



LINDEMAN GREAT BARRIER REEF RESORT PROJECT

ENVIRONMENTAL IMPACT STATEMENT

APPENDIX L - SOCIAL IMPACT ASSESSMENT

Addendum: This EIS was initially prepared assuming that the safe harbour was to be part of the Lindeman Great Barrier Reef Resort Project. With the commencement of the Great Barrier Reef Marine Park Authority's (GBRMPA) Dredging Coral Reef Habitat Policy (2016), further impacts on Great Barrier Reef coral reef habitats from yet more bleaching, and the recent impacts from Tropical Cyclone Debbie, the proponent no longer seeks assessment and approval to construct a safe harbour at Lindeman Island. Instead the proponent seeks assessment and approval for upgrades to the existing jetty and additional moorings in sheltered locations around the island to enable the resort's marine craft to obtain safe shelter under a range of wind and wave conditions. Accordingly, remaining references to, and images of, a safe harbour on various figures and maps in the EIS are no longer current.

Social Impact Assessment

Lindeman Great Barrier Reef Resort
Project

Prepared for
White Horse Australia Lindeman Pty Ltd

7 February 2017



Table of Contents

1	REQUIREMENTS AND SCOPE OF WORK.....	1
1.1	Terms of Reference	1
1.2	Methodology and Queensland Government Social Impact Assessment Guidelines	3
1.3	Note on Methodology	4
2	PROJECT DESCRIPTION	5
2.1	Project Proponent.....	5
2.2	The Project	5
2.3	Projected workforce.....	9
2.3.1	Construction Staging.....	10
2.4	Other Major Projects	11
3	COMMUNITY ENGAGEMENT, STAKEHOLDERS AND IMPACTED COMMUNITIES OF INTEREST	14
3.1	Public Sentiment	15
4	SOCIAL BASELINE	16
4.1	Community History	16
4.2	Population Profile	17
4.2.1	Age and Gender	18
4.2.2	Diversity.....	19
4.2.3	Housing and accommodation.....	20
4.2.4	Family and Household Composition	22
4.2.5	Crime, Law and Order.....	23
4.2.6	Education and Training	25
4.2.7	Employment	27
4.2.8	Social Disadvantage	31
4.3	Social infrastructure.....	33
4.3.1	Community safety.....	33
4.3.2	Health.....	34
4.3.3	Education	34
4.3.4	Transport.....	36
4.3.5	Recreation and Leisure	36
4.4	Indigenous communities	38
5	COMMUNITY AND STAKEHOLDER ENGAGEMENT STRATEGY	39
5.2	Website	39
5.3	Newsletter	39

5.4	Public Notification and Community Meetings	40
5.5	Stakeholder Engagement Meetings and Briefings	40
5.6	Public Notification and Community Meetings	41
6	SOCIAL IMPACT ASSESSMENT	42
6.1	Social Impact Assessment.....	42
6.1.1	Community Safety	42
6.1.2	Community Wellbeing	42
6.1.3	Health & Wellbeing	43
6.1.4	Housing and Accommodation	45
6.1.5	Social Infrastructure.....	45
6.1.6	Traffic and Transport	46
6.1.7	Vulnerable Groups.....	46
6.1.8	Local Business and Industry Content.....	46
6.1.9	Impacts on the Population Profile	47
6.2	Social Impact Risk & Benefit Assessment Matrix	47
7	GREAT BARRIER REEF REGION STRATEGIC ASSESSMENT REPORT.....	49
8	CONCLUSION.....	55
9	REFERENCES	56

List of Tables

Table 1.	Lindeman GBR Resort EIS Terms of Reference.	1
Table 2.	Project Works Schedule (noting a safe harbour is no longer proposed)	6
Table 3.	Projected Workforce Detail.	9
Table 4.	Major Projects in the Greater Region (Central and North Queensland).	12
Table 5.	Estimated resident population by LGA, Mackay-Whitsunday LGAs region and Queensland.....	18
Table 6.	Proficiency in spoken English of overseas-born persons by LGA, Mackay- Whitsunday LGAs region and Queensland, Census 2011.....	19
Table 7.	Occupied private dwellings(a) by dwelling structure and LGA, Mackay-Whitsunday LGAs region and Queensland, 2011.....	21
Table 8.	Occupied private dwellings(a) by tenure type and LGA, Mackay-Whitsunday LGAs region and Queensland, 2011.....	21
Table 9.	Median sale and Rent Prices in Mackay and Whitsunday LGAs.	21
Table 10.	Household composition, LGA, Mackay-Whitsunday LGAs region and Queensland ABS 2011.	22
Table 11.	Family Household Composition Mackay-Whitsunday LGAs region and Queensland, ABS Census 2011.	23
Table 12.	2010 – 2015 Crime Rates Mackay-Whitsunday LGAs region and Queensland, Queensland Government Statistician's Office/ASGS 2011.	24
Table 13.	Full time Enrolments February 2015, Qld Department of Education and Training.	25
Table 14.	Highest level of schooling completed by LGA, Mackay-Whitsunday LGAs region and Queensland, 2011 (ABS 2011).	25
Table 15.	Non-school qualifications by level of education by LGA, Mackay-Whitsunday LGAs region and Queensland, 2011.....	26
Table 16.	Non-school qualifications by field of study, Mackay-Whitsunday LGAs region and Queensland, 2011.....	26
Table 17.	Labour Force Status Mackay SA4 region.	27
Table 18.	Employment by industry, Mackay and Whitsundays LGAs and Queensland, 2011.....	30

Table 19.	Emergency services, schools and hospitals by LGA, Mackay-Whitsunday LGAs region and Queensland, 30 June 2013, QGSO.	33
Table 20.	Early childhood education and care services by LGA, Mackay-Whitsunday LGAs region and Queensland, 28 February 2015, QGSO.	35
Table 21.	Schools by LGA, Mackay-Whitsunday LGAs region and Queensland, Department of Education.	35
Table 22.	Leisure and Recreation Facilities in the Region.	36
Table 23.	Indigenous status in Mackay & Whitsundays LGAs and Queensland, 2011 Census.....	38
Table 24.	Negative Impact Risk Assessment.	45
Table 25.	Benefit Maximisation Assessment.	48
Table 26.	Impacts on Community Benefits of Lindeman Island by GBR Region Strategic Assessment Values.	50

List of Figures

Figure 1.	Proposed Master Plan as at November 2016.....	7
Figure 2.	Proposed Tenure Changes	8
Figure 3.	Map showing Mackay and Whitsunday Regional Councils in relation to Lindeman Island.	17
Figure 4.	Estimated resident population by age and sex, Mackay-Whitsunday LGAs region and Queensland, 30 June 2014 (projected).....	18
Figure 5.	Estimated resident population growth, Mackay-Whitsunday LGAs region compared to Queensland.....	19
Figure 6.	Socio Economic Index for Areas (SEIFA) comparing Mackay, Whitsunday, and Queensland.....	32

List of Appendices

Appendix 1:	Stakeholder Contact Register
Appendix 2:	Stakeholder Consultation Register
Appendix 3:	Newsletter (March 2016)
Appendix 4:	Summary of Newsletter Feedback

1 REQUIREMENTS AND SCOPE OF WORK

In August 2015, the Lindeman Great Barrier Reef Resort project was declared to be a 'coordinated project' under the *State Development and Public Works Organisation Act 1971* (SDPWO Act), which triggers the statutory environmental impact statement (EIS) procedure as per Part 4 of the Act. This Social Impact Assessment forms a part of this mandated EIS, as a standalone document which will be appended to the EIS. A shortened and adapted version of this report will form the body of the social impact section/s of the Environmental Impact Statement.

The Lindeman Great Barrier Reef Resort project has been:

- > determined as a 'controlled action' under the Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act)
- > taken to be a deemed application under the Great Barrier Reef Marine Park Act 1975 (GBRMP Act) and Regulations.

1.1 Terms of Reference

The Terms of Reference (ToR) issued state that social and economic considerations are to be assessed as routine matters. The objective stated for the social and economic sections of the EIS is:

"The construction and operation of the project should aim to:

- a) avoid or mitigate adverse social and economic impacts arising from the project*
- b) capitalise on opportunities potentially available for capable local industries and communities*
- c) demonstrate a net economic benefit to the region and State."*

The following table outlines how this report addresses the requirements outlined in the ToR.

Table 1. Lindeman GBR Resort EIS Terms of Reference.

TOR Clause	Task	Section of the Report
13.7.	In accordance with the Coordinator-General's Social impact assessment guideline, describe the likely social impacts (positive and negative) on affected communities, taking into account proposed mitigation measures.	Section 6
13.8.	Identify and describe the existing community benefits as per the values listed in the Great Barrier Reef Region Strategic Assessment 2014. Discuss how these community benefits may be impacted	Section 7
13.9.	Demonstrate how the workforce arrangements comply with the Coordinator- General's workforce management principles listed below:	

TOR Clause	Task	Section of the Report
	anyone must be able to apply for a job, regardless of where they live provided they can meet the requirements of the job, people must have choice where they live and be able to apply for jobs related to the project the percentage of fly in, fly out workers must be less than 100 per cent a thorough audit of existing housing capacity must be undertaken before the project starts. To support those who wish to live locally, the proponent will ensure availability of accommodation that is fit for purpose and will make optimal use of existing housing capacity the proponent must thoroughly assess workforce requirements and plan to accommodate the likely number of workers who may live locally social impacts associated with the local workforce, in relation to local housing, services and infrastructure must be identified and mitigated in consultation with relevant local and state government service providers the proponent's social impact mitigation measures should support regional towns in pursuing opportunities to ensure communities are strong and sustainable and they are attractive places to live and work. The workforce management principles will be reviewed after the Queensland Government has considered the recommendations of the Queensland Parliamentary Committee's Fly in, Fly out and other long distance commuting work practices in regional Queensland; and the Queensland Government's panel on Fly in, Fly Out Review.	Section 6
13.10.	Describe the local and regional economies likely to be impacted by the project and identify the relevant stakeholders.	Section 6

1.2 Methodology and Queensland Government Social Impact Assessment Guidelines

Item 13.7 under the project's Terms of Reference states:

"In accordance with the Coordinator-General's Social impact assessment guideline, describe the likely social impacts (positive and negative) on affected communities, taking into account proposed mitigation measures."

The work for the Lindeman Island Great Barrier Reef Resort EIS SIA will be performed in line with the guideline as far as practical; however the unique nature of this proposed resort should be noted. The project:

- > is located on an island with no permanent residents, therefore there is no immediate 'community' to experience any direct impacts from construction or ongoing operation;
- > is redeveloping a resort that has previously successfully operated prior to 2012, so the secondary communities (such as Airlie Beach) that may experience impacts during operation have previously lived with the operational resort with no significant negative impacts observed;
- > is positioned in the Whitsundays alongside a number of other Island resorts, therefore operational impacts become difficult to distinguish from other resorts and tourism activities.

As such, there are limitations on the activities that can be carried out for the SIA as per the guideline; community consultation and primary data collection being a key element. Without a primary impacted 'community', nor any way to distinguish impacts to secondary communities, the project team determined that broad community consultation would not add value to the process. The key focus, determined following a scoping process, was a focus on the construction impacts to the mainland (with regards to labour and supply and transport of goods), operational impacts and benefits, and cumulative impacts of the operational resort in the feeder area of Airlie Beach and its surrounds. This was determined to be most productively and efficiently managed through engagement focused on key stakeholders and mainland social infrastructure and service providers. The overall expressed level of interest in the proposed resort, even with significant media coverage, has remained minimal throughout the EIS process, outside of the key environmental issues addressed elsewhere.

Wider public/community engagement will occur during the EIS public notification phase, when more detailed information about the various impacts and mitigation strategies is available. It will be at this point that interested parties will be able to review the EIS and provide feedback as required. The proponent will pursue a range of engagement options during public notification to gather additional input on the social impact assessment at that stage of the project.

Secondary research has been identified to provide some further context and insight to this assessment. One such study, undertaken by James Cook University in 2014 titled *Tourism and Community Well-being: Social Impacts of Tourism in Airlie Beach, Bowen, and the Atherton Tablelands*, has provided particularly useful insights to community attitudes to a range of social matters in Airlie Beach and Bowen. JCU surveyed a voluntary random sample of 2% (170) of the over-18 population in Airlie Beach, and 2.6% (180) of the over-18 population in Bowen, and then screened for residents who had lived in the respective area for over 6 months. The questionnaire asked for opinions on a range of areas including community, opportunities, wellbeing, and social services and infrastructure (Konovalov, Murphy & Moscardo 2014). The findings have been used throughout the baseline to provide additional context to Australian Bureau of Statistics (ABS) and Queensland Government Statistician's Office (QGSO) data.

1.3 Note on Methodology

As the primary project area is unpopulated, and has no existing residents or businesses, the methodology for this SIA has been adapted to suit the circumstances. Cardno has undertaken much of the SIA from a 'greater project area' perspective, that being the Whitsunday and Mackay areas. As a general rule, data (such as ABS census data) has been used in the local government area (LGA) groupings i.e. Whitsunday and Mackay Regional Councils. The socio-economic risks on the mainland have been assessed as relatively low-impact, and the LGA groupings may be seen as too large an area for a development this size, however there were a number of logical reasons that these geographical areas were chosen for this assessment:

- > For comparative purposes, the local government area is one of the few geographical areas for which data is consistently available. While census data is always available in a variety of formats, many other data providers, such as the Queensland Government, do not always have the capability to produce or issue data to smaller ABS statistical areas. For consistency and comparison purposes, the same geographic area should be used, where available, for all data at baseline.
- > The greater project area could have been chosen based on smaller areas that are closest to the coast (e.g. suburbs, or ABS SA1s or SA2s notwithstanding the point above), however the potential workforce would not be limited to people residing along the coastline. Considering the potentially significant changes in central Queensland through the mining boom and recent down-turn, especially since the 2011 census, it is considered that these larger study areas (and their corresponding populations) would be less sensitive to outliers and unusual demographic changes, therefore providing more robust and reliable data sets for baseline, monitoring, and evaluation.
- > It is anticipated that the workforce population would likely be initially sourced from the greater region, taking advantage of available skilled labour following the resource sector downturn. A commute from (for example) Mackay to Shute Harbour for the periodic on-Island roster would be a manageable "drive in, drive out" option, and preferable in terms of community cohesion, to the fly-in-fly-out workers from further afield.
- > At the beginning of this study, the plan for sourcing and delivering materials and workforce to the Island was not yet firm, and both Mackay and Shute Harbour were presented as potential hubs for this activity.
- > Lindeman Island is a part of the Mackay Regional Council. As such, even though a majority of activity may be projected to be occurring in the Shute Harbour area and its surrounds, any changes on the island will ultimately be attributed to the Mackay Regional Council.

2 PROJECT DESCRIPTION

2.1 Project Proponent

The project is to be undertaken by White Horse Australia Lindeman Pty Ltd. White Horse Australia Lindeman Pty Ltd was established in 2011 by Mr William Han who has interests in iron ore mining in Western Australia, Gold Coast real estate development investments since 2013 and is currently launching a significant import/export business involving high quality produce and products sourced from Australia into China. The Director of White Horse Australia Lindeman Pty Ltd is Mr Paul Nyholt. White Horse Australia Lindeman Pty Ltd is a subsidiary of the White Horse Group which was established in 1986 and is China's best known advertising, media and marketing company. In recent years White Horse has expanded into the property and tourism sector in China and overseas, with more than 2,000 staff operating in 27 of China's biggest cities. White Horse Outdoor Media Company generates over 1.6 billion RMB in revenue annually. Built on that success, the group owns China's exclusive Golf TV Channel which broadcasts to an increasingly affluent audience, a television and internet Shopping Channel, and an internet company. White Horse Group in China (William Han) is also well known and respected by Ministers and officials from various departments in Local, State and Federal Governments as they have supported and assisted Government delegations (e.g. Trade, Immigration and Tourism) with their visits to China.

2.2 The Project

White Horse Australia Lindeman Pty Ltd propose to redevelop the existing resort at Lindeman Island into a world class integrated tourist resort. The proposed design incorporates environmental improvements to protect the values of the Great Barrier Reef World Heritage Area and set new international standards in environmental sustainability and integrated resort design. The Masterplan prepared by DBI Design for the redevelopment of the Lindeman Island Resort (as shown in **Figure 1**) proposes to create a low rise resort on Lindeman Island comprising:

- > Beach Resort - redevelopment of the existing resort to achieve a new 5 star Beach Resort with 136 units, conference centre, beach club and a central facilities building with restaurants, bars and lounges;
- > Spa Resort - a new 6 star Spa Resort with 59 villas, central facilities, entry lounge, spa, sea view restaurant, pool and a signature rock bar providing spectacular alfresco dining close to the sea;
- > Eco resort - a new 5 star Eco Resort near the existing lake consisting of 41 villas, a central facility, boathouse and a waterside restaurant;
- > Tourist villa precincts - two precincts accommodating 89 tourist villas are proposed to the north-east and north-west of the existing resort;
- > Village - a central village precinct comprising restaurants, bar, night club, conference facility buildings, arrival centre, shops, sport and recreation centre and a staff village;
- > Services infrastructure precinct - a new precinct with services including power generation (solar with diesel back-up), sewage treatment and water treatment designed to reflect current best practice;
- > Airstrip - the existing airstrip is proposed to be upgraded to provide for near all-weather status, capable of landing light aircraft and helicopters;

- > Golf course – an upgrade to the existing recreational golf course is proposed;
- > Safe Harbour - a new safe harbour is proposed to provide reliable access for the transfer of guests via ferries, luxury vessels and private charters offering greater protection from the prevailing wind direction;
- > Ecotourism facilities - a National Park and Great Barrier Reef Educational Centre and 30 glamping facilities are being investigated in consultation with the State Government; and
- > Environmental enhancements – native vegetation replanting, improvements to stormwater management and a shift towards renewable energy sources are proposed.

The scope of the project also includes a proposal for the rearrangement of lease boundaries and amendments to the existing National Park boundaries to allow for the creation of a more uniform boundary between the resort and National Park and provide for improved environmental management (as shown in **Figure 2**). White Horse Australia Lindeman Pty Ltd is currently in negotiations with the Queensland Government, to amend the existing lease boundaries. The project has been declared a coordinated project by the Department of State Development. The current timeline for the project works are shown in Table 2.

Table 2. Project Works Schedule (noting a safe harbour is no longer proposed).

Component	Dates	Description of Works
Stage 1		
Construction Camp	May 2018 - August 2018	Establishing construction camp
Civil Works	August 2018 – September 2019	Entire Site
Demolition	August 2018 – January 2019	Removal of former resort buildings and infrastructure
Stage 2		
Safe Harbour	September 2019 – January 2021	New safe harbour including 50-60 berths of varying sizes
Arrivals and departure lounge - Marine	September 2019 – January 2020	
Airstrip and facilities	September 2019 – January 2021	Extension and Upgrade of existing airstrip, plus new arrivals lounge and hangars
Village	September 2019 – December 2020	Mixed use including retail, function & convention facilities
Sports Centre and Facilities	September 2019 – November 2020	Gymnasium and associated facilities
Staff Accommodation	September 2019 – January 2021	Accommodation for Resort Staff
Golf Course	September 2019 – November 2020	Upgrade and redevelopment of the Golf Course Holes
5 Star Beach Resort	September 2019 – August 2020	136 Suites including Day Spa and Central Facilities
Fitout	August 2020 – October 2020	
Stage 3		

Component	Dates	Description of Works
6 Star Spa Resort, facilities and fitout	April 2020 – April 2021	59 Villas
Stage 4		
Eco Resort and facilities	October 2020 – July 2021	41 Villas
Stage 5		
Villa Construction and Glamping Facility	July 2021 onwards	89 Villas 30 Glamping Facilities and Central Facilities Building

Figure 1. Proposed Master Plan as at November 2016.

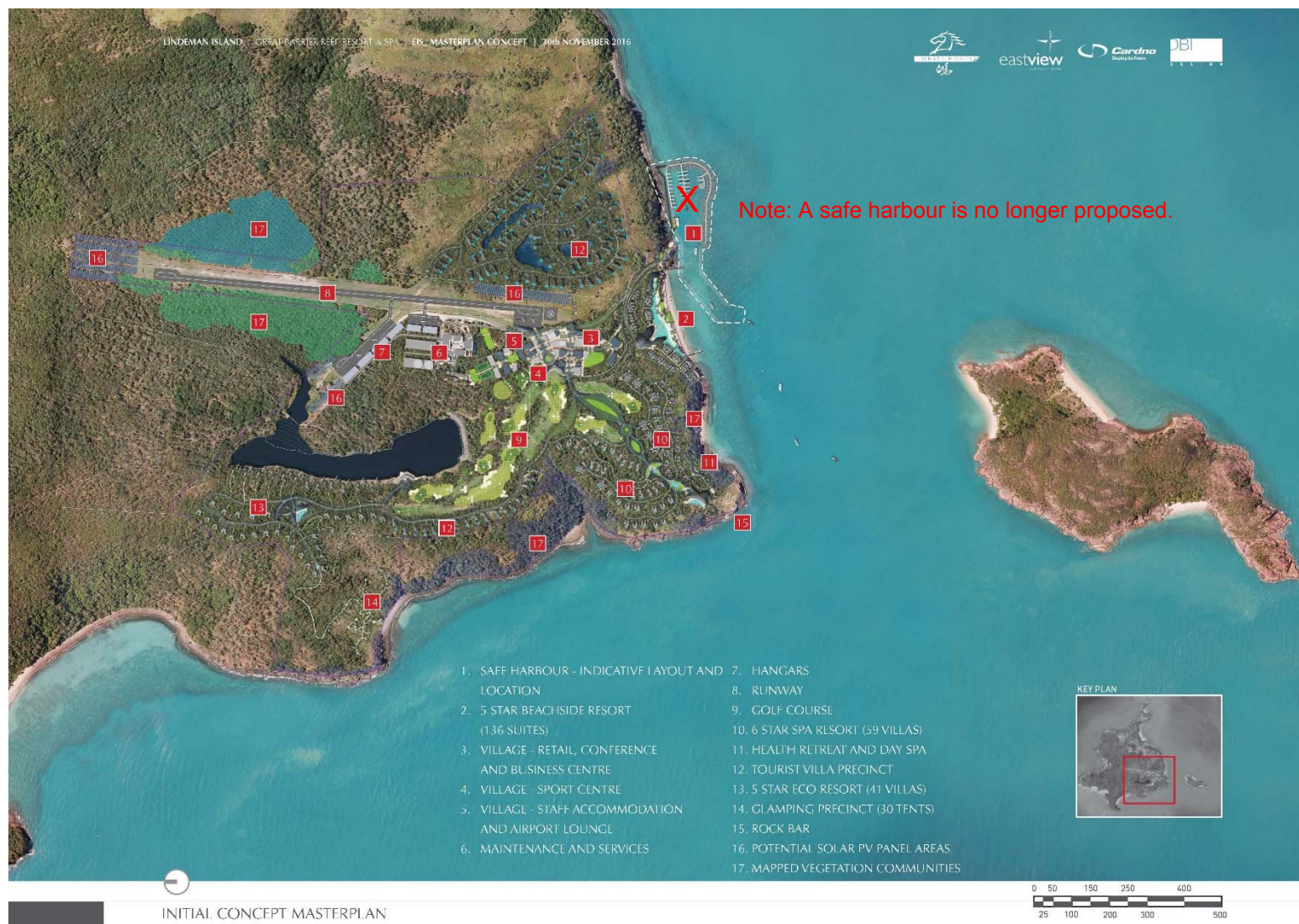
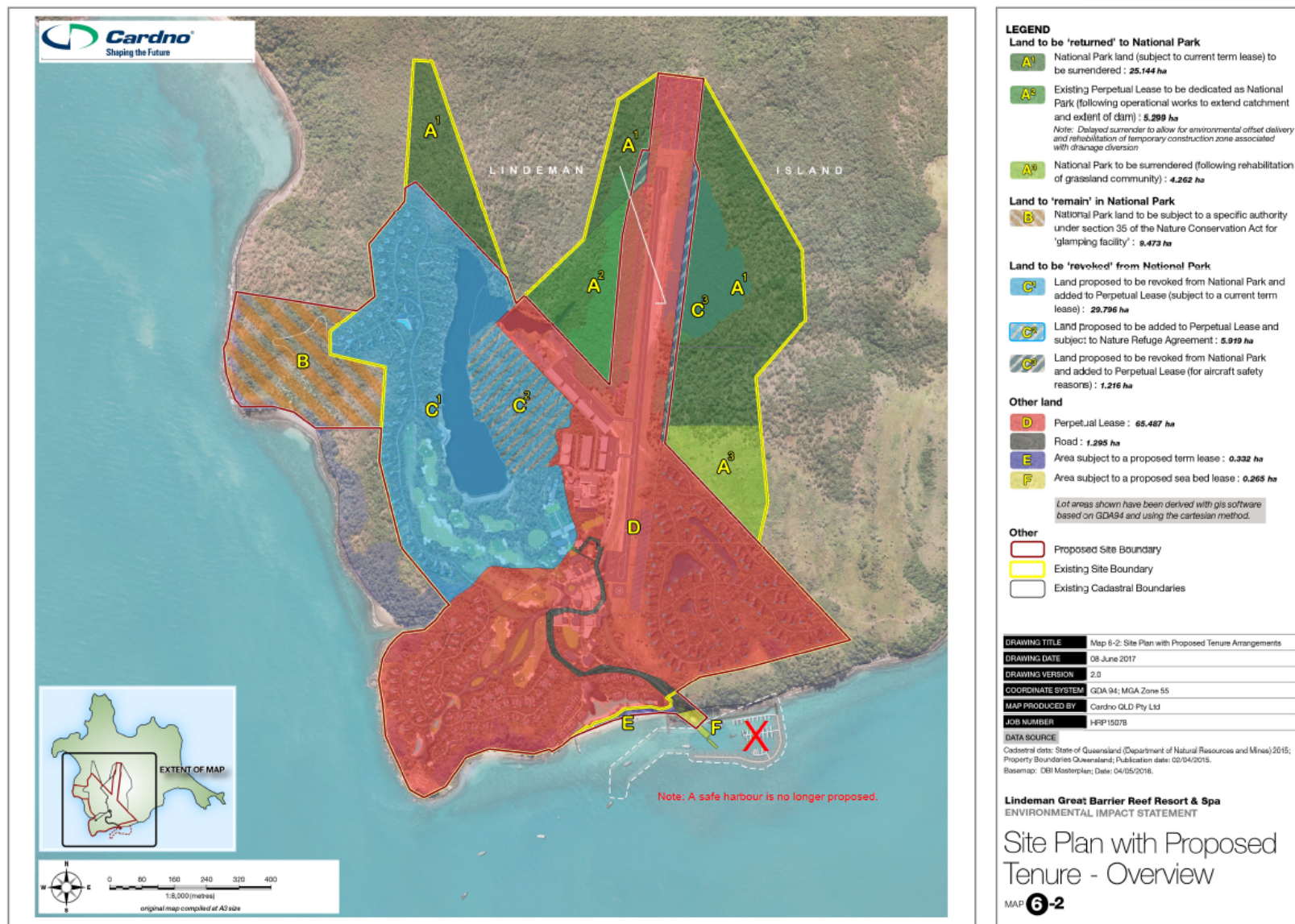


Figure 2. Proposed Tenure Changes.



