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SPECIALISTS IN SOCIAL AND COMMUNITY IMPACT STUDIES



REPORT

Social Impact Assessment

Great Keppel Island Resort Revitalisation Plan

Report for TOWER HOLDINGS PTY LTD

Prepared by
ImpaxSIA Consulting
Brisbane, Queensland
September 2011

Cover Photo: Great Keppel Island (Rockhampton Regional Council Website).

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Executive Summary

The Great Keppel Island (GKI) Resort Revitalisation Plan (the Project), located off the Central Queensland coast, includes a low rise, eco-tourism Resort including a new Resort at Fisherman's Beach (site of the former Resort) with over 250 rooms and day spa, 750 low rise eco-villas, 300 low rise eco-apartments, an upgraded airstrip, a golf course and golf club, a 250 berth public marina with ferry terminal, yacht club, retail village and Research Centre.

The Project represents a \$592 million investment, the creation of an estimated 1400 jobs, and a projected annual return to the local community of more than \$80 million. As a result of a combination of overnight and day visitors to the Island, staff, residents and visitors to the marina, it is estimated that the GKI Resort Revitalisation Project will generate nearly 830,000 annual person days resident on GKI once the development is complete. This is equivalent to an average daily population of 2,274 on GKI, approximately three times the total of over a decade ago (Foresight Partners, 2011).

In January 2011 ImpaxSIA Consulting was engaged to undertake a Social Impact Assessment (SIA) of the proposal. Matters considered include the social and cultural area, community engagement, a social baseline study, a workforce profile, potential impacts, mitigation measures and management strategies.

Potential positive social impacts

Positive social impacts associated with the proposed GKI Resort Revitalisation Plan are likely as a result of the significant employment opportunities, including for school leavers, and potential economic benefits to local and regional businesses supplying goods and services associated with the Project's construction and operation.

Great Keppel Island is considered to be the "Jewel in the Crown" of the region and the Resort revitalization will also likely enhance the reputation of the region and so provide a much needed boost to the region's struggling tourism industry.

The GKI Resort Revitalization Plan will also improve recreational opportunities for local communities, who consider GKI to be their "back yard". The Plan also provides for improved disabled access.

On the Island itself, the GKI Resort Revitalisation Plan provides for greater choice for GKI visitors including wider accommodation options. The visual amenity of the Island will also be improved. The GKI Resort Revitalisation Plan will also enhance community access to a wider range of recreational opportunities. Additionally, residents will have access to health and medical services that are not currently available.

Another benefit of the Project that those consulted identified, is the anticipated improved management of leasehold areas on GKI that are currently regarded as degraded. The implementation of a Land Management Plan by the Proponent will result in improved maintenance and upkeep in the short term and improved public access to sectors of the Island and overall improve usability in the long term.

The GKI Resort Revitalisation Plan is generally consistent with community values elicited during the consultations for the SIA. Community support is generally positive towards

the Project, as evidenced by the results of the telephone opinion survey conducted by Newspoll throughout the state electorates of Rockhampton and Keppel which found that:

- The majority of people indicated that they are in favour of the Project, with 70% of people indicating so and 23% neither in favour nor against it. Only 5% of people indicated that they are against the Project;
- After people were given further information regarding the Project, the number of people indicating that they would support the Project increased from 70% to 84%; and
- 82% of people indicated that the Project would have a positive impact on their local community.

Potential negative social impacts

Concerns associated with the Project relate principally to fears of potential negative impacts on the natural environment. Other concerns related to lack of maintenance of the existing lease areas, in particular, weed control.

Other negative social impacts currently being experienced relate to those businesses and individuals who feel that their lives are "on hold" while the approval process is underway. Their own futures and prospects are so strategically aligned with the future of the development that ongoing uncertainty for business, in particular on GKI, and on the Capricorn Coast, and to a lesser extent in Rockhampton, is such that the extended planning and approval process is creating some distress.

On GKI itself, property and business owners report an inability to sell existing businesses on GKI. If the Project is approved and proceeds, these same property and business owners may expect increased land values which may result in higher Council rates and charges for owners of the existing 18 freehold.

Some negative social impacts reported to have been experienced to date are divisions within the GKI community (principally between those who support the revitalization on economic grounds and those who oppose it on environmental grounds). Some sectors of the community objected to the Project extending beyond the existing resort footprint.

Potential impacts during construction

While local businesses stand to potentially benefit from the supply of goods and services to the Project during both construction and operation, there was concern that they may not benefit. It is possible that local businesses could potentially have unrealistic expectations about the commercial opportunities that the proposed GKI Resort Revitalisation may present for them. There is also a risk that local businesses may not recognize or understand the opportunities that may be available to them or have the necessary capacity to take these up.

In relation to construction impacts on GKI itself, concerns were raised about noise, dust and disturbance from construction, including heavy traffic of construction vehicles. Again environmental concerns were raised, for example, in relation to the risk of cane toads or snakes being unwittingly transported to the Island on barges transporting construction materials.

Concerns were also raised in relation to the potential for poor worker behavior on the Island and nearby coastal communities, particularly in relation to potential for drug and excessive alcohol consumption. Related to this issue is the concern that a construction workforce may potentially be marginalised from the wider community, and that this division will act as a source of tension with the main community.

The construction and operational workforces will likely be largely sourced locally and there is capacity to accommodate construction workers on the Island. With this in mind, and given the existing softness in the real estate market, it is not expected that there will be any significant impact on local rental and housing costs on the Mainland as a result of construction or once the Project is operational.

Potential impacts during operation

As with the construction workforce, concerns were raised about the potential for poor worker behavior once the Resort is operational again, in particular associated with workers using recreational drugs and excessive alcohol consumption. Others raised concerns about possible noise relating to larger planes (Dash 8s) delivering tourists, as well as concerns about the potential for increased road traffic on the Island, for example possible traffic congestion associated with movements of operational workforce and tourists in the areas around the marina.

Some concerns were also raised by existing GKI residents about the potential for increased visitors to GKI impacting on existing social values of solitude and quietness on the Island, although a general consensus emerged that the Project did allow for intense use in a limited area, contributing to the maintenance of a majority of quiet spaces on the Island.

In relation to the potential for existing businesses to benefit during the operational phase, it was not evident that existing businesses had fully considered the potential for new businesses that might open on the Island post construction in competition with existing businesses. It is unlikely that the existing commercial environment will remain unchanged and the capacity to respond to change is untested.

While there will be some loss of access to some sections of the Island, for example on the golf course and eco-tourism villas, on the other hand there will be improved public access to other areas of the Island due to the construction of walks and public pathways. The condition of public access to Lot 21 is expected to remain as a condition of the Lease.

Opportunities to create positive impacts

The Proponent has committed to the development and adoption of a Local Procurement Policy and Local Procurement Plan which will ensure that to the extent possible opportunities for local businesses to supply goods and services during both construction and operation are maximized.

Similarly, the Proponent is devising a range of strategies to support engagement with the local business community to support it in its own strategic planning and decision-making in relation to gearing up to take advantage of real opportunities and responding to changes in the commercial environment as a result of the GKI Resort Revitalisation.

The Proponent is proposing to establish a Community Reference Group comprised of representatives of key stakeholder groups. The Group will provide ongoing feedback and advice on impact management and monitoring of ongoing social and community impacts.

Conclusion

No major negative social impacts are expected directly or indirectly at the regional level or on the mainland associated with this Project. Any potential minor negative social impacts on the Island itself are likely to be short-term and more than offset by the potential social and economic benefits on the Island.

We do not anticipate any major demographic shifts, as both the local and regional construction and hospitality labour forces have excess capacity. Given that there will not be a major population influx, we do not anticipate significant social or cultural disruption. We do not anticipate any major impacts on the availability or affordability of housing and accommodation.

Importantly any disruption that might occur is well within the capacity of the local communities to respond.

Overall we anticipate that on balance the proposed GKI Resort Revitalisation Plan will provide improved and expanded lifestyle and employment opportunities.

We believe that improved community and industry engagement will contribute to ensuring that any potential social and economic opportunities can be maximized and potential social and economic negative impacts mitigated or minimized.

Abbreviations

BAC	Birds Australia Capricornia
CCC	Capricorn Conservation Council
CCYC	Capricornia Cruising Yacht Club
CQ Consulting Group	Central Queensland Environ Consulting, Rockhampton
CTEDL	Capricorn Tourism and Economic Development Ltd
DEEDI	Department of Employment, Economic Development and Innovation
EIS	Environmental Impact Statement
EMQ	Emergency Management Queensland
GKI	Great Keppel Island
MSQ	Marine Safety Queensland
QH	Queensland Health
QPS	Queensland Police Service
REIQ	Real Estate Institute of Queensland
RRC	Rockhampton Regional Council
RTA	Residential Tenancies Authority
SA	Statistical Area

1 Introduction

The Great Keppel Island (GKI) Resort Revitalisation Plan includes a low rise, eco-tourism Resort on the Island, including a new Resort at Fisherman’s Beach (site of the former Resort) with over 250 rooms and day spa, 750 low rise eco-villas, 300 low rise eco-apartments, an upgraded airstrip, restoration of Leeke’s Homestead, an 18-hole golf course and golf club, a 250 berth public marina with ferry terminal, yacht club, emergency services, retail village and Research Centre. The Project represents a \$592 million investment, the creation of an estimated 1400 jobs, and a projected annual return to the local community of more than \$80 million.

In July 2009, the Project was declared a significant project under the State Development and Public Works Act (1971) requiring an Environmental Impact Study (EIS) through the Queensland Government and parallel Australian Government processes under the Environment Biodiversity and Conservation Act (1999).

In January 2011 ImpaxSIA Consulting was engaged by Tower Holdings Pty Ltd to undertake the Social Impact Assessment (SIA). The SIA will form part of the EIS. The community consultations were jointly planned and undertaken with CQ Consulting Group, a Rockhampton-based consulting firm that also project managed the preparation of the EIS.

The social impact assessment team is comprised of Dr Annie Holden, who holds a PhD in development economics and is a specialist in social impact and community impact studies, and Donna Mason who has completed a Masters in Public Health at Griffith University and has over 20 years’ experience in the health industry, including both population and community health.

This Report has been compiled in accordance with guidelines set out in the Draft Terms of Reference for an Environmental Impact Statement (EIS) GKI Resort Project by the Queensland Government Coordinator-General June 2011, and the Final Guidelines for an EIS for the GKI Tourism and Marina Development, Queensland (EPBC2010/5521GBRMPA G33652.1) from February 2011.

Matters considered include the social and cultural area, community engagement, a social baseline study, a workforce profile, potential impacts, alternatives to the proposal, mitigation measures and management strategies.

1.1 Methodology

ImpaxSIA Consulting employs world’s best practice in undertaking SIA. By its very nature, SIA needs to use methods that are appropriate and a response to the human groups concerned and the social context in which those humans find themselves. This SIA was conducted in consultation with the Queensland Government, Office of the Coordinator-General, Social Impact Assessment Unit. The agreed method employed has been to:

- Map stakeholders.
- Identify representatives of stakeholder groups.

- Consult with these representatives appropriately, in this instance either one-on-one or in focus groups.
- Ensure that those consulted have sufficient information about the Project.
- Solicit views about the Project and identify aspirations and concerns.

The SIA team worked closely with other consultants and experts involved in the EIS to ensure a coordinated approach to impact assessment, recognizing that communities are socially affected by changes to their physical, natural environments. In particular, the SIA Consultants collaborated closely with CQ Consulting Group, jointly attending consultations and focus groups. ImpaxSIA and CQ Consulting Group jointly developed the stakeholder map and community engagement strategy and together planned the consultation activities of CQ Consulting Group in view of our reliance on the consultation outcomes of CQ Consulting Group’s community engagement program as an input into the SIA.

To ensure communities likely to be impacted by the Project were identified, an accurate and appropriate baseline data set was developed. The stakeholder analysis was undertaken to identify the Project’s social and cultural area of influence. Representatives of those groups likely to be affected by the Project were invited to give their views on how they felt they were likely to be impacted, their aspirations and concerns in relation to the Project and their views on the Project. The Interview Schedules were jointly developed by ImpaxSIA and CQ Consulting Group.

As consultation is the primary methodology for good SIA, consultants from both ImpaxSIA and CQ Consulting Group met in early January 2011 to map stakeholders and develop a community consultation plan. This Plan was later sent to the then Department of Infrastructure and Planning (DIP) for review and comment. Community consultation outcomes that were fed into the SIA were undertaken from February to May 2011. The community consultation will be ongoing past those dates. For more detail refer to the CQ Consulting Group Community Consultation Report.

Stakeholder consultations were undertaken over the period February and March 2011 via one-on-one face-to-face and phone interviews, and focus groups. The process ensured that all stakeholders were heard and aspirations and concerns comprehensively identified. Some of those consulted complained that not enough detail was available to them about the development design in order for them to be able to make informed comment. It was explained that the design, planning and approval process is an iterative one and seeking community views early on allowed those views to be incorporated into later design detail. Most people accepted this and appreciated the opportunity to have influence at an early stage. It was also explained that there would be further opportunities at later approval stages for the community to have further input. In the event, there was no respondent who felt unable to make comment on the broad elements of the proposal, or the likely social impacts with the level of detail available at the time of the SIA consultations.

At the basis of SIA is an adherence to the notion of social justice and that those impacted should be supported to benefit from the event, while any potential negative impacts need to be identified and avoided, mitigated or managed. Social impacts can be beneficial as well as detrimental and management is not only about mitigating potential negative impacts but recognizing opportunities and maximizing potential benefits.

Although a Social Impact Management Plan (SIMP) was not required by DIP, where relevant, strategies to enhance benefits and manage potential negative impacts have been identified in this SIA.

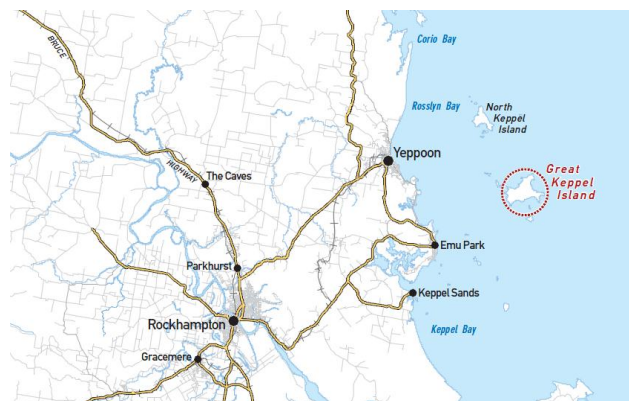
We also recognize the importance of assessing for cumulative impacts and responding to community concerns in relation to these.

1.2 Stakeholder analysis

The proposed development is located on Great Keppel Island (GKI), the largest island within the Keppel Island Group, located approximately 12 kilometers off the coast of Yeppoon in Central Queensland. GKI sits on the Great Barrier Reef along the Capricorn Coast, and as such is a geographical area of interest to both Queenslanders and Australians alike. The region also includes a group of sixteen Islands called 'the Keppels'. As the name suggests, GKI is the largest island in the Group. Some of the Islands surrounding Great Keppel Island include North Keppel Island, Corroboree Island, Pumpkin Island, Miall Island, Middle Island, Barren Island, Halfway Island and Humpy Island. Apart from GKI and Pumpkin Island, all of the other Keppel Islands are designated National Parks.

GKI is located within the Rockhampton Regional Council Local Government Area. The Island is home to a small number of residents (permanent and vacation based) and tourism business operators.

