigenous community leaders, existing Indigenous businesses and organisations.		
		Develop a Development -specific supply chain register that categorises interested businesses across the regional study area.	Number of businesses registered to supply the Development.	During the Development construction (to Year 3 of operations)
		Enable local suppliers to provide a capability statement/expression of interest to supply the Development.	Number of local businesses, goods and services have been procured from and associated expenditure per annum.	

## B1.5 Monitoring and review

A SIMP Action Plan, developed by BHP Nickel West and the construction contractor, will contain measurable actions, targets, and commitments, which will be monitored throughout the construction and operation of the Development. This Action Plan should be based on the objectives, measures and monitoring requirements outlined in this section.

The SIMP will be developed in consultation with the City of Kalgoorlie-Boulder Council and identified local service providers to ensure targets and measures are both realistic and fit for purpose.

An annual SIMP review will be undertaken by a qualified social practitioner, with the results to be shared with the City of Kalgoorlie-Boulder Council and on the BHP Nickel West website.