The Lindeman Island Resort will be constructed in stages, with Stage 1 involving construction civil works, construction camp (staff accommodation) and infrastructure (power, water, sewerage, roads). Completion of the Lindeman Island Resort and subsequent stages is expected to 3 years.

The construction and operation of the proposed resort will have significant impact on Regional GDP with a final development cost of approximately \$583 million generating total employment during construction of 1,750 person years (full time equivalent - FTE) in the Mackay Region and total employment during operations of 800 (gross) and 560 (net) (FTE) persons in the Mackay Region (where gross assumes that all visitors would not have otherwise stayed elsewhere in the Region and net assumes that 30% of visitors would have stayed elsewhere in the Region), including employment on the Island averaging 300 FTE..

It is estimated that the day to day running of the Resort will comprise 0.5% (gross) or 0.4% (net) of the projected 2023 labour market for the Mackay Region (which includes Mackay, Whitsunday and Isaac local government areas).

2.3 Projected workforce

It is anticipated that approximately 300 full-time equivalent (FTE) employees will be required once the resort is fully operational. Most operational staff will work standard shift hours and will be sourced from the Whitsunday Region. It is proposed that the approximately 300 staff will be accommodated in the new village precinct to be provided on the Island with staff movements to the mainland to occur mainly by ferries.

As discussed elsewhere, Whitsunday tourist facilities have traditionally been largely staffed by the itinerant backpacker market that visits the state's tourism hotspots during peak tourist periods. During the recent GFC-induced downturn in tourism, lower levels of backpackers have been attracted to the Whitsundays (and other tourist destinations) due to the lower levels of work opportunities. The operation of this proposed Resort is likely to stimulate this backpacker segment of the tourism market.

The following table provides information on the anticipated workforce during construction and operation.

Table 3. Projected Workforce Detail.

Component	Requirement
Construction	
Yearly Workforce	Up to 300 at peak construction
Local / DIDO % and Roster	70% 5 days on, 2 days off
FIFO % and Roster	30% 3 weeks on, 1 week off
Shift Change	Staggered rosters = Island working 7 days per week
Accommodation	80% stay on-site
Commute	20% commute each day (Anticipated from Airlie, Proserpine, Mackay, down to Rockhampton in South and North to Townsville)
Operation	
Yearly Workforce	300 peak operational periods
Local / DIDO % and Roster	100% 5 days on, 2 days off
FIFO % and Roster	Nil

Component	Requirement
Shift Change	Daily Changeover of approximately 43 people per day
Accommodation	All stay on-site during on-roster
Local Split % from greater region (e.g. Mackay, Townsville) & mode of commute	50% locals from greater region Anticipated 10% drive self, 90% charter bus
Local split % from Airlie Beach, Cannonvale and Proserpine & mode of commute	50% from immediate local area Anticipated 30% drive self, 70% dropped off

All of the on-site construction workforce is expected to be accommodated on the Island in a temporary worker's camp until the staff accommodation buildings are constructed in the Village Precinct. The workload will be managed by using the local and regional workforce.

The **local construction workforce** is proposed to be transported to and from the Island between work period breaks by ferry from Shute Harbour and is expected to be drawn from Airlie Beach, Jubilee Pocket, Cannonvale and Proserpine, as well as Mackay. Local workers would commute from their home to Shute Harbour for fast ferry across to the island. The locals, comprising an estimated 70% of the workforce, would have a shortened time on the island, being 5 days on and 2 days off (weekends).

The **regional** (from Townsville, Rockhampton, Brisbane, and elsewhere as required) and/or **FIFO construction workforce** would fly into Proserpine or Hamilton Island airport from a range centres. It is anticipated some companies may elect to arrange their own chartered flights, or come to a commercial agreement. From Proserpine airport there would be buses to Shute Harbour, where they would then fast ferry across to the island. The percentage of regional and/or FIFO workers would likely be 30% of total workers. A FIFO roster system similar to the resource sector would work best for these types of workers (3 weeks on, 1 week off) ensuring that the work is continuous.

It would be anticipated that local companies may charter a bus depending on the number of workers they have, to help avoid parking problems at Shute Harbour. Locals that are closer to Shute Harbour (Cannonvale, Proserpine, Jubilee Pocket, Mackay, and Bowen), would either drive themselves (with car parking needs being assessed as part of this EIS) or be dropped off at Shute Harbour each week.

2.3.1 Construction Staging

The construction period would involve a period of approximately three years commencing mid-2018. The Beach Resort is due for completion mid-2020, Spa Resort early 2021, Eco Resort in mid-2021, and the remaining facilities progressively completed through 2021. The resorts will be opened at the same time in mid to late 2021. Due to the size and magnitude of the overall project, the proponent's construction work strategy is to break the project into five stages

- > Stage 1 – Civil Works, Construction Camp, Demolition and Infrastructure;
- > Stage 2 – Jetty upgrades, Marina Retail and Facilities, Airstrip Upgrade, Village, Sports Centre and Facilities, Staff Accommodation, Golf Course, Beach Resort, Facilities;
- > Stage 3 – Eco Resort and Facilities;
- > Stage 4 – Spa Resort and Facilities;
- > Stage 5 - Villa Construction and Ecotourism Facilities (glamping).

The following schedule is proposed:

- The “finishes crew” would work on Stage 1 while the “structure crew” works on Stage 2. Once the finishes are completed in Stage 1 this crew would move onto Stage 2 to complete these works;
- Separate crews would work on the Safe Harbour and Airport precinct as this type of construction worker experience would differ to the hotel precincts;
- An accommodation camp will be established on site in the vicinity of existing accommodation area for the anticipated construction crew. The majority of the workforce will live in a “fly-in”/“flyout” regime with some workers commuting to the Airlie Beach area;
- Existing buildings will be demolished down to the foundations to enable the new structure for the Beach Resort to be constructed;
- Appropriate demolished material will be recycled to use as a road base and pathways on site for the new resort layouts; and
- The resorts would open at same time in mid to late 2021, with the villas to be constructed subsequently as demand requires.

Construction Phase

During the three year construction period, employment on the Island is expected to average 300 persons (FTE). The construction stage is expected to generate total employment of 1,750 (FTE) person years in the Mackay Region (averaging 490 FTE jobs over the three and a half year construction period). In Queensland, total employment generated is expected to total 2,660 FTE person years (averaging 740 FTE jobs over the three and a half year construction period). The expected annual employment generation represents 0.4% of the projected 2018 labour market for the Mackay Region and 5.1% of the current number of unemployed persons in these areas. Accordingly, unlike the situation experienced during the recent mining boom, the proposed construction project is not likely to place an undue strain on the Mackay Region’s labour market and no significant impact upon wage levels in the Mackay Region is expected to result due to the significant spare capacity that exists within the Mackay Region’s labour market.

Operations Phase

The proposed Lindeman Island redevelopment represents an expansion of an existing and large economic sector (tourism) in a part of Queensland where tourism is already a dominant sector. Its impacts are expected to represent a marginal change to the existing economy.

During operations, employment on the Island is expected to average 300 FTE persons. The operational stage is expected to generate total employment of 800 (FTE) persons in the Mackay Region in gross terms and 560 FTE persons in net terms. In Queensland, total employment generated is expected to total 1,050 FTE persons in gross terms and 680 FTE persons in net terms.

The expected operational employment generation represents 0.5% of the projected 2023 labour market for the Mackay Region in gross terms and 0.4% in net terms. It also represents 8.3% of the current number of unemployed persons in these areas in gross terms and 5.8% in net terms.

2.4 Other Major Projects

Current information suggests that there are a small number of major/coordinated projects being undertaken in the greater region in the next decade. For example the Whitsunday local government area’s current and planned major development projects were stated as valued at \$36 billion¹, with a 16,230 hectare State Development Area being a key driver, however a number of the named projects

¹ Living Whitsundays Liveability Prospectus retrieved from http://livingwhitsundays.com.au/Portals/0/Documents/Livability_Prospectus.pdf

have been halted, delayed or completed. Nevertheless, ongoing and revised development plans, as well as ongoing small-scale construction and development, are estimated to have a negligible impact on labour availability for the Lindeman Island works. Table 4 below shows the coordinated projects in the region listed on the Department of State Development's website and other projects understood to be underway.

Table 4. Major Projects in the Greater Region (Central and North Queensland).

Project	Location/s	Description	Proponent / Involved Parties	Jobs	Timing	Status
Chinatown Development Airlie Beach	Airlie Beach	\$300m Chinatown development Tourism based mixed use landmark hotel, short term accommodation, 100 shops and restaurants, open air pedestrian mall	Whitsunday Chinatown Investment Pty Ltd WSG Whitsunday Surveys China Australia Entrepreneurs Assoc Inc	-	3 years from contract signing. Substantial works have to be undertaken by March 2016	Contract terminated Feb 2016 Seeking new investors
Abbot Point Coal Terminal Expansion Stage 3	Port of Abbot Point 25km NW of Bowen	Duplication of the existing terminal infrastructure, which will double the Port of Abbot Point's capacity from 25 million tonnes per annum to 50 mtpa	Ports Corporation of Queensland Ltd	-	-	Recommended project proceed subject to conditions and recommendations
Port of Airlie Marina	Airlie Beach/Shute Harbour	Integrated marina development: boating, tourism, residential and commercial facilities - marina - passenger ferry terminal - public boat ramp - retail and commercial space - apartment hotel - apartment residential	Windward Airlie Beach Partnership	-	-	Recommended project proceed subject to conditions and recommendations

Project	Location/s	Description	Proponent / Involved Parties	Jobs	Timing	Status
Capricorn Integrated Resort	45km north of Rockhampt on 9km NE of Yeppoon	\$600m 1500-hectare integrated resort community - 300-room, five-star resort, including a golf course - caravan and RV park - Wagyu cattle farm - residential community of 8000 dwellings and village centre - conservation	Iwasaki Sangyo Co (Aust) Pty Ltd	19,000 construction over 20yrs (8500 onsite) 2,160 operational	-	EIS being prepared by proponent
China Stone Coal Project	300km West of Mackay	Large-scale, greenfield coal mine with a yield of up to 38 million tonnes per annum of thermal coal	MacMines Austasia Pty Ltd	3900 construction 3400 operational	-	EIS active (additional information being prepared by proponent)
Townsville Port Expansion Project	Port of Townsville	Expansion of the Port of Townsville to accommodate forecast growth in trade at the port and address current capacity constraints	Port of Townsville Ltd	139 construction 180 operational	-	EIS active (additional information being prepared by proponent)

3 COMMUNITY ENGAGEMENT, STAKEHOLDERS AND IMPACTED COMMUNITIES OF INTEREST

The primary project area of Lindeman Island has no permanent residents, businesses, or other stakeholders based onsite. However the greater project area takes in the Whitsunday Islands, the Whitsunday Regional Council area (as Shute Harbour will be the point of departure for the transport of labour and materials to the Island, and therefore the base for most of the mainland activities), and the Mackay Regional Council area (as the Island falls under the Mackay Regional Council area, and it is likely to be a major source of labour and materials). Construction and operation of the project would potentially impact and/or interest (not limited to):

- > Queensland and Federal government departments as relevant to both regulation, licensing, and approvals, and those responsible for human services such as housing, health, and employment
- > Local Government relevant departments
- > Chambers of Commerce (Whitsunday and Mackay)
- > Whitsunday Island tourist enterprises (other resorts and tourist destinations)
- > Local transport providers (water, air, and sea) and related industries (e.g. Airports)
- > Local suppliers of materials and services
- > Health providers including GPs and hospitals
- > Emergency services (Fire, Ambulance)
- > Police
- > Local Council members (Whitsunday Regional Council and Mackay Regional Council)
- > Tourism marketing bodies such as Tourism Queensland
- > State and Federal MPs
- > Local environmental groups
- > Infrastructure providers including electricity and telecommunications

As discussed in section 1.1, without a primary impacted 'community', nor any way to distinguish impacts to secondary communities, the project team determined that broad community consultation would not add value to the process. The key focus, determined following a scoping process, was a focus on the construction impacts to the mainland (with regards to labour and supply and transport of goods), operational impacts and benefits, and cumulative impacts of the operational resort in the feeder area of Airlie Beach and its surrounds. This was determined to be most productively and efficiently managed through engagement focused on key stakeholders and mainland social infrastructure and service providers. The overall expressed level of interest in the proposed resort, even with significant media coverage, has remained minimal throughout the EIS process, outside of the key environmental issues addressed elsewhere.

Wider public/community engagement will occur during the EIS public notification phase, when more detailed information about the various impacts and mitigation strategies is available. It will be at this point that interested parties will be able to review the EIS and provide feedback as required. Cardno will pursue a range of engagement options during public notification to gather additional input on the social impact assessment at that stage of the project.

Some residents of the greater project area may have an interest in the resort, with regard to specific topics such as employment opportunities and needs, traffic and transport impacts, the protection of the National Park, or small and medium enterprise (SME) supply opportunities; however the general mainland public is not considered a key impacted community of interest for the purpose of this EIS.

A comprehensive stakeholder mapping exercise has been undertaken to identify stakeholders, their levels of interest and influence, if they are directly or indirectly affected by the project, and if they are an advisory agency for the coordinated project.

The outcome of this has been documented in a stakeholder and contact register that is managed in an Excel spreadsheet, a copy of which is found in **Appendix 1**. An initial set of stakeholders and agencies was identified at the beginning of the EIS process, and as additional stakeholders were identified, referred, or made themselves known to the project team, they have been added to the list. All contact with any stakeholders regarding the project has been logged in the stakeholder register by project team members (refer to **Appendix 2**).

3.1 Public Sentiment

A Stakeholder Information Newsletter was released on 4 March 2016 to over 140 contacts to inform the community and key Government agencies about the project and provide opportunities to provide input (refer to **Appendix 3**). The Newsletter provided an overview of the EIS process and key aspects of the Masterplan, proposed schedule, workforce requirements and anticipated project benefits.

A total of 10 submissions were received on the Newsletter by predominantly Government agencies (9) and also a tourism operator (1). Key issues raised in the submissions are summarised in **Appendix 4** and include:

- Disaster management;
- Emergency response;
- Opportunities for local businesses and workforce;
- Health and wellbeing;
- Gap Creek Dam water and sewage treatment;
- Protection of the Great Barrier Reef Marine Park.

4 SOCIAL BASELINE

The Lindeman Island Social Impact Assessment is one that differs from most, in that the location of the proposed development, the resort, in this case, is an island with no other residents or businesses. Therefore, the SIA's baseline assessment (and much of its subsequent impact assessment) must focus on the areas which may be affected by the resort development's construction and operation. As explained in section 1.3, this has been determined to be the Mackay and Whitsunday Regional Council areas (or the local government areas) as these are the immediately adjacent mainland areas which will likely be the source of the development's workforce, as well as the provider of much of its social infrastructure and services.

4.1 Community History

Lindeman Island is a part of the greater Whitsunday group of islands off the stretch of mainland coast between Airlie Beach and Mackay.

The Ngabo, a maritime Aboriginal people, inhabited the Whitsunday Islands (it is speculated that this included Lindeman, due to its reliable water supply, but this is unconfirmed to date, and many accounts claim that Lindeman was only visited rather than settled) for thousands of years prior to the arrival of Europeans, with rock art and other Aboriginal artefacts from the group of islands carbon dated to between 2,000 and 9,000 years old.

Lindeman Island, known to its original inhabitants as *Yara-kimba*, was first named in the late 1860s by the Captain of the Royal Navy vessel HMS *Virago* after his sub-lieutenant, George Sidney Lindeman, while undertaking surveys of the Great Barrier Reef. Throughout the late 1800s and through the early 1900s the island was used for extensive grazing activity which may have had significant impacts on local flora and fauna. By the 1920s, the beginnings of tourism had emerged on the island, with eight small cabins built. By the late twentieth century, Lindeman Island had blossomed into a tourism hub on the Whitsundays, hosting the only Club Med in Australia from 1992.

Club Med traditionally offers package resort holidays that include meals, drinks and activities. Each resort under the Club Med brand offers different experiences for different target markets; Club Med Lindeman Island was primarily targeted at families. Following a number of cyclones in the area, including Cyclones Ului in 2010, and Yasi in 2011, the resort was significantly damaged and Club Med closed its doors in January 2012 and was purchased by White Horse Australia Lindeman Pty Ltd later that year. Since its closure, Lindeman Island has had no permanent residents but remains an occasional tourist destination for day trip visitors and campers through its National Park and camping facilities.

Lindeman Island forms a part of the Mackay Regional Council, and so has some linkages with the town of Mackay, almost 80km to its south, however Airlie Beach (a part of the Whitsunday Regional Council) is significantly closer, and an easier access point, only 40km from the island.

On the mainland, Mackay and Airlie Beach regions are two very different towns, 150km apart. Mackay has a history going back to the mid Nineteenth century, with the sugar industry at the core of its growth. Mackay developed into a strong regional centre, also servicing the agricultural sector and coal mining activity in the nearby Bowen basin. At its peak, the coal industry had a significant socio-economic impact on Mackay (particularly between 2008 and 2012). Workers and businesses with high incomes increased demand on property (and other resources) leading to inflated property prices and related living expenses, which in turn had a range of impacts on the community at large. Since 2013, however, property prices have returned to normal levels, and Mackay's businesses and residents are adapting to conditions post-mining-boom.

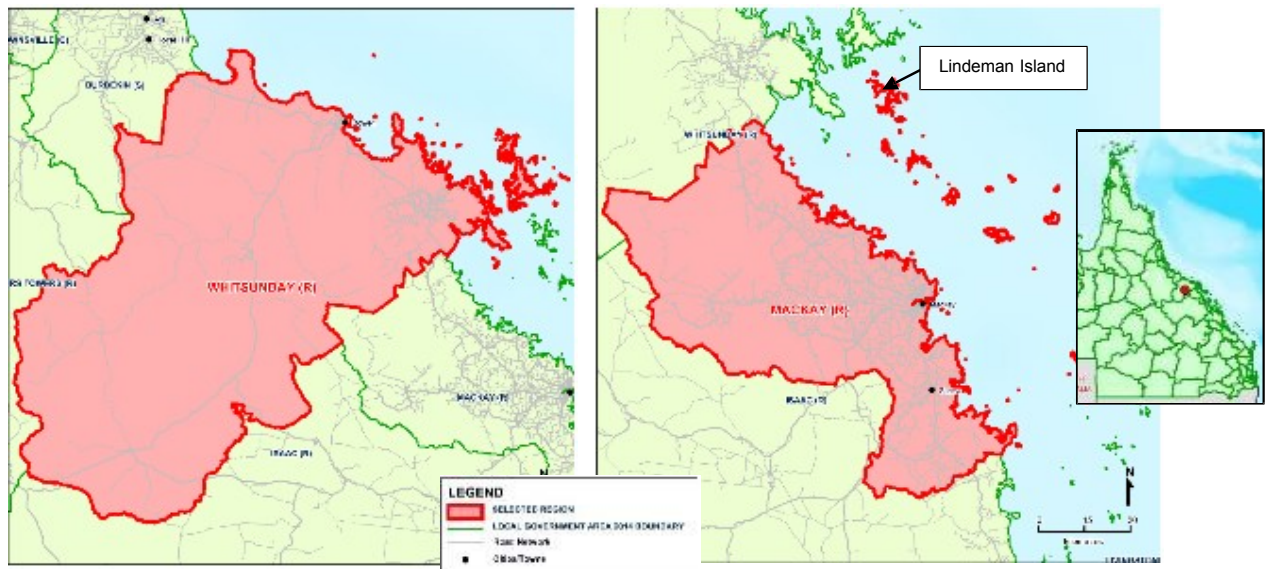
Airlie Beach, in contrast, is a 'resort' town, known by locals and international visitors as a holiday destination, and the gateway to the Whitsunday Islands. Popular with backpackers and other travellers, the main industry in Airlie Beach is hospitality, however nearby Proserpine and Cannonvale also serve as administrative centres for the permanent population, and as service centres for the agriculturalists and pastoralists in the greater area. Long term residents of Airlie Beach are understood to be accepting of the tourism-oriented development and the constant stream of visitors, backpackers, and new residents, whereas nearby Proserpine residents distinguish themselves from coastal residents.

JCU's study into community and social impacts of tourism in Airlie Beach-Whitsundays and in nearby Bowen provides some additional secondary data on community cohesion and participation at the time of their 2014 survey. For example, 80% of survey participants in Airlie Beach-Whitsundays desired an increase in overall visitors, with 48% expressing a desire for increases in over 50%, and 32% desiring a 25-49% increase (Konovalov, Murphy & Moscardo 2014:43). Additionally, respondents expressed an interest in seeing tourism develop in new and different directions (25% among Airlie Beach-Whitsundays respondents), such as inviting a greater variety of visitors and the development of eco-tourism, although there was some disagreement on the preferred direction (Konovalov, Murphy & Moscardo 2014:46).

4.2 Population Profile

As there is no permanent population on the Island itself, any impacts will be primarily experienced by the areas in the immediate vicinity of the Whitsundays on the mainland including Airlie Beach, Cannonvale, Proserpine, and Mackay (noting that Lindeman Island is within Mackay Regional Council). It is also anticipated that staff and suppliers will be drawn where possible from this greater area to minimise cost and risk, and maximise local benefits. As such, much of the following population profile has been built using the data available for the local government areas of the Whitsundays and Mackay (See **Figure 3**), which cover a larger catchment area around Lindeman Island (referred to in this report as 'the greater project area').

Figure 3. Map showing Mackay and Whitsunday Regional Councils in relation to Lindeman Island.



© Queensland Government. Map Produced by Queensland Government Statistician's Office, Queensland Treasury and Trade. Data sourced from Queensland Government, Department of Natural Resources and Mines; Queensland Government State Digital Road Network (SDRN)

4.2.1 Age and Gender

The population as estimated at 30 June 2014 for the combined local government areas of Mackay and Whitsunday is 157,594 people (148,376 at time of Census). The combined Mackay and Whitsunday local government area population age profile is compared to the Queensland profile below.

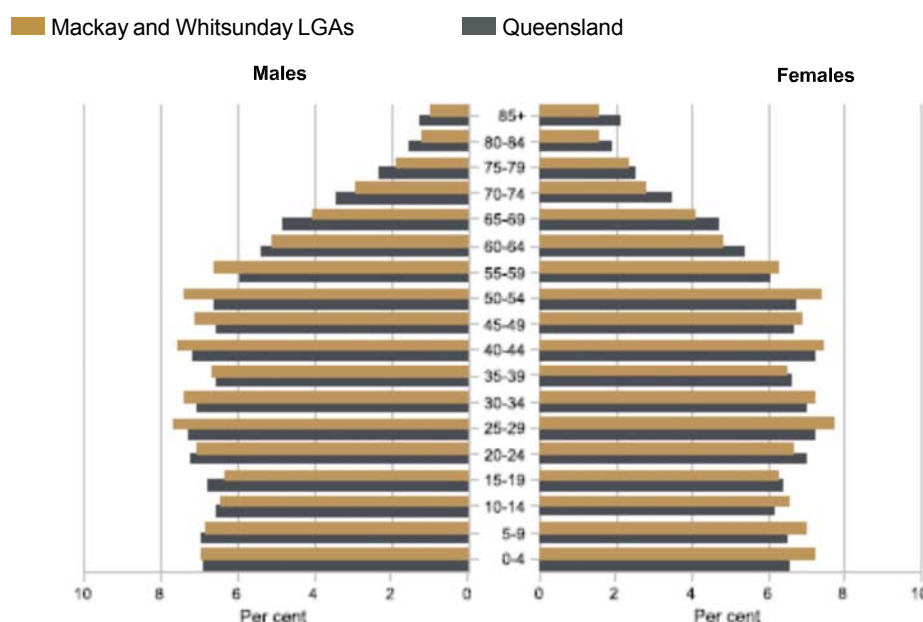
Table 5. Estimated resident population by LGA, Mackay-Whitsunday LGAs region and Queensland.