Figure 1: Location Map



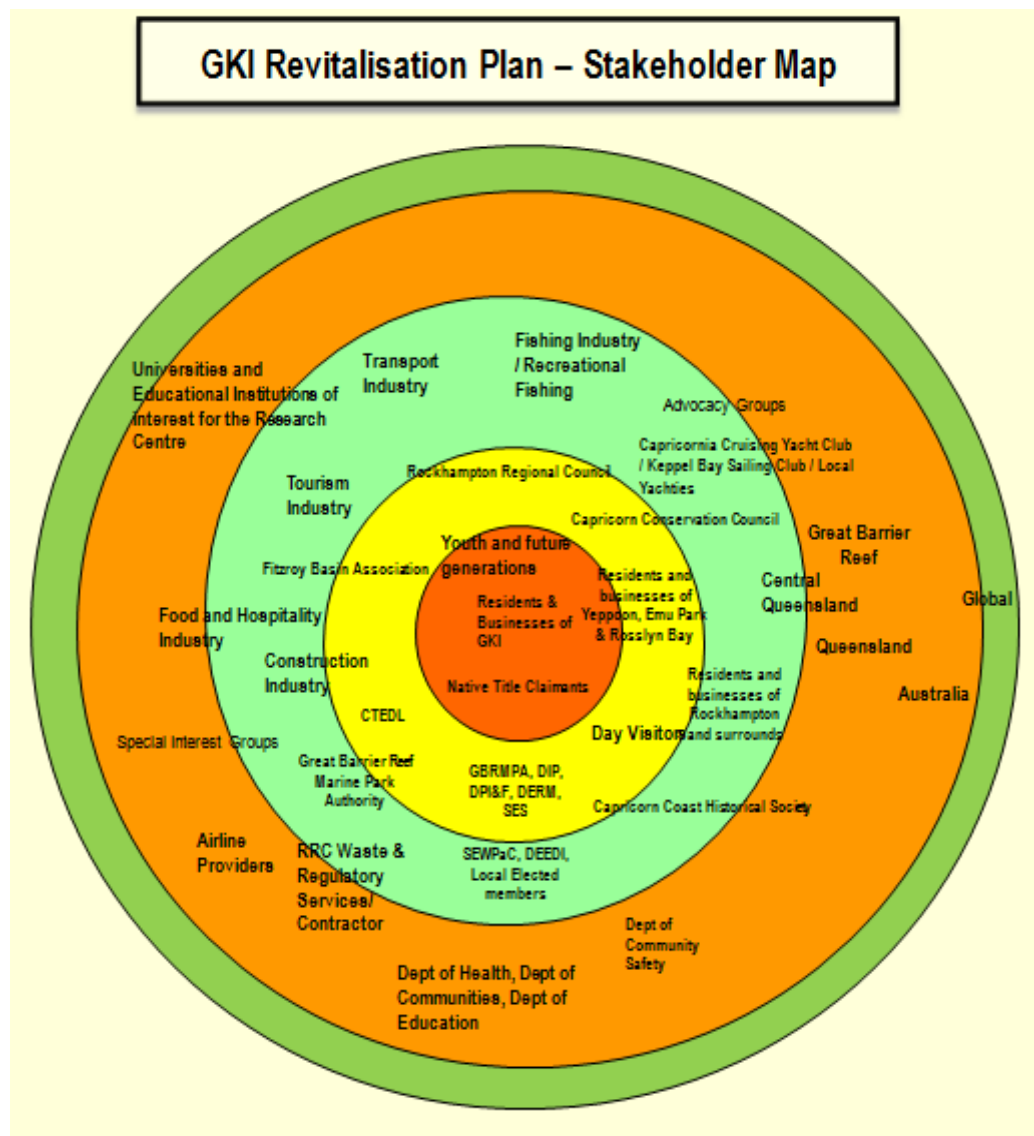
Source: (Rockhampton Regional Council, 2010)

While Rockhampton is the key regional centre of both the Rockhampton Regional Council and the Capricorn Region, Yeppoon is a key service centre. Residents of Yeppoon and coastal communities (including the Roslyn Bay Marina, where ferry to GKI launches from) are in close proximity to GKI, and are therefore likely to be impacted or benefit from the proposed development. Suburbs within close travel distance to the Roslyn Bay Marina include (but not limited to):

- Barlows Hill
- Meikleville Hill
- Inverness

- Hidden Valley
- Taranganganba
- Taroomall
- Cooee Bay
- Lammermoor
- Rosslyn
- Mulambin
- Causeway Lake
- Kinka beach
- Emu Park
- Yeppoon

The primary geographical areas of impact include GKI itself and the residents, coastal holiday houses and business operators on the Island. Figure 2 provides a Stakeholder Map setting out communities of interest likely to be impacted by the Project to varying extents. All those identified were included in the Community Engagement activities.

Figure 2: Stakeholder Map

As outlined in the Community Consultation Report, the objectives of the Community Engagement Program were to engage at the earliest practical stage with likely affected parties to discuss and explain the Project, and to identify and respond to issues and concerns regarding social impacts. Specifically the community engagement objectives were to inform stakeholders and other interested community members about the Project and its likely impacts, solicit aspirations / concerns / local knowledge including for use in undertaking the Social Impact Assessment (SIA), establish an on-going relationship with the affected community for two-way communication about the Project and minimise any potential for misinformation circulating.

Methods used to achieve these objectives, include:

- Stakeholder analysis
- Making up-to-date information about the development widely available and easily accessible

- Creating multiple pathways to access information and to receive views and feedback on the Project
- Disseminating targeted information to relevant stakeholders
- Seeking feedback on draft reports and through an iterative process responding to community aspirations and concerns, either through project design modifications or provision of further information
- Ensuring information is accurate and consistent (QA process).

One-on-one interviews were conducted with key stakeholders. Key stakeholders for the GKI Revitalisation Project are considered to be those who live and work on the Island, or who have a special stake in the Island by way of history, demonstrated interest or legislation. These individuals and groups are identified in the central and second ring from the centre in Stakeholder map. The aim of these one-on-one interviews was to efficiently flush out the majority of key concerns, potential issues, aspirations and misunderstandings in relation to the Project.

Focus groups were conducted with business, tourism / recreation, conservation and community representatives. Telephone interviews were conducted by ImpaxSIA with secondary stakeholders who were deemed significant, but not key stakeholder groups or industries. For example, telephone interviews were conducted with organisations that do not have an ongoing critical role/interest in the development planning, construction or operations of the facility. These groups are those identified on the Stakeholder Map in the third ring from the centre. Other interviewees included additional individuals within key stakeholder groups and others as advised through consultation process.

1.3 Data Sources

Many of the statistics provided in the social baseline have been drawn from the Australian Bureau of Statistics 2006 Census. The profile also uses other statistics available from various agencies such as Rockhampton Regional Council (RRC), Queensland Tourism, Residential Tenancies Authority (RTA), The Real Estate Institute of Queensland (REIQ), and Queensland Health (QH). A full list of references is contained in References at the end of this document. The social baseline study was supplemented with the community engagement processes and relevant data from the RRC draft Social Plan and Social Atlas.

From 2008 (with the Council amalgamation), GKI became part of the Rockhampton Regional Council area which is located in Central Queensland, on the Tropic of Capricorn, between 570 and 800 kilometres north of Brisbane. It is bounded by the Isaac Regional Council area in the north, the South Pacific Ocean in the east, the Gladstone Regional Council area and Banana Shire in the south, and the Central Highlands Regional Council area in the west.

For confidentiality reasons, the population on GKI is too small for data from the 2006 ABS Census to be provided. Therefore data for GKI is presented here for all of the Keppel Islands. As GKI is the most populated Island in the Keppel Island Group, these data are considered to be fairly indicative for GKI (Obst, 2011).

Figure 3: Rockhampton Regional Council Area



Source: (Rockhampton Regional Council, 2010)

Data in the social baseline for the Rockhampton region combines information from the four previous Councils which were amalgamated in 2008 to form the Rockhampton Regional Council. The new amalgamated Council includes the previous smaller Council areas of Rockhampton City Council, Livingstone Shire (the Shire in which GKI was situated prior to the local government amalgamations), Mount Morgan Shire Council, and Fitzroy Shire Council. As the amalgamation occurred in 2008 some of the data is still linked to the old Council boundaries. Therefore, the social baseline will sometimes refer to these areas, particularly in relation to the 2006 Census.

2 Project Description

2.1 The Proponent

The proponent and developer of the GKI Resort Revitalisation Plan is GKI Resort Pty Ltd which is a subsidiary of Tower Holdings Pty Ltd.

2.2 Overview

The GKI Resort Revitalisation Plan proposes to create a low rise, eco-tourism Resort on GKI. Development of facilities would predominantly occur over areas previously disturbed by many years of grazing activity and formerly developed areas. The Project includes:

- A range of low rise, eco-tourism accommodation options incorporating sustainable building design, rooftop solar panels and water tanks, including a new Resort at Fisherman's Beach (site of the old Resort) with 4 to 5 star hotel of 250 rooms and day spa, 750 eco-tourism villas, 300 eco-tourism apartments
- New runway and airport terminal
- Restoration of Leeke's Homestead
- Establishment of buffer zones and 545 hectares of environmental protection areas
- 18-hole golf course and golf club integrated with essential habitats and ecological corridors and located on the site of the original sheep farm
- All-weather safe- access marine facility comprising a 250 berth marina with ferry terminal, yacht club, emergency services, retail village and GKI Research Centre
- Associated service facilities and utilities (waste collection area, fire-fighting and emergency services hub, fuel, solar, wastewater treatment plant, etc), including 200 bed staff accommodation facilities

The Master Plan for the development will be finalised after the environmental, planning, engineering and cultural heritage consultants have completed the constraints mapping for the Island.

If approved, development and construction of the Resort and facilities is expected to cost over \$592 million.

Development of the Resort and facilities is proposed to be undertaken in stages. Completion of the GKI Resort Revitalisation Plan is expected to take 11 years.

A history of the Project to date is provided in the *Non-Indigenous Cultural Heritage Assessment Report* prepared by Converge Heritage + Community Pty. Ltd. 2011.

2.3 Lot 21

Great Keppel Island has an area of approximately 1,150 hectares. Lot 21 (on Plan SP192569) is a recreational lease declared over 875 ha of GKI. Lot 21 is leasehold land,

which the Queensland State Government has a lease agreement with Tower Holdings. It has been continuously privately leased since 1860. Clause H111 of the existing lease states that access to the public must be allowed over the land. The proposed development will maintain public access over Lot 21. The existing lease has a term of 10 years expiring in 2010. At present the Queensland Government has permitted annual rollovers on the lease to allow the EIS to be completed at which time a decision will be made regarding a longer term extension to the lease. This has currently been extended until 30 March 2012. Development on Lot 21 was a contentious issue amongst some stakeholders and those concerns are discussed in more detail later in this Report. (See Figure 4).

Figure 4 Map of the Proposed GKI Resort Revitalisation Plan Boundary Lot 21 ID



2.4 Workforce Requirements

The Project is expected to create jobs throughout the region directly and indirectly during both construction and operational phases.

2.4.1 Construction Workforce

The Forecast Economic Impacts Report (Foresight Partners, 2011) states:

"Jobs required for the GKI project will include those from the professional, manual and service occupations...Using the Residential Construction and Other Construction sectors of a regional specific input-output model¹ it is estimated that there are approximately 8 jobs created per \$1 million in construction expenditure. Therefore, an estimated 3,160 person years of direct employment will be created as a result of the redevelopment of Great Keppel Island. This equates to an average of 210 jobs each year over a 15 year period. The number of jobs created by construction is expected to vary across the Project lifespan with employment levels forecast to peak at around 340 full time equivalent (FTE) positions in the latter stages of the Project" (2011:15).

Table 1 below sets out the projected numbers over the coming years and anticipated occupational categories required during the construction phase. As Figure 4 below indicates, no significantly inflated peak construction workforce is anticipated. The construction workforce is expected to peak in 2013.

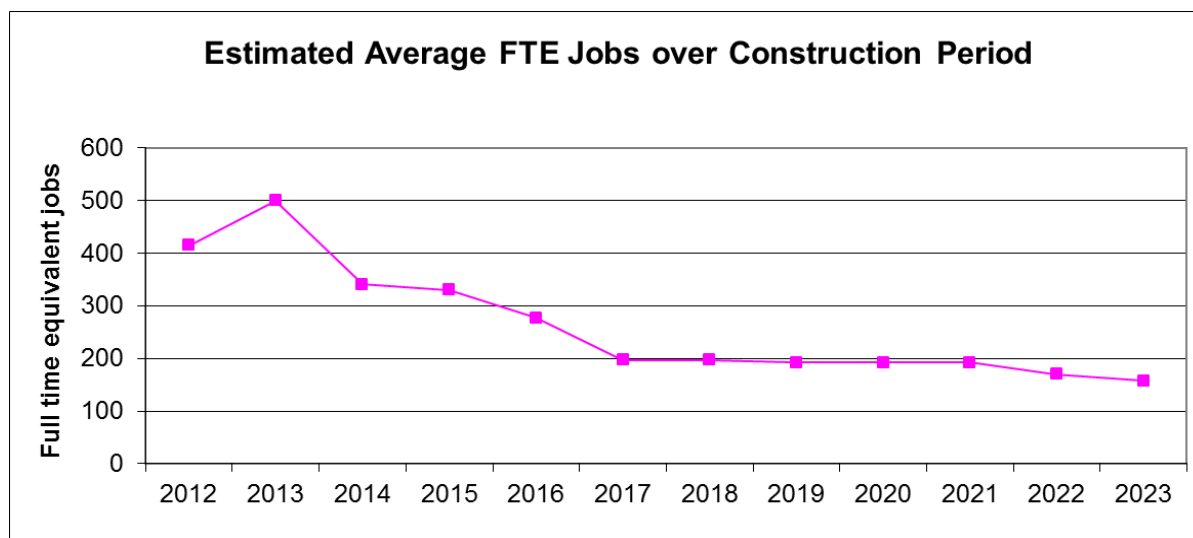
Table 1: Workforce Requirements Occupational Categories Construction Phase
Estimated Distributions of Construction Occupations on Great Keppel Island.

Based on occupation of employees in the construction industry, Queensland and Whitsunday Shire, 2006

Occupation	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Total	%
Managers	46	55	39	38	32	24	24	23	23	23	21	348	11%
Professionals	8	10	7	7	6	4	4	4	4	4	4	63	2%
Technicians and Trades Workers	195	235	169	163	139	101	101	98	98	98	88	1,485	47%
Community and Personal Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0%
Clerical and Administrative Workers	46	55	39	38	32	24	24	23	23	23	21	348	11%
Sales Workers	4	5	4	3	3	2	2	2	2	2	2	32	1%
Machinery Operators And Drivers	46	55	39	38	32	24	24	23	23	23	21	348	11%
Labourers	66	80	57	56	47	34	34	33	33	33	30	506	16%
Other	4	5	4	3	3	2	2	2	2	2	2	32	1%
Total	416	500	359	347	295	215	215	209	209	209	188	3,160	100%

¹ The 1996–1997 Fitzroy Statistical Division Input–Output Table, OESR released in 2004. As these calculations are completed based on the construction costs of the proposed Project, subsequent inflationary effects have been discounted.

Figure 5 Estimated FTE Jobs Construction



Source: Foresight Partners, June, 2011.

The construction workforce will as far as possible be sourced locally, where the appropriate skills are available. Some skills sets may not be readily available and will need to be sourced from outside of the Region (Tower Holdings, 2011).

2.4.2 Operational Workforce

Table 2 provides an estimated distribution of occupations likely to be required during the operational phase.

Table 2: Estimated Distribution of Occupations Operation Phase

Based on occupation of employees in the accommodation industry, Queensland and Whitsunday Shire, 2006

Occupation	Other (Golf Course, Marina, Airport)		Total	%
	Resort			
Managers	65	3	68	14%
Professionals	20	0	20	4%
Technicians and Trades Workers	70	5	75	15%
Community and Personal Service Workers	75	7	82	17%
Clerical and Administrative Workers	60	4	64	13%
Sales Workers	15	2	17	4%
Machinery Operators And Drivers	10	2	12	2%
Labourers	130	12	142	29%
Other	5	0	5	1%
Total	450	35	485	100%

The Forecast Economic Impacts Report (Foresight Partners, 2011) predicts that:

"...the redevelopment of GKI will result in an average base of 485 FTE employees per annum once complete. Due to the tourism sector's high reliance on casual and part-time workers, and the seasonality of the tourism industry, it is likely

that there will be a significantly higher total number of persons employed on the Island. Indicative estimates are that approximately 685 persons per annum will be employed on the Island in full time, part time and casual jobs. Once operational, the Island will be one of the largest employers within the former Livingstone Shire given that as at 2009 there were only three businesses with more than 200 employees" (excluding the Government). (2011:15-16)

Most operational staff will work standard shift hours and be sourced from the Capricorn Region and will come over to the Island for their day/night shift and return to their homes on the mainland after the shift is completed.

2.4.3 Indirect employment

An additional 400 jobs are expected on the mainland resulting from increased tourism, with local suppliers expanding to cater for the Resort's operational needs as well as to independently service a higher volume of tourists throughout the Region.

In relation to indirect employment outcomes, the Forecast Economic Impacts Report estimates that:

"Based on similar projects and previous research undertaken, it is estimated that approximately 67 additional full-time equivalent jobs per annum will be created offsite as a result of construction activity on GKI. Consumption induced expenditure by these construction-related businesses and workers will generate a further 64 full-time equivalent jobs per annum. During the construction phase, therefore, it is estimated that 3,160 person years of direct employment and a further 1,960 person years of indirect employment will be created, most of which will be in the Capricorn Region.

Once fully operational, the Resort, leisure and retail facilities on GKI are estimated to generate approximately 140 FTE jobs offsite, with consumption induced expenditure creating a further 120 FTE jobs. This means the operational phase will generate total direct and indirect employment of 745 full-time equivalent jobs. It is important to note that the multiplier effects of operational jobs may be understated as the 745 direct jobs created could be higher in times of high tourism demand" (2011:15-16).

2.4.4 Other major projects under study within the social and cultural area

At the present time there is \$91 billion worth of development proposed in Central Queensland which will require approximately 46,000 workers, with an average completion time of 2015. There are also multiple workers accommodation and urban land development projects in the Gladstone area, to assist with the housing of the anticipated influx of workers for the resource sector. Table 3 provides information on other major projects or proposals under study in the Gladstone region. Table 4 lists projects in the Rockhampton region which are underway.