Custom region / LGA / State	As at 30 June				Average annual growth rate	
	2001	2006	2011	2014p	2001-2014p	2011-2014p
	— number —				— % —	
Mackay-Whitsunday LGAs region	116,733	133,822	148,376	157,594	2.3	2.0
Mackay (R)	89,337	103,567	115,960	123,383	2.5	2.1
Whitsunday (R)	27,396	30,255	32,416	34,211	1.7	1.8
Queensland	3,571,469	4,007,992	4,476,778	4,722,447	2.2	1.8

Source: ABS 3218.0, *Regional Population Growth, Australia, 2013-14*

p - Projected

Figure 4. Estimated resident population by age and sex, Mackay-Whitsunday LGAs region and Queensland, 30 June 2014 (projected).



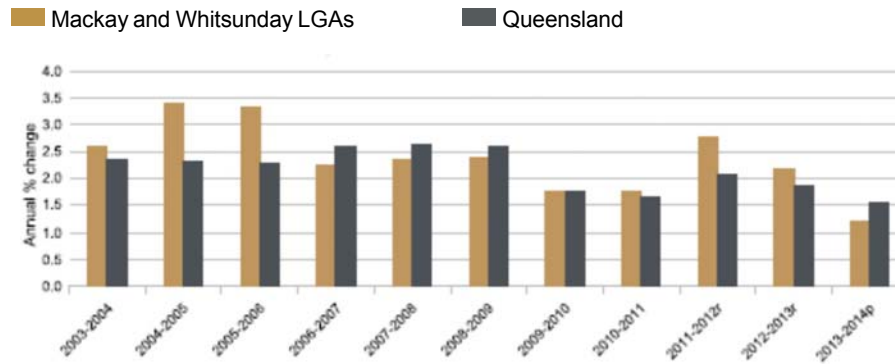
Source: ABS 3235.0, *Population by Age and Sex, Regions of Australia, 2014* cited in QGSO Queensland Regional Profile for Mackay and Whitsunday LGAs (Resident Profile)

p projected

The greater project area has a predictably similar profile to the general Queensland population, however at a detailed level, it has a higher proportion of working age males and females (ages 25-59) and a lower proportion of people over the age of 60 than Queensland in general.

The combined Mackay-Whitsunday LGA population growth rate appears to have been higher than the Queensland state average most recently in the years 2009 through to 2013, however the period 2013-2014, the most recent year for which estimates are available, shows a significant slowing of (projected) population growth compared to the Queensland rate (which has also slowed in recent years).

Figure 5. Estimated resident population growth, Mackay-Whitsunday LGAs region compared to Queensland.



4.2.2 Diversity

As at the time of the 2011 census, the Mackay and Whitsunday areas have a smaller proportion of people born overseas (17,681 people, or 12.3% of the total population) than the Queensland population (20.5%). Of Mackay's population of 13,243 (11.7%) people were born overseas, whereas 14.1% of the Whitsundays population, or 4,438 people, were born overseas. The highest proportion of non-Australian countries of birth are English speaking countries including the UK (3%), New Zealand (2.9%), and South Africa (1%). The next highest sources of people in the broader project area born outside of Australia include 0.9% from the Philippines, 0.4% in Germany, and 0.3% each from India and the Netherlands. This profile is likely to have changed to some degree since the 2011 census from which this data has been ascertained.

Languages other than English

The greater project area appears to have a lower proportion of people who speak a language other than English at home, a lower proportion of those who speak English not well or not at all, and a higher level of people who speak only English.

Table 6. Proficiency in spoken English of overseas-born persons by LGA, Mackay- Whitsunday LGAs region and Queensland, Census 2011.

Region	Speaks English only		Speaks other language at home and speaks English						Persons born overseas ^(b)
			Very well or well		Not well or not at all		Total(a)		
	number	%	number	%	number	%	number	%	
Mackay-Whitsunday LGAs	12,361	69.9	4,655	26.3	553	3.1	5,267	29.8	17,686
Mackay (R)	9,096	68.7	3,753	28.3	324	2.4	4,109	31.0	13,247
Whitsunday (R)	3,265	73.6	902	20.3	229	5.2	1,158	26.1	4,439

Region	Speaks English only		Speaks other language at home and speaks English						Persons born overseas(b)
			Very well or well		Not well or not at all		Total(a)		
	number	%	number	%	number	%	number	%	
Queensland	565,544	63.6	269,847	30.4	45,927	5.2	319,949	36.0	888,635

(a) Includes proficiency in English not stated.

(b) Excludes persons who did not state their country of birth.

Source: ABS, Census of Population and Housing, 2011, Basic Community Profile - B11 and B13 (usual residence) cited QGSA 2015a

Disability

The proportion of people in the Mackay & Whitsunday LGAs with a profound or severe disability (“defined as needing help or assistance in one or more of the three core activity areas of self-care, mobility and communication because of a long term health condition (six months or more), a disability (lasting six months or more), or old age” (QGSO 2015a)) is 3.7%, slightly lower than the Queensland proportion 4.4%.

4.2.3 Housing and accommodation

The greater project area, Mackay area in particular, has undergone major shifts in the housing market over the last five to ten years. As housing and accommodation are an important element of society, providing the general context for any large project, they are explored here. However it should be noted that most workers will be accommodated on the island (during both construction and operation), and therefore this topic has less significance than it would for a project where workers might need to relocate. For more detailed analysis, refer to the housing section in the economic assessment, where it has been explored more comprehensively.

Housing

83% of the dwellings in the greater project area are separate houses. The Whitsunday local government area has a lower proportion of separate houses than Mackay and Queensland, and a higher proportion of apartments. The transient nature of a proportion of the population around Airlie Beach and the Whitsundays would be more appropriately accommodated in apartments than in standalone houses which require some level of maintenance; however it is important to note that the Airlie Beach-Whitsunday SA2 (the suburb, with the population comprising a third of the LGA's population but a very small geographic area) has a significantly different profile to the rest of the Whitsunday Local Government Area. For instance, while 14.3% of the Whitsunday LGA's housing stock are apartments, that proportion doubles to 27.9% in the Airlie Beach-Whitsunday SA2 (which includes Long, Hamilton, Whitsunday, Hook, and Hayman Islands).

Table 7. Occupied private dwellings^(a) by dwelling structure and LGA, Mackay-Whitsunday LGAs region and Queensland, 2011.

Region	Separate house		Semi-detached ^(b)		Apartment ^(c)		Caravan ^(d)		Other ^(e)		Total ^(f)
	number	%	number	%	number	%	number	%	number	%	number
Mackay-Whitsunday LGAs	41,013	83.0	2,514	5.1	4,524	9.2	1,065	2.2	224	0.5	49,411
Mackay (R)	32,841	85.2	1,913	5.0	2,968	7.7	637	1.7	156	0.4	38,561
Whitsunday (R)	8,172	75.3	601	5.5	1,556	14.3	428	3.9	68	0.6	10,850
Queensland	1,215,303	78.5	129,430	8.4	181,716	11.7	16,191	1.0	3,384	0.2	1,547,303

Housing Tenure

At the time of the census, 29.7% of the combined Mackay-Whitsunday population owned their home outright, 35.7% were in the process of purchasing (mortgaged) and 31% were renting. The proportions are similar to the Queensland population.

Table 8. Occupied private dwellings^(a) by tenure type and LGA, Mackay-Whitsunday LGAs region and Queensland, 2011.

Region	Fully owned		Being purchased ^(b)		Rented ^(c)		Other ^(d)		Total ^(e)
	number	%	number	%	number	%	number	%	number
Mackay-Whitsunday LGAs	14,673	29.7	17,655	35.7	15,319	31.0	437	0.9	49,408
Mackay LGA	11,471	29.7	14,374	37.3	11,362	29.5	371	1.0	38,560
Whitsunday LGA	3,202	29.5	3,281	30.2	3,957	36.5	66	0.6	10,848
Queensland	448,617	29.0	533,868	34.5	513,415	33.2	14,304	0.9	1,547,303

It is useful again to note the significant difference proportions of the Airlie Beach-Whitsunday SA2, where only 18.5% of people own their home outright, 31.5% hold a mortgage, and 46.8% rent, which is a significant difference to the greater Whitsunday LGA profile.

Housing cost

Table 9. Median sale and Rent Prices in Mackay and Whitsunday LGAs.

Region	Median Sale Price ^(a)		Median Rent ^(b)	
	House	Unit	House*	Unit**
Mackay region Mackay (4740)	\$394,000	\$305,000	\$300	\$230
Whitsundays Whitsundays / Airlie Beach (4802)	\$400,000	\$265,000	\$370	\$275

(a) Source: RP Data Copyright 2015 based on RP Data 'regions' for the last 12 months.

(b) Source: Residential Tenancies Authority (RTA) based on postcodes 4802 (Whitsundays) and 4740 (Mackay) for the period April to June 2015 for *3 bedroom houses and **2 bedroom units.

The median rent in postcode 4740 has decreased significantly over the same period in the last two years. In 2014 April to June quarter, the median rent was \$352, and a year earlier the median rent was \$440. Similarly the median rent for units in Mackay proper has decreased significantly in the last few years; in April to June 2014 the median rent paid for a 2 bedroom unit was \$280, and in 2013 it was \$350 (RTA 2015).

The median rent has also decreased in Airlie Beach (4802 postcode), however at a less significant rate. The 3 bedroom house median rent in April to June 2014 was \$400, and in the same period 2013 was \$420. 2 bedroom units showed a similar reduction in median rent, dropping from \$290 during the same period a year ago and \$330 two years ago (RTA 2015).

Migration

At the time of the census, 18.1% of people in the combined Mackay (17.6%) and Whitsunday (19.9%) LGAs lived in a different address a year ago, compared to 17.9% in Queensland². The proportions are similar to each other for those who lived at a different address five years ago, with 43.8% of people of the combined Mackay (43.9%) and Whitsunday (43.7%) LGAs compared to 45% of the Queensland population.

However the area of Airlie Beach is an important anomaly in the greater local government area, and important to note. In contrast to the above figures, 27.8% (2,894 people) of the Airlie Beach-Whitsunday SA2 lived at a different address a year prior to the census, and 55.2% (5,434 people) lived in a different address five years prior. This illustrates the transience of this particular locality within the greater project area.

4.2.4 Family and Household Composition

Household composition in the Mackay and Whitsunday LGAs is relatively similar to the Queensland profile, with a slightly higher proportion of one family households. 73.3% of the combined LGAs population was a one family household.

Table 10. Household composition, LGA, Mackay-Whitsunday LGAs region and Queensland ABS 2011.

Region	One family household	Multiple family household	Group household	Lone person household	Total households
Mackay-Whitsunday LGA	36,198 (73.3%)	830 (1.7%)	1,925 (3.9%)	10,457 (21.2%)	49,410
Mackay LGA	28,714 (74.5%)	715 (1.9%)	1,377 (3.6%)	7,755 (20.1%)	38,561
Whitsunday LGA	7,484 (69.0%)	115 (1.1%)	548 (5.1%)	2,702 (24.9%)	10,849
Queensland	1,094,467 (70.4%)	26,361 (1.7%)	72,966 (4.7%)	353,510 (22.8%)	1,547,304

In the 2011 census, the **family household** profile (those comprising the 'one family household' section of the above table) of the Mackay-Whitsunday area was relatively similar to that of greater Queensland, although the Whitsunday LGA did demonstrate a higher proportion of couples with no children than either Mackay or Queensland (likely attributable to the 49.5% of families, or 1,131 persons, in the Airlie-Whitsundays SA2 that were couples with no children).

² Source: ABS, Census of Population and Housing, 2011, Basic Community Profile - B39 (usual residence)

Table 11. Family Household Composition Mackay-Whitsunday LGAs region and Queensland, ABS Census 2011.

Region	Couple with no children	Couple with children	One parent family	Total Families
Mackay-Whitsunday LGA	15,365 (40.6%)	16,978 (44.8%)	5,049 (13.3%)	37,889
Mackay LGA	11,783 (39.1%)	13,986 (46.4%)	3,990 (13.2%)	30,169
Whitsunday LGA	3,582 (46.4%)	2,992 (38.8%)	1,059 (13.7%)	7,720
Queensland	453,102 (39.5%)	491,200 (42.8%)	184,547 (16.1%)	1,148,179

4.2.5 Crime, Law and Order

Table 12 illustrates shows the recorded crime rates for the Mackay and Whitsunday LGAs, and Queensland. In order to compare the crime rates, it is most useful to compare the rate per 100,000 people. While the numbers of crimes initially appear low, the rates (as a proportion of the population) provide a comparator. Mackay's rate of crimes against the person are slightly lower than the Queensland rate, while the Whitsunday rate is slightly higher than both. It would be reasonable to draw a correlation to the more significant populations of transient workers and tourists in the Whitsundays, compared to Mackay and Brisbane.

Mackay has the lowest rate of crimes against property compared to the Whitsundays and Queensland generally, and all regions have been experiencing a significant decrease in the rate of these offences, having peaked in 2012/13 in Mackay and Whitsunday. One could infer that this could be related to the peak of the mining boom in the region, and an influx of new wealth into the region, but there could be other significant factors to consider.

The Whitsunday LGA has a significantly higher rate of 'other' offences (which include drug, prostitution, liquor (excluding drunkenness), gaming, racing and betting, domestic violence, traffic, and good order offences) than Mackay or Queensland generally. This would also be strongly correlated to the generally larger proportion of single and childless 25-44 year olds, particularly in the Airlie Beach-Whitsundays SA2, comprising 37.4% of the population (compared to 29% in the combined LGAs) and the tourist visitors and transient/backpacker populations in the tourism-focused area. These 'other' offences have all been increasing since 2012/13 across all three regions, which could potentially reflect the downturn in the economy (especially mining), as well as overarching improvements in policing and detection methods.

The relationship to the island resorts is that occasionally people staying on the islands will spend a night or two in Airlie Beach on either side of their trip, however with the potential airstrip on Lindeman, and Hamilton Island airport which is much more accessible to other areas in Australia, it is likely that this will be a less frequent phenomenon with visitors to Lindeman.

Table 12. 2010 – 2015 Crime Rates Mackay-Whitsunday LGAs region and Queensland, Queensland Government Statistician's Office/ASGS 2011.

Region	Mackay LGA				
Year	2010/11	2011/12	2012/13	2013/14	2014/15
Offences Against the Person - Total (Number)	633	665	595	634	639
Offences Against Property - Total (Number)	4,152	4,738	5,475	4,801	4,583
Other Offences (Number)	3,831	4,184	3,982	4,812	5,448
Total Offences (Number)	8,616	9,587	10,052	10,247	10,670
Offences Against the Person - Total (Rate/100,000)	546	558	489	514	511
Offences Against Property - Total (Rate/100,000)	3,581	3,976	4,496	3,891	3,667
Other Offences (Rate/100,000)	3,304	3,511	3,270	3,900	4,359
Total Offences (Rate/100,000)	7,430	8,045	8,254	8,305	8,537
Region	Whitsunday LGA				
Year	2010/11	2011/12	2012/13	2013/14	2014/15
Offences Against the Person - Total (Number)	257	274	293	266	237
Offences Against Property - Total (Number)	1,178	1,385	1,662	1,442	1,410
Other Offences (Number)	1,793	2,023	1,712	2,175	2,551
Total Offences (Number)	3,228	3,682	3,667	3,883	4,198
Offences Against the Person - Total (Rate/100,000)	793	822	862	778	688
Offences Against Property - Total (Rate/100,000)	3,634	4,155	4,891	4,215	4,094
Other Offences (Rate/100,000)	5,531	6,069	5,038	6,358	7,407
Total Offences (Rate/100,000)	9,958	11,046	10,791	11,350	12,189
Region	Queensland				
Series	2010/11	2011/12	2012/13	2013/14	2014/15
Offences Against the Person - Total (Number)	29,860	30,416	30,210	28,531	28,143
Offences Against Property - Total (Number)	215,531	226,543	229,007	206,586	198,418
Other Offences (Number)	156,922	167,963	178,884	202,079	218,871
Total Offences (Number)	402,313	424,922	438,101	437,196	445,432
Offences Against the Person - Total (Rate/100,000)	667	666	649	604	587
Offences Against Property - Total (Rate/100,000)	4,814	4,959	4,923	4,375	4,140
Other Offences (Rate/100,000)	3,505	3,677	3,845	4,279	4,567
Total Offences (Rate/100,000)	8,987	9,302	9,418	9,258	9,293

Notes:

The reference date for reported offences is the date an offence is reported to or detected by police. Data are based on the location in which the offence occurred. Rates are calculated using the Estimated Resident Population (ERP) as at 30 June of the reported financial year. The ERP for 30 June 2015 have been linearly extrapolated using the change between 30 June 2013 and 30 June 2014.

Offences against the person includes the following offence sub-divisions: homicide (murder) other homicide assault sexual offences robbery and other offences against the person.

Offences against property includes the following offence sub-divisions: unlawful entry with intent arson other property damage unlawful use of motor vehicle other theft (excluding unlawful entry) fraud and handling stolen goods.

Other offences includes the following offence sub-divisions: drug offences prostitution offences liquor (excluding

drunkenness) gaming, racing and betting offences breach of domestic violence protection orders trespassing and vagrancy weapons act offences good order offences stock related offences traffic and related offences and miscellaneous offences

Konovalov, Murphy & Moscardo (2014) found that 83% of the respondents to their survey in Airlie Beach believed that their community was either “safe” or “very safe”, with 13% stating “neither safe nor unsafe”, and only 4% believed it was at all unsafe. Bowen respondents had a slightly different view of their town, with 69% believing the town was “safe” or “very safe”, 18% uncertain and stating it was “neither safe nor unsafe”, 12% stating it was “unsafe”, and only 1% rating it “very unsafe”. (Konovalov, Murphy & Moscardo 2014:25).

4.2.6 Education and Training

State School enrolments in the Mackay and Whitsunday LGAs are listed in Table 13, having been relatively stable for the last five years.

Table 13. Full time Enrolments February 2015, Qld Department of Education and Training.

Primary and High Schools Fulltime Enrolments	Year				
	2011	2012	2013	2014	2015
Mackay and Whitsundays Local Government Areas					
Grand Total	17,304	17,649	17,978	17,922	18,040

At the time of the census, Mackay and Whitsundays levels of education were similar to each other, but both lower than the Queensland average. As shown in Table 14, approximately 7.5% of people in the combined Mackay and Whitsundays area either did not go to school or only completed year 8 or below, compared to 6.6% of the Queensland population. Approximately 35% of those in Mackay and Whitsundays LGAs ceased education at a year 9 or 10 equivalent (slightly higher than the Queensland percentage of 29.4%). Only 46.2% completed a year 11 or 12 equivalent, at a rate almost ten percentage points lower than the Queensland population.

Table 14. Highest level of schooling completed by LGA, Mackay-Whitsunday LGAs region and Queensland, 2011 (ABS 2011).

Region	Did not go to school, or Year 8 or below		Year 9 or 10 or equivalent		Year 11 or 12 or equivalent		Total(a)
	number	%	number	%	number	%	number
Mackay-Whitsunday LGAs	8,230	7.5	39,230	35.6	50,868	46.2	110,220
Mackay (R)	6,468	7.6	30,674	35.9	39,777	46.6	85,354
Whitsunday (R)	1,762	7.1	8,556	34.4	11,091	44.6	24,866
Queensland	219,102	6.6	977,116	29.4	1,836,995	55.3	3,320,761

Source: ABS, Census of Population and Housing, 2011, Basic Community Profile - B16 (usual residence)

Notes: (a) Includes highest year of schooling not stated, accounting for approximately 10% of the respondents.

Table 15 shows that at the time of the census, Mackay and Whitsunday residents held non-school qualifications in a similar proportion to that of Queensland, however the qualifications held were less likely to be Bachelor degrees or higher, and more likely to be certificates, diplomas, or advanced diplomas. 68.2% males aged 25-44 years and 56.1% females aged 25-44 years within the Mackay and Whitsunday LGAs held a non-school qualification.

Table 15. Non-school qualifications by level of education by LGA, Mackay-Whitsunday LGAs region and Queensland, 2011.

Region	Level of education						Persons with a qualification(c)	Total persons	
	Bachelor degree		Advanced diploma or		Certificate(b)				
	or higher(a)		diploma						
	number	%	number	%	number	%	number	%	number
Mackay-WhitsundayLGAs	10,252	9.0	6,439	5.6	28,105	24.6	59,410	51.9	114,377
Mackay (R)	8,277	9.3	4,859	5.5	22,138	24.9	45,751	51.5	88,839
Whitsunday (R)	1,975	7.7	1,580	6.2	5,967	23.4	13,659	53.5	25,538
Queensland	548,894	15.9	260,778	7.5	686,993	19.9	1,875,323	54.2	3,456,875

Source: ABS, Census of Population and Housing, 2011, Basic Community Profile - B37 and B40 (usual residence)

Notes:

- a. Includes bachelor degree, graduate diploma, graduate certificate and postgraduate degree.
- b. Includes Certificate, I, II, III and IV and Certificates not further defined responses.
- c. Includes inadequately described and not stated level of education responses.

At the time of the census, a higher proportion of people in the Mackay and Whitsunday LGAs held non-school qualifications in the following fields than the proportion of those in Queensland:

- > Engineering and related Technologies (25.8% of all people with non-school qualifications)
- > Architecture and Building (7.2% of all people with non-school qualifications)
- > Food, Hospitality and Personal Services (6.1% of all people with non-school qualifications).

Table 16. Non-school qualifications by field of study, Mackay-Whitsunday LGAs region and Queensland, 2011.

Field of study	Mackay-Whitsunday LGAs region		Mackay LGA		Whitsunday LGA		Queensland	
	number	%	number	%	number	%	number	%
Natural and Physical Sciences	782	1.3	607	1.3	175	1.3	42,973	2.3
Information Technology	553	0.9	439	1	114	0.8	41,051	2.2
Engineering and Related Technologies	15,353	25.8	12,524	27.4	2,829	20.7	314,629	16.8
Architecture and Building	4,282	7.2	3,231	7.1	1,051	7.7	123,878	6.6
Agriculture, Environmental and Related Studies	1,135	1.9	813	1.8	322	2.4	38,166	2
Health	4,268	7.2	3,454	7.5	814	6	173,991	9.3
Education	3,947	6.6	3,194	7	753	5.5	139,977	7.5
Management and Commerce	7,233	12.2	5,653	12.4	1,580	11.6	310,801	16.6
Society and Culture	3,592	6	2,698	5.9	894	6.5	180,557	9.6
Creative Arts	876	1.5	649	1.4	227	1.7	53,377	2.8

Field of study	Mackay-Whitsunday LGAs region		Mackay LGA		Whitsunday LGA		Queensland	
	number	%	number	%	number	%	number	%
Food, Hospitality and Personal Services	3,647	6.1	2,597	5.7	1,050	7.7	105,082	5.6
Mixed Field Programmes	66	0.1	48	0.1	18	0.1	2,830	0.2
Total(a)	59,412	100	45,753	100	13,659	100	1,875,323	100

Source: ABS, Census of Population and Housing, 2011, Basic Community Profile - B41 (usual residence)

Notes (a) Includes inadequately described and not stated responses.

4.2.7 Employment

Table 17 illustrates the labour force status of the Mackay SA4 (covering the Mackay and Whitsunday local government areas, as well as the Isaac local government area). The changing fortunes of the area, highly dependent on the resources sector, are reflected in the employment figures and the unemployment rate, which has been steadily increasing since its most recent low in 2011-12. For the project, however, this presents an opportunity, potentially presenting access to a greater pool of available local labour.

Table 17. Labour Force Status Mackay SA4 region.

Labour force status	Financial Year						
	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
Employed persons	95,800	92,700	91,100	94,400	100,800	102,000	96,300
Unemployed persons	2,900	4,000	3,300	3,200	4,100	4,400	7,700
Labour force	98,700	96,700	94,400	97,600	104,800	106,400	103,900
Not in the labour force	30,600	35,400	40,000	39,300	34,700	35,500	40,200
Civilian population aged 15 +	129,300	132,200	134,400	136,900	139,500	141,900	144,100
Unemployment rate (%)	2.9	4.2	3.5	3.3	3.9	4.2	7.4
Participation rate (%)	76.3	73.2	70.2	71.3	75.1	75	72.1

Source: ABS 6291.0.55.001

Notes:

- (a) Based on persons aged 15 years and over.
- (b) Yearly averages of monthly data.
- (c) Data have been rounded to the nearest 100 persons. Percentages are based on pre-rounded figures.
- (d) The Australian Bureau of Statistics introduced new Labour Force Regions based on SA4s in January 2014 and backcast data to October 1998. As such a longer time series is not available.

As shown by Table 18, at the time of the 2011 Census, workers from each of the local government areas were most likely to be found in the following industries:

- 11.1% of people employed in Mackay LGA worked in the mining industry, 10.3% in the construction industry, and 10.1% in retail. 14.8% of people employed within the Whitsunday LGA worked in the accommodation and food services industry, 10.3% worked in the retail industry, and 10.2% in construction.