Other recently approved Island tourism developments in the area include Curtis Island Resort (see www.turtlestreet.com.au) is to be constructed on Turtle Street Beach, Curtis Island. It has an estimated Capital Expenditure of \$90 million. Employment for this Project is estimated as Production/Usage Output for 96 Apartments/Villas in Stage 1 (a total of 177 for the entire Project). Stage One is projected to start around March 2011, and anticipated completion will be in June 2012 (Gladstone Area Promotion and Development Limited, 2011).

Table 3: Proposals under Study in the Region

Project	Capital Expenditure (AUD)	Anticipated Employment
Arrow LNG Plant (Shell and PetroChina) LNG Production Facility	TBA	2500 – 3000 during construction, 200 – 300 during operation
Arrow Energy Ltd Coal Seam Exploration	\$1.5 - \$2 million each discovery	To be announced
Australian Pacific LNG (Origin and ConocoPhillips) LNG Production Facility	\$7.7 billion	To be announced
Boulder Steel Limited Steel Plant	\$1.5 billion, stage 1	Employment Construction - approx 1500 to peak 2000 Stage 1. Operational - approx 720 Stage 1 and 1270 Stage 2.
Xstrata Balaclava Island Coal Terminal	Estimated Capital Expenditure \$1 - \$1.5 billion	Employment Construction – approx 800. Operational - approx 100.
Project Sun LNG (Sojitz Corp) LNG Production Facility	Estimated Capital Expenditure Stage 1 - approx \$450m	Employment Construction - 400 peak. Operational TBA.
Southern Cross LNG (LNG Impel) LNG Production Facility	Expenditure TBA	Employment Construction - 300 to 350 peak. Operational - 80 to 90.
Fitzroy Terminal Coal Terminal	TBA	TBA

Source (Gladstone Area Promotion and Development Limited, 2011)

Table 4: Major Projects in the Rockhampton Region

Project name	Location	Details	Proponents	Est Cost	Timing	Employment	Status
ENERGY							
IsaLink Power Trans line	Stanwell to E Henry	IsaLink – 1100km Powerline – CQ to Mt Isa	Cheung Kong and HK Electric	\$900m	2011+	300 (const)	New project EIS
Zerogen Clean Coal Project Stage 1	Stanwell	Zerogen Demonstration Plant (IGCC & CCS)	Stanwell Corp Ltd	\$1700m	2012	700 (const)	New project, Feas study underway
Pandoin Substation establishment	Rockhampton	New 132 kV line between Bouldercombe and Pandoin	Powerlink Queensland	\$44.1m	2009/2010	N/A	Under construction
Reinforce supply to Cap	Yeppoon	Reinforce Supply to Cap	Ergon Energy	\$23m	-	N/A	Ongoing
Stanwell Power Station upgrades	Rockhampton	Ash storage area extension	Stanwell Corporation	\$16.7m	2009	N/A	Commenced
Stanwell Power Station upgrades	Rockhampton	Power Station Unit overhauls	Stanwell Corporation	\$21.8m	-	N/A	Ongoing
Stanwell Power Station upgrades	Rockhampton	Turbine and generator upgrade	Stanwell Corporation	\$90.1m	-	N/A	Implementation
Stanwell Power Station upgrades	Rockhampton	Low nox burners	Stanwell Corporation	\$36m	-	N/A	Detailed engineering phase
Training centre	Rockhampton	New training centre at Glenmore Rd	Ergon Energy	\$10m	2009/2010	40	Commenced late 2009
MINERALS							
Parkhurst Magnesia Refinery	Rockhampton	Expansion, third multiple hearth furnace	QMAG Ltd	\$42m	Now	N/A	Under construction, 330,000 tpa CCM
Mt Morgan Gold	Mt Morgan	New project, FS completed	Norton Gold Fields	\$40m	2009/2010?	N/A	Tailings retreatment, 35,000 ozs pa Stage 1
Yaamba Magnesite	Yaamba	New project, mining lease application	QMAG Ltd	N/A	2010?	N/A	-
Marlborough Nickel-Cobalt	Marlborough	New project, EIS completed for mine	Gladstone Pacific Nickel Ltd	\$120m	2012?	N/A	2,7 Mtpa nickel-cobalt ore for Gladstone refinery
PORTS							
Port Alma	Rockhampton	Xstrata alternative port for Surat Basin coal (30 Mpta)	Xstrata Coal QLD	\$1.5B	N/A	N/A	Pre Feasibility and EIS preparation underway
RAIL							
Electric Loco Program	Rockhampton	Electric Loco Upgrade Program	QLD Rail	\$141m	Ongoing	-	Almost complete
Coal Line Duplication	Rockhampton	Stanwell to Wycarbah	QLD Rail	\$71.5m	2009	-	Almost complete

		duplication					
Coal Line Duplication	Rockhampton	Westwood to Wycarbah duplication	QLD Rail	\$30m	2009	-	Almost complete
ROADS							
Nation Building Black Spots:							
Rockhampton Nine Mile Road	Rockhampton	Widen and seal 2.2km section	QLD Main Roads	\$500k	-	-	-
High and Ford Streets intersection	Rockhampton	Traffic signals and assoc works	QLD Main Roads	\$150k	-	-	-
Boom Gates for rail crossings:	Rockhampton	5 projects have received funding	-	-	-	-	-
WATER							
Rockhampton to Gladstone Pipeline	Various	115km pipeline linking Rockhampton to Gladstone	Glad Area Water Board	\$345m	2011/2012	300	Under investigation
Eden Bann Weir raising	Rockhampton		Sunwater	\$71m	-	-	Business case due late 2010 construction mid 2012
Rookwood Weir	Rockhampton		Sunwater	\$72m	-	-	Business case due late 2010, construction mid 2012
GOVERNMENT							
Workshop	Rockhampton	Transport	State budget source of funds	\$1.8m	2009/2010	-	-
Rockhampton Hospital	Rockhampton	Health – State budget total spend \$149m over 3 years	State Government	\$74m	2009/2010	-	Under construction
Yeppoon Hospital	Yeppoon	Health – State budget total spend \$21.5m over 3 years	State Government	\$1.1m	2009/2010	-	Almost complete
COMMUNITY							
Yeppoon Town Hall	Yeppoon	Redev/refurb the old Yeppoon Town Hall	-	\$6.4m	2009/2010	-	Nation Building CIF program
Lammermoor Beach	Yeppoon	Cootee Bay to L Beach path/cycleway	-	\$300k	2009/2010	-	Nation Building CIF program
Bikepaths	Rockhampton and Capricorn Coast	Construct 7 bikepaths	-	\$2.5m	2009/2010	-	Fed/Govt and RRC funding

Source: Central Queensland Major Projects Status Report, January 2010 (RRD website – www.rockhamptonregion.com.au (Rockhampton Regional Council, 2010))

3 Attitudes towards the Project

All those consulted were fully in support of redevelopment of the existing footprint of the GKI Resort. Most added that the sooner this commenced the better. Support for redevelopment is based on the view that it will bring much needed economic development to the Island itself and to the region generally, particularly to the tourism and construction industries, and that the Resort is the 'Jewel in the Crown' of the region and the adjacent mainland communities' 'back yard'. The view is that the Island is currently neglected and therefore needs to be restored and cared for.

Most objections to the Proposal were based on environmental concerns or related to the development extending beyond the existing resort footprint.

Note: It is important to appreciate that at the time the SIA consultations were undertaken, in February and March of 2011, the results of the environmental constraints mapping were not available.

Objections to the Concept Plans for Lot 21 are discussed in more detail below but relate principally to the view that Lot 21 "should not be developed to benefit a private developer", concerns about the loss of natural heritage values due to development of the golf course and villas, and possible loss of existing public access rights.

Community support is generally positive towards the Project, as evidenced by the results of the telephone opinion survey of the Keppel and Rockhampton electorates conducted in March 2011 by Newspoll. In that Poll:

- The majority of people indicated that they are in favour of the Project, with 70% of people indicating so and 23% neither in favour nor against it. Only 5% of people indicated that they are against the Project;
- After people were given further information regarding the Project, the number of people indicating that they would support the Project increased from 70% to 84%; and
- 82% of people indicated that the Project would have a positive impact on their local community.

In relation to the expansion of the Resort footprint, 15% of those polled indicated that they are against part of the Resort being built over the old sheep station in the centre of the Island. Seventeen per cent of those polled also indicated that they are against the construction of a marina on the Island.

3.1 Attitudes towards the Proponent, Tower Holdings

A legacy continues from some earlier negative experiences of some community sectors with representatives of the Proponent. In particular, the sudden closing of the old Resort caused economic hardship for some and there is a lingering resentment and mistrust towards the Proponent as a result of this experience.

Others, on the other hand, stated that they were very grateful to Tower Holdings for providing Great Keppel Island with a future.

There was also concern that the developer was “from down south” and was not someone with a long-term association with the Island.

The Capricorn Tourism and Economic Development Ltd (CTEDL), which is unequivocally in support of the Project, (“providing it is environmentally responsible”), is of the view that there has been scaremongering and misinformation promulgated by those opposed to the Project and that this has created problems for the reputation of Tower Holdings. Representatives from this organization believe that public relations is a major issue that needs addressing in order to overcome the loss of public confidence in the developers.

There was concern regarding the current state of the lease areas under Tower Holdings’ stewardship. This was cited by some Island residents as evidence that the developer is not a sufficiently interested, competent or adequately resourced steward for those lands. Concerns relate principally to feral animal control and weed control, and that there is currently no pest management plan in place.

4 Social Baseline

4.1 Economic Base

Mining has been the prominent industry in the region, with coal having the highest value of production in the years 2007-08 (Central Queensland Capricorn Economic Development, 2009). Agriculture, forestry and fishing and mining are the main 'engine rooms' for economic activity in the region, accounting for 13.3 per cent of the Capricorn Region's employment. This compares to only 5.2 per cent of Queensland's employment (Foresight Partners, 2011).

There were 7,281 businesses registered in the Rockhampton Regional Council area in 2006-07. The industry with the most businesses was property and business services, accounting for 20 per cent of all business. Agricultural production, including livestock slaughtering, also provided major economic input into the area. Of the businesses registered in the Rockhampton region, 24.6 per cent reported a turnover of between \$0 and less than \$50,000 (Central Queensland Capricorn Economic Development, 2009).

Rural land is used mainly for cattle, fruit growing, forestry, and mining. Power generation and tourism are also important industries within the region (Rockhampton Regional Council, 2010). Table 5 below gives a summary of major industries within the region and provides key examples of these industries.

Tourism remains an area of untapped potential. Visitation numbers, visitor expenditure and contribution to the tourism Gross State Product (GSP) lags behind most other regions in Queensland (Foresight Partners, 2011).

Representatives of Capricorn Tourism and Economic Development Ltd (CTEDL) described businesses on the Capricorn Coast as having a "fair bit of negativity" as the "economy is down" and "things are tough".

Yeppoon in particular appears to be suffering. At a meeting of Yeppoon Business and Tourism Operators in April 2011 a number of Yeppoon businesses voiced concerns regarding the marketing and promotion for the Capricorn Coast and the downturn in visitors to Yeppoon. Business owners expressed hardship given the current situation and highlighted that a number of businesses had closed. During this meeting, a number of attendees made reference to the impacts of the loss of visitors to the region, and a lack of promotion of GKI and its current availability for tourist recreation (Rockhampton Regional Council, 2011).

CTEDL has seven priority projects in its Strategic Plan of which the GKI Resort Revitalisation Project is one. CTEDL considers Great Keppel Island as an iconic Australian and Queensland destination and an important element in local and regional tourism economic assets. When the old Resort closed down it resulted in a loss of 50,000 visitor nights to the region, signaling the significance of this development to the region's economic base.

Table 5: Major Industries Summary

Industry	Key Examples
Cattle	<ul style="list-style-type: none"> · More than 2 million head of cattle in the Region · Gracemere Saleyards · Teys Brothers Meatworks · AMH Meatworks
Mining	<ul style="list-style-type: none"> · Servicing nearby Bowen Basin mining industry · Magnesite, limestone, chrysoprase, salt nearby
Tourism	Main attractions include: <ul style="list-style-type: none"> · Dreamtime Cultural Centre · Heritage Village Museum · Archer Park Railway Station and Steam Train Museum · Limestone Caves · Botanic Gardens · Zoo (free to public) · Art Gallery · Mt Archer National Park · The Keppel · Yeppoon township · Emu Park and The Singing Ship · Byfield National Park · Mt Morgan gold fields · Marlborough township
Agriculture	<ul style="list-style-type: none"> · Orchard crops · Grain, cotton, fodder, vegetables, bananas, mango, pineapple and coffee
Fishing	<ul style="list-style-type: none"> · Noted for excellent barramundi, salmon, mud crabs, coral trout, red emperor, prawns and scallops · Annual event – Rocky Barra Bounty
Manufacturing	<ul style="list-style-type: none"> · Food manufacturing · Wood and wood products · Transport machinery and equipment · Other machinery
Retail	<ul style="list-style-type: none"> · 1200 retail outlets within the Region · Major retailers including Woolworths, Coles, Big W, K Mart, Bunnings, Target, Officeworks, Harvey Norman, Joyce Mayne

Source (Rockhampton Regional Council, 2010)

4.2 Settlement patterns

The Rockhampton Regional Council area is a growing residential area with some commercial and industrial land uses. The Council area encompasses a total land area of over 18,361 square kilometres (1.1 per cent of the State), including national parks, state forests, coastline and Islands. The main urban centre is Rockhampton, with a smaller centre at Yeppoon. There are numerous small towns and villages, both along the coast and in the rural hinterland. Rural land is used mainly for cattle raising, pineapple growing, fruit growing, forestry, and mining. Power generation and tourism are also important industries (Rockhampton Regional Council, 2008).

The original inhabitants of the Rockhampton area are the Darumbal Aboriginal people. European settlement dates from 1855, with land used mainly for sheep grazing. The township of Rockhampton was laid out in 1858, with growth spurred by gold mining and cattle raising. Rockhampton developed as a service centre to the surrounding grazing, mining and farming industries. Growth took place from the 1880s into the early 1900s, aided by improved access, port activities, and the mining of gold, silver and copper at Mount Morgan. Until the 1920s settlement within Rockhampton was mainly south of the Fitzroy River, then growth moved northwards. Significant development occurred from the 1960s. The population of the Council area continues to grow, and increased from nearly 90,000 in 1991 to 102,000 in 2006 (Rockhampton Regional Council, 2008).

4.2.1 Indigenous History of GKI

Archaeological and anthropological research over the last 20 years has provided detailed information on the original Indigenous inhabitants of GKI, the Woppaburra, and their material culture and way of life on GKI. For example, middens (eating areas) provide details of the food that was eaten and tools that were used by the Indigenous people (Environmental Protection Agency, 2006).

"The contact period of European settlers from 1855 to 1870 was one of great violence in this Region. There were numerous massacres of Aboriginal people undertaken by the Native Mounted Police, as well through vigilante action by pastoralists, and all sanctioned (officially or otherwise) by government. This led to considerable disruption of traditional Aboriginal society, with some people forced into camps on the fringes of towns, including Rockhampton." (Rockhampton Regional Council, 2010).

In 1897 the Queensland Government introduced the *Aborigines Protection and Restriction of the Sale of Opium Act* which provided for the creation of a series of reserves throughout the State, and the relocation of Aboriginal people from their traditional country to these reserves, often hundreds of kilometres away (Rockhampton Regional Council, 2010). Woppaburra ancestors were removed from Great Keppel Island, with the last seventeen Woppaburra ancestors forcibly removed from the Keppels and sent to Aboriginal missions on the mainland in 1902 (Environmental Protection Agency, 2006 and Ganter, 1985). Many Indigenous people of the Woppaburra clan were taken first to Fraser Island and then to Yarrabah, near Cairns. Others were taken to Cherbourg or, later, to Woorabinda, 150 kilometers to the west of Rockhampton. Conditions on these reserves were poor and many Indigenous people died of a wide range of diseases (Rockhampton Regional Council, 2010).

Today descendants are re-establishing cultural ties with their traditional homeland evidenced for example by a reunion of Keppel Islander descendants held in 1984 on GKI (Ganter, 1985) and a more recent reunion in 2006 (Environmental Protection Agency, 2006). In the early 1990s, the Woppaburra people began making requests to the Queensland Government to have unallocated state land on GKI returned to them in accordance with the *Land Act* (QLD) 1994. In April 2007, the Queensland Government transferred the freehold title of approximately 173 hectares of land on GKI to the Traditional Owners, the Woppaburra Land Trust.

4.2.2 European Settlement and Use of GKI

The first European to travel through the area was Captain James Cook, who sailed through the Keppel group between 25 and 27 May, 1770. During this time he named GKI, Keppel Bay and Cape Capricorn. Cook did not land at GKI. Nor did Matthew Flinders who would have sighted the Island in 1804 when he circumnavigated Australia (Environmental Protection Agency, 2006).

The first European to set foot on the Island was a naturalist named McGillivray, who landed near Leeke's Creek in 1847. White settlement began in earnest when the first commercial lease was granted to Robert Ross in 1866 to set up a station with 3,000 to 4,000 sheep which were free to graze over the entire Island (Environmental Protection Agency, 2006).

Following the death of Ross in 1897, the grazing lease has continued to be transferred and held privately (Environmental Protection Agency, 2006). For many years in the early part of the 19th century GKI attracted little interest. It was used mainly by boating parties and although several leases were issued, no stock was depastured, nor did anyone reside on the Island before 1920 (Ganter, 1985).

Lizzie Leeke (formerly O'Neill) lived on the Island from 1922 until 1945. She originally moved to Great Keppel Island from Gladstone with her husband Michael O'Neill and they depastured sheep on the Island from 1920 when they purchased the pastoral lease on the Island. Lizzie married Ralph Leeke a Yeppoon fisherman in 1924, however the marriage did not last. Lizzie, who has been described as a resolute and colorful character, lived on the Island mostly by herself (Ganter, 1985).

Future leaseholders continued to graze sheep and also introduced goats to the Island. As a result of over 100 years of grazing activity, there has been significant vegetation disturbance on the Island (Environmental Protection Agency, 2006).

4.2.3 Land Use and Land Ownership Patterns

Land use within the Rockhampton Region varies from residential through to commercial for light and heavy industry, commercial offices, retail, restaurants, rural and open space for recreation (Rockhampton Regional Council, 2010).

GKI is home to a small number of residents (permanent and vacation-based) and tourism business operators. As previously stated, data specifically for GKI from either Rockhampton Regional Council or the Census is not available, however information from land tenure documents and local residents indicates there are 26 Properties consisting of both residents and landowners on the Island, (some are residents, but not landowners and vice versa), and there are eleven businesses operating on the Island. There are a further six houses privately owned and rented as holiday accommodation on the Island.

Until recently the Island has been occupied by a number of different commercial accommodation facilities ranging from camping ground style accommodation to Resort level accommodation. The GKI Resort was the main tourism Resort located on the Island and comprised 190 guest rooms. These facilities were closed in early 2008.

The Proposal applies to the areas of GKI that are leased by GKI Resort Pty Ltd, which covers an area of approximately 900 hectares. Lot 21 is leasehold land and owned by the State Government. The land has continuously been privately leased since 1860. The main Resort area is also leasehold land; however, this is a perpetual lease. The Keppel Haven Backpackers Resort is also leasehold land as is the Backpackers Holiday Village. When the Proponent purchased the original Resort, this included purchase of the private lease over Lot 21.

The difference with the lease conditions over Lot 21 and that over the Resort is in particular Clause H111 of the Lot 21 lease, which states that access to the public must be allowed over the land. The Proponent has advised that the proposed development will maintain public access over Lot 21, excluding only private villa areas.

There are 17 beaches on GKI and its natural environment offers a wide range of activities including swimming, diving, snorkelling and bushwalking. The tropical climate and numerous beaches attract tourists internationally, nationally and locally.

Rockhampton Region has a high number of community groups and incorporated associations, including walkers, birdwatchers, nature lovers, yachters, fishermen and watersports. These community groups play a particularly important role across the Region, providing services and supports such as the staging of local events and activities for people to meet, recreate and celebrate. The majority of these community groups are volunteer driven, receive no or minimal funding from Government agencies and operate on the goodwill of its membership base, fundraising initiatives, community and business donations (Rockhampton Regional Council, 2010)

4.3 Demographic profiles

4.3.1 Population, age, gender and distribution

The estimated resident population of the Rockhampton Regional Council area in 2008 was 111,528 persons. GKI lies within Tourism Queensland's Capricorn Region which comprises nine former local government areas: Rockhampton, Livingstone, Fitzroy, Mount Morgan, Peak Downs, Jericho, Bauhinia, Duaringa and Emerald. As of March 2008 these Councils were amalgamated into the Rockhampton Regional Council, Emerald Regional Council and a part of the Barcaldine Regional Council. As at June, 2008, there were an estimated 141,730 persons living within the Capricorn Region.

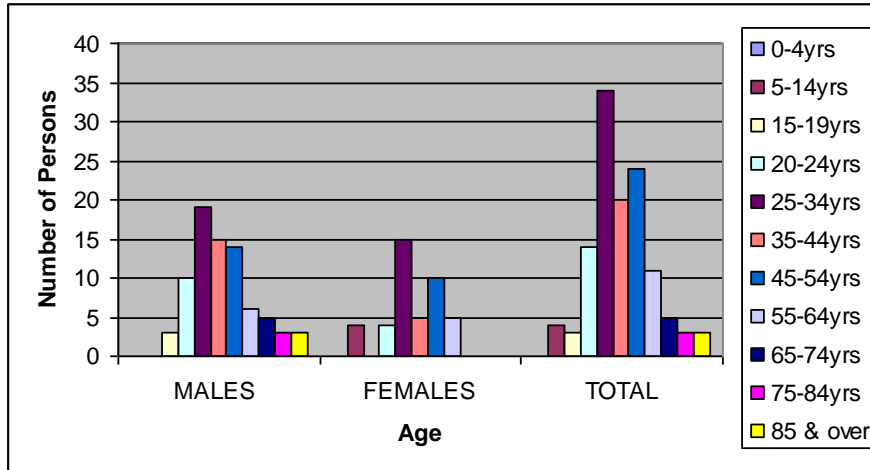
Analysis of the age structure of residents within the Rockhampton Regional Council in 2006 compared to Queensland shows that there was a larger proportion of people in the younger age groups (0 to 17) as well as a larger proportion of people in the older age groups (60+) than in Queensland generally. Overall, 26.5 per cent of the population was aged between 0 and 17, and 19.7 per cent were aged 60 years and over, compared with 24.6 per cent and 18.0 per cent respectively for Queensland (Rockhampton Regional Council, 2008).

Forecast population growth in the Capricorn Coast Region is similar to that of Queensland. For the period 2001 to 2031, forecast average annual population growth for the Capricorn Coast is 1.6 per cent compared to 1.7 per cent for the State overall. The population of the Rockhampton Regional Council is expected to grow by 1.4 per cent per annum between 2006 and 2031 (on average by 1,830 persons per year) (Foresight

Partners, 2011). Between 2003 and 2008, however the population increased by an average of 1.9 per cent per annum.

The Keppels has a total population of 120 people based on place of usual residence on Census night (2006 data) which excludes visitors to the area. Figure Five identifies the population breakdown by place of usual residence on Census night by age and sex for the total population of the Keppels. Table 6 provides whole numbers.

Figure 6: Age and sex of total population by place of usual residence on Census night (The Keppels)



Source: Australian Bureau of Statistics, 2006.

Table 6: Age by sex of the total population of the Keppels

Age	TOTAL MALES	TOTAL FEMALES
0-4yrs	0	0
5-14yrs	0	4
15-19yrs	3	0
20-24yrs	10	4
25-34yrs	19	15
35-44yrs	15	5
45-54yrs	14	10
55-64yrs	6	5
65-74yrs	5	0
75-84yrs	3	0
85 & over	3	0

Source: Australian Bureau of Statistics, 2006.

In 2006, 3.3 per cent of the population of The Keppels was aged 0-14 years. Anecdotal evidence suggests there are currently no children living on GKI. Almost sixteen per cent of the population of The Keppels is aged 55 years and over.

As a result of a combination of overnight and day visitors to the Island, staff, residents and visitors to the marina, it is estimated that the Great Keppel re-development will generate nearly 830,000 annual person days. This is equivalent to an average daily population of 2,274 on GKI, approximately three times the total of over a decade ago (Foresight Partners, 2011).

4.3.2 Demographic Profile of GKI Visitors

The GKI Visitor Survey (Tourism Queensland Research Department, 2003) was undertaken to assist in developing a better understanding of the existing market (or markets) for GKI, and describes the demographic profile and values of visitors to GKI. In summary, this survey of 240 visitors to GKI found:

- Almost half of the visitors were from Queensland (46 per cent). One-third of respondents were from areas of Australia outside of Queensland (32 per cent), with the remaining one in five visiting from overseas (21 per cent);
- There was a range of ages represented within the sample group, although the 18-34 age group represents more than half of the total respondents (51 per cent);
- Young to midlife singles and couples constituted the largest proportion of the sample (52 per cent). There was also a high proportion of older singles and couples (35 per cent);
- Over half of respondents had an annual household income of less than \$40,000 (51 per cent), with a further one-third having a household income between \$40,000 and \$59,999 (31 per cent); and
- Of those surveyed, 83 per cent said they were visiting for holiday or leisure (83 per cent).

4.3.3 Indigenous population including age and gender

In 2006, 5.1 per cent of the populations residing in the statistical area of Rockhampton Regional Council were of Aboriginal and/or Torres Strait Islander (ATSI) descent compared to 3.2 per cent in Queensland.

While the Rockhampton Regional Council area had a relatively higher proportion of Aboriginal and Torres Strait Islanders (ATSI), it is important to note that this varied across the Regional Council jurisdiction. Proportions ranged from a low of 0.5 per cent to a high of 10.9 per cent in Mount Morgan District (Rockhampton Regional Council, 2006).

During the 2006 Census, six people (5 per cent) identified as ATSI in the Keppel Islands (ABS, 2006), however there are currently no people who identify as ATSI residing on GKI.

4.3.4 Family structures

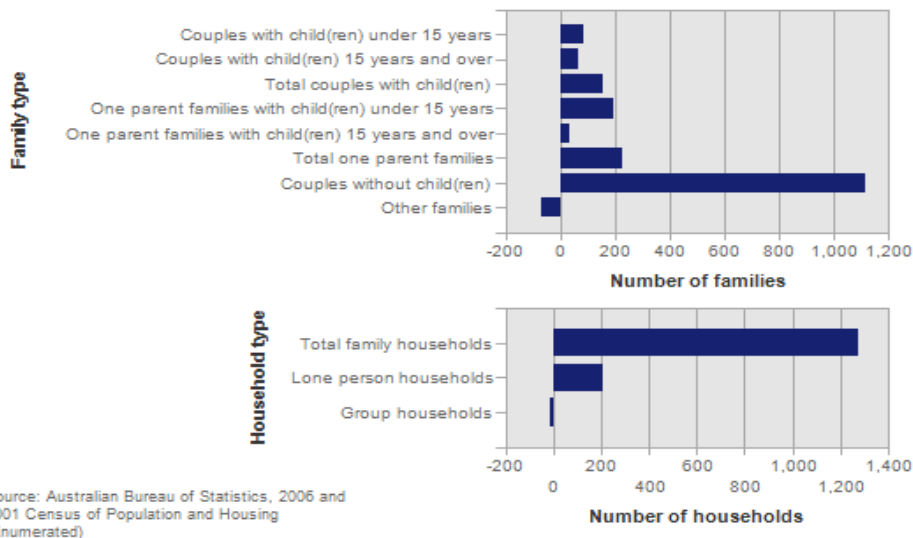
Analysis of the family types in Rockhampton Regional Council in 2006 compared to Queensland shows that there was a smaller proportion of couple families with children but a larger proportion of one-parent families.

Overall, 41.8 per cent of total families were couple families with children, and 17.3 per cent were one-parent families, compared with 43.3 per cent and 15.9 per cent respectively for Queensland. The largest changes in family types in Rockhampton Regional Council between 2001 and 2006 were couples without children (+1,115) (Rockhampton Regional Council, 2008).

Comparing Household types between Rockhampton Regional Council and Queensland in 2006 reveals a similar proportion of family households, as well as a similar proportion of lone person households. Family households accounted for 69.5 per cent of total households in Rockhampton Regional Council while lone person households comprised 23.0 per cent, (69.4 per cent and 21.7 per cent respectively for Queensland) (Rockhampton Regional Council, 2008).

Figure 7: Change in household incomes RRC from 2001 - 2006

Change in household and family types, Rockhampton Regional Council, 2001 to 2006 (Enumerated data)



Source: (Rockhampton Regional Council, 2008)

Between 2001 and 2006 in Rockhampton Regional Council, there was an increase in the number of family households (1272), an increase in lone person households (209) and a decrease in group households (-9).

In the Keppel Islands there are total of 10 families, who are all couples without children. Other information from ABS 2006 data regarding family structures includes:

- 26 per cent (26 people) of the population are married;
- 67 people (58.8 per cent) were never married; and
- 23 people (20.2 per cent) are separated or divorced.

Table 7 identifies the various family characteristics in The Keppels and compares totals with the 'whole of Livingstone'.

Table 7: Comparison of household characteristics

FAMILY CHARACTERISTICS	TOTAL In The Keppels	% In The Keppels	TOTAL IN LIVINGSTONE	% IN LIVINGSTONE
Couple families with children	0	0	3,223	41.7
Couple families without children	10	100	3,441	44.5
One Parent Families	0	0	1,000	12.9
Other Families	0	0	63	.08
Total Families	10	100	7,727	100

Source: Australian Bureau of Statistics, 2006.

4.3.5 Education

In 2006 there were proportionally fewer people in the Rockhampton Region than Queensland generally holding formal qualifications (Bachelor or higher degree; Advanced Diploma or Diploma; or Vocational qualifications) and a larger proportion of people with no formal qualifications. Between 2001 and 2006 the largest changes in the qualifications of the population in Rockhampton Regional Council were an increase of 2,546 persons with vocational qualifications, and a decrease of 3,185 in the amount of people with no qualifications (Rockhampton Regional Council, 2008). This trend may be continuing, with the period 2008-09 seeing 7,995 students undertake vocational education and training. In June 2009, there were 2,490 apprentices and trainees in the Rockhampton Regional Council area (Central Queensland Capricorn Economic Development, 2009).

In 2006 Census, nine people (13 per cent) in the Keppel Islands held a bachelor degree, with none having identified holding any post graduate qualifications. Forty three (62 per cent) people held an advanced diploma or certificate, and 17 (25 per cent) people did not state or inadequately described their qualifications.

Overall, 75 per cent of people living on the Keppel Islands held educational qualifications, and 25 per cent had no stated qualifications. In comparison, 31.7 per cent of people in the Rockhampton region and 37.5 per cent of Queenslanders had educational qualifications (Rockhampton Regional Council, 2010).

Table 8 provides detail of highest level of non-school qualifications for residents in The Keppels.

Table 8: Level of Education (non-school) by Sex (The Keppels)

Qualification	Males	Females	Total
Post Grad Degree	0	0	0
Grad Dip / Grad Cert	0	0	0
Bachelor Degree	6	3	9
Adv Dip / Dip	0	6	6
Cert	28	9	37
Inadequately described	3	0	3
Not stated	10	4	14

Source: Australian Bureau of Statistics, 2006.

Of the 19,753 primary and secondary school students in the Rockhampton Regional Council area, 63.1 per cent attended government schools and 36.9 per cent attended non-government schools.

4.3.6 Health and wellbeing measures

In 2006, the Rockhampton region had a higher percentage (5.9 per cent) of people living in institutions compared to that of Queensland (4.1 per cent) (Rockhampton Regional Council, 2006).

In 2009 the average number of children that would be born to a woman over her lifetime (total fertility rate) for the Rockhampton Region was 2.20. This compares to 2.21 in the Livingstone (Statistical Area) in which GKI sits. Queensland’s total fertility rate is slightly lower at 2.09 (Australian Bureau of Statistics, 2011).

People located in the Livingstone SA, were less likely to die than those in the entire Rockhampton Region. In 2009 there were 7 deaths per 1,000 standard population (standardised death rate calculated using data for the three years ending in the reference year) in the Rockhampton SA compared to 4.5 deaths per 1000 people living in the Livingstone SA. Queensland’s indirect standardized death rate was 6.1. The slightly higher birth rates and lower death rates seen in the Livingstone Area could be attributed to the area’s slightly lower age demographics (ABS, 2006).

4.3.7 Cultural and ethnic characteristics

According to 2006 ABS Census data for the Keppels, (Rockhampton Regional Council, 2010), a total of 36 people identified as being born overseas and 63 additional people were overseas visitors.

The Keppels includes people identifying as being from the following communities: England, New Zealand, Germany, Zimbabwe and Spain.

The most common languages (other than English) spoken at home in The Keppels include Spanish, Filipino and German.

4.3.8 Labour force by occupation and industry

The Keppels has a total labour force of 91 people over the age of 15 years. Another 18 residents identified themselves as being over 15 years old and not in the workforce. Four people were unemployed. During the 2006 Census, the old Resort was still in operation,

and accommodation and food services were listed as the predominant industry of employment.

The total estimated labour force in the Rockhampton Regional Council area for 2008 was 57,429 persons. As the data in Table 9 below demonstrate, at the time of the 2006 Census, retail trade was the largest employment industry in the Rockhampton Regional Council area, accounting for 11.1 per cent of the region's employed workforce. The government administration and defence industry experienced the highest per cent growth of employed persons by industry between 2001 and 2006. At the time of the 2006 Census, the largest occupational group of residents in the Rockhampton Regional Council area was intermediate clerical, sales and services workers (Rockhampton Regional Council, 2008).