Across the combined LGAs there is a relatively diverse workforce across many different industries, with relatively similar proportions of the population engaged in them. Only two sectors have a significantly lower proportion of employment, which may suggest a smaller local labour pool from which to draw for the project if needed:

- Information media and telecommunications (459 employed in industry)
- Professional, scientific and technical services (3,185 employed in industry)
- Arts and recreation (417 employed in industry).

In 2016, however, the economic and industry profile of the region would be significantly different to that of 2011, and these figures may not be a reliable indicator of the current situation. While this is a sufficient indicative/preliminary snapshot of the local labour force at this stage of the project, further enquiry into the local skills profile to maximise local content would benefit the project planning.

Table 18. Employment by industry, Mackay and Whitsundays LGAs and Queensland, 2011.

Industry	Mackay-Whitsunday LGAs region		Mackay LGA		Whitsunday LGA		Queensland	
	number	%	number	%	number	%	number	%
Agriculture, forestry and fishing	3,114	4.3	1,832	3.2	1,282	8.3	55,416	2.7
Mining	7,479	10.3	6,373	11.1	1,106	7.2	52,955	2.6
Manufacturing	6,336	8.7	5,425	9.5	911	5.9	171,669	8.4
Electricity, gas, water and waste services	646	0.9	501	0.9	145	0.9	24,828	1.2
Construction	7,480	10.3	5,909	10.3	1,571	10.2	183,780	9
Wholesale trade	2,919	4	2,559	4.5	360	2.3	74,288	3.6
Retail trade	7,406	10.2	5,810	10.1	1,596	10.3	217,610	10.7
Accommodation and food services	5,670	7.8	3,388	5.9	2,282	14.8	141,855	7
Transport, postal and warehousing	5,034	6.9	3,880	6.8	1,154	7.5	107,072	5.3
Information media and telecommunications	459	0.6	364	0.6	95	0.6	25,358	1.2
Financial and insurance services	963	1.3	790	1.4	173	1.1	54,153	2.7
Rental, hiring and real estate services	1,330	1.8	1,036	1.8	294	1.9	37,007	1.8
Professional, scientific and technical services	3,185	4.4	2,691	4.7	494	3.2	132,754	6.5
Administrative and support services	1,989	2.7	1,422	2.5	567	3.7	65,015	3.2

Industry	Mackay-Whitsunday LGAs region		Mackay LGA		Whitsunday LGA		Queensland	
	number	%	number	%	number	%	number	%
Public administration and safety	2,850	3.9	2,309	4	541	3.5	136,818	6.7
Education and training	4,043	5.6	3,315	5.8	728	4.7	160,921	7.9
Health care and social assistance	6,016	8.3	4,979	8.7	1,037	6.7	242,559	11.9
Arts and recreation services	417	0.6	283	0.5	134	0.9	28,444	1.4
Other services	3,603	4.9	3,059	5.3	544	3.5	78,713	3.9
Total(a)	72,810	100	57,342	100	15,468	100	2,039,275	100

Source: ABS, Census of Population and Housing, 2011, Basic Community Profile - B43 (usual residence)

Notes: (a) Includes inadequately described and not stated responses.

As a part of JCU's study on community and social impacts of tourism, 72% of respondents in Airlie Beach believed that there were "not enough" opportunities for decent work, or that opportunities were "severely lacking"; an extremely high 94% of respondents believed the same in Bowen (Konovalov, Murphy & Moscardo 2014:24).

4.2.8 Social Disadvantage

The Socio-Economic Indexes for Areas (SEIFA) is a product produced by the ABS ranking areas in Australia according to relative socio-economic advantage and disadvantage. This study uses the *index of relative socio-economic disadvantage* (IRS), showing the percentage of the population in each quintile (20% blocks). The index score uses data from the census to summarise socio-economic indicators of advantage and disadvantage, using data from questions in the census on education, occupation, employment, income, families, and housing. Indicators of both advantage and disadvantage are included in this index.

Figure 6 below illustrates the significant difference in levels of disadvantage in Mackay and Whitsunday compared to the Queensland standard. In 2011, Mackay had a lower proportion (32.2%) of its population in the two lowest (most disadvantaged) quintiles compared to Queensland, while the Whitsunday population had a significantly higher proportion (59.5%) of its population in the two lowest quintiles. This means that approximately 50% more of the Whitsunday population was in the lowest two quintiles compared to the state overall.

Mackay's proportion of least disadvantaged was not dissimilar to the state average, while Whitsunday had only 20.5% of its population in the top two quintiles (the least disadvantaged).

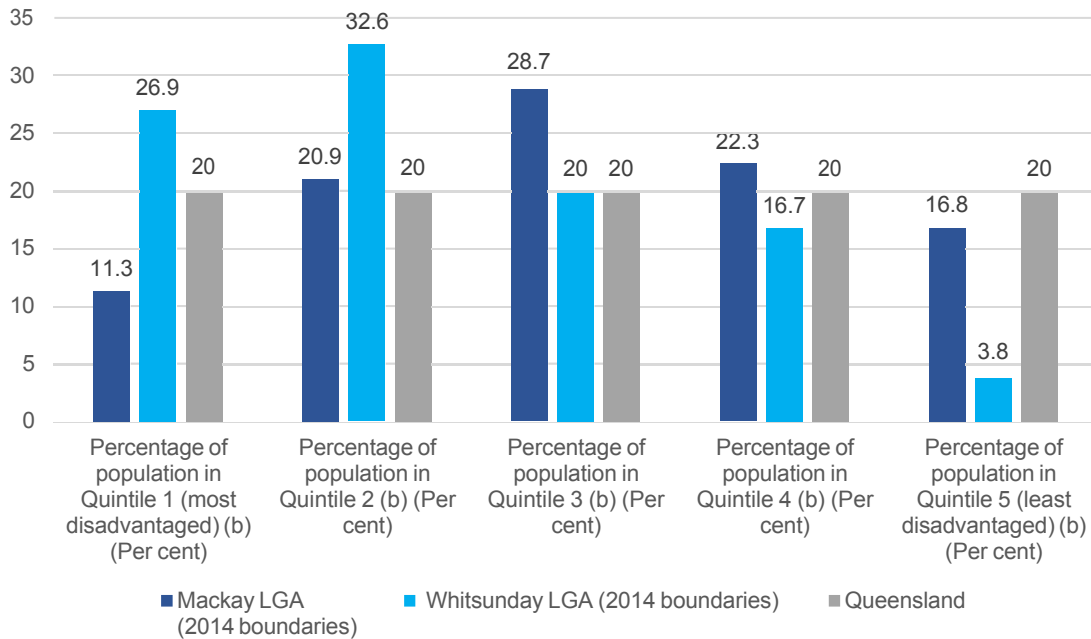
As these figures are almost five years old, and substantial economic, and resulting social, changes have occurred in the region since data collection, they may not be reliable indicators or reflective of the current situation in Mackay and Whitsunday LGAs. They do, however, illustrate a significant difference between the two regions with regards to social disadvantage, with the Whitsunday LGA experiencing much higher rates of disadvantage than the Mackay LGA. There may be a number of contributing factors, including:

- Mackay LGA has a much larger and diverse economic sector, especially with resources activity and related professional industries supporting the mining activity in the Bowen and Galilee basins. Its top industries of employment are coal mining and construction services which typically have a higher rate of remuneration, whereas Whitsunday LGA's predominant

industries of employment are agriculture and hospitality/tourism (including accommodation and food services), which typically have lower rates of remuneration.

- The Whitsunday LGA covers a much greater area of land that is predominantly agricultural with a low population density and corresponding low levels of services and infrastructure.
- Mackay LGA has a much larger urban area with a larger range of housing and education and easier access to a larger range of services within Mackay city.

Figure 6. Socio Economic Index for Areas (SEIFA) comparing Mackay, Whitsunday, and Queensland.



4.3 Social infrastructure

As a currently not operational private resort island, Lindeman itself does not have any key social infrastructure, and much of these needs will have to be met by the services on the mainland. The communities of Mackay city and Airlie Beach/Cannonvale (as well as some of the nearby islands) have strong social infrastructure upon which visitors and employees of the resort will ultimately rely on for a broad range of needs. Some social infrastructure may be developed on the Island to meet the needs of employees in particular.

4.3.1 Community safety

A key element of social infrastructure is that which enhances community safety. The Mackay and Whitsunday local government areas have what could be essentially seen as regional service centres in Mackay, Airlie Beach, and Proserpine, with facilities located in other regional areas as determined by the State government. A snapshot of key social infrastructure (emergency services, schools, and hospitals) in the two LGAs is presented in Table 19.

Table 19. Emergency services, schools and hospitals by LGA, Mackay-Whitsunday LGAs region and Queensland, 30 June 2013, QGSO.

Custom region / LGA / State	Police stations ^(a)	Ambulance stations	Fire stations ^(b)	Hospitals ^(c)
	— number —			
Mackay-Whitsunday LGAs region	14	11	8	8
Mackay (R)	10	6	4	5
Whitsunday (R)	4	5	4	3
Queensland	336	260	242	273

Source: Queensland Government Statistician's Office

Source: QGSO Regional Profile 2015a

(a) Does not include Police Beats.

(b) Does not include Rural Fire Brigade.

(c) Includes both private and public hospitals. Excludes public dental and psychiatric facilities.

Emergency Services – Fire and Ambulance

There are no public emergency services on-site at Lindeman Island. Both Airlie Beach and Mackay have the range of fire and ambulance services however these are not easily transferable to the islands. Any private resorts require comprehensive self-contained emergency management planning and appropriate facilities.

Hamilton Island also its own fire station, an aviation rescue fire fighting (ARFF) station at the Airport with full water rescue service capabilities, and a private ambulance station staffed by contracted Qld Ambulance staff.

In the case of a medical emergency, 000 would be called and the Queensland Coordination Centre would determine immediate needs and arrange support, including medical evacuation if and as required. Fire emergencies would be managed by onsite systems, plans, and resources, with QFES potentially providing remote support if and where possible.

Medical Evacuation Services

In addition to the ambulance-based service, additional medical evacuation ('medevac') services may be provided by the RACQ CQ Rescue helicopter based in Mike Jones Street, Mackay. This services patients in life-threatening situations in the region (anywhere in the region on the

mainland, on the Whitsunday islands, or on vessels at sea) by providing immediate onsite assistance and airlifting to the Mackay Airport where patients are then transported by road ambulance to Mackay Hospital, if and when required.

Voluntary Marine Safety also provide medical evacuations by sea if air retrieval is not available or not required.

Police and water/marine safety

The newly built Whitsunday Police Station is located on Altmann Avenue, Cannonvale, and is in close proximity to the marina for access to the islands if and when required.

The Whitsunday Water Police have the responsibility of conducting water policing duties throughout the area including in the Mackay District. They operate a 48 foot launch and a 16 foot inflatable centre console vessel. Among other responsibilities, Water Police Officers co-ordinate search and rescue missions for the District.

The Volunteer Marine Rescue Association of Queensland (VMRAQ) provide teams located throughout Queensland providing marine search and rescue services to the boating public on a volunteer basis. Volunteer Marine Rescue (VMR) Whitsunday operates from Gloucester Island/Passage – North west to Cape Conway / Shaw Island in the south (out from Midge Point and Repulse Bay). The area south is covered by VMR Midge Point and VMR Mackay). VMR Whitsunday has a manned radio base most weekends and public holidays. Weather forecasts are broadcast by commercial stations at 08.00 and 16.00 every day. Due to the large number of vessels VMR is unable to offer any form of vessel tracking.

4.3.2 Health

The major hospital in the Mackay Hospital and Health Service region is the Mackay Base Hospital located on Bridge Street in Mackay, which has recently undergone a major redevelopment. The hospital provides the full suite of hospital-based medical care. Proserpine Hospital, a smaller hospital operating within the same region closer to Airlie Beach, provides a smaller range of services but it also provides 24 hour emergency care. Bowen also hosts a small public hospital (less than 50 beds) that also has emergency services.

There are a range of doctors, medical services and allied health professionals on the mainland, but there is also a doctor available on Hamilton Island, 15 minutes away by boat from Lindeman Island.

4.3.3 Education

There are no educational facilities on the island, however employees with children who choose to settle on the mainland and commute to the island for work (especially those that have moved for work from other regions) may require access on the mainland to child care and/or educational facilities.

Early Childhood and Child Care

The number of early childhood education and childcare facilities (including school aged care) is noted in the table below for each of the LGAs.

When compared to the population of 0-14 year olds in their respective regions, Whitsunday has the highest ratio of child care service providers to its population (1 childcare centre for every 287 people aged 0-14 years of age) – noting that this is not indicative of places available and/or capacity as it does not take into account the relevant age-appropriate services to the population, but is simply a figure for comparison. Mackay's ratio at 1:359, is lower than the Queensland average ratio of 1:314.

Table 20. Early childhood education and care services by LGA, Mackay-Whitsunday LGAs region and Queensland, 28 February 2015, QGSO.

Custom region / LGA / State	Family day care	Kindergartens	Long day care	School aged	Limited hours care	Total(a)
	— number —					
Mackay-Whitsunday LGAs region	4	26	35	23	2	94
Mackay (R)	2	21	27	18	1	72

Custom region / LGA / State	Family day care	Kindergartens	Long day care	School aged	Limited hours care	Total(a)
	— number —					
Whitsunday (R)	2	5	8	5	1	22
Queensland	124	520	1,437	717	35	2,971

Source: Office for Early Childhood Education and Care, Department of Education and Training (from QGSO Regional Profile 2015a)

Notes: (a) Total includes Other service types (for example Child and Family Support Hubs and Community Services).

Discussions with providers in child care centres and early childhood education facilities in Airlie Beach and surrounding areas including Cannonvale and Proserpine suggest that childcare facilities are not currently at capacity. Due to the area traditionally being home to transient workers in resources and hospitality, the facilities in the area are prepared for short term (construction) and on-off (operation) rosters. Additionally, it was noted that a slight increase in work-related outmigration had recently occurred, so additional places had become available. It is understood that the current situation in Mackay is similar.

Primary and Secondary Schools

There are no schools on the island, however the schools in the greater project area are noted in Table 21.

Table 21. Schools by LGA, Mackay-Whitsunday LGAs region and Queensland, Department of Education.

Custom region / LGA / State	Non-State School	State High School	State School	Other (e.g. special schools etc.)	Schools(a) Total
Mackay-Whitsunday LGAs region	18	9	46	2	75
Mackay (R)	14	6	36	2	58
Whitsunday (R)	4	3	10	0	17

Higher Education

The Mackay and Whitsundays local government areas only host two universities:

- Central Queensland University (CQU) Mackay Campus at Sydney Street offers a range of undergraduate and postgraduate courses across Arts, Business, Education, Engineering, Health, and Science.
- James Cook University Mackay Education and Research Centre (MERC) at the Mackay Base Hospital offers only one degree, a Bachelor of Nursing Science.

There are two Queensland Tertiary and Further Education (TAFE) campuses within the region:

- TAFE North, Cannonvale campus offering Certificate II and III in Community services, Business, Hospitality, Conservation, Horticulture, and other short courses such as First Aid, RSA, and RSG.
- Mackay CQU (CQ TAFE merged with CQU) campus offering certificates II, III, and IV in a range of trades, beauty services, community services, automotive, hospitality, and leisure and health. Short courses such as First Aid, English, and RSA are also offered.

4.3.4 Transport

The region generally is highly accessible, with airports in Mackay and Proserpine, and supporting infrastructure already well developed in order to support the established tourism industry in the region. The Whitsunday Airport located just south of Proserpine is the main route for non-tourism and business domestic air travel to the Whitsunday region providing access to Proserpine, Airlie Beach, and the Whitsunday Islands. It is serviced by Jetstar and Virgin to and from Brisbane. Its small range of services – often utilised by miners, agriculturalists, and some tourists – are supported by a broader range of flights provided on Hamilton Island (the Great Barrier Reef Airport) which is serviced by Jetstar, Virgin and Qantas. Hamilton Island Airport is frequented predominantly by tourists, and has direct flights from a wider range of cities including Sydney, Melbourne and Cairns. At this point in time, it is the only commercial airport on the Whitsunday Islands, but also services private flights and scenic charters.

The airport on Hamilton Island, which is approximately 15 kilometres from Lindeman Island, is easily accessible by boat. Lindeman, Hamilton, and Airlie Beach were regularly connected via a scheduled water-based route until Club Med Lindeman Island's closure in 2012.

Mackay Transit Coaches provide bus services throughout Mackay, covering the city, northern beaches, the university and hospital, Mirani, Walkerston and Sarina. Whitsunday Transit run buses from Proserpine (including the Airport), through to Cannonvale, Airlie Beach and Shute Harbour.

Additionally the region is serviced by Mackay Whitsunday Taxis, touted as one of the largest taxi service areas in Queensland, covering the region from Sarina (south of Mackay), north to Airlie Beach.

4.3.5 Recreation and Leisure

The communities have a number of recreational facilities, besides the bars, restaurants and clubs of the area. The facilities listed below in Table 22 are a small selection of facilities in the main centres of the Whitsunday and Mackay Regional Council areas, which would be supplemented by a range of other state, suburban, and local facilities, as well as a substantial number of both commercial and natural attractions and State and National Parks throughout the region.

Table 22. Leisure and Recreation Facilities in the Region.

Type of Facility	Mackay RC	Whitsunday RC
Libraries	Five built libraries in Mackay City, Mt Pleasant, Walkerston, Sarina and Mirani, and a mobile library.	Four built libraries in Bowen, Cannonvale, Collinsville, and Proserpine

Type of Facility	Mackay RC	Whitsunday RC
Pools and Water Parks	Bluewater Lagoon Memorial Swim Centre Mirani Swim Centre Pioneer Swim Centre Sarina Swim Centre Aqua Fun Park	Airlie Beach Lagoon Bowen Waterpark Bowen Swimming Pool Proserpine Swimming Pool Collinsville Swimming Pool
Sports Facilities	BB Print Stadium Mackay Regional Sports Precinct, CQU Multi Sports Stadium	PCYC Whitsunday Sports Park Bowen PCYC Whitsunday Moto Sports Club
Parks, Parklands, and Playgrounds	Queens Park Kemmis Skate Park Harrup Park Bucasia Skatepark McCready Creek Reserve Melaleuca Forest Seaside Parklands	Galbraith Park, Airlie Beach Mullers Lagoon Park Denison Park Edgecumbe Heights Recreation Reserve Cannonvale Beach Foreshore Reserve Bicentennial Park
Community and Youth Centres	Sarina Youth Centre Sarina Neighbourhood Centre	Whitsunday Neighbourhood Centre Proserpine Community Centre Bowen Neighbourhood Centre
Arts and Culture	Artspace Mackay Sarina Art Gallery Sarina Tourist Art & Craft Centre Yakapari Country Crafts	Whitsunday Arts and Cultural Centre Art Whitsunday Inc.
Clubs	Mackay Surf Lifesaving Mackay Athletics Club Mackay Bowling Club Apex Club of Mackay Mackay and District Buffalo Memorial Club	Whitsunday Marine Club Volunteer Marine Rescue Whitsunday Airlie Beach Whitsunday RSL Club Airlie Beach Aquatic Reef Club PCYC Bowen
Gardens	Orchid House Botanic Gardens	
Performing Arts	Mackay Entertainment and Convention Centre	Proserpine Entertainment Centre
Museums	Mackay Museum Pioneer Valley Museum, Mirani Sarina Historical Centre	
Adventure and other activities	GoWake Cable Park Forest Flying (Zip line at Finch Hatton Gorge) Iluka Park Sarina Sugar Shed Bluewater Trail	Recreational Activities on the Islands (Daydream, Hamilton etc.) Diving Parasailing

Type of Facility	Mackay RC	Whitsunday RC
Boating	Teemburra Dam (plus 31 others) Mackay Yacht Club Mackay Rowing Club Great Northern Sports Club	Whitsunday Sailing Club

The region also has a range of festivals and events such as the Whitsunday Reef Festival, the Airlie Beach Festival of Music, the Mackay Festival of Arts, the Mackay Airport Beach Horse Racing Festival, and the Wintermoon Festival throughout the year which all attract a range of visitors from through Australia and the world. The yachting Airlie Beach Race Week and Hamilton Island Race Week are premier events in the yachting world, and would be of particular relevance to the proposed resort and its facilities.

4.4 Indigenous communities

In the areas of Mackay, the Whitsundays, Airlie Beach, and Proserpine is a rich history of Aboriginal settlement, with a somewhat contested history. At the time of the census, both the Mackay and the Whitsunday Regional Council areas had a slightly higher proportion of Indigenous population than the Queensland average. 4.3% of the total combined region's population identified as Aboriginal or Torres Strait Islander; a total of 1,428 persons.

Table 23. Indigenous status in Mackay & Whitsundays LGAs and Queensland, 2011 Census.

Region	Indigenous persons				
	Aboriginal	Torres Strait Islander	Both(a)	Total	
	— number —			number	%
Mackay-Whitsunday LGAs region	3,975	1,428	842	6,245	4.3
Mackay (R)	2,907	1,303	702	4,912	4.4
Whitsunday (R)	1,068	125	140	1,333	4.2
<i>Queensland</i>	<i>122,896</i>	<i>20,094</i>	<i>12,834</i>	<i>155,824</i>	<i>3.6</i>

(a) Applicable to persons who are of 'both Aboriginal and Torres Strait Islander origin'.

Source: QGSO Profile ABS, Census of Population and Housing, 2011, Indigenous Profile - I02 (usual residence)

5 COMMUNITY AND STAKEHOLDER ENGAGEMENT STRATEGY

Consultation with key stakeholders (including Government agencies, peak industry groups, community organisations and business groups) has taken place since the commencement of the project to refine project elements, in particular the location and design of the proposed safe harbour and the siting of the resort to avoid and minimise impacts on matters of national environmental significance. In March 2016 a Newsletter was issued to 144 stakeholders seeking views and comments on the proposed project. The proponent also commissioned and released a project website to provide information and the opportunity to provide comments on the project (<http://lindeman.net.au>). The proponent has also met with State and Local Members of Parliament, State/Commonwealth Government agencies and presented the project to Local Marine Advisory Committee in Airlie Beach and Mackay. The proponent is seeking wider community feedback during the EIS public notification phase to gather additional input on the social impact assessment of this project.

The findings of this process have been used to inform studies and to refine the Masterplan layout.

5.2 Website

A project website has been prepared providing information regarding the proposed redevelopment of Lindeman Island (<http://lindeman.net.au>). The web site also allows for informal feedback to be collected throughout the process through the “comment” tab, regardless of whether a formal consultation process is underway (this feedback would likely be associated with reviewing online information). To date the following seven responses supporting the project have been received, with none submitted providing opposition to the project:

- 2 emails from previous employees supporting the development and seeking employment opportunities (28/11/16 and 26/11/16);
- 1 email from a previous employee supporting the resort (11/10/16);
- 1 email from a charter cat operator supporting the redevelopment (27/08/16);
- 1 email from a previous tourist to the Island who supports the project and states “The island is incredibly beautiful, and with the correct environmental protections in place, I believe that it should be opened to the public once again” (14/06/16);
- 2 emails providing support in relation to the project and tourism (24/03/16) and (15/12/16).

5.3 Newsletter

A Stakeholder Information Newsletter was released to over 140 contacts on 4/03/2016 to inform the community and key Government agencies about the project and provide opportunities to provide input (refer to Appendix M -Community Consultation for the Newsletter and Stakeholder Contact Register). The Newsletter provided an overview of the EIS process and key aspects of the Masterplan, proposed schedule, workforce requirements and anticipated project benefits. A total of 10 submissions were received on the Newsletter by predominantly Government agencies (9) and also a tourism operator (1). Key issues raised in the submissions include:

- Disaster management;
- Emergency response;
- Opportunities for local businesses and workforce;
- Health and wellbeing;
- Gap Creek Dam water and sewage treatment;

- Protection of the Great Barrier Reef Marine Park.

The key issues raised in the submissions have been addressed in the preparation of the EIS.

5.4 Public Notification and Community Meetings

Following the release of the Draft EIS for public comment for a period of 30 business days a total of two community meetings will be held, one in Airlie Beach and Mackay respectively during the formal public consultation period under the SDPWO Act, EPBC Act and GBRMP Act. It is suggested that a quarter page Public Notice be placed in the Whitsunday Times and Daily Mercury in the week prior to the Public Meetings. The advertisement will inform the local community of the proposed development and invite them to attend the Community Meeting. An Information Package will be issued and posters will be on display at the respective venues informing the community of the proposed development.

The Project Team will be in attendance to present the key aspects of the proposal and answer questions and to address concerns. Attendees will be given the opportunity to complete a Feedback Form at the Community Meetings. The community will be able to nominate on the Feedback Form whether they would like to receive a list of issues raised by the community at the meeting.

5.5 Stakeholder Engagement Meetings and Briefings

Meetings with key stakeholders (e.g. Commonwealth, State, Local Government and elected representatives) have been held throughout the preparation of the EIS to discuss and resolve key design issues, including:

- Monthly meetings with The Office of the Coordinator General to discuss key project issues;
- Meeting with the Minister for the Environment (Hon Steven Miles) and Minister for Tourism (Hon Kate Jones);
- Local Marine Advisory Group (supported by the Great Barrier Reef Marine Park Authority) in Airlie Beach and Mackay;
- Marine Technical Advisory Group Meetings (meeting with State Government and Great Barrier Reef Marine Park Authority) to discuss location and design of the proposed safe harbour;
- Terrestrial Technical Advisory Group Meetings (meetings with State Government) to discuss vegetation and tenure related issues;
- Transport Technical Advisory Group Meeting (meeting with the State Government to discuss potential impacts on State Controlled Road Network).