Those living in the Rockhampton Region were more likely to be employed in Mining, Education and Training, Health Care and Social Services, and Electricity, Gas, Water and Waste Services than in Queensland generally, and were less likely to be employed in Professional, Scientific and Technical Services, and Administrative and Support Services.

Table 9: Rockhampton Region Working Population by Industry

Industry 2006 ANZIC (employed persons)	Rockhampton Region%	QLD % (comparison)
Agriculture, Forestry & Fishing	2.8	3.4
Mining	3.0	1.7
Manufacturing	8.6	9.9
Electricity, Gas, Water and Waste Services	2.6	1.0
Construction	8.6	9.0
Retail Trade	11.7	11.7
Wholesale Trade	3.5	4.0
Accommodation and Food Services	7.4	7.0
Transport, Postal and Warehousing	6.0	5.1
Information Media and Telecommunications	1.1	1.4
Financial and Insurance Services	2.0	2.9
Rental, Hiring and Real Estate Services	1.7	2.1
Professional, Scientific and Technical Services	3.3	5.6
Administrative and Support Services	2.3	3.1
Public Administration and Safety	6.7	6.7
Education and Training	10.1	7.6
Health Care and Social Assistance	11.4	10.2
Arts and Recreation Services	0.8	1.3
Other Services	4.1	3.7
Inadequately described or Not stated	2.2	2.7
Total	100.0	100.0

Source: (Rockhampton Regional Council, 2010)

In the Capricorn Region Agriculture, forestry and fishing and mining are the main industries for economic activity, accounting for 13.3 per cent of the Capricorn Region's employment (compared to 5.2 per cent of Queensland's employment).

In 2006, the size of the Rockhampton Region's workforce (persons over 15 years of age who were in the workforce or actively looking for employment) was 46,373 persons. At the time of the 2006 Census, as detailed in Table 10 below, the unemployment rate within the Rockhampton Region was 5.3 percent (slightly above the Queensland percentage of 4.7 percent).

Table 10: Employment Status Rockhampton Region

Employment status 2006 (persons aged 15 years and over)	Number	%	QLD % (comparison)	Change 2001 to 2006
Employed full time	28,628	61.7	61.7	4,095
Employed part time	14,140	30.5	31.0	1,147
Employed not stated	1,165	2.5	2.6	-104
Total employed	43,933	94.7	95.3	5,138
Total unemployed	2,440	5.3	4.7	-1,414
Total labour force	46,373	100.0	100.0	3,724
Total in labour force	46,373	58.4	61.9	3,724
Total not in labour force	26,900	33.9	31.3	-729
Not stated	6,069	7.6	6.8	3,039
Total	79,342	100.0	100.0	6,034

Source: Australian Bureau of Statistics, Census of Population and Housing, 2006, and 2001(Rockhampton Regional Council, 2010).

Employment data for the region shows that unemployment has trended down slightly in the last year, however in the Livingstone area adjacent to Great Keppel Islands, as for the region as a whole, unemployment has remained above the State average.

Table 11: Labour Market Data for region adjacent to GKI²

Statistical Local Areas (SLAs)	Unemployment Rate (%) Dec 2009	Unemployment Dec 2009	Unemployment Rate (%) Dec 2010	Unemployment Dec 2010	Labour Force Dec 2010
Banana (S)	3.7	336	3.2	285	8,989
Bauhinia (S)	1.9	32	1.9	32	1,647
Calliope (S) - Pt B	6.6	110	5.9	98	1,670
Duaringa (S)	3.3	154	2.7	129	4,692
Emerald (S)	2.6	262	2.5	252	9,941
Fitzroy (S) - Pt B	4.5	121	3.8	103	2,680
Jericho (S)	2.1	14	2.3	15	656
Livingstone (S) - Pt B	6.5	912	6.2	868	14,011
Mount Morgan (S)	23.4	264	19.5	219	1,125
Peak Downs (S)	2.1	44	1.6	33	2,127
Woorabinda (S)	47.8	162	56.7	191	337

Over 94 per cent of all persons in the labour force in the Capricorn Region are employed (ie, an unemployment rate of 5.5 per cent). As at September 2010, 6.5 per cent of the available 'Rockhampton Region' labour force was unemployed. This is higher than Queensland's unemployment rate of 5.6 per cent (Foresight Partners, 2011).

In 2006 there were 38,753 persons in the working population in the Rockhampton Regional Council area. Of these workers there was a slightly higher percentage of males than females. Table 12 below shows the highest percentage of workers were in the 45 to 49 age group and the next highest age grouping was the 40 to 44 age group. As would be expected, the least most common age of workers was in the age grouping of 65 and over.

²DEEWR Small Area Labour Markets estimates, smoothed series (from Table 1 in the Small Area Labour Markets publication). at <http://workplace.gov.au/SALM>. Particular care should be exercised when interpreting estimates for SLAs with a labour force less than 1000.

Table 12: Working Population Summary for Rockhampton Region

Working population summary (Age and gender for the Region's workers* 2006)	Number	%
Males	19,889	51.3
Females	18,864	48.7
Total working population	38,753	100.0
Age structure (years)		
15 to 19	3,648	9.4
20 to 24	4,075	10.5
25 to 29	3,401	8.8
30 to 34	3,704	9.6
35 to 39	4,226	10.9
40 to 44	4,778	12.3
45 to 49	4,953	12.8
50 to 54	4,342	11.2

Source: Australian Bureau of Statistics, Working Population Profile, 2006 in (Rockhampton Regional Council, 2010).

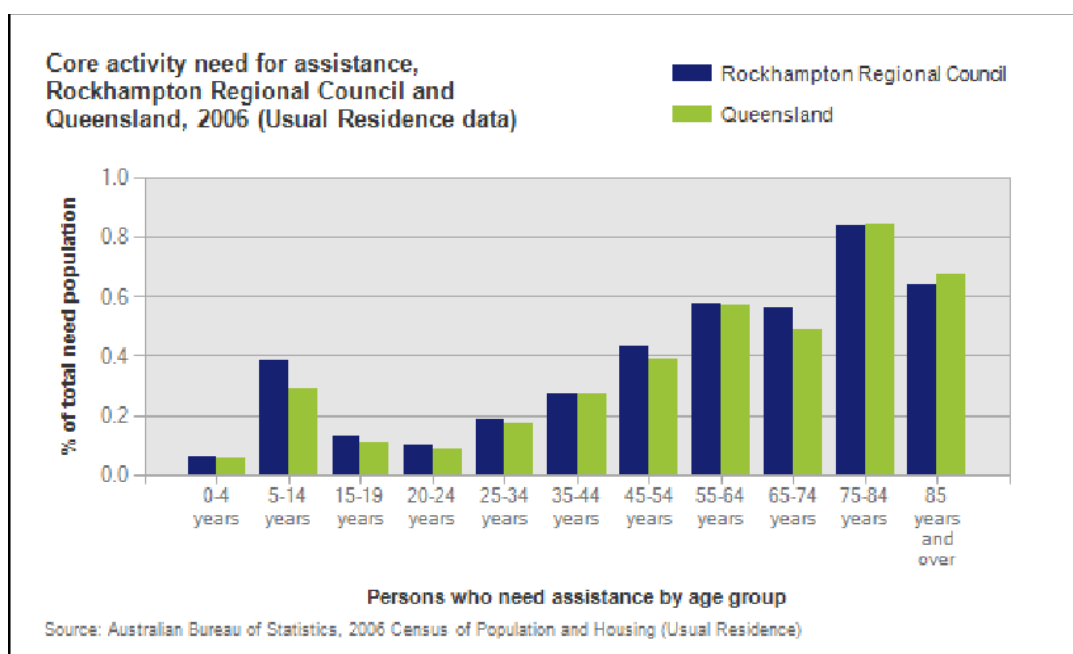
In 2006, 97.3 per cent of workers from the Rockhampton region lived and worked within the area, with 2.6 per cent of the workforce stating that they worked in the Region, however lived elsewhere (Rockhampton Regional Council, 2010).

4.3.9 Disability prevalence

In the Keppel Islands, data from the 2006 Census indicates that of the population of 121 residents, six people (5%) had a profound or severe disability. A further eight people did not respond to this question. In comparison, in 2006 the number of people in the Rockhampton Regional Council area that had a profound or severe disability was 4,233 or 4.2 per cent of people living in the Region. Profound or severe disability means needing help or assistance in one or more of the areas of self-care, mobility and communication because of a disability, long term health condition (6 months or more) or old age (Rockhampton Regional Council, 2010).

At the 2006 Census the population of Queensland 65 and over represented 12.1 per cent and this is projected to increase to 26.1 of the population in 2056. In Queensland the number of persons aged 80 and over is projected to increase by more than 6 times from 128, 2000 to 844,800 persons in 2056. Hence the number of people with disabilities will increase as population ages in future years. Figure 7 below demonstrates the difference in the Region for people with a disability and Queensland as a whole. People within the Rockhampton Region have a higher percentage of assistance required in the younger age groups (64 and below) compared to Queensland (Rockhampton Regional Council, 2010).

Figure 8: Need for assistance Rockhampton compared to Queensland



Source: (Rockhampton Regional Council, 2010)

4.3.10 Income and other social indicators

As Table 13 below illustrates, in 2006 residents of the Keppels had (on average) higher incomes than the residents of the Livingstone region generally. However, the last Census was undertaken when the Resort was operating, and since the closure of the Resort, it is likely that the average income level for GKI is lower.

Table 13: Key Medians for the Keppels

MEDIAN	THE KEPPELS	LIVINGSTONE TOTAL
Median Age (Yrs)	38	40
Individual Income (Weekly) (\$)	533	431
Family Income (Weekly) (\$)	574	1,104
Average Monthly Home Loan Repayments (\$)	1,439	1,150
Average Weekly Rent (\$)	0	170
Average Household Size (Persons)	1.2	2.6

Source: Australian Bureau of Statistics, Census of Population and Housing, 2006.

Table 14 below shows that in the Rockhampton SA, 54.5% of the population aged 15 and over earned between \$150 and \$799 per week, with 15.6 per cent earning \$150 to \$249 per week and 14.6 per cent earning \$400 to \$599 per week. Compared to

Queensland overall, those living in the Rockhampton Region were less likely to have higher incomes. The Region also has a higher proportion of low income earners compared to Queensland, in particular those earning less than \$400 per week.

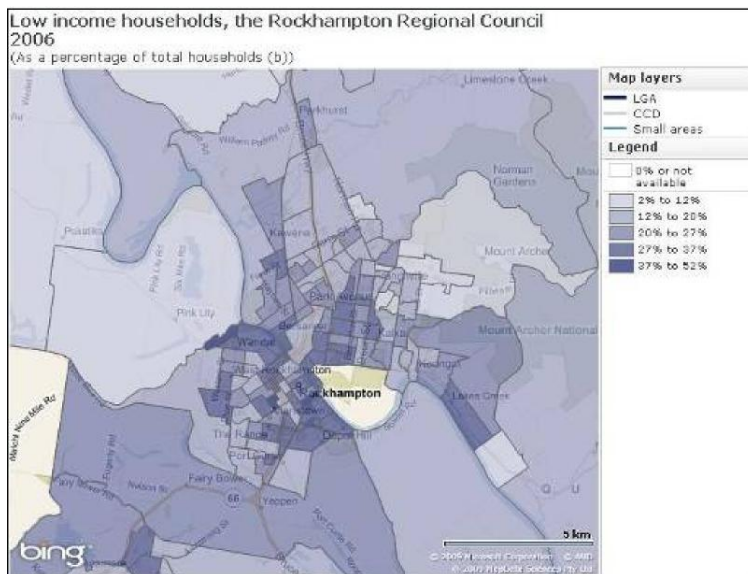
Table 14: Weekly individual income Rockhampton Region

Weekly individual income 2006	Number	%	QLD % (comparison)
negative/nil income	4,679	5.9	6.4
\$1 to \$149	5,409	6.8	6.6
\$150 to \$249	12,379	15.6	13.4
\$250 to \$399	11,059	13.9	13.3
\$400 to \$599	11,560	14.6	14.9
\$600 to \$799	8,261	10.4	11.4
\$800 to \$999	5,762	7.3	8.0
\$1,000 to \$1,299	5,780	7.3	7.8
\$1,300 to \$1,599	2,721	3.4	3.9
\$1,600 to \$1,999	1,610	2.0	2.2
\$2,000 or more	1,676	2.1	2.9
not stated	8,445	10.6	9.1
Total	79,341	100.0	100.0

Source: Australian Bureau of Statistics, Census of Population and Housing, 2006, and 2001 in (Rockhampton Regional Council, 2010).

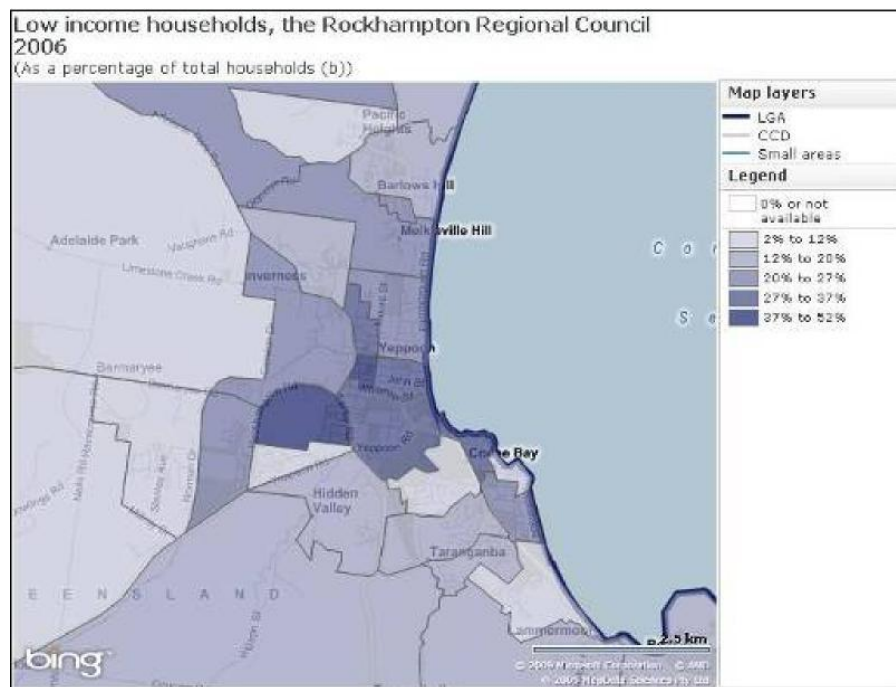
Figures 8 and 9 below show the spatial patterns of low income households within Rockhampton and Yeppoon respectively.

Figure 9: Low Income Households Rockhampton



Source: Australian Bureau of Statistics, Census of Population and Housing 2006 in (Rockhampton Regional Council, 2010).

Figure 10: Low Income Households Yeppoon



Source: Australian Bureau of Statistics, Census of Population and Housing 2006 in (Rockhampton Regional Council, 2010).

As the data in Table 15 below show, Rockhampton households are more concentrated in the low income brackets than Queensland generally.

Table 15: Weekly household income for Rockhampton Region

Weekly household income 2006	Number	%	QLD % (comparison)
Nil income	318	0.9	1.1
\$1 to \$149	448	1.3	1.2
\$150 to \$249	2,050	5.8	4.4
\$250 to \$349	2,802	7.9	6.7
\$350 to \$499	2,150	6.1	4.9
\$500 to \$649	3,946	11.1	10.5
\$650 to \$799	2,259	6.4	6.5
\$800 to \$999	2,432	6.9	7.1
\$1,000 to \$1,199	3,898	11.0	11.6
\$1,200 to \$1,399	2,010	5.7	6.1
\$1,400 to \$1,699	2,501	7.1	7.7
\$1,700 to \$1,999	1,903	5.4	6.2
\$2,000 to \$2,499	1,827	5.2	6.1
\$2,500 to \$2,999	1,238	3.5	4.6
\$3000 or more	959	2.7	3.9
Partial income not stated	3,508	9.9	8.6
Not stated	1,155	3.3	2.9
Total	35,404	100.0	100.0

Source: Australian Bureau of Statistics, Census of Population and Housing, 2006, and 2001 in (Rockhampton Regional Council, 2010).

4.3.11 SEIFA index of disadvantage

The Index of Relative Socio-Economic Disadvantage is a measure constructed by the Australian Bureau of Statistics. Relatively disadvantaged areas are characterized by low income, low educational attainment, high unemployment, jobs in relatively unskilled occupations and variables that reflect disadvantage rather than measure specific aspects of disadvantage (e.g., Indigenous and Separated/Divorced).

High scores on the Index of Relative Socio-Economic Disadvantage occur when the area has few families of low income and few people with little training and in unskilled occupations. Note that a high score here reflects lack of disadvantage rather than high advantage, a subtly different concept (Australian Bureau of Statistics, 2006, Socio-Economic Indexes for Areas (SEIFA 2006) cat. no. 2033.0.55.001 in (Rockhampton Regional Council, 2008)).