The proponent's Director (Paul Nyholt) has also met with representatives of:

- Queensland Tourism;
- Cruise Whitsundays;
- Directors of Hayman island, Daydream Island, Hamilton Island, Whisper Bay and Laguna Quays Resorts;
- GSL Aviation Director,
- Heli Biz and Heli Taxi Owner;
- Air Whitsundays General Manager;
- Whitsunday Regional Council Chief Executive Officer;
- Local Government Member (Jason Costigan);
- Max Bear of Mars Charters;
- Fodico Marine Group; and
- Whitsundays Marketing and Development.

5.6 Public Notification and Community Meetings

Following the release of the Draft EIS a total of two community meetings will be held, one in Airlie Beach and Mackay respectively during the formal public consultation period under the *State Development and Public Works Organisation Act*. It is suggested that a quarter page Public Notice be placed in the *Whitsunday Times* and *Daily Mercury* in the week prior to the Public Meetings. The advertisement will inform the local community of the proposed development and invite them to attend the Community Meeting. Posters will be on display at the respective venues informing the community of the proposed development. The Project Team will be in attendance to present the key aspects of the proposal and answer questions and to address concerns.

Attendees will be given the opportunity to complete a Feedback Form at the Community Meetings. The community will be able to nominate on the Feedback Form whether they would like to receive a list of issues raised by the community at the meeting.

6 SOCIAL IMPACT ASSESSMENT

As discussed throughout this section, the primary project area, Lindeman Island itself, has no permanent residents, and so the majority of impacts will be experienced in the key areas of employment, transport, and supplier activity around the two access points of Airlie Beach and Mackay. The anticipated impacts against the key areas of the baseline (the greater project area, comprising the local government areas of Mackay and Whitsunday) are discussed in the following section.

The redevelopment of Lindeman Island would operationally have a negligible impact on the mainland base from where people will depart for the Island, Airlie Beach. Unlike greenfields developments where a community would be facing a large change to its social fabric through the development of a resort of this scale, the Whitsundays, and their mainland base Airlie Beach, have long been involved in the tourism and associated industries.

The area is well equipped and adapted to deal with community members moving in and out, for people moving through the area for their visits to the islands and workers going on and off shift, and therefore will have little difficulty in adapting to having an additional resort among the Whitsunday Islands (noting that there was already a resort on Lindeman Island until 2012).

A detailed social risk assessment, with mitigation strategies, has been undertaken and is presented in **Table 24** and **Table 25**. The impacts that have been assessed are summarily discussed in the following sections.

6.1 Social Impact Assessment

6.1.1 Community Safety

There are negligible impacts to community safety from the construction and operation of the Lindeman Island resort. The primary project area has no permanent residents, while resort visitors will be subject to operational constraints, responsible service of alcohol, and other policies to minimise harm on the island.

Feeder areas in the greater project area such as Airlie Beach may experience a slight increase in people travelling through on their way to the Resort, however as the area is populated with a number of hospitality and tourism operations, the community is already well equipped, with regards to police and ambulance, to respond to and manage any community safety issues. It is however anticipated that through the development of the Resort's brand, transport to the resort may tend towards fly in through Hamilton Island airport and by boat, and those arriving via Proserpine or Airlie Beach may decrease over time.

6.1.2 Community Wellbeing

As has been seen throughout this report, there will be little community disruption by this project. Employees will largely be locals, with a minor proportion of FIFO staff (predominantly for specialists or unique skill sets). All staff, both locals and FIFO, during all construction and operation phases, will reside on-site on the Island for the length of their shifts. Due to the proposed use of charter bus services and parking options (to be determined), there will be very little, if any, transient population influx or non-resident people staying in the larger project area when they are not working. This is in contrast to some FIFO and DIDO situations (such as in the resources sector and Mackay or other large towns in the region) where workers indulging in excessive alcohol and anti-social behaviours during their 'off' times, bring disruption to community wellbeing. There is certainly a possibility of workers exhibiting similar behaviours, however the magnitude is significantly smaller, supported by a

diverse workforce (with 70% of the planned workforce to have home bases across the region such as Bowen, Mackay, Proserpine, and Airlie Beach) and staggered rosters. Therefore the negative impacts of the resort's small workforce to the greater project area's community wellbeing will be negligible.

Similarly, due to the small magnitude of the workforce, and the intention to hire 70% existing local workers during construction (and close to 100% during operations), there is no evidence to suggest that the project will have any impact on living costs nor affect demand on housing or other resources.

It is recognised that despite the small numbers, when combined with other local FIFO or Island-based workers, a minor increase in cumulative impacts may be experienced. Through the mere engagement of staff on a FIFO basis, the project may contribute slightly to the cumulative impacts experienced by:

- > the source communities
- > the workforce
- > workers' families that may experience greater stress in their absence.

In this case, no destination community to experience impacts exists (unlike some mining FIFO operations, where staff are accommodated in nearby towns), as the FIFO/DIDO workers will be accommodated on site. However the mainland centres of Mackay, Proserpine, Bowen, and Airlie Beach would already experience the impacts from other projects to some degree, where workers are based with their families, often after relocating for work. Families that have a household member work a FIFO roster, may experience greater stress, greater social isolation, and other impacts on relationships, childhood development, and mental health (which can be exacerbated if the family has relocated away from typical support and social networks).

The resort will be responsible for building a new community among staff on the Island itself, and the proponent should consider what values it wishes to foster on the Island, and what will be unacceptable behaviour. An intentional workplace culture grows from the first team on the ground, and is reinforced by management, policies, behaviours, attitudes and actions.

Similarly, for the local nearby communities such as Airlie Beach, Proserpine, Bowen, and Mackay that will be feeder areas for the workforce and supply routes for the Resort, some thought should be given to corporate social responsibility. As discussed earlier, the resort will have negligible negative impact on the local areas, but could intentionally provide some positive impacts, in addition to the lift in employment to account for the slight recent decline in labour opportunities, to foster a positive, socially and environmentally responsible view of the resort on the mainland.

6.1.3 Health & Wellbeing

There is no evidence to suggest that the resort, at its projected capacity and occupancy rates, would have any impact on hospital services in the region. The project may require the emergency (and some other) services during the course of construction, but this would be at a very small scale, not exceeding the capacity of a large regional centre's main hospital.

Health and emergency care

The priority of the proponent should be with ensuring that management plans and processes and procedures are developed to maximise health and safety on site during construction; similarly for the report operator for staff and visitor safety during operations. The isolation of the site will be a key factor in the assurance of health and safety and emergency response. Queensland Ambulance and Queensland Fire and Emergency Services (QFES) does not have the capacity to respond to any accidents on site from the mainland, but Queensland Ambulance can meet people at shore to continue treatment and transport them to the closest hospital. While calling 000 will ensure some level of support, the proponent should be sure to undertake a risk

assessment for each construction phase and operations to determine the projected requirements for:

- > First Aid qualification requirements (ratio of qualified First Aid officers to staff – will be higher during construction)
- > First Aid kits, equipment and supplies (including specialist equipment such as defibrillators)
- > Transport methods to shore, with options for Airlie Beach (for Proserpine Hospital) due to its immediate proximity, and Mackay, due to its larger operation with a greater range of specialists.

Further to emergency care, due consideration should be given to health management in general, as the isolated island, with close quarters of both staff and visitors, and a reliance on climate-control and air-conditioning systems, can potentially increase risk of contagious communicable diseases swiftly spreading. The proponent (and its contractors if appropriate) should continue to liaise with Queensland Health to ensure appropriate management systems are in place to minimise risk, and to ensure correct procedures be followed to contain and treat should there be any infectious disease outbreak.

Workforce Health

The existing workforce plan includes a FIFO rostered construction team on a 21 day on, 7 day off roster, and an operations staff roster of 5 days on, 2 days off, both with staggered changeovers.

Mental health has been identified as a major issue among fly-in-fly-out workers. Numerous studies (beyond blue 2012; Education and Health Standing Committee 2015) have identified the numerous impacts of a FIFO/DIDO roster on source and local communities, and on the workers and their families. In the use of this rostering strategy for efficiency and enhanced productivity, the physical and mental health of the workforce should be a priority. During construction, this will predominantly be the contractor's responsibility, however an awareness of the unique challenges construction FIFO workers experience should drive the proponent to set expectations on contractors' commitment to minimising harm and maximising wellbeing amongst its workforce. This will benefit health and safety on site, productivity, and may lead to a higher standard of work. Some of the approaches and mitigation strategies that could be considered by the proponent and its contractors, in consultation with workers and unions, include:

- > consideration of alternative rosters such as 14 days on, 14 days off (with different pros and cons, e.g. lower income but higher rest time and resulting productivity during work hours), and possibility of workers choosing the rosters that are most appropriate for their situations (as appropriate and workable for the work plan)
- > easy and quick to access mental and physical health care on site during construction
- > access to 24 hour online and/or phone counselling, self-help mental health education resources, and other ongoing support services (financial, alcohol and other drugs, gambling, relationship counselling)
- > the provision of recreational and leisure activities and facilities in which to hold them such as sports, games, books/library, barbecues, etc. to support healthy lifestyles and building relationships among staff outside of work hours
- > the inclusion of mental health as a component of induction to site, and ongoing risk monitoring
- > policies that promote healthy and active lifestyles, including mental health, behaviour, alcohol, and other drugs policies.

Some of the above can also be considered by the resort operator when commencing operations for the staff who are proposed to be on site for five days, and home (it is estimated that close to 100% of staff will be from the local area) for two. The FIFO impacts may still be felt by these workers, although perhaps not as acutely. Due to a high proportion of operations staff likely

having interaction with visitors and customers, their wellbeing and happy demeanour will contribute to visitors' positive experiences at the resort.

6.1.4 Housing and Accommodation

The resort intends to house all workers on site during construction, with regional workers working the traditional 21 days on - 7 days off roster, and locals working 5 days on - 2 days off rosters. This, managed correctly with regards to workforce planning, transport, and health, should effectively prevent any impacts on housing and accommodation in the greater project area.

Similarly, the near-100% local operational staff will be expected to work 5 days on - 2 days off, so it is expected that staff will be recruited from people who already live in driving distance from Shute Harbour. This would at a minimum include Airlie Beach, Proserpine, Bowen and Mackay (and the areas in between), if shuttle transport and/or secure car parking is arranged. As it stands, young people and hospitality and tourism workers are drawn to the Whitsundays due to the range of resorts and tourism operations in the region, to expand their experience in the sector, and the mainland communities, particularly around Airlie Beach and Cannonvale, have adapted to this trend.

There is a small possibility that a small influx is experienced immediately after the initial operational recruitment phase (depending on the hotel operator's approach), where people based elsewhere may apply for positions on the proviso that they relocate; however the operator should recruit locally wherever possible, in consideration of labour costs, required qualifications, and minimisation of impacts. As the CQU and TAFE North campuses offer a range of tourism, recreation, trades, and hospitality courses, and the Whitsundays have a large number of resorts and destinations where people would gain experience, it is expected that there should be a wholly sufficient labour pool in the region from which to recruit, minimising the need for out-of-area recruitments and subsequent relocations.

In addition, the nature of settlement in the area has a greater-than-average level of turnover, with many people relocating temporarily to the region and staying a few years for work in the tourism sector before returning to their home base. This existing pattern of turnover in the Airlie Beach/Whitsunday area in particular allows for movement in and out of the area without any significant disruption to the social cohesion of the community.

6.1.5 Social Infrastructure

There will be little to no impact experienced by social infrastructure from the construction or operation of the resort. Incidents that may occur to require social infrastructure or services will not be an unmanageable burden on the existing system.

As discussed above, the Mackay and Proserpine hospitals, as well as Queensland Health, should be involved with the proponent and/or resort operator to determine the best course of action should there be an accident requiring immediate treatment during construction or operations. Mackay Hospital, however, is a large hospital with significant resources that have previously played a role in treatment of the resource sector workforce from the nearby Bowen and Surat basins when required. It is therefore well equipped for construction-related injuries and accidents.

Schools and childcare centres are not currently under stress, and discussions with childcare providers have conveyed that there is currently growing room (and flexible availability) for new enrolments, due to a growing trend of people moving away from the area. Any workers with needs for childcare should not have any difficulty in accessing it in the coming 18 months, unless unforeseen circumstances see a turnaround in the resource sector or other influx-causing economic circumstances.

Police and justice systems will continue to face the existing trends in behaviour in the mainland

areas, whether workers or eventually tourists, but the numbers should not be significantly different from previous years when there was increased resource sector activity and Club Med was still operational; however due to newer routes to Lindeman becoming more established (for example the Hamilton Island airport, or boating access) and the proposed new airstrip, it is increasingly likely that visitors to Lindeman, particularly those from interstate and overseas, will not need to visit the mainland during their time in the Whitsundays. As such, there will be little to no impact on the demand for police or courts.

6.1.6 Traffic and Transport

Charter buses

It is anticipated that a small increase in commuter transport will be experienced through the operation of charter buses to transport workers from nearby regional centres and the airports to the worksite on Lindeman Island via Shute Harbour. This will not be a significant change to the existing transport load in the region, and this is assessed in more detail in the Traffic and Transport assessment.

Safety with loads

The transport of equipment and materials from various regional centres to Airlie Beach will have a relatively significant impact on the community for the period during which construction occurs. While the majority of this is addressed in the Traffic and Transport report, the aspect of community safety should be considered here. The timing of the transport, particularly dangerous or non-standard loads, through the township and along narrow or dangerous roads should be carefully assessed, to mitigate the risk of accidents, particularly with residents' vehicles and pedestrians.

6.1.7 Vulnerable Groups

The potential impacts on vulnerable populations are the same as many projects, in that many vulnerable populations may not have access to the work and training opportunities that less disadvantaged people may have. In order to minimise these access issues, and maximise the benefits for the local area, the proponent and/or the resort operator should aim to develop, where possible, employment programs that might encourage the engagement of:

- > Local skilled workers
- > Young trainees and apprentices
- > Mature age trainees and apprentices
- > Aboriginal and Torres Strait Islanders.

Through working to maximise local employment where possible, while still ensuring all workers can apply for work regardless of where they live, some impacts can be minimised, and utilising the skills present in the local population and can maximise the proportion of the benefits to the local impacted area.

Aboriginal and Torres Strait Islanders with a connection to the Whitsunday Islands and Lindeman in particular should be engaged to some degree to support the operation's protection of cultural heritage, and build the awareness of Aboriginal history in the region for visitors and guests. It is anticipated that the National Park and Great Barrier Reef Education Centre may have roles available within its operations, but a local ranger scheme in the National Park on the island could also be explored.

6.1.8 Local Business and Industry Content

With the growing tourism market due to the change in the Australian dollar, it is not anticipated that the competing businesses in the region should experience any significant challenges, as a new player in the growing sector will accommodate for growing demand; in addition, Lindeman Island Resort is differentiated from the a majority of existing resorts, and it is predicted that the resort will attract new consumers and those that may have otherwise

travelled overseas.

Supply chains should be assessed for their capacity to meet demand for the resort. While local content should be a priority, capacity would be a requisite selection factor, in order to mitigate against any impacts experienced by other customers and the region.

6.1.9 Impacts on the Population Profile

With the proponent's intention to have a 70% local construction workforce, and an 80-100% local operations workforce, it is anticipated that any impacts to the population from workers will be limited. The smaller proportion of non-local workers that will come to work from outside of the region will be accommodated on site, and therefore will have little to no interaction with the local community. It is anticipated that the resort's construction and operation phases will have no distinguishable impact on the population profile except for potentially minor impacts during construction if a larger than anticipated non-local workforce is engaged.

6.2 Social Impact Risk & Benefit Assessment Matrix

Table 24 and Table 25 overleaf present the social impact risk and benefit assessment.

Table 24. Negative Impact Risk Assessment.

Ref.	Construction / Operation / Construction & Operations	Impact	Potentially Impacted Populations	Nature of Impact	Category of Social Impact	Magnitude of Impact	Likelihood of Occurring	Social Impact Score Magnitude x Likelihood	Mitigation or Avoidance Strategies (Negative Impacts)	MITIGATED Level of Impact	MITIGATED Likelihood of Occurring	MITIGATED Social Impact Score
				Positive Negative Neutral		Incidental Minor Significant Major Severe	Impossible Unlikely Possible Likely Certain	1-5 Low 6-10 Medium 11+ High		Incidental Minor Significant Major Severe	Impossible Unlikely Possible Likely Certain	1-5 Low 6-10 Medium 11+ High
3	Construction	Influx of temporary / contract workers requiring accommodation (especially those with families) impacting rental market	Residents	Negative	Housing & Accommodation	3 - Significant	3 - Possible	9	Maximise utilisation of local workers where possible Periodic rosters for all workers onsite Provision of on-site accommodation Chartered transport for DIDO/FIFO workers	1 - Incidental	2 - Unlikely	2
4	Construction & Operations	Influx of temporary / contract / FIFO workers impacting local community / social cohesion through lack of engagement within local community (no personal investment in host community such as volunteering, local sports clubs, etc.)	Residents	Negative	Community	2 - Minor	3 - Possible	6	Maximise utilisation of local workers where possible Provision of on-site accommodation and periodic rosters for all workers including locals Strategies for engagement of workers with community to be developed (e.g. football tournaments, volunteering days etc.)	1 - Incidental	2 - Unlikely	2
5	Construction	Influx of temporary / contract / FIFO workers impacting local community through anti-social behaviours (alcohol, drugs, risky behaviour)	Residents	Negative	Community Safety	2 - Minor	3 - Possible	6	Maximise utilisation of local workers where possible Provision of on-site accommodation where possible Use of "Good Behaviour Pact" with employees to be investigated	1 - Incidental	2 - Unlikely	2
8	Operations	Concerns about loss of access to recreational space, biodiversity and habitats through National Park tenure changes on the Island	Residents Visitors	Negative	Arts, Culture & Recreation	2 - Minor	5 - Certain	10	Undertake extensive Impact Assessment and engagement with key stakeholders Education and engagement campaign about the final decision and promote National Park and Great Barrier Reef Education Centre. Undertake site visits with concerned stakeholders to show and explain decision and the ultimate benefits. Maximise use of newly acquired areas and showcase care and use of areas Investigate the introduction of a local Indigenous rangers program to enhance care and management Consider contribution of resources to management and care of National Park.	2 - Minor	3 - Possible	6
9	Construction	Traffic impacts to Airlie Beach due to construction materials supply	Residents Commercial operations including tours etc. Visitors	Negative	Traffic & Transport	2 - Minor	4 - Likely	8	Plan and schedule with suppliers for majority of large, non-standard loads or known high volume (multi-truck) deliveries to occur during off-peak hours, and to avoid main streets of township on route to Shute Harbour.	1 - Incidental	3 - Possible	3

Ref.	Construction / Operation / Construction & Operations	Impact	Potentially Impacted Populations	Nature of Impact	Category of Social Impact	Magnitude of Impact	Likelihood of Occurring	Social Impact Score Magnitude x Likelihood	Mitigation or Avoidance Strategies (Negative Impacts)	MITIGATED Level of Impact	MITIGATED Likelihood of Occurring	MITIGATED Social Impact Score
				Positive Negative Neutral		Incidental Minor Significant Major Severe	Impossible Unlikely Possible Likely Certain	1-5 Low 6-10 Medium 11+ High		Incidental Minor Significant Major Severe	Impossible Unlikely Possible Likely Certain	1-5 Low 6-10 Medium 11+ High
10	Construction	Safety risks to Airlie Beach pedestrians and commuters (especially with prevalence of alcohol and young tourists) due to large and potentially dangerous transport during transit of construction materials	Residents Particularly vulnerable populations (disabled, children, etc.)	Negative	Traffic & Transport	3 - Significant	3 - Possible	9	Safety Plans for transport companies including policies to limit the transport of large, non-standard loads and equipment to off-peak periods and to avoid main streets of township on way to Shute Harbour. Consider keeping to daylight hours for potentially dangerous loads, considering the high level of licensed venues, nightclubs, and pubs frequented by tourists unfamiliar with the area).	3 - Significant	2 - Unlikely	6
11	Construction	Worker accidents during construction that may be worsened or exacerbated by inadequate emergency transport procedures or insufficient onsite health procedures	Workers	Negative	Health	4 - Major	3 - Possible	12	Ensure all contractors have sufficient First Aid qualifications. Determine the requirements for all potential health risks/outcomes and appropriate triage and transport procedures in conjunction with Mackay Hospital, Qld Ambulance, VMR, and medivac providers. Develop a Resort Onsite Health Management Plan in liaison with Qld Health, emergency services, and other stakeholders to determine most efficient and practical management and transport procedures Determine the most efficient route for transporting sick or injured workers (Proserpine or Mackay) through research and liaison with emergency services.	3 - Significant	2 - Unlikely	6
12	Operations	Visitor accidents or illnesses that may be worsened or exacerbated by inadequate emergency transport procedures or insufficient onsite health procedures	Visitors Staff	Negative	Health	4 - Major	3 - Possible	12	Require First Aid qualifications as a prerequisite for employment (provide training and refreshers for all staff). Consider the employment of a Nurse Practitioner once a threshold of average visitors is reached (or during peak periods) Determine the requirements for all potential health risks/outcomes and appropriate triage and transport procedures in conjunction with Mackay Hospital, Qld Ambulance, VMR, and medivac providers. Develop a Resort Onsite Health Management Plan in liaison with Qld Health, emergency services, and other stakeholders to determine most efficient and practical management and transport procedures. Determine the most efficient route for transporting sick or injured workers (Proserpine or Mackay) through	3 - Significant	2 - Unlikely	6

Ref.	Construction / Operation / Construction & Operations	Impact	Potentially Impacted Populations	Nature of Impact	Category of Social Impact	Magnitude of Impact	Likelihood of Occurring	Social Impact Score Magnitude x Likelihood	Mitigation or Avoidance Strategies (Negative Impacts)	MITIGATED Level of Impact	MITIGATED Likelihood of Occurring	MITIGATED Social Impact Score
				Positive Negative Neutral		Incidental Minor Significant Major Severe	Impossible Unlikely Possible Likely Certain	1-5 Low 6-10 Medium 11+ High		Incidental Minor Significant Major Severe	Impossible Unlikely Possible Likely Certain	1-5 Low 6-10 Medium 11+ High
									research and liaison with emergency services.			
13	Construction	Workers experiencing isolation, boredom, social isolation, family disconnection, and potential mental health issues from working a FIFO (currently proposed 21 on - 7 off) roster on an undeveloped island (and high turnover resulting from this)	Workers Families of workers Workmates (H&S at risk from unfocused worker)	Negative	Wellbeing	3 - Significant	3 - Possible	9	Implement (and ensure all contractors have implemented) a contractor wellbeing plan for FIFO workers Develop on site facilities and activities to provide rest and relaxation after work at site and to build a balanced work-life culture. Provide easy access to mental health practitioner/counsellor. Develop an alcohol and drugs policy that is enforced on site and a code of conduct for workers when they are on the mainland (greater project area). Consider different roster types e.g. 14d on - 14d off, as discussed in FIFO studies and with unions, and consider flexibility to choose rosters depending on personal situation (where practical).	2 - Minor	2 - Unlikely	4
14	Operations	Workers on 5 day on-Island rosters experiencing social isolation or disconnection, boredom, family or relationship difficulties, and potential mental health issues from working long shifts on the Island.	Workers Families of workers Workmates (H&S at risk from unfocused worker)	Negative	Wellbeing	3 - Significant	3 - Possible	9	Implement a well considered FIFO schedule (currently proposed 5 days on - 2 days off) for operations staff to maximise productivity and maximise rest and relaxation. Develop on site facilities and activities to provide rest and relaxation after work at site and to build a balanced work-life culture. Provide easy access to mental health practitioner/ counsellor. Develop an alcohol and drugs policy that is enforced on site and a code of conduct for workers when they are on the mainland (greater project area). Consider different roster types e.g. 14d on, 14d off, as discussed in FIFO studies and with unions, and consider flexibility to choose rosters depending on personal situation (where practical).	2 - Minor	2 - Unlikely	4
15	Construction & Operations	Communicable disease outbreak on island for people in close quarters could easily spread	Staff Visitors Health Dept Health Workers (local hospitals and GPs)	Negative	Health	4 - Major	2 - Unlikely	8	Liaise with Qld Health to determine policies, resources, and protocols for high risk outbreaks - e.g. Measles, Chicken Pox, Influenza, Legionnaires Ensure First Aid and health management techniques in place including reporting Ensure a self-sufficient quarantine room is available as needed.	3 - Significant	2 - Unlikely	6

Table 25. Benefit Maximisation Assessment.

Ref.	Construction / Operation / Construction & Operations	Impact	Potentially Impacted Populations	Nature of Impact	Category of Social Impact	Magnitude of Impact	Likelihood of Occurring	Social Impact Score Magnitude x Likelihood	Benefit Realisation Strategies (Positive Impacts)	MAXIMISED Level of Impact	MAXIMISED Likelihood of Occurring	MAXIMISED Social Impact Score
				Positive Negative Neutral		Incidental Minor Significant Major Severe	Impossible Unlikely Possible Likely Certain	1-5 Low 6-10 Medium 11+ High		Incidental Minor Significant Major Severe	Impossible Unlikely Possible Likely Certain	1-5 Low 6-10 Medium 11+ High
1	Construction & Operations	Potential for increased utilisation of local suppliers leading to commercial/local business benefits	Local businesses and suppliers	Positive	Commerce & Industry	2 - Minor	3 - Possible	6	Maximise utilisation of local products and suppliers by setting local content targets in procurement policies Develop relationships with unique product suppliers to distinguish offering at resort	3 - Significant	4 - Likely	12
2	Operations	Increase in utilisation of local tourism and hospitality businesses before/after stay on Island.	Local businesses and suppliers Residents (Workers)	Positive	Commerce & Industry	3 - Significant	3 - Possible	8	Maximise utilisation of local products and suppliers by setting local content targets Develop relationships with operators in tours, mainland accommodation, transport, and other services to build experiential tourism Develop deals to encompass greater number of businesses in the region during stay.	3 - Significant	4 - Likely	12
6	Construction & Operations	Uplift in employment rates in region	Residents Unemployed (skilled, semi-skilled, unskilled labour)	Positive	Employment	2 - Minor	3 - Possible	6	Maximise utilisation of local workers where possible	2 - Minor	4 - Likely	8
7	Construction & Operations	Increase in opportunities for training such as traineeships and apprenticeships for local workers including vulnerable populations such as indigenous and mature age workers	Residents	Positive	Education & Training	2 - Minor	3 - Possible	6	Investigate development of a local training strategy in partnership with local training suppliers Set targets for traineeships and apprenticeships in construction (including contractors) and operations Develop Indigenous and mature-aged traineeship and/or apprenticeship scheme to minimise access difficulties for vulnerable populations.	2 - Minor	4 - Likely	8

7 GREAT BARRIER REEF REGION STRATEGIC ASSESSMENT REPORT

The Great Barrier Reef Region Strategic Assessment Report developed a framework for the community benefits gained from the Great Barrier Reef. **Table 26** provides an assessment of the community benefits (with regards to the Great Barrier Reef values) of Lindeman Island, and notes any potential impacts that may be experienced through the development of the proposed resort, as required by the Terms of Reference.

Table 26. Impacts on Community Benefits of Lindeman Island by GBR Region Strategic Assessment Values.

Benefit Type Values	Income and employment	Access to GBR resources	Understanding, appreciation and enjoyment	Aesthetics	Health Benefits	Personal connection
Islands, beaches and coastlines	↑ Non-operation of the resort results in no income and employment generation. The island location of Lindeman Island attracts tourists, generating significant income and employment.	↑ Non-operation of the resort location of Lindeman Island limits National Park visitors' safe and easy access to the Great Barrier Reef. Through operations on the island, the location of Lindeman Island and the presence of qualified staff allows visitors easy access to parts of the Great Barrier Reef that are otherwise difficult to access.	↑ A lack of any tourism operations on the Island limits any depth of understanding, with a range of risks exacerbated through behavior of non-regulated visitors (e.g. littering, non-sustainable fishing etc.) Through the operation of the resort, and the employment of qualified and knowledgeable staff (especially if the GBR Educational Centre is pursued), people's understanding, appreciation and enjoyment of the GBR can only be enhanced.	↑ The development of the resort may minimise the accessibility of solitude and tranquility immediately around the resort, however this will still be significantly achievable in the National Park and surrounds, away from the resort. The resort will also provide new opportunities for socialising and personal comfort, while addressing the aesthetic shortcomings of the state of disrepair of existing built infrastructure.	↑ The breadth of health benefits that can be obtained from the Island by visitors will be enhanced by the island's operation, including a broader range of recreational activities, as well as diet inputs such as freshly caught local seafood.	↑ There is a significant capacity for the forging of personal connections to the GBR on Lindeman Island by visitors, which would be expanded through increasing accessibility of the Island to a range of people who may not otherwise visit.
Estuaries, deep water, bays, inlets, and coral reefs	↑ Through the provision of an important habitat to iconic species, and through their aesthetic beauty, coral reefs in particular encourage and support jobs in tourism on the reef. Through the operation of the resort, and the employment of qualified and	↔ / ↓ The range of coral reefs are iconic in themselves and the ease of access for visitors from Lindeman is highly valued by visitors who wish to see the GBR during their stay. The construction of the safe harbour presents a risk to these coral reefs, however the chosen options and	↑ A lack of any tourism operations on the Island limits any depth of understanding, with a range of risks exacerbated through behavior of non-regulated visitors (e.g. littering, non-sustainable fishing etc.) Through the operation of the resort, and the employment of qualified and knowledgeable staff (especially if the GBR Educational Centre is	↔ / ↓ The range of coral reefs are iconic in themselves and their access and viewing by visitors (snorkeling/ diving) is highly valued. The construction of the safe harbour presents a risk to these coral reefs, however the chosen options and management plans should minimise any potential damage or provide offsets.	↑ The reefs around Lindeman in particular provide a strong incentive to undertake activities such as snorkeling which have health benefits, and through responsible operations, these can be undertaken in a sustainable and responsible	↑ The reefs in particular provide a strong opportunity for personal experiences and connections with the Great Barrier Reef.

Benefit Type	Income and employment	Access to GBR resources	Understanding, appreciation and enjoyment	Aesthetics	Health Benefits	Personal connection
Values	knowledgeable staff (especially if the GBR Educational Centre is pursued), the connection between sustainable business and employment opportunities and protection of the GBR's deep water and coral reefs can only be enhanced.	management plans should minimise any potential damage or provide offsets.	pursued), people's understanding, appreciation and enjoyment of the GBR's deep water and coral reefs can only be enhanced.		manner.	
Wetlands		↑ ↔ ↓ The various mangroves and other wetlands play a crucial role in the health of iconic and other species. The existing dam contains wetland habitat values and the Queensland referrable wetland mapping identifies some general ecological significance wetlands along parts of the shoreline of Lindeman Island. These areas of shoreline potentially provide habitat and foraging areas for shorebirds.	↑ The wetlands and mangroves on the Island provide a habitat to a range of species. Through the operation of the resort, and the employment of qualified and knowledgeable staff (especially if the GBR Educational Centre is pursued), people's understanding of the core role that the Island's wetlands play in protecting the island and sustaining a range of species can only be enhanced.			
Seagrass meadows	↑ The seagrass meadows in the	↔ / ↓ The seagrass meadows	↑ The seagrass meadows in the vicinity			

Benefit Type	Income and employment	Access to GBR resources	Understanding, appreciation and enjoyment	Aesthetics	Health Benefits	Personal connection
Values	vicinity of the Island provide a habitat to a range of species. Through the provision of a healthy habitat to iconic species, such as turtles and dugongs, it supports commercial tourism with people seeking to see these species through diving and boating.	in the vicinity of the Island play a strong role in sustaining a range of iconic and other species, and they may be slightly at risk from barges and other transport to the island, particularly during construction. It is understood that the methods currently being considered will minimise or avoid damage to seagrass, however the ultimately chosen method may potentially have some negative impacts.	of the Island provide a habitat to a range of species. Through the operation of the resort, and the employment of qualified and knowledgeable staff (especially if the GBR Educational Centre is pursued), people's understanding of the core role that the GBR's seagrass meadows' play in sustaining a range of species can only be enhanced.			
Species	↑ Lindeman Island and its surrounds is home to over 90 species of birds, a range of reptiles, land and water birds, bats, fish, and other wildlife, both migratory and native. This is a major drawcard for visitors who wish to see these species in their natural habitats and so their presence supports commercial tourism.		↑ A lack of any tourism operations on the Island limits any depth of understanding, with a range of risks exacerbated through behavior of non-regulated visitors (e.g. littering, non-sustainable fishing etc.) Through the operation of the resort, and the employment of qualified and knowledgeable staff (especially if the GBR Educational Centre is pursued), people's	↑ The range of species visible and appreciated aesthetically by visitors will only increase as visitor numbers resume following the redevelopment of the resort. The majority of the species reside in the National Park and outside of the development footprint, which was largely developed previously.		↔ / ↑ The range of species found in and around the Island can only contribute to the opportunities for personal connection to the Great Barrier Reef.

Benefit Type	Income and employment	Access to GBR resources	Understanding, appreciation and enjoyment	Aesthetics	Health Benefits	Personal connection
Values			understanding, appreciation and enjoyment of the GBR can only be enhanced.			
Connectivity	↑ The planned education centre should present a way of maintaining connection between people and land and sea, and Indigenous stories, while increasing income and employment opportunities for Indigenous people in the region.					↑ The maintenance of the connection between people to land and sea through stories, and the way Indigenous people moved seasonally, sustains a strong form of personal connection. Through the management of an education centre that covers this history, and through an Indigenous engagement and employment policy, the connectivity can be maintained for Indigenous people and traditional owners, and developed and enhanced for visitors
Integrity						↔ / ↑ The shell midden on Lindeman Island is not in the development footprint, and the development could enhance access to connection with this cultural heritage.

Benefit Type	Income and employment	Access to GBR resources	Understanding, appreciation and enjoyment	Aesthetics	Health Benefits	Personal connection
Values						
Spawning	↔ Maintaining healthy aquatic environments in the area around Lindeman Island for spawning processes to continue is required for the sustenance of fishing-related economic and tourism income and employment.					
Water Quality		↔ Maintained water quality in the area of Lindeman Island is crucial in supporting tourism and recreational activities that allow visitors to access the Great Barrier Reef through water-based activities			↔ The maintenance of water quality in the area of Lindeman Island is crucial in supporting human health and maintaining interest in recreation activities. MUSIC modelling has indicated that water quality across all measures should improve as a consequence of the proposed development due to the installation of a range of stormwater treatment devices.	

8 CONCLUSION

The proposal would contribute to achieving the Queensland Government initiatives to double annual tourism visitor expenditure to \$30 billion by 2020 and would seek to increase the labour force and increase accommodation capacity in line with the Commonwealth's Tourism 2020 Strategy. The proposal is also consistent with the Mackay Destination Tourism Plan which supports the revitalisation of key tourism sites, including Lindeman Island.

Strategically, the redevelopment brings investment and revitalisation of an existing asset on the Whitsundays, with the majority of the works being undertaken on already developed lands, with lesser proportion of works proposed to occur on currently undeveloped lands (as addressed in the Environmental Impact Statement).

Capitalising on the current economic climate to provide visitors a greater choice in accommodation and experiences in the Whitsundays is a positive step for the region, which is experiencing an economic adjustment period since the nearby mining boom has subsided.

Socially, this development has negligible and minor negative impacts due to its location on an uninhabited island, however there are a range of impacts to the greater region, and the Resort during operation, that should be taken into consideration should development be approved, both positive and negative. Overall, it is believed, from the assessment, that the overall social benefits of this project outweigh any risks and negative impacts. Mitigation strategies as outlined in **Tables 24** and **25** should be considered by the proponent and implemented where possible.

9 REFERENCES

- Rowland, M.J. 1986. *The Whitsunday Islands: Initial Historical and Archaeological Observations and Implications for Future Work*. Retrieved from <https://www.library.uq.edu.au/ojs/index.php/qar/article/viewFile/298/340>
- Queensland Government Statistician's Office (QGSO) 2015a. *Queensland Regional Profiles: Resident Profile, Mackay-Whitsunday LGAs region compared with Queensland*. Queensland Government.
- Queensland Government Statistician's Office (QGSO) 2015b. *Queensland Regional Profiles: Time Series Profile – the region over time, Mackay-Whitsunday LGAs region compared with Queensland*. Queensland Government.
- Queensland Government Statistician's Office (QGSO) 2015c. *Queensland Regional Profiles: Workforce Profile – people who work in the region, Mackay-Whitsunday LGAs region compared with Queensland*. Queensland Government.
- Residential Tenancies Authority (RTA) 2015. *Median Rents Quick Finder*. <https://www.rta.qld.gov.au/Resources/Median-rents>
- Tourism & Events Queensland. 2012. *The Whitsundays: Tourism Opportunity Plan 2012-2016*. <http://wmdl.com.au/Portals/3/Documents/Whitsundays%20TOP%20-%20Final%20July%202012.pdf>
- Tourism Whitsundays. 2012. *The Whitsundays: Destination Tourism Strategy 2012-2016*. https://www.tourismwhitsundays.com.au/Portals/0/Assets/Documents/Destination_Strategy_The_Whitsundays_2012-2016.pdf
- Tourism & Events Queensland. 2014. *Mackay Destination Tourism Plan*. <http://teq.queensland.com/~media/1A111395AF6C4BC6A108FDF6032D7AB7.ashx>
- Tourism & Events Queensland. 2014. *Mackay Tourism Opportunity Plan*. <http://teq.queensland.com/~media/548946FDDC43416EB8118AD8CA3B8D42.ashx>
- Hall, Glen / Mackay Historical Society and Museum Incorporated. 2006. *A Short History of Mackay, The First Residents*. Retrieved from http://www.mackayhistory.org/research/history/01_first_residents.html
- Konovalov E., Murphy L., Moscardo, G. 2014. *Tourism and Community Well-being: Social Impacts of Tourism. Airlie Beach – Bowen – Atherton Tablelands*. James Cook University: Cairns.
- Education and Health Standing Committee, Legislative Assembly, Parliament of Western Australia 2015. *The impact of FIFO work practices on mental health Final Report. Report No. 5*. Parliament of Western Australia: Perth Retrieved from: [http://www.parliament.wa.gov.au/Parliament/commit.nsf/\(Report+Lookup+by+Com+ID\)/2E970A7A4934026448257E67002BF9D1/\\$file/20150617%20-%20Final%20Report%20w%20signature%20for%20website.pdf](http://www.parliament.wa.gov.au/Parliament/commit.nsf/(Report+Lookup+by+Com+ID)/2E970A7A4934026448257E67002BF9D1/$file/20150617%20-%20Final%20Report%20w%20signature%20for%20website.pdf)
- beyondblue. 2012. *Submission to the inquiry into the use of 'fly-in, fly-out' (FIFO) workforce practices in regional Australia* (Submission No. 228, House Standing Committee on Regional Australia). Melbourne: beyondblue. Retrieved from http://www.aph.gov.au/parliamentary_business/committees/house_of_representatives_committees?url=ra/fifodido/subs/sub228.pdf

Appendix 1: Stakeholder Contact Register

Reference	First Name	Last Name	Title/Department (if applicable)	Company / Department (if applicable)	Address 1 Address 2	Suburb	State	Postcode	Contact Number/s	Email	Type of Stakeholder	Areas of Interest [mark with 'x']									
												Tourism	Residential	Business & Industry	Social infrastructure	Population/ Influx / employment	Environmental	Transport	Emergency Management	Water	Other [insert]
1	Nicholas	Nalder	Transport Planner	Qld Department of Transport and Main Roads	PO Box 673	Fortitude Valley	QLD	4006	137468	nicholas.nalder@tmr.qld.gov.au	State Government							X			
2	Ross	Young	Project Coordinator	Qld Department of Transport and Main Roads	PO Box 674	Fortitude Valley	QLD	4006	137468	ross.young@tmr.qld.gov.au	State Government							X			
3	Matthew	Stirling	Senior Designer (Civil), Mackay/Whitsunday District / Mackay Office	Qld Department of Transport and Main Roads	PO Box 675	Fortitude Valley	QLD	4006	137468	matthew.stirling@tmr.qld.gov.au	State Government							X			
4	Lesley	MacAlpine	Town Planner	Qld Department of Transport and Main Roads	PO Box 676	Fortitude Valley	QLD	4006	137468	lesline.macalpine@tmr.qld.gov.au	State Government							X			
5	Brett	Paddison	Principal Advisor (Projects and Planning)	Marine Safety Queensland	MacArthur Avenue	East Pinkenba	QLD	4008	137468	brett.paddison@msq.qld.gov.au	State Government							X			
6	Nathan	Blain	Senior Sergeant	Queensland Police Service	GPO Box 1440	Brisbane	QLD	4001	131 444	blain.nathan@police.qld.gov.au	State Government							X	X		
7	Ian	Houghton	Inspector	Queensland Police Service	GPO Box 1440	Brisbane	QLD	4001	131 444	houghton.ian@police.qld.gov.au	State Government							X	X		
8	David	Searles	Fire Officer	Queensland Fire and Emergency Services	GPO Box 1425	Brisbane	QLD	4001	137468	david.searles@qfes.qld.gov.au	State Government							X	X		
9	Ernst	Bruynius	Principal Technical Officer	Qld Department of Environment and Heritage Protection	GPO Box 2454	Brisbane	QLD	4001	137468	ernst.bruynius@ehp.qld.gov.au	State Government						X				
10	Greg	Tkal	Principal Environmental Officer	Qld Department of Environment and Heritage Protection	GPO Box 2454	Brisbane	QLD	4001	137468	greg.tkal@ehp.qld.gov.au	State Government						X				
11	James	Monkivitch	Director	Qld Department of Environment and Heritage Protection	GPO Box 2454	Brisbane	QLD	4001	137468	james.monkivitch@ehp.qld.gov.au	State Government						X				
12	Michael	Robinson	Senior Environmental Assessment Officer	Qld Department of Environment and Heritage Protection	GPO Box 2454	Brisbane	QLD	4001	137468	michael.robinson@ehp.qld.gov.au	State Government						X				
13	Paul	Prenzler	RPEQ Principal Coastal Engineer	Qld Department of Environment and Heritage Protection	GPO Box 2454	Brisbane	QLD	4001	137468	paul.prenzler@ehp.qld.gov.au	State Government						X				
14	Tariq	Khan	Aquatic Scientist, Land and Community Sciences	Qld Department of Environment and Heritage Protection	GPO Box 2454	Brisbane	QLD	4001	137468	tariq.khan@ehp.qld.gov.au	State Government						X				
15	Reinier	Mann	Principal Scientist, Ecoscience Precinct	Qld Department of Science, Information Technology and Innovation	GPO Box 5078	Brisbane	QLD	4001	137468	reinier.mann@dsiti.qld.gov.au	State Government							X			
16	Sunil	Tennakoon		Qld Department of Science, Information Technology and Innovation	GPO Box 5078	Brisbane	QLD	4001	137468	sunil.tennakoon@dsiti.qld.gov.au	State Government							X			
17	Daniel	Larsen	Principal Project Officer, Hydrology	Qld Department of National Resources and Mines	PO Box 15216	City East	QLD	4002	137468	daniel.larsen@dnrm.qld.gov.au	State Government							x			
18	Wedeen	Smith	Senior National Resource Officer	Qld Department of National Resources and Mines	PO Box 15216	City East	QLD	4002	137468	wedenna.smith@dnrm.qld.gov.au	State Government							x			
19	Kristina	Atkins		Qld Department of National Resources and Mines	PO Box 15216	City East	QLD	4002	137468	kristina.atkins@dnrm.qld.gov.au	State Government							x			
20	Lachlan	Griffin	Conservation Officer	Qld Department of National Parks, Sport and Racing	PO Box 15187	City East	QLD	4002	137468	Lachlan.Griffin@npsr.qld.gov.au	State Government	x						X			
21	John	Schiavo	Principal Advisor	Qld Department of Aboriginal and Torres Strait Islander Partnerships	PO Box 15397	City East	QLD	4002	137468	john.schiavo@atsip.qld.gov.au	State Government							X			
22	Fiona	Antonucci	Manager, Tourism Investment Attraction	Department of Tourism, Major Events, Small Business and the Commonwealth Games	PO Box 15168	City East	QLD	4002	137468	fiona.antonucci@dtesb.qld.gov.au	State Government	X									
23	Gayle	Webster	Administration Officer	Qld Department of Energy and Water Supply	PO Box 15456	City East	QLD	4002	137468	Gayle.Webster@dews.qld.gov.au	State Government									x	
24	Arvid	Pluschke	Environment Assessment and Compliance Division	Department of Environment (Cwth)	Level 5, 33 Allara Street	CANBERRA	ACT	2600	02 6275 9183	Arvid.Pluschke@environment.gov.au	Federal Government							x			
25	Steven	Miles	Minister for Environment	Minster for Environment and Heritage Protection (State)	524 Milton Road	TOOWONG	QLD	4066	07 3719 7330	environment@ministerial.qld.gov.au	State Government							x			
26	Kate	Jones	Minister for Tourism	Minister for Tourism and Major Events	Level 22, Education House, 30 Mary Street	BRISBANE	QLD	4000	07 3719 7530	tourism@ministerial.qld.gov.au	State Government	X									
27	George	Christensen M.P.	Member for Dawson (Liberal National Party)	Federal Member for Dawson (incl. Mackay, Airlie Beach and Lindeman Islands)	2/21 Milton Street PO Box 1697	MACKAY	QLD	4740	07 4944 0662	george.christensen.mp@aph.gov.au	Federal Government					x	x				
28	Julianne	Gilbert	State Member for Mackay (Labor Party)	State Member for Mackay	1st Floor 65 Sydney Street PO Box 1238	MACKAY	QLD	4740	07 4960 7100	Mackay@parliament.qld.gov.au	State Government					x	x				
29	Jason	Costigan	State Member for Whitsunday (LNP)	State Member for Whitsunday	Suite 2, Federation House 20 Chapman Street PO Box 251	PROSERPINE	QLD	4800	07 4845 3100	Whitsunday@parliament.qld.gov.au	State Government					x	x				
30	Denise	Kreymborg	General Manager of Economic Development	Tourism Whitsundays					0427 933 588	info@wmdl.com.au	Business	x									
31	Rebecca	Nicol	General Manager of Tourism	Tourism Whitsundays					0427 933 588	info@wmdl.com.au	Business	x									
32	Glenn	Bourke	Chief Executive Officer	Hamilton Island Resort	PO Box 149	HAMILTON ISLAND	QLD	4803	07 4946 8725		Business	x									
33				Breakfree Long Island Resort	PO Box 1080	AIRLIE BEACH	QLD	4802			Business	x									
34	Douglas	Van Wyk Smith		Hayman Island	Hayman Island	HAYMAN ISLAND	QLD	4801	07 4940 1234	sales@oneandonlyhaymanisland.com	Business	x									
35				Hamilton Island Marina	Hayman Island	HAYMAN ISLAND	QLD	4801	07 4946 8353	marina@hamiltonisland.com.au	Business	x							x		
36	Paul	Watson		Hamilton Island Airport	Hamilton Island Airport	HAMILTON ISLAND	QLD	4803	07 4946 8620	pwatson@hamiltonisland.com.au	Business	x							x		
37				Hamilton Island Air	PO Box 3	HAMILTON ISLAND	QLD	4803	07 4969 9599	fly@hamiltonislandair.com	Business	x							x		
38			Mackay/Whitsunday Area Office	Department of Housing	PO Box 978	MACKAY	QLD	4740	07 4967 0888		State Government		x								
39	Michael	Williams	President	Mackay Conservation Group	156 Wood Street	MACKAY	QLD	4740	4953 0808	mcgmail@mackay.net.au	NGO/Community Organisation						x				
40	Roslyn	Baker	Executive General Manager, Retail	Ergon Energy	PO Box 1090	TOWNSVILLE	QLD	4810			Business		x		x	x				x	
41	Graeme	Finlayson	General Manager, AER	Ergon Energy	PO Box 1090	TOWNSVILLE	QLD	4810			Business			x	x	x				x	
42	Terry	Johnson	Executive Director Rural Services	Mackay Base Hospital	475 Bridge Road	MACKAY	QLD	4740	07 4885 6000		State Government						x			x	
43	Barry	Omondson	Acting Chief Executive Officer	Whitsunday Regional Council	PO Box 104	PROSERPINE	QLD	4800	4945 0222	info@whitsundayvc.qld.gov.au	Local Government	x	x	x	x	x	x	x	x	x	
44	Deirdre	Comerford	Mayor	Mackay Regional Council	PO Box 41	MACKAY	QLD	4740	1300 622 529	deirdre.comerford@mackay.qld.gov.au	Local Government	x	x	x	x	x	x	x	x	x	
45	Kevin	Casey	Deputy Mayor	Mackay Regional Council	PO Box 41	MACKAY	QLD	4740	1300 622 529	kevin.casey@mackay.qld.gov.au	Local Government	X	X	X	X	X	X	X	X	X	
46	Chris	Bonanno	Councillor	Mackay Regional Council	PO Box 41	MACKAY	QLD	4740	1300 622 529	chris.bonanno@mackay.qld.gov.au	Local Government	X	X	X	X	X	X	X	X	X	
47	Laurence	Bonaventura	Councillor	Mackay Regional Council	PO Box 41	MACKAY	QLD	4740	1300 622 529	laurence.bonaventura@mackay.qld.gov.au	Local Government	X	X	X	X	X	X	X	X	X	
48	Frank	Gilbert	Councillor	Mackay Regional Council	PO Box 41	MACKAY	QLD	4740	1300 622 529	frank.gilbert@mackay.qld.gov.au	Local Government	X	X	X	X	X	X	X	X	X	
49	Alison	Jones	Councillor	Mackay Regional Council	PO Box 41	MACKAY	QLD	4740	1300 622 529	alison.jones@mackay.qld.gov.au	Local Government	X	X	X	X	X	X	X	X	X	