RRC Area SEIFA Index, provided in Table 16 below, is 971.8 compared to that of Queensland where the highest percentage of residents sat between 1025 and 1050 (Australian Bureau of Statistics, 2008). The areas of most disadvantage in the RRC area were Mount Morgan District (807.5) and Rockhampton City & Depot Hill (835.8) and the areas of least disadvantage being Northern Yeppoon (1047.2) and Rural Residential North (1048.6)(Rockhampton Regional Council, 2008). In comparison, the Keppel Islands has a lower average SEIFA index (937) than both the Rockhampton region, and Queensland (Australian Bureau of Statistics, 2006).

Table 16: SEIFA Index of Disadvantage Rockhampton Region

SEIFA index of disadvantage Rockhampton Regional Council's small areas	2006 SEIFA index of disadvantage
Mount Morgan District	807.5
Rockhampton City & Depot Hill	835.8
Berserker & The Common	902.5
Allenstown & Port Curtis	928.8
Koongal to Nerimbera	932.4
Keppel Islands	937.0
Kawana	940.1
Park Avenue	942.3
Wandal & West Rockhampton	951.6
Yeppoon	953.6
Emu Park & Zilzie	971.1
Rockhampton Regional Council	971.8
Gracemere	978.9
Rural South	981.1
Coastal Hinterlands South	988.3
Cootee Bay & Tarangambadi	996.5
Norman Gardens	1002.3
Rural North West	1006.4
Lammermoor to Kinka Beach	1016.4
Alton Downs & Surrounds	1022.7
Coastal Hinterlands North	1029.9
Frenchville	1030.8
The Range	1045.6
Northern Yeppoon	1047.2
Rural Residential North	1048.6

Source: Australian Bureau of Statistics, Socio-Economic Indexes for Areas (SEIFA), 2006 in (Rockhampton Regional Council, 2010)

4.4 The existing social infrastructure

4.4.1 Infrastructure, facilities and services

There are many government and non-government agencies servicing the Rockhampton region plus many networks, service clubs, sporting groups, associations, recreational groups and self-help groups that have been formed to support specific identified issues such as:

- Health
- Women's issues
- Mental health
- Youth
- Persons with a disability

- Multicultural persons
- Children’s services
- Community housing
- Indigenous affairs
- Families
- Community safety (Rockhampton Regional Council, 2010)

GKI is commonly regarded as the “Jewel in the Crown” of the Capricorn region. Other major natural features include numerous National Parks (Broad Sound Islands, Byfield, Capricorn Coast, Goodedulla, Keppel Bay Islands, Mount Archer, Mount Etna Caves and Mount O’Connell), Great Barrier Reef Marine Park, the Fitzroy River, Cammoo Caves, Capricorn Caves, Johannsens Caves, several state forests, and various beaches and small Islands.

The Rockhampton Regional Council area has 41 primary schools, 9 secondary school and 6 schools that combine both primary and secondary schooling. There are no schools situated on GKI.

The Council area is served by the Bruce Highway, the Burnett Highway, the Capricorn Highway, Kunwarara Road, Yaamba Road and the North Coast (Brisbane-Cairns) railway line (Rockhampton Regional Council, 2008)

Records available indicate that there is no social infrastructure or service facilities located on GKI, or any of the Keppel Islands (ABS, 2006). The services located closest to GKI are on the Coastal areas adjacent to GKI such as Yeppoon and Emu Bay. Table 17 overleaf lists the social infrastructure available in these areas.

Table 17: Coastal Social Infrastructure

Address	Name of Facility	Owner	Category (TI)
78-84 John Street YEPPOON 4703	Community Development Centre	Rockhampton Regional Council	Community centre
78-84 John Street YEPPOON 4703	Library	Rockhampton Regional Council	Library
40 James Street Yeppoon 4703	Verbyl	Rockhampton Regional Council	Youth centre
31-35 Normanby Street YEPPOON 4703	The Mill Art Gallery	Rockhampton Regional Council and The Mills Art Collective	Art gallery
25-27 Normanby Street YEPPOON 4703	Yeppoon Hall	Reserve For Local Govt - Lsc As Tte	Meeting hall
29 Queen Street YEPPOON 4703	Queen Street Community Hall	Rockhampton Regional Council	Meeting hall
35-41 Park Street YEPPOON 4703	Yeppoon Showgrounds	Yeppoon And District Show Society Inc.	Other
70 Anzac Parade YEPPOON 4703	Rockhampton Regional Council Chambers	Reserve For Local Government(Shire Offices) Purpose	Council chambers
15 Normanby Street YEPPOON 4703	RSL club	The Trustees of the RSL of Australia	Neighbourhood facilities
11 Hill Street EMU PARK 4710	QCWA Hall	QCWA Emu Park Branch	Hall
7-9 Hill Street EMU PARK 4710	Library	Reserve For Local Govt - Cultural Purpose	Community library
53 Archer Street EMU PARK 4710	SES	Reserve For Local Govt - S.E.S. Purposes	For use by Fire and Ambulance volunteers
17 Hill Street EMU PARK 4710	Emu Park Historical Museum	Emu Park Historical Museum Society Inc	
17 Hill Street EMU PARK 4710	Library	Emu Park Historical Museum Society Inc	

Source: J Obst Rockhampton Regional Council, 2011

4.4.2 Law and order

The Queensland Police Service (QPS) in Yeppoon does not currently provide services to GKI and has provided only minimal services in the past. The Queensland Water Police responds to calls for service to GKI and is currently providing limited services to GKI, as the Island is quiet. Table 18 provides a summary of incidences in the recent past. As can be seen, the "Get Wrecked Campaign", which many community members abhorred, created unwelcome negative social impacts on the Island and in adjoining areas.

Table 18: Law and order on GKI - Past and Present

Time Period	Resort Campaign	Comments	Level/types of calls for Service
Early 1990s	'Get wrecked' campaign	Increased calls for service impacted by: <ol style="list-style-type: none"> 1. Poor security in Resort: <ul style="list-style-type: none"> • Young age of security staff • Heavy handed manner with patrons • Lack of overview by management for the responsible service of alcohol. • Allowing alcohol onto the Resort (over on the ferry). 	Calls for service on a weekly basis for assaults (sexual and physical), drink spiking etc.
Late 1990's	Contiki 18-35's	Had trouble with large events for example Bachelor and Spinster Balls	Calls for service for assaults (sexual and physical), drink spiking etc. Call outs were slightly less than for the 'Get wrecked' campaign.
2006	Mercure (family) GKI Resort	Marketed for families, however capital investment in infrastructure was not sufficient to attract and retain the type of clientele marketed for. Cheap deals offered to locals also encourage the patronage of less desirable (poorly behaved) visitors.	Approximately 2 calls for service a month, with less substantive offences committed. For example, bad behaviour etc.
Currently 2011	No Resort	Providing limited service to GKI, as the Island is quiet.	Water Police are called to the Island around 6 times per year.

Source: (Pers Comm Officer in Charge, Queensland Water Police Service Yeppoon, 2010)

4.4.3 Emergency Services

Yeppoon Coast Guard

The Yeppoon Coast Guard's core business in relation to the Capricorn Coast involves conducting emergency evacuations, including medi-vacs, search and rescues and assisting boats that have broken down. The Coast Guard has a fleet of three boats, two of which are currently in operation.

Currently the Coast Guard is called to GKI approximately once every three months. In the 1990s the Coast Guard was called once or twice a month to the Island (when the former Resort was operating), including on one occasion when a gang of youths threatened staff on the Island, to transport bodies from the Island and personnel to the Island, including coroners and police; and on another occasion to rescue a boat and two fishermen stranded on some rocks on the Island.

Maritime Safety Queensland

Marine Operations for Maritime Safety Queensland (MSQ) is a division of the Department of Transport and Main Roads, and looks after the safety of vessels operations and their movements (includes registration, and monitoring that it is registered and meets its class). The division also monitors and manages pollution, investigates marine incidence, provides information and education for different user groups, manages aides of navigation, and undertakes shipping inspectors.

MSQ has a major focus on monitoring compliance of passenger carrying vessels (the ferry to the Island) and any other commercial users. They also monitor recreational users. Previously MSQ had a strong presence when GKI was operating as a Resort, travelling regularly to the Island, monitoring resort craft, and issuing licenses.

Emergency Management Queensland

Emergency Management Queensland (EMQ) advises that GKI has a volunteer SES but no ambulance, and a rural fire service with a fire truck. These services are located in a shed on GKI. According to the service logs, SES on GKI are rarely called out at present; however it is possible that the volunteers do undertake services without logging these.

Department of Community Safety

GKI falls within the jurisdiction of the Department of Community Safety inspection regime, with regard to ensuring evacuation plans and up to date staff training for fire. Currently there are rare incidents on GKI.

At present a rural fire fighting brigade is manned by Island residents. There are fire hydrants, and a rural fire brigade with limited capacity, as it is a small rural unit mainly equipped and trained for dealing with grass fires. For example, the local brigade did not have capacity to deal with a recent plane (Cessna) crash at the end of the runway.

4.4.4 Social and Health Services

According to representatives from both the Department of Community Service, and Queensland Health there are currently no social or health services provided on GKI. Residents of GKI come across to the mainland either the Capricorn Coast or Rockhampton to access the services listed in Table 19 below.

Table 19: District profile for Central Queensland Health Service District

Hospitals	Baralaba, Biloela, Blackwater, Emerald, Gladstone, Moura, Mount Morgan, Rockhampton, Yeppoon
Multipurpose Health Services	Springsure, Theodore, Woorabinda
Community Health	Biloela, Emerald, Gladstone, Mount Morgan, Rockhampton, Yeppoon
Primary Health Care	Boyne Valley
Oral Health	Biloela, Emerald, Gladstone, Rockhampton, Yeppoon
Mental Health	Emerald, Gladstone, Rockhampton, Yeppoon
Residential & Aged Care	Yeppoon Nursing Home (Gertrude E Moore Nursing Home), North Rockhampton Nursing Centre, Eventide Home, Birribi (Residential Intellectually Disabled Facility)

Source: (Queensland Health, 2010)

4.4.5 Housing

Housing tenure type and landlord type

Table 20 below provides data on housing tenure and landlord type percentages for the suburbs that are a close travel distance to the Keppel Bay Marina. As can be seen, in 2006 there were generally (with the exception of Yeppoon) fewer people living in government housing in the coastal areas close to Keppel Bay Marina, than the rest of Queensland. The average rental occupancy across suburbs close to the Keppel Bay Marina is slightly higher (31 per cent) than both the Rockhampton region, and Queensland. The average owned occupancy across these suburbs is also higher (38.56 per cent) than both the Rockhampton region, and Queensland, however less people (24 per cent) in the coastal area were purchasing a property when compared to Rockhampton region (30 per cent) and Queensland (31.4 per cent).

Table 20: Housing Tenure Comparison (Percentages)

Tenure	Yeppoon North per cent	Yeppoon per cent	Cootee Bay & Taran ganba per cent	Lammermoor to Kinka Beach per cent	Emu Park & Zilzie per cent	Rockhampton Region per cent	Qld per cent
Owned	38.3	30.3	32.9	47.4	43.9	34.0	30.4
Being purchased	28.1	24.5	22.0	22.2	23.5	30.0	31.4
Renting - Govt	1.4	4.2	2.6	0.5	1.7	3.4	3.2
Renting - Other	26.8	30.1	35.3	22.9	24.6	23.8	25.9
Renting - Not stated	0.8	0.9	1.0	1.2	1.0	1.0	.9
Renting - Total	29.0	35.2	38.9	24.5	27.3	28.2	30.0
Other tenure type	0	2.0	0.2	0.8	0.2	0.7	1.0
Not stated	4.6	7.9	5.9	5.2	5.1	7.2	7.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: (Rockhampton Regional Council, 2008)

In the Rockhampton region, people are less likely to own or be purchasing a home than Queenslanders in general; however in the Keppel Islands 50 per cent of respondents stated that they fully owned their homes.

According to 2006 Census results, The Keppels has a total of 42 private dwellings. Twenty eight of these were occupied. Median weekly rental was \$0 compared to \$190 in Australia and the median monthly home loan repayment was \$1,439 compared to \$1,300 in Australia. Average household size was 1.2. Table 21, below, provides details of housing being rented and purchased in The Keppels.

Table 21: Housing Tenure for The Keppels

TENURE	TOTAL	per cent
Fully owned	14	50
Being purchased (including under rent/buy systems)	0	0
Rented (includes rent-free)	5	17.9
Other tenure type	0	0
Not stated	11	39.9

Source: Australian Bureau of Statistics, 2006.

Table 22 provides data on household composition in The Keppels according to 2006 Census results. As can be seen, 80% of households are family households.

Table 22: Household composition in occupied private dwellings (The Keppels)

TYPE	TOTAL	per cent %
Family Household	12	80
Lone Person Household	3	20
Group Household	0	0

Source: Australian Bureau of Statistics, 2006.

Housing availability and affordability

Analysis of the weekly housing rental payments of households in Rockhampton Regional Council compared to Queensland shows that generally those in the region pay less than the Queensland average. As the data in Table 23 show, there was a smaller proportion of households paying high rental payments (\$450 per week or more) and, accordingly, a larger proportion of households with low rental payments (less than \$140 per week).

Overall, 1.1 per cent of households were paying high rental payments, and 36.5 per cent were paying low payments, compared with 4.0 per cent and 23.5 per cent respectively in Queensland.

Table 23: Weekly rent (per cent dwellings in each category)

Weekly housing rental	Total number in coastal suburbs	Total per cent in coastal suburbs	Rockhampton Regional Council number	Rockhampton Regional Council per cent	Queensland per cent
\$0 to \$49	102	4.6	681	6.3	5.6
\$50 to \$99	202	9.2	1180	11	8.1
\$100 to \$139	307	13.9	2071	19.2	9.8
\$140 to \$179	464	21.0	2900	26.9	13.5
\$180 to \$224	489	22.2	2005	18.6	17.8
\$225 to \$274	305	13.8	906	8.4	18.5
\$275 to \$349	157	7.1	395	3.7	13.9
\$350 to \$449	51	2.3	127	1.2	5.4
\$450 to \$549	10	0.5	23	0.2	1.6
\$550 and over	30	1.4	93	0.9	2.4
not stated	90	4.1	388	3.6	3.5
Total	2207	100.0	10769	100	100

Source: (Rockhampton Regional Council, 2008)

Yeppoon Real Estate (servicing Yeppoon and surrounding suburbs) advises that at present there is a strong demand for rental accommodation in Yeppoon, especially houses with a weekly rental of between \$350 – 450 per week. Demand is mainly for three to five bedroom family homes. While in Emu Park, *The Professionals*, advise that there is a strong demand for rental properties across the board and especially for properties in the \$350 to \$400 per week price range. The agent advises that currently, vacancy rates are very low, with the demand mainly for houses, saying that “there are a lot of mining people here that rent.”

In relation to home sales, *Yeppoon Real Estate* advises that currently most buyers are looking for properties in the \$300,000 – \$450,000 range and that there are still a good variety of houses available for purchase in the Yeppoon area even with influx of workers from the resource sector. Agents from both Yeppoon and Emu Park advise that there are plenty of homes for buyers to choose from, describing the current market as a ‘buyers’ market’. Strong interest has been received with the recent releases of a number of residential land developments. As can be seen by the data in Table 24, housing payments are generally lower in the impacted area than in Queensland generally.

Table 24: Housing costs (monthly repayments—per cent of dwellings in each category)

Monthly housing loan repayments (household)	Total number in coastal suburbs	Total per cent in coastal suburbs	Total per cent in Keppel Islands	Total per cent Rockhampton Region	Total per cent in Queensland
\$1 to \$249	45	2.7	0	2.4	2.4
\$250 to \$399	44	2.7	0	3.1	2.4
\$400 to \$549	70	4.3	0	8	5.3
\$550 to \$749	128	7.8	0	12.5	7.6
\$750 to \$949	191	11.6	0	15	10.3
\$950 to \$1,199	220	13.4	0	16.2	13.5
\$1,200 to \$1,399	196	11.9	0	10.5	11.2
\$1,400 to \$1,599	107	6.5	0	6.7	8.4
\$1,600 to \$1,999	209	12.7	0	8.6	12.9
\$2,000 to \$2,999	193	11.8	0	6.9	13
\$3,000 and over	77	4.7	0	2.1	4.9
Not stated	163	9.9	0	8	8.1
Total	1640	100	100	100	100

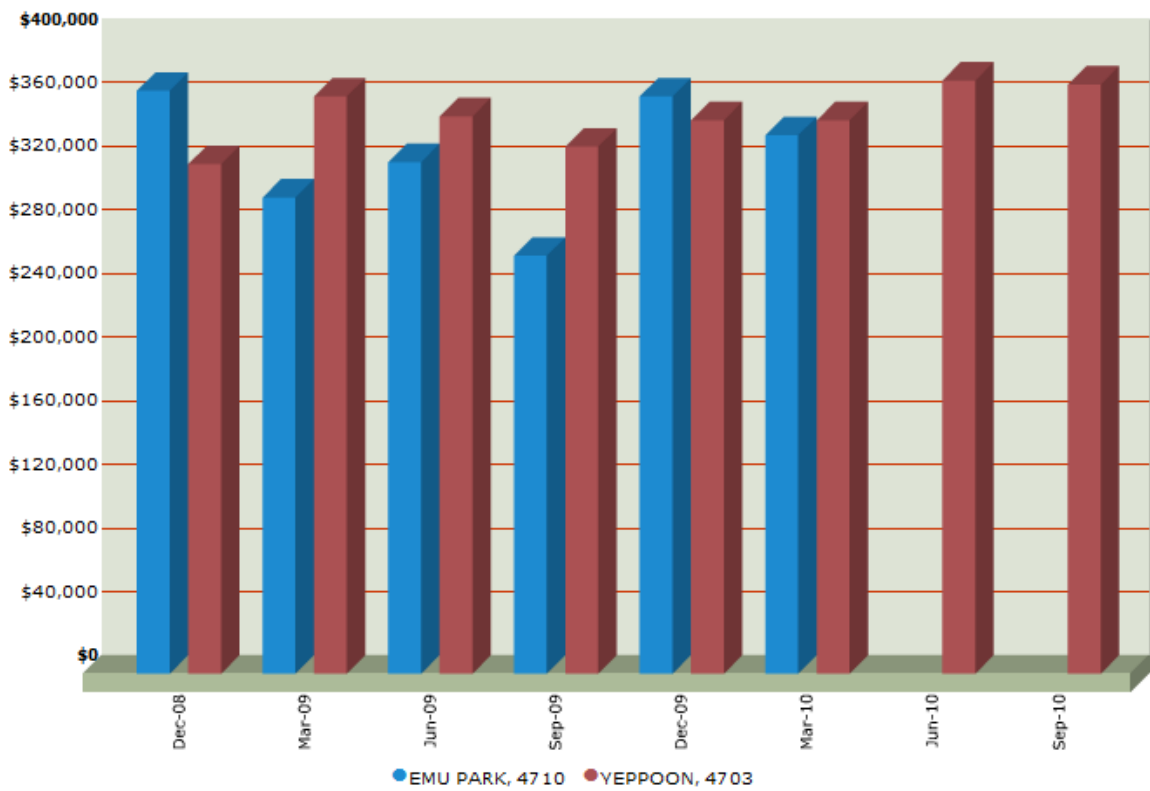
Source: (Rockhampton Regional Council, 2008)

Analysis of the monthly housing loan repayments of households in Rockhampton Regional Council compared to Queensland shows that there was a smaller proportion of households paying high mortgage repayments (\$2,000 per month or more) and conversely, a larger proportion of households with low mortgage repayments (less than \$950 per month).

Overall, 9.0 per cent of households were paying high mortgage repayments, and 41.0 per cent were paying low repayments, compared with 17.9 per cent and 28.0 per cent respectively in Queensland.

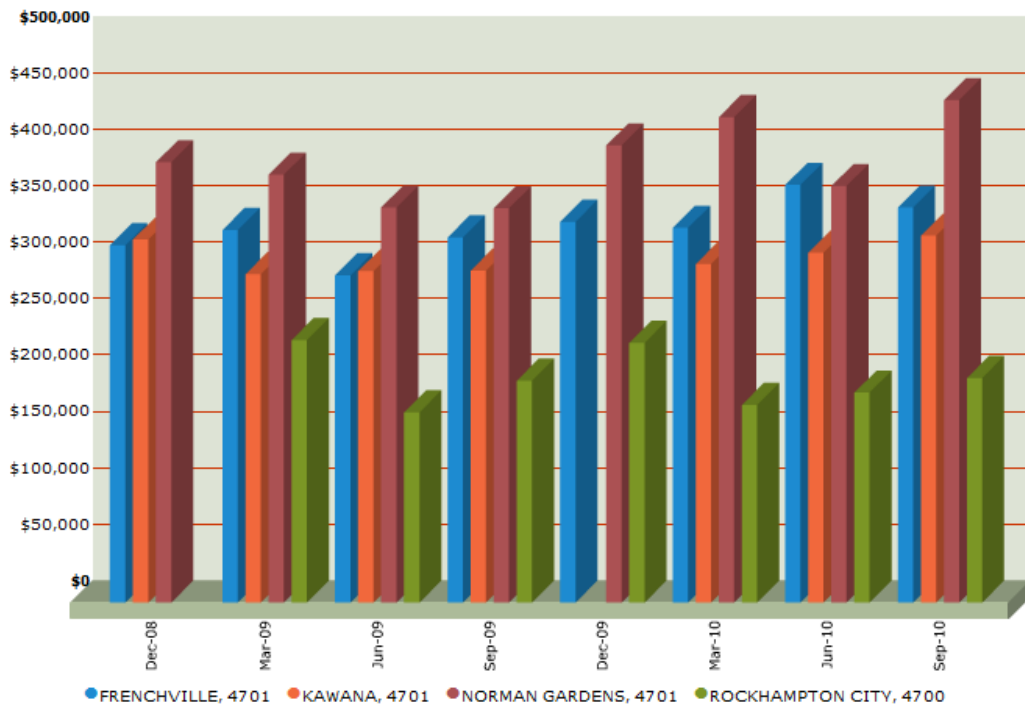
Figures 10 and 11 show recent estimates of median house prices for the Capricorn Coast, including the suburbs of Emu Park and Yeppoon, and Rockhampton.

Figure 10: Median House Prices Capricorn Coast



Source: <http://propertysearch.reiq.com.au/suburbschart.aspx>, accessed 26.5.11.

Figure 11: Median House Prices Rockhampton



Source: <http://propertysearch.reiq.com.au/suburbschart.aspx>, accessed 26.5.11.

4.4.6 Community Special Interest Organisations

The Capricornia Cruising Yacht Club (CCYC) was established in 1974 by a group of sailors whose passion was sailing, and home was the beautiful Capricorn Coast. The Club House is situated at Rosslyn Bay, Yeppoon, just a short walk from the Keppel Bay Marina. Members frequently anchor at Fishermans Beach, Long Beach, and Svensons Beach. They spend time on the Island and go to the Haven and the Pizza shop.

CCYC members (described as a transient population of yachters, principally grey nomads) enjoy the natural beauty of the Island and that they can use it free of charge.

The Keppel Bay Sailing Club (KBSC) was formed in 1957, following a boating mishap on Keppel Bay. Since this time, the Keppel Bay Sailing Club has continued to grow and now has over 7000 members. Today it is considered one of the premier sailing clubs in Queensland.

Birds Australia is a national organisation working for the conservation and protection of Australia's native birds and their habitats. Birds Australia Capricornia (BAC) extends along the coast from Bundaberg in the south to Whitsunday Islands in the north and out to the Northern Territory border near Boulia in the north and Birdsville in the south. Its jurisdiction includes GKI.

BAC is a regional group of Birds Australia with a membership of 7500. Its members regularly visit GKI and have held annual Congress and Campout activities there. They have also produced a booklet called "A Concise Guide to the Birds of GKI", and have conducted bird surveys across the full extent of GKI.

For members of BAC, GKI is a very significant wilderness area and BAC members regularly use the Island as a group four to five times a year and individually. For national BAC members, there is great interest in visiting an Island like GKI on the Great Barrier Reef.

5 Potential Social Impacts

This section of the SIA describes the type, level and significance of the Project's potential social impacts (both beneficial and adverse) on the local and cultural area, based on outcomes of community engagement processes, the social baseline study and social impact assessment.

No major negative social impacts are expected directly or indirectly at the regional level or on the mainland associated with this Project. Any potential minor negative social impacts on the Island itself are likely to be short-term and more than offset by the potential social and economic benefits on the Island.

We do not anticipate any major demographic shifts, as both the local and regional construction and hospitality labour forces have excess capacity. Given that there will not be a major population influx, we do not anticipate significant social or cultural disruption. We do not anticipate any major impacts on the availability or affordability of housing and accommodation. Importantly any disruption that might occur is well within the capacity of the local communities to respond.

Overall we anticipate that on balance the GKI Resort Revitalisation Plan will provide improved and expanded lifestyle and employment opportunities.

As discussed below, we believe that improved community and industry engagement will contribute to ensuring that any potential social and economic opportunities can be maximized and potential social and economic negative impacts mitigated or minimized.

5.1 Immediate community impacts on GKI

Some negative social impacts reported to have been experienced to date relate to the creation of divisions within the GKI community (principally between those who support the revitalization on economic grounds and those who oppose it on environmental grounds). Those residents on GKI who were consulted felt that in recent years their community had become increasingly divided. Some residents reported feeling bullied and believe that they have been "spied on" by other residents who were reporting their views back to the Proponent. Some individuals reported an atmosphere of suspicion. Some of those who supported the GKI Resort Revitalisation Plan in its current form felt vilified by those who objected to parts of it.

It is anticipated that once the draft EIS is released and accurate information is available on potential environmental impacts, as well as more information on the Proponent's intentions in relation to impact management, that these tensions will mostly subside.

5.2 Construction Impacts on the Island

Concerns relating to the construction phase include the impact of large numbers of construction vehicles, the possibility that a beach ramp would be used to bring vehicles and construction materials on to the Island, and the possible import of weeds, cane toads, poisonous snakes and foxes onto the Island hidden amongst construction materials.

Concerns were also raised in relation to the number of vehicles that construction workers would need for construction purposes, and risks that these would be used for recreational “bush bashing” on the Island.

There is concern on GKI about law and order issues relating to construction workers, especially concerns that construction workers are heavy drinkers.

Worker behavior issues are discussed below.

Overall the additional disturbances to local residents will be short term and generally likely to be well tolerated because the majority of local residents and businesses stand to benefit economically and, in the longer term socially, from the Project. Importantly, the Proponent will need to demonstrate commitment to responsible environmental stewardship to ensure ongoing support from those currently supporting the Project, and to win support from those who are currently concerned about the potential environmental impacts of the Project.

Similarly, there appears to be some work to be done on the part of regulatory authorities to win over the confidence of community members who are critical of the supervision of the existing lease conditions.

5.3 Traffic Management on the Mainland

During the SIA consultations, a number of stakeholders expressed concern about the impacts of related traffic and noise at Yeppoon and Rosslyn Bay, with the transport of workers including the added pressures that additional buses, taxis, cars and car parking at the Rosslyn Bay Marina. They would like to see the Proponent identify a traffic management strategy to work out how people will get safely to and from the Island.

One stakeholder recommended a mandatory bus service (which circulates around the Rockhampton/Yeppoon/Emu Park areas), be provided for employees. Other stakeholders recommended additional options for housing workers during construction should be considered.

Although concerns were raised that if night ferrying was required (for night shifts), that there may be noise issues with the ferry, and night boating risks, the Proponent has advised that no night work is proposed.

The fact that the Proponent proposes green energy solutions and acceptable waste management solutions was welcomed, but concerns remained regarding the presence of increased vehicles on GKI. Residents in particular raised concerns about the possibility of more vehicles on the Island. There was concern there would be some bush bashing. There was also concern about vehicle noise and danger to pedestrians. There was also the issue of road kill associated with vehicles. There was concern that the proposed marina was at a distance from the proposed development of villas associated with the golf course that would require vehicular transport between the two. The Proponent advises that only electric vehicles will be used.

There was a view put forward by some that only public transport should be allowed on Lot 21 and that no private vehicles should be able to move beyond the fisherman’s beach area. There was concern about vehicles associated with services and infrastructure and

that these would inevitably be travelling across the Island. The Proponent advised that only electric cars will be permitted.

A Traffic Management Plan is being developed that will ensure that traffic issues are managed.

5.4 Workforce Impacts

The Proposal is expected to create jobs throughout the region directly and indirectly during both construction and operational phases. Significant employment opportunities will arise as a result of this Project. Given that, as at September 2010, 6.5 per cent of the 'Rockhampton Region' labour force was unemployed compared to Queensland's average unemployment rate of only 5.6 per cent (Foresight Partners, 2011), significant social benefits will be provided to the local, and to a lesser extent, regional communities. Additional benefits may include the creation of greater job opportunities for school leavers which would provide incentives for them not to leave the area.

However, in view of the current excess capacity in the existing local construction and tourism services workforce, as discussed above, and in the context of other development projects with an estimated 46,000 jobs being created between now and 2015, as outlined in Chapter One, we would not anticipate any relatively significant negative workforce impacts as a result of the GKI project.

The Proponent will undertake comprehensive workforce planning including the development of detailed recruitment and training strategies, in consultation with local authorities and service providers.

As noted above, where skill sets are not readily available some recruitment for specific construction skills sets may need to take place outside of the region, particularly in the shorter term. This is likely to be necessary to some extent also for the operational workforce, in particular the 33% that will be made up of managers, professionals and trades. The extent to which this will be necessary will depend somewhat on the competition that arises for this labour from the significant other development projects taking place in Central Queensland. Seasonal fluctuations may enable part employment of a more itinerant workforce during peak times, such as backpackers. Whilst that may impact on local work opportunities, it may also have positive benefits in bringing travellers, particularly international travellers, to the region for extended stays.

Unemployment has trended down slightly in the region in the year to May 2011, however in the areas immediately adjacent to Great Keppel Island, and for the region as a whole, unemployment has remained consistently above the State average (see further at Social Baseline, above). Community consultations with key stakeholders also indicated that there may be excess labour capacity within the region, including the construction industry. As such the Proponent's Workforce Plan will include a recruitment policy that gives preference to local unemployed workers, and other local workers in the first instance.

Duration of unemployment regionally (Capricornia average 23 months) currently sits just above the national average (22 months)³. This further suggests an untapped local labour

³ DEEWR, Labour Market Information Portal, Employment Service Area Data accessed 19 July 2011, available at: <http://www.deewr.gov.au/lmip>

source of longer term unemployed that could be utilised through re-training or up-skilling. Of the 485 FTE expected for the operational workforce, 66% are composed of service workers, clerical and administrative workers, drivers and machine operators and labourers - occupational categories generally requiring less formal or onerous qualifications, again suggesting that much of the employment could be sourced locally, particularly over the medium to longer term.

The proposed Workforce Plan will also be consistent with the objectives of the Generation One *Skills and Training for a Career discussion paper 2011* (<http://generationone.org.au>), to support Indigenous people into employment through providing real positions, training design, workforce strategies and providing workplace mentors. The Proponent will ensure that long term targets are established for Indigenous employment as part of the Workforce Plan for GKI Resort Revitalisation Plan.

In addition the Proponent's workforce planning will incorporate an equal employment opportunity policy, to ensure consideration is given to strategies that create employment opportunities for women, people with a disability and other minority groups. This, along with a preference for local employment, will support local aspirations expressed in community consultations.

5.4.1 Poor behaviour related to alcohol

Most stakeholders consulted were concerned about the management or avoidance of poor behaviour related to alcohol consumption and drug use by workers during both the construction and operational phases of the Project. To mitigate this risk the Proponent will implement an Alcohol Policy and Drug and Alcohol Management Plan for the construction period and operational phase of the Project. This Plan will include:

- No Alcohol policy for workers on site, including randomly breathalysing employees prior to commencing work.
- A Plan for sufficient security and regular security patrols once the Resort is operational.
- Ensuring staff employed in these positions:
 - are mature with good reputations
 - have professional uniforms
 - have training programs which include communications skills and de-escalation techniques. (Note: The Water Police have indicated a willingness to assist with this training.)
 - have a 'no alcohol policy' written into employee contracts that is policed by both the construction and Resort Management.
- Ensuring that Resort Management commit to the Safe service of alcohol. E.g. staff dismissed when not adhering to safe alcohol service.
- A code of conduct into all contracts with construction workers.
- Limiting the amount of alcohol allowed to be consumed after work while residing on Island workers camps or accommodation facilities.

- Creating an employee incentive/rewards system based around both technical achievements on the job and modelling positive behaviours.
- Implementing a communications strategy for the local community to ensure that the GKI project values, actions and achievements are consistently and openly relayed to the community, to create positive relationships and allay such fears.
- Encouraging employee participation in local community and sporting groups and events, in particular for construction crews or other employees that may be new to the region. For instance flexibility with work hours, provision of transport, fostering promotion or sponsorship of such groups in the workplace.

Any actions to mitigate such risks will be taken in line with what may be standard comparable practice elsewhere in industry. For instance, dry workers camps are not recommended as they would be a prematurely punitive measure and may only exacerbate such behaviours in other locations. Establishing a code of conduct, striving for best practice in security or safe alcohol servicing, and modelling and rewarding the demonstration of the values and behaviours of the GKI Project will be sufficient. Positive rather than punitive based mitigation actions would also present fewer barriers to a broad based and inclusive recruitment process.

5.4.2 Worker Fatigue Management

A significant health and safety issue is worker fatigue management. In the event that workers are to be ferried to and from the Island for work, concern was raised with the long work day and commute, specifically if the shifts were 10-12 hour shifts. The Proponent will implement a Fatigue Management Plan.