Reference	First Name	Last Name	Title/Department (if applicable)	Company / Department (if applicable)	Address 1 Address 2	Suburb	State	Postcode	Contact Number/s	Email	Type of Stakeholder	Areas of Interest [mark with 'x']										
												Tourism	Residential	Business & Industry	Social infrastructure	Population/ Influx / employment	Environmental	Transport	Emergency Management	Water	Other [insert]	
50	Greg	Martin	Councillor	Mackay Regional Council	PO Box 41	MACKAY	QLD	4740	1300 622 529	greg.martin@mackay.qld.gov.au	Local Government	x	x	x	x	x	x	x	x			
51	Theresa	Morgan	Councillor	Mackay Regional Council	PO Box 41	MACKAY	QLD	4740	1300 622 529	theresa.morgan@mackay.qld.gov.au	Local Government	x	x	x	x	x	x	x	x			
52	David	Perkins	Councillor	Mackay Regional Council	PO Box 41	MACKAY	QLD	4740	1300 622 529	david.perkins@mackay.qld.gov.au	Local Government	x	x	x	x	x	x	x	x			
53	Paul	Steindl	Councillor	Mackay Regional Council	PO Box 41	MACKAY	QLD	4740	1300 622 529	paul.steindl@mackay.qld.gov.au	Local Government	x	x	x	x	x	x	x	x			
54	Ross	Walker	Councillor	Mackay Regional Council	PO Box 41	MACKAY	QLD	4740	1300 622 529	ross.walker@mackay.qld.gov.au	Local Government	x	x	x	x	x	x	x	x			
55	Brett	Heyward	Chief Executive Officer	Mackay Regional Council	PO Box 41	MACKAY	QLD	4740	1300 622 529	council@mackay.qld.gov.au	Local Government	x	x	x	x	x	x	x	x			
56	Annette	Reed	Project Officer	Department of Agriculture and Fisheries					137468	annette.reed@daf.qld.gov.au	State Government			x						x		
57	Antoine	David	Principal Officer and Technical Specialist	Department of Environment and Heritage Protection	400 George Street	BRISBANE	QLD	4000	137468	antoine.david@ehp.qld.gov.au	State Government						x					
58	Anthony	Simmons	Principal Heritage Officer	Department of Environment and Heritage Protection	GPO Box 2454	Brisbane	QLD	4001	137468	anthony.simmons@ehp.qld.gov.au	State Government						x					
59	Ashley	Williams	Manager, Tenures and Covenants	Department of Environment and Heritage Protection	GPO Box 2454	Brisbane	QLD	4001	(07) 3330 5337	ashley.williams@ehp.gov.au	State Government						x					
60	Britney	Mackenzie	Senior Conservation Officer	Department of National Parks, Sport and Racing	PO Box 15187	City East	QLD	4002	137468	Britney.Mackenzie@npsr.qld.gov.au	State Government						x					
61	Christine	Shewell	Team Leader, Koala Conservation Unit	Department of Environment and Heritage Protection	GPO Box 2454	Brisbane	QLD	4001	137468	cristine.shewell@ehp.qld.gov.au	State Government						x					
62	Clancy	Mackaway		Department of Environment and Heritage Protection	GPO Box 2454	Brisbane	QLD	4001	137468	clancy.mackaway@ehp.qld.gov.au	State Government						x					
63	Col	Limpus	Chief Scientist	Department of Environment and Heritage Protection	GPO Box 2454	Brisbane	QLD	4001	137468	col.limpus@ehp.gov.au	State Government						x					
64	Colleen	McCabbin	Policy Officer	Department of Communities, Child Safety and Disability Services	Level 13, 111 George Street	Brisbane	QLD	4000	133677	Colleen.mccabbin@communities.qld.gov.au	State Government		x		x							
65	Elizabeth	McMillan	Assistant Director	Department of the Environment	GPO Box 787	Canberra	ACT	2601	02 6274 1111	Elizabeth.McMillan@environment.gov.au	Federal Government						x					
66	Emily	Vandermeer	Land Administration Officer	Department of National Resources and Mines	61 Mary Street	Brisbane	QLD	4000	137468	Emily.Vandermeer@dnrm.qld.gov.au	State Government						x					
67	Gavin	Taylor	A/Executive Services Manager	Department of State Development	PO Box 15009	City East	QLD	4002	137468	gavin.taylor@dsd.qld.gov.au	State Government	x	x	x	x	x	x	x	x			
68	James	Murphy	Principal Policy Officer	Department of National Parks, Sport and Racing	PO Box 15187	City East	QLD	4002	137468	James.Murphy@npsr.qld.gov.au	State Government	x					x					
69	Jana	Hummelshoj	Senior Policy Officer	Department of National Parks, Sport and Racing	PO Box 15187	City East	QLD	4002	137468	Jana.Hummelshoj@npsr.qld.gov.au	State Government	x					x					
70	Kelly	Scott	Land Administration Officer	Department of Aboriginal and Torres Strait Islander Partnerships	PO Box 15397	City East	QLD	4002	137468	John.Schiavo@datsip.qld.gov.au	State Government		x		x							
71	Lindsay	Delzoppo	Director, Impact Assessment and Operational Support	Department of Environment and Heritage Protection	GPO Box 2454	Brisbane	QLD	4001	137468	lindsay.delzoppo@ehp.qld.gov.au	State Government						x					
72	Louise	Johns	Senior fisheries scientist	Department of Agriculture and Fisheries	GPO Box 46	Brisbane	QLD	4001	137468	louise.johns@daf.qld.gov.au	State Government			x						x		
73	Meaghan	Dwyer	Correspondence Coordinator	Department of Infrastructure, Local Government and Planning	PO Box 15009	City East	QLD	4002	137468	meaghan.dwyer@dilgo.gov.au	State Government				x							
74	Michelle	Hoban	Principal Economic Development Officer,	Department of State Development	PO Box 15009	City East	QLD	4002	137468	Michelle.Hoban@dsd.qld.gov.au	State Government	x	x	x	x	x		x				
75	Phillip	Fishburn	National Resource Management Officer	Department of National Resources and Mines	61 Mary Street	Brisbane	QLD	4000	137468	Phillip.Fishburn@dnrm.qld.gov.au	State Government						x					
76	Ralph	Riese		Department of Environment and Heritage Protection	GPO Box 2454	Brisbane	QLD	4001	137468	ralph.riese@ehp.qld.gov.au	State Government						x					
77	Rean	Gilbert	Manager – Assessments and Permits	Great Barrier Reef Marine Park Authority	PO Box 1379	TOWNSVILLE	QLD	4810	07 4750 0700	rean.gilbert@gbmpa.gov.au	Federal Government						x					
78	Renae	Shepherd	Project Officer	Department of Health	GPO Box 48	Brisbane	QLD	4001	137468	renae.shepherd@health.qld.gov.au	State Government								x			
79	Ron	Apelt	Principal Project Officer	Department of Tourism, Major Events, Small Business and the Commonwealth Games	PO Box 15168	City East	QLD	4002	137468	ron.apelt@dtesb.qld.gov.au	State Government	x										
80	Sarah	Dunkley	Project Officer	Department of National Resources and Mines	GPO Box 1401	Brisbane	QLD	4000	137468	Sarah.Dunkley@dnrm.qld.gov.au	State Government						x					
81	Shane	Kleeve	Manager Planning	Mackay Regional Council	Mackay Regional Council	PO Box 41	MACKAY	QLD	4740	shane.kleeve@mackay.qld.gov.au	Local Government	x	x	x	x	x	x	x	x			
82	Steve	Christie		Department of Environment and Heritage Protection	GPO Box 2454	Brisbane	QLD	4001	137468	steve.christie@ehp.qld.gov.au	State Government						x					
83	Steve	O'Connell	Senior Sergeant	Queensland Police	GPO Box 1440	Brisbane	QLD	4001	137468	O'Connell.SteveJ@police.qld.gov.au	State Government				x	x			x			
84	Tony	Bradshaw		Department of Environment and Heritage Protection	GPO Box 2454	Brisbane	QLD	4001	137468	tony.bradshaw@ehp.qld.gov.au	State Government						x					
85	Sarah	Stokoe	Senior Project Officer	Office of The Coordinator-General, Department of National Resources and Mines	PO Box 15517	City East	QLD	4002	3452 7480	sarah.stokoe@coordinatorgeneral.qld.gov.au	State Government										x	
86	Steven	Tarte	Project Manager	Office of The Coordinator-General, Department of National Resources and Mines	PO Box 15517	City East	QLD	4002	3452 7455	steven.tarte@coordinatorgeneral.qld.gov.au	State Government										x	
87				Whitsundays Marketing and Development	PO Box 479	Cannonvale	QLD	4802	07 4948 5900	support@tourismwhitsundays.com.au	Tourism	x										
88			Office of Fair Trading	Mackay Regional Service Centre, Qld Govt	Office of Fair Trading Level 5	MACKAY	QLD	4740	07 4967 1099		State Government	x										
89				Regional Development Australia Mackay Whitsunday Isaac	Suite 4, 85 Gordon Street	MACKAY	QLD	4740	07 4967 0727	projects@RDAMackayWhitsunday.org.au	Business			x	x							
90				QPS Mackay	57 Sydney Street	MACKAY	QLD	4740	07 4968 3444		State Government								x			
91				QPS Whitsunday	8 Altmann Avenue	CANNONVALE	QLD	4802	07 4948 8888		State Government								x			
92				QFES Mackay	90 Sydney Street	MACKAY	QLD	4740	07 4944 8000		State Government								x			
93				QFES Airlie Beach	2495 Shute Harbour Road	AIRLIE BEACH	QLD	4802	07 4946 6442		State Government								x			
94				QFES North Mackay	49 Beaconsfield Road	NORTH MACKAY	QLD	4740	07 4965 6671 07 4965 6681		State Government								x			
95				Proserpine Hospital	34 Taylor Street	PROSERPINE	QLD	4800	07 4813 9400		State Government								x			
96	Tony	Laurent	President	Airlie Beach Chamber of Commerce	c/ PO Box 850	AIRLIE BEACH	QLD	4802	0408 775 155	tl@airliebeach.com	Business				x			x				
97				Central Queensland University (merged TAFE)	Sydney Street	MACKAY	QLD	4740	07 4940 7577		University				x							
98				James Cook University	JCU Mackay Education Research Centre	MACKAY	QLD	4740	07 4885 7100		University				x							
99	Rob	Porter	General Manager, Mackay Airport	Mackay Airport	Boundary Rd East	EAST MACKAY	QLD	4740	07 4957 0201	rob.porter@mackayairport.com	Business							x				
100	Scott	Waters	Whitsunday Airport c/o Whitsunday Regional Council	Whitsunday Coast / Proserpine Airport	PO Box 104	PROSERPINE	QLD	4800	0417 762 235	Scott.Waters@whitsundayrc.qld.gov.au	Business							x				
101				Australian Red Cross (Emergency Services)	76 Sydney Street	MACKAY	QLD	4740			NGO/Community Organisation				x				x			

Reference	First Name	Last Name	Title/Department (if applicable)	Company / Department (if applicable)	Address 1 Address 2	Suburb	State	Postcode	Contact Number/s	Email	Type of Stakeholder	Areas of Interest [mark with 'x']										
												Tourism	Residential	Business & Industry	Social infrastructure	Population/ Influx / employment	Environmental	Transport	Emergency Management	Water	Other [Insert]	
102			Local Controller	State Emergency Service Mackay	PO Box 10359	MT PLEASANT	QLD	4740	0409 894 721/07 4965 6651		Other											
103				Mackay Local Disaster Management Group	c/o Mackay Regional Council PO Box 41	MACKAY	QLD	4740			Local Government							x				
104				North Mackay Ambulance Service	14 Holts Road	BEACONSFIELD	QLD	4740	07 4965 6601	lyndelle.forrest@ambulance.qld.gov.au	State Government							x				
105				Whitsundays Doctors Services	257 Shute Harbour Road	AIRLIE BEACH	QLD	4802	07 4946 6241		Other							x				
106	Tony	Fontes	Campaign Organiser	Environment Council of Central Queensland	Contact Us on http://www.ecoceq.org.au/contactus					tony@ecoceq.org.au	NGO/Community Organisation						x					
107				Australian Marine Conservation Society	4/145 Melbourne Street	SOUTH BRISBANE	QLD	4101	07 3846 6777	amcs@jamcs.org.au	NGO/Community Organisation						x			x		
108				Eco Barge Clean Seas Inc.	Eco Barge HQ Boatyard Road	JUBILEE POCKET	QLD	4802	07 4946 5198 0417 642 815	info@ecobargecleanseas.org.au	NGO/Community Organisation						x			x		
109	Stefanie	Wabnik	Coordinator - Coasts and Biodiversity	Reef Catchments Mackay	Suite 1/85 Gordon Street	MACKAY	QLD	4740	07 4968 4200	stefanie.wabnik@reefcatchments.com	NGO/Community Organisation						x			x		
110	Olivia	Brodhurst	Coastal Project Officer for the Whitsundays	Reef Catchments Proserpine	45 Main Street	PROSERPINE	QLD	4800	07 4945 2321	Olivia.brodhurst@reefcatchments.com	NGO/Community Organisation						x			x		
111				Queensland Parks and Wildlife Services Regional Office	44 Nelson Street	MACKAY	QLD	4740	07 4999 8534								x					
112				Master Builders						mw@mbqld.com.au												
113				Whitsundays Catchment Landcare						coordinator@whitsundaylandcare.org.au	NGO/Community Organisation							X				
114				Whitsundays Regional Tourism Organisation					07 4945 3967	info@wmdl.com.au	Tourism		X									
115	Carolyn	Thompson	Regional Liaison Manager	Great Barrier Reef Marine Park Authority	PO Box 94	MACKAY	QLD	4740	07 4862 9999	carolyn.thompson@gbmpa.gov.au	Federal Government							x				
116	Maria	Parker	Executive Support Officer	Queensland Ambulance Service						maria.parker@ambulance.qld.gov.au	State Government									x		
117	Peter	Do	Strategy Officer	Public Safety Business Agency	GPO Box 9879	BRISBANE	QLD	4001	07 3635 1639	peter.do@psba.qld.gov.au	State Government									x		
118	Timothy	Skinner	Principal Housing Analyst	Department of Housing and Public Works	GPO Box 2457	BRISBANE	QLD	4001	137468	Timothy.SKINNER@communities.qld.gov.au	State Government			x			x					
119				Department of Agriculture and Fisheries	GPO Box 46	BRISBANE	QLD	4001	137468	daff_eis_unit@daff.qld.gov.au	State Government							x				
120	Judith	Quirk	Manager Strategic Policy	Department of Communities, Child Safety and	GPO Box 806	BRISBANE	QLD	4001	137468	judith.quirk@communities.qld.gov.au	State Government											
121	Andrew	Pope		Department of Communities, Child Safety and	GPO Box 806	BRISBANE	QLD	4001	137468	Andrew.Pope@Communities.qld.gov.au	State Government			x			x					
122				Department of Education and Training	PO Box 15033	CITY EAST	QLD	4002	137468	employmentstrategicproject@dete.qld.gov.au	State Government			x			x					
123				Department of Education and Training	PO Box 15033	CITY EAST	QLD	4002	137468	infrastructurestrategy_eis@dete.qld.gov.au	State Government			x			x					
124				Department of Energy and Water Supply	PO Box 15456	CITY EAST	QLD	4002	137468	EWSMinisterandDG.Corro@dews.qld.gov.au	State Government											
125				Department of Environment and Heritage Protection	GPO Box 2454	BRISBANE	QLD	4001	137468	eis@ehp.qld.gov.au	State Government											
126				Department of Communities, Child Safety and	GPO Box 806	BRISBANE	QLD	4001	137468	phpmailbox@communities.qld.gov.au	State Government				x							
127				Department of National Parks, Sport and Racing	PO BOX 15187	CITY EAST	QLD	4002	137468	ParksandForests_EISassessments@npsr.qld.gov.au	State Government		x									
128				Department of National Resources and Mines	PO Box 15216	CITY EAST	QLD	4002	137468	planningservicesnorthDA@dnrm.qld.gov.au	State Government								x			
129				Department of National Resources and Mines	PO Box 15216	CITY EAST	QLD	4002	137468	planningservicescentral@dnrm.qld.gov.au	State Government								x			
130	Paul	Vint	Director	Department of Tourism, Major Events, Small Business	PO Box 15168	CITY EAST	QLD	4002	137468	paul.vint@dtesb.qld.gov.au	State Government		x									
131	Rebecca	Gorton	Executive Officer, Office of the Director	Department of Tourism, Major Events, Small Business	PO Box 15168	CITY EAST	QLD	4002	137468	rebecca.gorton@dtesb.qld.gov.au	State Government		x									
132	Michael	Nelles	Principal Planner	Department of Transport and Main Roads	PO Box 673	FORTITUDE VALLEY	QLD	4006	137468	michael.a.nelles@tmr.qld.gov.au	State Government									x		
133				Public Safety Business Agency					137468	LandUsePlanning@psba.qld.gov.au	State Government							x				
134				Queensland Ambulance Service	GPO Box 1425	BRISBANE	QLD	4001	137468	gas.correspondence@ambulance.qld.gov.au	State Government									x		
135				Queensland Health	GPO Box 48	BRISBANE	QLD	4001	137468	HProtSD_dhcorro@health.qld.gov.au	State Government									x		
136	David	Ward	Director - Medical Imaging	Queensland Health	GPO Box 48	BRISBANE	QLD	4001	137468	david_ward1@health.qld.gov.au	State Government									x		
137				Queensland Health	GPO Box 48	BRISBANE	QLD	4001	137468	EH_CentralQueensland@health.qld.gov.au	State Government									x		
138	Kevin	Edison	Project Manager	Great Barrier Reef Marine Park Authority	PO Box 1379	TOWNSVILLE	QLD	4810	07 4750 0700	kevin.edison@gbmpa.gov.au	Federal Government								x			
139	Kirstin	Dobbs	Director, Environmental Assessment and	Great Barrier Reef Marine Park Authority	PO Box 1379	TOWNSVILLE	QLD	4810	07 4750 0700	kirstin.dobbs@gbmpa.gov.au	Federal Government								x			
140	Peter	Curley	Principal Environmental Officer	Department of Environment and Heritage Protection	GPO Box 2454	BRISBANE	QLD	4001	137468	peter.curley@ehp.qld.gov.au	State Government								x			
141	Daniel	Eatock	District Aerodrome Inspector	Civil Aviation Safety Authority	GPO Box 2005	CANBERRA	ACT	2601	1300 737 032	daniel.eatock@casa.gov.au	Federal Government									x		
142	Rob	Irwin	Aviation Relations Manager - Brisbane	Airservices Australia	GPO Box 367	CANBERRA	ACT	2601	1800 026 147	robert.irwin@airservicesaustralia.com	Federal Government									x		
143																						
144																						

Appendix 2: Consultation Register

Name/Organisation	SR Reference Number	Stakeholder Type	Contact details	Date of Contact	Cardno/Client who made contact	Type of Contact	Details of communication Brief description of any issues raised, concerns, feedback or topic of conversation	Key Area/s of Interest or Concern
Nicholas Nalder, DTMR	1	State Government	Refer to Stakeholder Database	4/09/2015	David Perkins; Andy Johnson	In person	Transport Technical Advisory Group (TAG) Meeting.	Impact on State Controlled Road Network
Lachlan Griffin, DNPSR	2	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	National Park & Tenure Technical Advisory Group Meeting	Impact on Enviornment
Peter Lusk, DNPSR	3	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	National Park & Tenure Technical Advisory Group Meeting	Impact on Enviornment
Jana Hummelshoj, DNPSR	4	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	National Park & Tenure Technical Advisory Group Meeting	Impact on Enviornment
Michael Robinson, EHP	5	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	National Park & Tenure Technical Advisory Group Meeting	Impact on Enviornment
Ashley Williams, EHP	6	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	National Park & Tenure Technical Advisory Group Meeting	Impact on Enviornment
Steve Christie, EHP	7	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	National Park & Tenure Technical Advisory Group Meeting	Impact on Enviornment
Elizabeth McMillian, DE	8	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	National Park & Tenure Technical Advisory Group Meeting	Impact on Enviornment
Arvid Pluschke, DE	9	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	National Park & Tenure Technical Advisory Group Meeting	Impact on Enviornment
Wedeen Smith, DRNM	10	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	National Park & Tenure Technical Advisory Group Meeting	Impact on Enviornment
Gayle Webster, DEWS	11	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	National Park & Tenure Technical Advisory Group Meeting	Impact on Enviornment
Meaghan Dwyer, DILGP	12	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	National Park & Tenure Technical Advisory Group Meeting	Impact on Enviornment
Michelle Hoban, DSD	13	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	National Park & Tenure Technical Advisory Group Meeting	Impact on Enviornment
Kirsten Dobbs, GBRMPA	14	Federal Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	Marine Technical Advisory Group Meeting	Impact on Enviornment
Rean Gilbert, GBRMPA	15	Federal Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	Marine Technical Advisory Group Meeting	Impact on Enviornment
Nicholas Baker, GBRMPA	16	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	Marine Technical Advisory Group Meeting	Impact on Enviornment
Elizabeth McMillan, DE	8	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	Marine Technical Advisory Group Meeting	Impact on Enviornment
Arvid Pluschke, DE	9	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	Marine Technical Advisory Group Meeting	Impact on Enviornment
Lachlan Griffin, DNPSR	2	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	Marine Technical Advisory Group Meeting	Impact on Enviornment
James Murphy, DNPSR	17	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	Marine Technical Advisory Group Meeting	Impact on Enviornment
Tanja Brugmann, DNPSR	18	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	Marine Technical Advisory Group Meeting	Impact on Enviornment
Britney Mackenzie, DNPSR	19	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	Marine Technical Advisory Group Meeting	Impact on Enviornment
James Monkivitch, EHP	20	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	Marine Technical Advisory Group Meeting	Impact on Enviornment
Michael Robinson, EHP	5	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	Marine Technical Advisory Group Meeting	Impact on Enviornment
Antione David, EHP	21	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	Marine Technical Advisory Group Meeting	Impact on Enviornment
Paul Prenzler, EHP	22	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	Marine Technical Advisory Group Meeting	Impact on Enviornment
Neil Tripodi, EHP	23	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	Marine Technical Advisory Group Meeting	Impact on Enviornment

Name/Organisation	SR Reference Number	Stakeholder Type	Contact details	Date of Contact	Cardno/Client who made contact	Type of Contact	Details of communication Brief description of any issues raised, concerns, feedback or topic of conversation	Key Area/s of Interest or Concern
Kerynne Birch, EHP	24	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	Marine Technical Advisory Group Meeting	Impact on Enviornment
Ian Draper, DAF	25	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	Marine Technical Advisory Group Meeting	Impact on Enviornment
Bill Gordon, DAF	26	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	Marine Technical Advisory Group Meeting	Impact on Enviornment
John Kelly, DAF	27	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	Marine Technical Advisory Group Meeting	Impact on Enviornment
Nicholas Nalder, DTMR	1	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	Marine Technical Advisory Group Meeting	Impact on Enviornment
Brett Paddison, DTMR / MSQ	28	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	Marine Technical Advisory Group Meeting	Impact on Enviornment
David Ferguson, DTMR	29	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	Marine Technical Advisory Group Meeting	Impact on Enviornment
Wedeen Smith, DNRM	10	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	Marine Technical Advisory Group Meeting	Impact on Enviornment
Meaghan Dwyer, DILGP	12	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	Marine Technical Advisory Group Meeting	Impact on Enviornment
Michelle Hoban, DSD	13	State Government	Refer to Stakeholder Database	30/09/2015	David Perkins	In person	Marine Technical Advisory Group Meeting	Impact on Enviornment
Nicholas Nalder, DTMR	1	State Government	Refer to Stakeholder Database	4/09/2015	David Perkins; Andy Johnson	In person	Technical Advisory Agency Group Meeting (Transport)	Impact on Enviornment
Ross Young, DTMR	30	State Government	Refer to Stakeholder Database	4/09/2015	David Perkins; Andy Johnson	In person	Technical Advisory Agency Group Meeting (Transport)	Impact on Enviornment
Matthew Stirling, DTMR	31	State Government	Refer to Stakeholder Database	4/09/2015	David Perkins; Andy Johnson	In person	Technical Advisory Agency Group Meeting (Transport)	Impact on Enviornment
Lesley MacAlpine, DTMR	32	State Government	Refer to Stakeholder Database	4/09/2015	David Perkins; Andy Johnson	In person	Technical Advisory Agency Group Meeting (Transport)	Impact on Enviornment
Brett Paddison, DTMR / MSQ	28	State Government	Refer to Stakeholder Database	4/09/2015	David Perkins; Andy Johnson	In person	Technical Advisory Agency Group Meeting (Transport)	Impact on Enviornment
Nathan Blain, QPS	33	State Government	Refer to Stakeholder Database	4/09/2015	David Perkins; Andy Johnson	In person	Technical Advisory Agency Group Meeting (Transport)	Impact on Enviornment
Ian Houghton, QPS	34	State Government	Refer to Stakeholder Database	4/09/2015	David Perkins; Andy Johnson	In person	Technical Advisory Agency Group Meeting (Transport)	Impact on Enviornment
David Searles, QFES	35	State Government	Refer to Stakeholder Database	4/09/2015	David Perkins; Andy Johnson	In person	Technical Advisory Agency Group Meeting (Transport)	Impact on Enviornment
Arvid Pluschke, DE	9	State Government	Refer to Stakeholder Database	4/09/2015	David Perkins; Michael Della; Victoria Haigh	In person	Technical Advisory Agency Group Meeting (Water Quality)	Impact on Enviornment
Nicholas Baker, GBRMPA	16	Federal Government	Refer to Stakeholder Database	4/09/2015	David Perkins; Michael Della; Victoria Haigh	In person	Technical Advisory Agency Group Meeting (Water Quality)	Impact on Enviornment
Ernst Bruynius, EHP	36	State Government	Refer to Stakeholder Database	4/09/2015	David Perkins; Michael Della; Victoria Haigh	In person	Technical Advisory Agency Group Meeting (Water Quality)	Impact on Enviornment
Greg Tkal, EHP	37	State Government	Refer to Stakeholder Database	4/09/2015	David Perkins; Michael Della; Victoria Haigh	In person	Technical Advisory Agency Group Meeting (Water Quality)	Impact on Enviornment
James Monkivitch, EHP	20	State Government	Refer to Stakeholder Database	4/09/2015	David Perkins; Michael Della; Victoria Haigh	In person	Technical Advisory Agency Group Meeting (Water Quality)	Impact on Enviornment
Michael Robinson, EHP	5	State Government	Refer to Stakeholder Database	4/09/2015	David Perkins; Michael Della; Victoria Haigh	In person	Technical Advisory Agency Group Meeting (Water Quality)	Impact on Enviornment

Name/Organisation	SR Reference Number	Stakeholder Type	Contact details	Date of Contact	Cardno/Client who made contact	Type of Contact	Details of communication Brief description of any issues raised, concerns, feedback or topic of conversation	Key Area/s of Interest or Concern
Paul Prenzler, EHP	22	State Government	Refer to Stakeholder Database	4/09/2015	David Perkins; Michael Della; Victoria Haigh	In person	Technical Advisory Agency Group Meeting (Water Quality)	Impact on Enviornment
Tariq Khan, EHP	38	State Government	Refer to Stakeholder Database	4/09/2015	David Perkins; Michael Della; Victoria Haigh	In person	Technical Advisory Agency Group Meeting (Water Quality)	Impact on Enviornment
Reinier Mann, DSITI	39	State Government	Refer to Stakeholder Database	4/09/2015	David Perkins; Michael Della; Victoria Haigh	In person	Technical Advisory Agency Group Meeting (Water Quality)	Impact on Enviornment
Sunil Tennakoon, DSITI	40	State Government	Refer to Stakeholder Database	4/09/2015	David Perkins; Michael Della; Victoria Haigh	In person	Technical Advisory Agency Group Meeting (Water Quality)	Impact on Enviornment
Daniel Larson, DNRM	41	State Government	Refer to Stakeholder Database	4/09/2015	David Perkins; Michael Della; Victoria Haigh	In person	Technical Advisory Agency Group Meeting (Water Quality)	Impact on Enviornment
Wedeen Smith, DNRM	10	State Government	Refer to Stakeholder Database	4/09/2015	David Perkins; Michael Della; Victoria Haigh	In person	Technical Advisory Agency Group Meeting (Water Quality)	Impact on Enviornment
Kristina Atkins, DNRM	42	State Government	Refer to Stakeholder Database	4/09/2015	David Perkins; Michael Della; Victoria Haigh	In person	Technical Advisory Agency Group Meeting (Water Quality)	Impact on Enviornment
Lachlan Griffin, DNPSR	2	State Government	Refer to Stakeholder Database	4/09/2015	David Perkins; Michael Della; Victoria Haigh	In person	Technical Advisory Agency Group Meeting (Water Quality)	Impact on Enviornment
Gayle Webster, DEWS	11	State Government	Refer to Stakeholder Database	4/09/2015	David Perkins; Michael Della; Victoria Haigh	In person	Technical Advisory Agency Group Meeting (Water Quality)	Impact on Enviornment
Nicholas Baker, GBRMPA	16	Federal Government	Refer to Stakeholder Database	18/06/2015	David Perkins	In person	Draft Terms of Reference (ToR) Agency Briefing	Impact on Enviornment
Arvid Pluschke, DE	9	State Government	Refer to Stakeholder Database	18/06/2015	David Perkins	In person	Draft Terms of Reference (ToR) Agency Briefing	Impact on Enviornment
Elizabeth McMillan, DE	43	State Government	Refer to Stakeholder Database	18/06/2015	David Perkins	In person	Draft Terms of Reference (ToR) Agency Briefing	Impact on Enviornment
Kelly Scott, DNRM	44	State Government	Refer to Stakeholder Database	18/06/2015	David Perkins	In person	Draft Terms of Reference (ToR) Agency Briefing	Impact on Enviornment
Nicholas Nalder, DTMR	1	State Government	Refer to Stakeholder Database	18/06/2015	David Perkins	In person	Draft Terms of Reference (ToR) Agency Briefing	Impact on Enviornment
Brett Paddison, DTMR / MSQ	28	State Government	Refer to Stakeholder Database	18/06/2015	David Perkins	In person	Draft Terms of Reference (ToR) Agency Briefing	Impact on Enviornment
Ernest Bruynius, DEHP	45	State Government	Refer to Stakeholder Database	18/06/2015	David Perkins	In person	Draft Terms of Reference (ToR) Agency Briefing	Impact on Enviornment
Greg Tkal, DEHP	37	State Government	Refer to Stakeholder Database	18/06/2015	David Perkins	In person	Draft Terms of Reference (ToR) Agency Briefing	Impact on Enviornment
Col Limpus, DEHP	46	State Government	Refer to Stakeholder Database	18/06/2015	David Perkins	In person	Draft Terms of Reference (ToR) Agency Briefing	Impact on Enviornment
Michael Robinson, DEHP	5	State Government	Refer to Stakeholder Database	18/06/2015	David Perkins	In person	Draft Terms of Reference (ToR) Agency Briefing	Impact on Enviornment
James Monkivitch, DEHP	20	State Government	Refer to Stakeholder Database	18/06/2015	David Perkins	In person	Draft Terms of Reference (ToR) Agency Briefing	Impact on Enviornment
Neil Tripodi, EHP	23	State Government	Refer to Stakeholder Database	18/06/2015	David Perkins	In person	Draft Terms of Reference (ToR) Agency Briefing	Impact on Enviornment
Ron Apelt, DTMESBCG	47	State Government	Refer to Stakeholder Database	18/06/2015	David Perkins	In person	Draft Terms of Reference (ToR) Agency Briefing	Impact on Enviornment
Fiona Antonucci, DTMESBCG	48	State Government	Refer to Stakeholder Database	18/06/2015	David Perkins	In person	Draft Terms of Reference (ToR) Agency Briefing	Impact on Enviornment

[illegible]

Appendix 3: Newsletter (March 2016)

PROPOSED LINDEMAN GREAT BARRIER REEF RESORT

ENVIRONMENTAL IMPACT STATEMENT

Stakeholder Information



White Horse Australia Lindeman Pty Ltd propose to redevelop the existing resort at Lindeman Island into three world class integrated tourist resorts with a day spa, tourist villas, village precinct and a safe harbour.

The proponent is currently preparing an Environmental Impact Statement (EIS) in order to comprehensively understand the environmental, social, and economic impacts of the project.

This document is a brief introduction to the project, the EIS process, and the way that interested parties can get involved in the process.

To find out more, go to <http://lindeman.net.au/> or contact our stakeholder engagement team by email at LindemanEIS@cardno.com.au.

WHAT IS AN ENVIRONMENTAL IMPACT STATEMENT?

The Lindeman Great Barrier Reef Resort project has been declared a 'coordinated project' by the Coordinator-General, which means that one or more of the following apply:

- > complex approval requirements, involving local, state and federal governments;
- > significant environmental effects;
- > strategic significance to the locality, region or state, including for the infrastructure, economic and social benefits, capital investment or employment opportunities it may provide; and
- > significant infrastructure requirements.

The project has also been declared a controlled action under the Commonwealth's *Environment Protection and Biodiversity Conservation Act 1999*.

The proponent is preparing an Environmental Impact Statement in accordance with the terms of reference issued in August 2015 which addresses both Commonwealth and State requirements.

Areas examined as a part of the EIS include:

- > Tenure and Land Use;
- > Coastal and Marine Environment;
- > Flora and Fauna;
- > Hazards, health and safety;
- > Air, Noise & Vibration;
- > Social and Economic;
- > Cultural Heritage;
- > Transport, Infrastructure and Waste; and
- > Water Quality and Water Resources.

In early 2016, consultants working for White Horse Australia Lindeman Pty Ltd (the project proponents) will be completing a variety of studies and research in the above areas, and talking to key stakeholders about the potential impacts of the project on the region.

It is anticipated that the draft EIS will be available for public consultation by mid 2016.

White Horse Australia Lindeman Pty Ltd propose to redevelop the existing resort at Lindeman Island into three world class tourist resorts with a Spa, Tourist Villas, Village precinct and Safe Harbour. The proposed design incorporates environmental improvements to protect the values of the Great Barrier Reef World Heritage Area and set new international standards in environmental sustainability and integrated resort design.

The Resort and Facilities

While the design will be refined through the EIS process, key aspects of the proposal prepared by DBI Design Pty Ltd (refer to the attached Master Plan) include:

> Three key resorts:

- > **Beach Resort** - redevelopment of the existing resort to achieve a new 5 star Beach Resort with 136 suites, conference centre, beach club and a central facilities building with restaurants, bars and lounges;
- > **Spa Resort** - on the headland adjacent to the existing resort, a new 6 star Spa Resort is proposed with 59 villas, central facilities, entry lounge, spa, sea view restaurant, pool, and a signature rock bar providing spectacular alfresco dining close to the sea;
- > **Eco Resort** - a new 5 star Eco Resort is proposed at the northern end of the lake gently falling towards the western coastline and will consist of 41 villas, a central facility, a boathouse and a waterside restaurant;
- > **Tourist villa precincts** - two precincts accommodating 89 tourist villas are proposed to the north-east and the north-west of the existing resort;
- > **Village** - a central village precinct is proposed that would accommodate a bar, night club, restaurants, conference facility buildings, arrival centre, shops, sport and recreation centre and a staff village;
- > **Services infrastructure precinct** - a new precinct is proposed with services including power (solar with diesel back-up), sewage and a water treatment plant designed to reflect current best practice;
- > **Airstrip** - the existing airstrip is proposed to be upgraded to provide for near all-weather status, capable of landing light aircraft and helicopters;
- > **Golf course** - upgrades to the existing recreational course are proposed;
- > **Safe Harbour** - a new Safe Harbour is proposed to provide reliable access for the transfer of guests via ferries, luxury vessels and private charters offering greater protection from the prevailing wind directions;
- > **Ecotourism facilities** - a National Park and Great Barrier Reef Educational Centre and opportunities for establishing 30 "glamping" facilities is proposed and is subject to consultation with the State Government; and
- > **Environmental enhancements** - native vegetation replanting over previously disturbed areas, improvements to stormwater and wastewater management and increasing the use of renewable energy is proposed.

> **Golf course** - upgrades to the existing recreational course are proposed;

> **Safe Harbour** - a new Safe Harbour is proposed to provide reliable access for the transfer of guests via ferries, luxury vessels and private charters offering greater protection from the prevailing wind directions;

> **Ecotourism facilities** - a National Park and Great Barrier Reef Educational Centre and opportunities for establishing 30 "glamping" facilities is proposed and is subject to consultation with the State Government; and

> **Environmental enhancements** - native vegetation replanting over previously disturbed areas, improvements to stormwater and wastewater management and increasing the use of renewable energy is proposed.

The Proposed Schedule

Subject to the approval of the project, construction is proposed to commence in 2017 for the Beach Resort, staff accommodation, safe harbour, airstrip upgrade and other associated works. The remainder of the works, including the Eco Resort and the Spa Resort would begin in 2019.

It is expected that works and workforce demand would peak in 2018.

Vision





THE PROPOSED DEVELOPMENT

Workforce requirements

The project will generate demand for workforce accommodation during the construction phase and for permanent accommodation for the operational workforce. It is expected a portion of the workforce will be generated from the existing residents of the Mackay regional area (including Proserpine, Airlie Beach, Midge Point), whilst other parts of the workforce may move to the Mackay regional area (or be contracted FIFO workers) for the duration of construction and some will move permanently to gain employment in the new resort facilities.

Over the four year construction period a cycle of trades will be required. Facilities on the island are proposed to be upgraded to allow for the project construction workers to be accommodated on the Island (approximately 300 per annum).

Anticipated benefits

The project will contribute significantly to the offering of Queensland's Great Barrier Reef and island attractions. In turn, this will improve the economic diversity and social opportunities of the region whilst making a positive contribution to the ecological integrity of Lindeman Island.

Some of the anticipated benefits include:

- > the creation of an average of 300 construction-related jobs each year;
- > the creation of over 300 full time equivalent jobs on the Island once operational plus additional regional jobs created through flow-on effects;
- > privately funded infrastructure development project with a final development cost of approximately \$600 million;
- > addition of \$140 million (gross) during operations to the Mackay region's annual Gross Regional Product;
- > a substantial increase in total visitor days in regional Mackay;
- > broadening of the Mackay economy through "destination" marketing and diversification of the economy;
- > improved ecological outcomes with revegetation over previously disturbed areas, improvements in stormwater and wastewater management;
- > reduction in greenhouse gas emissions through increasing proportion of solar energy production (solar and diesel hybrid system); and
- > opportunities to inform tourists regarding the Island's special values through the establishment of a National Park and Great Barrier Reef Education Centre.

HOW CAN I HAVE MY SAY?

If you have received this information sheet it is because you have been identified as a stakeholder, that is, a representative of a potentially affected agency, community, or group in the Mackay or Whitsundays region, or you have expressed interest in the project.

All insights provided and feedback received will be recorded and incorporated into the assessment process.

If you believe there are other people or groups that should be involved, please do not hesitate to contact us at LindemanEIS@cardno.com.au with any suggestions, concerns, questions, requests for inclusion in communications, or recommendations on other people we might want to engage with.

Once the Draft EIS is finalised it will be available for public comment on <http://www.statedevelopment.qld.gov.au/assessments-and-approvals/lindeman-great-barrier-reef-resort-project.html>. We will notify all key identified stakeholders once this occurs.

THE PROCESS & TIMELINE

Cardno, the proponent's consultant coordinating the EIS, is planning to have a draft EIS submitted to the client (and in turn the Queensland Government) by the end of April 2016.

In order for issues to be addressed in the Draft EIS it would be appreciated if you could provide any comments on the proposed project by 31 March 2016 by:

Email: LindemanEIS@cardno.com.au

Or:

Mail: Draft Lindeman Island EIS
C/- Cardno
Locked Bag 4006
Fortitude Valley 4006

Links to more Information

PROONENT'S LINDEMAN ISLAND RESORT WEBSITE

<http://lindeman.net.au/>

DEPT OF STATE DEVELOPMENT PROJECT PAGE

<http://statedevelopment.qld.gov.au/assessments-and-approvals/lindeman-great-barrier-reef-resort-project.html>

INITIAL ADVICE STATEMENT

<http://statedevelopment.qld.gov.au/resources/project/lindeman-great-barrier-reef-resort/lindeman-gbrr-ias.pdf>

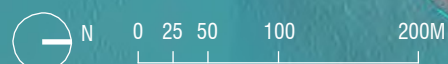


LEGEND

1. SAFE HARBOUR (INDICATIVE LAYOUT & LOCATION)
2. 5 STAR BEACHSIDE RESORT
3. VILLAGE - RETAIL & STAFF ACCOMMODATION
4. TOURIST VILLA PRECINCT
5. 6 STAR SPA RESORT & VILLAS
6. DAY SPA
7. FUTURE RESORT EXPANSION
8. 5 STAR ECO RESORT & VILLAS
9. LAKE
10. RESTAURANT / CAFE & WATER ACTIVITIES
11. TENT 'GLAMPING' PRECINCT
12. EXTENDED RUNWAY
13. AIRCRAFT HANGARS
14. HELIPAD
15. MAINTENANCE & SERVICES
16. GOLF COURSE
17. DRIVING RANGE
18. SPORTS & RECREATION ZONE
19. WATER & SEWER TREATMENT PLANTS
20. AIR STRIP TERMINAL
21. SPORTS CENTRE
22. LAKE EXTENSION
23. PROTECTED VEGETATION

-  PROTECTED VEGETATION (COMMONWEALTH)
-  PROTECTED VEGETATION (MELALEUCA THREATENED)
-  PROTECTED VEGETATION (MELALEUCA NON EPBC)

Note: A safe harbour is no longer proposed.



Masterplan
18th February 2016

Appendix 4: Newsletter Feedback

Newsletter Contact and Issue Register

	Name/Organisation	SR Reference	Stakeholder Type	Contact details (if not in SR)	Date of Contact	Type of Contact	Details of communication Brief description of any issues raised, concerns, feedback or topic of conversation	Key Area/s of Interest or Concern	Interaction [Positive / Negative /	Action required (Recommended) and if Delegated, to	Action Taken Describe if different to	Actioned By (Name)	Date
1	Bruce McNab, Queensland Police Service (Mackay District)	-	State Government	Bruce McNab, Superintendent District Office Mackay District PO Box 261 Mackay QLD 4740	5 April 2016	Postal	- The response letter requested contacts be included in the register for any further consultation (Inspector Steve O'Connell and Senior Sergeant Nathan Blain, Whitsunday Police) - The response identifies that consultation should occur with Whitsunday Regional Council in relation to their disaster management and operational responses. - The EIS (section 13) should consider how it will manage and interact with the QPS during the construction phase of the development and how it will manage the social aspects of housing workers on the island and managing the consumption of alcohols and drugs during the construction phase. - The EIS (section 11) should consider how the development will undertake disaster management and operations for workers on the site. Engagaement with the Whitsunday Local Disaster Management Group is recommended. - The EIS (section 12) hould consider the provision of office space on the island for police access and use.	Disaster management Management of works on the island during the construction phase Police access and space on the island	Neutral	Update stakeholder register with new contact details for Queensland Police Service; update EIS to address comments	Draft EIS updated to reflect comments in Social Impact/EMP	CF	03.05.16
2	Douglas Van Wyk Smith, One and Only Hayman Island	34	Business	Douglas Van Wyk Smith, One and Only Hayman Island sales@oneandonlyhaymanisland.com	14 March 2016	Email	Support for the development of Lindeman Island Development will benefit the island and the surrounding marine environment	Benefit to the island and surrounding marine envionment	Positive	No action required			
3	Peter Do, Public Safety Business Agency	117	State Government		8 March 2016	Email	No comments regarding the newsletter. The Public Safety Business Agency has coordinated from the Fire and Emergency Services and Queensland Police Service for the projects terms of reference.	No areas of interest, issues or concerns raised.	Neutral	No action required			
4	Trent Leins, Department of Education and Training	123	State Government	Trent Leins, Growth Strategy Development Infrastructure Services Branch Department of Education and Training PO Box 15033,	8 March 2016	Email	The Department of Education and Training has no comment with respect to the newsletter.	No areas of interest, issues or concerns raised.	Neutral	Update stakeholder register with contact details for the department			

	Name/Organisation	SR Reference	Stakeholder Type	Contact details (if not in SR)	Date of Contact	Type of Contact	Details of communication Brief description of any issues raised, concerns, feedback or topic of conversation	Key Area/s of Interest or Concern	Interaction [Positive / Negative /	Action required (Recommended) and if Delegated, to	Action Taken Describe if different to	Actioned By (Name)	Date
5	Renae Shepherd, Mackay Public Health Unit, Queensland Health	78	State Government	PO Box 5880, Mackay Mail Centre QLD 4741	4 March 2016	Email	Comments made on the Newsletter included: How will drinking water be sourced treated and stored on the island? How will rainwater be captured and stored for reuse and what will be the intended use for captured rainwater? Potential health risks associated with the reuse of recycled water asnd proposed water treatment management plan? Source and quality of water proposed to be used for swimming pools and spas in the resort? How will food be transported to the island during construction and operation? How will food be stored and prepared during the construction phase? Location of the construction accommodation camps and if this will be identified as a sensitive receptor Will health services/ facilities be provided on the island during construction and operational phases? How will solid waste be stored and treated during the construction and operational phases? What potential disease vectors may be associated with the	Drinking water Recycled water Fod transportation, storage and preparation Construction camp accommodation Health services Waste management Disease management	Neutral	No action required. Draft EIS provides a response to each of these issues.			
6	Paul Simshauser, Department of Energy and Water Supply		State Government	PO Box 15456, City East QLD 4002	7 April 2016	Email	Care will need to be given to Gap Creek Dam and whether it remains non-referable due to changes to flow paths. Regarding water supply and sewage service provision, there may be an opportunity for the proponent to work with the Whitsunday Regional Organisation of Councils as a pilot region under the Queensland Water Regional Assistance Program, to promote a fit for purpose, sustainable but innovative water and sewerage services for this resort given its proximity to the Great Barrier Reef.	Gap Creek Dam Water and Sewerage	Neutral	No action required. Status of Gap Creek Dam confirmed in EIS. Innovative water supply and sewage treatment options adopted in EIS.		CF	03.05.16
7	Gerard Carlyon, Mackay Region		Local Government	PO Box 41, Mackay	1 April 2016	Email	Council acknowledged support for the intent of the proposed resort subject to environmental impacts being addressed. Key interests include: Appropriate consideration of statutory planning legislation and planning scheme(s) (particularly the Draft Mackay Region Planning Scheme); Employment of local workforce and housing/accommodation of workers (permanent and temporary during construction and operational phases); Provision of products, resources, equipment from local businesses Community services, which include but are not limited to, health, education, training, and social facilities; Water and Sewer Treatment Plants - Council recommends consideration of any potential odour impacts on the immediate/surrounding accommodation facilities ('Retail and Staff Accommodation' approx. 300m to the east) during preparation of studies and research to support the draft EIS. The provision of the Water and Sewer Treatment Plan will be assessed with the overall 'Resort Complex'* when a Development Application is lodged with Mackay Regional Council in the future (*use definition from draft Mackay Region Planning Scheme).	Planning Scheme Local Workforce Local Businesses Community services Water and Sewage Treatment	Support	Draft EIS addresses issues raised in Council's correspondence.			

	Name/Organisation	SR Reference	Stakeholder Type	Contact details (if not in SR)	Date of Contact	Type of Contact	Details of communication Brief description of any issues raised, concerns, feedback or topic of conversation	Key Area/s of Interest or Concern	Interaction [Positive / Negative /	Action required (Recommended) and if Delegated, to	Action Taken Describe if different to	Actioned By (Name)	Date
8	Kellianne Wynne, Manager Development Assessment, Whitsunday Regional Council		Local Government	83-85 Main Street, Proserpine QLD 4800	29 March 201	Email	Council acknowledged strong support for the development that will provide a boost to the tourism industry; Council requests that the proponent explore potential for industries and businesses within the Whitsunday Regional Council Local Government Area to be involved in the construction and operation of the development; Council requests that the proponent consider the impact on local roads and maritime facilities, specifically car parking demands. Council's preference is for any staff and/or logistics operations for the island to occur from the Shute Harbour Marine Facility; Council is committed to working towards the protection and conservation of the Great Barrier Reef Marine Park. Due to the sensitive location Council request the proponent explore	Strong Support Local Businesses Impact local roads and Shute Harbour Protection of the Great Barrier Reef Marine Park	Support	Draft EIS addresses issues raised in Council's correspondence.			
9	Jeffrey Dieben, Acting Inspector, Queensland Fire and Emergency Services		State Government	Corner of Sydney and Alfred Street, Mackay QLD 4740	29 March 201	Email	Excessive time required for travel of an initial response crew from the mainland should be considered in accordance with Fire and Emergency Services Act 1990; Training of personnel would include, but not be limited to, wildfire and structural firefighting, road crash rescue, hazmat, high angle, confined space rescue, aircraft and marine incidents; Confirmation that accessibility and transportation systems and networks will support emergency response vehicles, including wildfire fighting access trails on the island. • Suitable access during the construction phase of the project; The proposed safe harbour will likely have fuel handling and fuel storage. Suitable firefighting water supplies, extinguishing mediums and access is to be considered in accordance with AS 3962 and AS 1940; Provide an inventory for each class of substances listed in the Australian Dangerous Goods Code (ADG Code) to be held on site; QFES is an advice agency for building work assessable against the Building Act 1975. All buildings should comply with the relevant Building Code of Australia (BCA). Upgrading of the current airstrip to provide near all-weather status will be required to reflect the type, number and the hours prospective aircraft , including helicopters, that will be using the facility. Re-fuelling locations should also need to be addressed. Appropriate Bush Fire Mitigation Plans are to be formulated and implemented during both the construction and occupation phases of the project.	Emergency and Disaster Response	Neutral	Draft EIS addresses issues raised in correspondence in the proposed Emergency Response Plan.			
							Consideration of the type and reliability of power supplies, particularly if this power supply is used to maintain firefighting and fire safety installations (including 'special fire services) should also be included. Solar with diesel back up specifications should be detailed.						
							Requirements of the Disaster Management Act 2003 should also be considered;						
							Suitable integration emergency management planning procedures, including evacuation plans and safe refuges, for the range of situations identified in the risk assessment should be identified.						

	Name/Organisation	SR Reference	Stakeholder Type	Contact details (if not in SR)	Date of Contact	Type of Contact	Details of communication Brief description of any issues raised, concerns, feedback or topic of conversation	Key Area/s of Interest or Concern	Interaction [Positive / Negative /	Action required (Recommended) and if Delegated, to	Action Taken Describe if different to	Actioned By (Name)	Date
10							Disaster Management arrangements include the managing the potential adverse effects of an event, and the arrangements for mitigating, preventing, preparing for, responding to and recovering from that disaster.						
	Melissa Backmore, Queensland Ambulance Service		State Government	Queensland Ambulance Service, GPO 1425, Brisbane QLD 4001	17 March 201	Email	The type (quality) and quantities of water available for firefighting during construction and occupation should be addressed. Grey or re-cycled water is not a suitable firefighting water supply. Firefighting flow and pressures should be compliant with AS 2419.1 (2005) and any other applicable standards.	Nil	Neutral	Ensure QAS included on database for issue of EIS.			