5.4.3 Opportunities for employment and training

The Department of Employment, Economic Development and Innovation (DEEDI) was particularly interested in the Project in terms of opportunities for employment and training, and is interested in playing a part with assisting unemployed job seekers. Target groups include young people, mature workers, Indigenous people and the long term unemployed. DEEDI would like to see priority of employment given to first unemployed locals, and then locals.

The Department administers employment schemes and identifies skill shortages, and is keen for liaison regarding employment and training opportunities with the Proponent. Where the Proponent is able to identify skill shortages, DEEDI is able to develop and provide training in both construction and hospitality to unemployed job seekers.

DEEDI would like to see the successful building contractors encouraged to discuss employment options with the Department. The Regional Manager Operations, Central Queensland, Employment and Indigenous Initiatives, in DEEDI would like both the Proponent and any contractors to provide a list of the types of skilled workers required, so the Department can pre-train potential employees.

Department of Communities would like to see:

- Workforce encouraged to utilize housing in the community;
- Preference given to local business;

- Provide opportunities for employment for women. For example the scheduling of the rosters so that some shifts fit in with family commitments; and
- Provide career pathways from the high schools and TAFEs into the Resort.

The Proponent will work with the relevant State agencies when developing its recruitment strategies, and broader Workforce Plan, in order to articulate the employment pathways for the various skill sets required and to scope the training requirements for potential employees. The staggered construction schedule in particular would offer opportunities for training and apprenticeships within the construction industry locally, if supported through government, group training or other providers, through a structured program. Similarly traineeships and apprenticeships in the hospitality industry could be formed in partnership with local education and training providers on a more long term basis.

5.4.4 Student work placements

DEEDI identified the possibility for tourism, sustainability and business students from Central Queensland University to participate in the Island development with student work placements. Furthermore, it sees opportunities for student work placements in both design and construction of the Resort. For example, the cooperative engineering program enables student industry placements for the last 6 months (paid at half salary) of their 4.5 year degree. The proposed Workforce Plan will capture these aspirations.

5.5 Impacts of increasing population related to Resort Expansion

The proposed concentration of human activity in limited areas of the Island is an acceptable way to manage the social impacts of a larger population on the Island. Generally speaking concerns relating to increased population on the Island were limited to potential environmental impacts; however, there was also concern about ensuring that visitors are concentrated in limited areas to ensure that the majority of the Island remains peaceful.

5.6 Maximising Potential Economic Impacts

The development and implementation of a Local Procurement Plan including a Local Procurement Policy by the Proponent and its contractors will be important to ensuring that potential local economic impacts are realized. DEEDI advises that the Proponent might also investigate the use of the industry capability network to assist in identifying potential local suppliers of goods and services.

Existing business owners on GKI are generally very optimistic about the proposed development and its potential benefits for their businesses. They say they are simply holding on until the development goes ahead and most are currently operating at a loss. The SIA Consultants conducted a number of meetings and workshops with local business people on the Island, at Yeppoon and in Rockhampton. There is a clear sense that there is a lot at stake for these business owners. However, it is not clear that those on GKI have fully thought through the changed commercial environment in which they will be operating in the event that the development does go ahead, or whether they have considered that new business people may be attracted to the Island with its redevelopment, so creating added competition.

Similarly it was evident that some Yeppoon business people would benefit from support to form strategic links with the Project and so be more optimally placed to take up commercial opportunities. Discussions with industry groups confirmed that the local business communities are generally accustomed to a commercial environment that is relatively stable. There is opportunity to improve the “capacity to respond” of local businesses through improved engagement and industry support.

5.6.1 Potential for loss of trade for business

Several Government stakeholders voiced concerns about the potential for fly-in/fly-out tourism and the impact this might have on the local Rockhampton and regional economy. The concern is that if the proposed airstrip involves direct flights from Brisbane or Sydney, the Central Queensland area could suffer from a loss of traffic through the area via Rockhampton Airport. There was also concern expressed for businesses currently operating on the Island, and the impact that the new retail shops may have on them. The Proponent advises that any future air traffic coming into GKI would be incremental to the current traffic coming through Rockhampton Airport and that those who are currently flying into Rockhampton are not doing so to then make their way to GKI. Therefore, there is no basis for the concerns. Rather it is expected that these businesses will benefit from additional trade.

5.6.2 Collaboration with CQ University

Central Queensland University has a large research interest in Clean Energy, and may be able to offer The Proponent advice in this area. DEEDI also has grant money available for ‘researchers in business’ (researchers working in business researching clean energy initiatives) which the Proponent could investigate. This initiative would enable the Proponent (if interested in employing a researcher to investigate clean energy initiatives), to access funding for 50 per cent of the researcher’s wages.

5.6.3 Linkages with other tourism products

A number of Island residents, the Capricorn Tourism and Economic Development Ltd and others, mentioned that they would like to see a “Great Walk” on GKI and that it be linked in with the national “Great Walks” program.

5.6.4 Increased Rates and Charges

If the Resort is redeveloped, some landholders expressed concern that rates and charges would increase and make retirement on the Island unaffordable. Some asked would they be able to keep their existing sewage, water and power arrangements (and so avoid increased rates and charges).

These residents proposed that the “18 Club”, (ie the existing 18 freehold landowners), be entitled to certain concessions until they die eg free electricity and fixed rates. They said they felt this would be fair compensation for the disruption that they were anticipating construction would bring including security, alcohol-fuelled violence and keeping tourists away.

5.7 Access to Lot 21

Fifteen per cent of those polled by Newspoll indicated that they are against part of the Resort being built over the old sheep station in the centre of the Island (which comprises part of the Lot 21 lease area); while 17% indicated that they are against the construction of a marina on the Island.

Those interviewed who support the Project proposal in its current form argue that 16 of the 18 Keppel Islands are currently National Park. Those who support the proposed development on Lot 21 either maintain that those sections of Lot 21 likely to be affected by the re-development are already degraded and that “there is nothing to see” on it, or support it because they are satisfied with the developer’s argument that unless all components of the current proposal for Lot 21 are approved, the redevelopment of the existing Resort is not commercially viable and will not go ahead.

A number of those interviewed made reference to a study undertaken by the Department of Environment and Resource Management (DERM) “Most Appropriate Use Study” recently undertaken during which many Island residents expressed the view that Lot 21 should be classed as a conservation zone. There was skepticism about whether the results of that or other studies are taken seriously by governments. All locals were involved and consulted in the 1995 DCP planning process. Town planning issues are addressed elsewhere in the EIS.

There are a number of issues relating to Lot 21 that raise concerns for some of those stakeholders consulted: ongoing public access, land tenure, loss of natural heritage values (discussed below), and stewardship.

Ongoing public access to lot 21

A number of those consulted are concerned that if the Proponent is issued with a lease over Lot 21 that the public will no longer have access to this area, including to walk through the area and access beaches via this area. Current access to and around Lot 21 is very difficult with steep tracks which means that only persons of a good level of fitness and ability are able to experience the area.

The Proponent advises that, as a result of the GKI Resort Revitalisation Plan, access around Lot 21 will be greatly improved and made available for persons of all ability including the disabled and children. Tower Holdings also advises that it is envisaged that the golf course will be open to members of the public; however, there would be a fee. The roads around the villas would be publicly accessible; however, the villas themselves would be private. The villas will be tourism-based and will be able to be leased by the public.

Public ownership and land tenure

Many of those consulted consider Lot 21 to be part of the national estate and want it to remain in public hands. Lot 21 is currently owned by the Queensland Government and will continue to be owned by the Government if the Project proceeds. The proposed GKI Resort Revitalisation Plan is not proposing to convert the Lot 21 lease into freehold land. Lot 21 has been the subject of a private lease since 1866 and continues to be privately leased today. The Lot 21 lease agreement contains a clause requiring public access to be provided. The proposed GKI Resort Revitalisation Plan intends to retain this clause.

5.8 Impacts on Housing and Accommodation

Throughout the eleven year construction period of the proposed GKI Resort Revitalisation, it is anticipated that an average of 350 (per annum) construction workers would be employed to work on the Island. Tower Holdings is at present proposing that construction workers will be ferried to and from the Island where possible and practical, and that some construction workers will be accommodated on the Island. However, there was a clear aspiration by accommodation providers on GKI itself that workers be accommodated and fed on the Island and that this would provide an alternative income for them in lieu of holiday makers which will be unlikely to access the Island during construction. As mentioned above, most have been operating at a loss since the former Resort closed down and are only staying open in an anticipation of an improvement.

As discussed above, the construction and operational workforces will likely be largely sourced locally and there is capacity to accommodate construction workers on the Island. With this in mind, and given the existing softness in the real estate market, it is not expected that there will be any significant impact on local rental and housing costs on the Mainland as a result of construction or once the Project is operational. There is some tightness in the local real estate rental market, but this is not expected to be significantly impacted by the Project because of the option for itinerant workers to be accommodated on the Island.

5.9 Impacts on Vulnerable groups

The terms of reference for the SIA require an assessment of the potential impacts on vulnerable groups. It is not anticipated that any particular group (such as women, youth, the aged, Indigenous people or the aged) is vulnerable to potential negative social impacts in relation to this proposed development. As mentioned above, the Proponent's Workforce Plan will include targets for vulnerable groups including youth, women, the disabled and unemployed.

In relation to disabled groups, it is likely that disabled access will be improved.

There was concern from the disabilities sector that there was presently no mention of disabled access in the building design, although it was noted that the buildings are only at concept stage. The Proponent advises that Design for Access and Mobility is a requirement of A51428.

5.10 Impacts on Yachters

Members of the Capricornia Cruising Yacht Club (CCYC) are concerned that if the Proponent builds a marina, they may not be allowed to anchor at Fisherman's Beach. CCYC members do not want to be prevented from free anchorage on any of the beaches. They are concerned that if the runway is extended they may be prohibited from anchoring at Long Beach.

The Proponent advises that the proposed GKI Resort Revitalisation Plan does not intend to restrict anchoring rights around Great Keppel Island. The proposed marina will be available for use by the general public and local boat owners will be welcome. If private

boat owners do not wish to use the marina and would prefer to anchor around the island, the Resort will not restrict any of these boat owners' rights.

5.11 Impacts on GKI local visitors

All those consulted, including the Capricorn Tourism and Economic Development Ltd, stressed the importance of locals having continued full access to the Island. Aspirations for public access also related to the marina which some took the view that it should be a public facility.

Some of those consulted said they hoped that the GKI Resort Revitalisation Plan would result in more events and opportunities for community participation, such as "catch and release" fishing competitions and yacht races.

5.12 Impacts on Youth Homelessness

DEEDI Officers expressed concern that the development may impact on youth homelessness which is an issue in the area. The concern is that parents successfully achieving employment on the Island may increase the risk of children leaving home and living on the streets. The SIA team considers this to be a minor risk, but something that should be monitored.

The exact number of homeless persons in the Region is difficult to accurately measure. There are agencies within the Region such as the Salvation Army and Anglicare which provide assistance, including crisis accommodation, temporary housing, financial assistance, meals and counselling to those experiencing homelessness. According to the Counting the Homeless Report (produced by the Australian Institute of Health and Welfare, 2006) Brisbane's rate of homelessness is 45 per 10,000 people. Fitzroy Statistical division (which includes Gladstone, Rockhampton and Mt Morgan etc.) had a number of 1941 homeless persons (rate of 103 persons per 10,000). The rate of homelessness for the Rockhampton city area at 69 (per 10,000) is higher than Brisbane's, and the same as Queensland's average (Rockhampton Regional Council, 2010).

5.13 Impacts on Social Infrastructure

Law and Order

QPS Yeppoon advised that in their view the construction and operation of the Resort is unlikely to impact on police resources for both GKI and the mainland. While there may be an increase in calls for police to the Island, though it is not likely to be a dramatic increase. It is anticipated that the major issues on the Island, once the Resort is operating, will be missing persons, assaults, sexual assaults, theft and drunk and disorderly behavior.

Yeppoon QPS requested that a room on the Island be assigned for police interviewing and the taking of statements when required and that a vehicle be made available for Police to be able to travel around the Island to investigate crimes and obtain evidence when required and where required, a room available for police to stay. A full map of the Island which shows all development on the Island was requested to be provided to Police.

It is the view of Queensland Police Service (QPS) that increased Police presence can reduce the likelihood of bad behaviour. Experience has shown that by providing increased police presence; security workload on the Island can diminish, less desirable clientele (and their ensuing poor behaviour) are likely to be attracted to the Island, and there is an increased satisfaction of families with regard to safety on the Island.

Several stakeholders would like to see the Proponent investigate models of police presence on GKI. For example some Islands in the Whitsundays, have two officers go over to the Island for a couple of days every month. Officers cited Hamilton, Frazer, Moreton and Magnetic Islands as being a great example of models showing how an established police station/office on an Island can reduce crime and misbehavior.

Provision of office space and/or land (for Police use) may need to be considered by the Proponent. Further negotiations with QPS would also need to take place. QPS would also like to see the establishment of a Police Liaison person on the Island who would communicate directly with a Police Liaison Officer within the QPS.

Queensland Health

The District Executive Director of Clinical Support Services (Central Queensland Health Service District) advised that for both the construction and the operational phases of the Resort, the current health facilities both on the Capricorn Coast and in Rockhampton will have no problems coping with the influx of employees. Central Queensland Health Service District expect that the only health services likely to be impacted by the Project may be drug and alcohol services (pers comm The District Executive Director of Clinical Support Services).

The main area of concern is in relation to the intended Health Services on the Island during the construction and operational phases. The Department's view is that, for both construction and Resort operation, Tower Holdings will require an onsite emergency response for immediate assessment, and triage for accidents and emergency. Tower Holdings should consider having a primary health care centre, employing a nurse full time, and potentially having a GP (from the mainland) working during times of peak

operation. Any proposed primary health care centre would need to be designed and maintained in a manner allowing enough space for its intended employees to function well, therefore the District Executive Director recommends having at a minimum a nurse's room and an additional consulting room provided.

The intended upgrade of the GKI airstrip saying it is "critical knowing that the airstrip is big enough to take a fixed wing aircraft or large helicopter for aero medical retrieval."

Given that the Project is unlikely to result in a significant increase in population in the region, it is not anticipated that additional health related social infrastructure will be required on the Mainland.

On GKI itself, it is anticipated that the significant increase in population will trigger an increased need for at a minimum health services. These are addressed below in relation to health services, education services, policing, emergency services and social services.

5.14 Community Safety

Fire and Rescue

The SES indicated in consultations that that it would expect to be offered use of a stand-alone building on the Island paid for by the Proponent with training facilities, self-contained accommodation for trainees and trainers, and a garaged area for vehicles including quad bikes and a rescue boat. SES advised that it would like to be involved in the design of this building and that their input should occur as soon as possible.

Queensland Fire and Rescue

Queensland Fire and Rescue (QFRS) outlined that the proposed development would pose a medium to high level fire risk, particularly as the Island is fairly vegetated, can easily dry out and the south-easterly winds can blow fires easily. To mitigate risks of fire on GKI, QFRS departmental officers recommended that the proponent set up a private industry brigade which consists of staff who would be trained by the Department, though the Resort would remain responsible for the purchase and maintenance of appliances.

QFRS departmental officers also outlined that an average response time of 14 minutes should be the goal and the Emergency Services hub locale should be considered in order to meet this target. These proposals would be included in the Emergency Response Plan.

Yeppoon Coast Guard

The construction stage of the proposed development is not expected to impact upon the resources of the Yeppoon Coast Guard, however once the proposed Resort is operating, it is expected to increase the number of trips the Coast Guard will need to make to the Island.

Although the Yeppoon Coast Guard is a volunteer organisation, it does receive funding from the State Government for fuel and vessel maintenance etc. The Yeppoon Coast Guard indicated that even now the Coast Guard does not receive adequate funding, and therefore the Coast Guard would struggle to cope with the increased workload as a result of the proposed development on the Island.

Marine Safety

Concerns were raised by kayakers for their ongoing safety resulting from greater marine craft activity around the Island. Safety as an issue was also raised in relation to inexperienced sailors from further south skipping large boats and coming north to GKI. Kayakers said that they have had reports of yachts being run into by motor boats and motor boats and yachts travelling too fast for the conditions and not coping with the shallow water, shallow channels at low tide and obstacles.

It was suggested that the Queensland Water Police should have a permanent mooring at the proposed marina.

Concerns in relation to safety around the proposed marina were also raised because of the shifting channels and because at low tide when there is a north east breeze the area around the marina is not safe.

Marine Safety Queensland (MSQ) believe that with increased activities associated with transporting people and equipment to the Island will require them to have a greater presence in Rosslyn Bay, including in order to increase the number of random inspections of commercial vessels on GKI. MSQ would expect that planning for these inspections will be done in consultation with the Resort. MSQ will require fuelling facilities, lighting and navigational aids.

MSQ believe a demand for additional resources may be required because of the Resort development on GKI and other projects in the Gladstone area. MSQ relies on its enforcement partners (police, boating and fisheries) to provide services or alternatively MSQ will require more staff. For monitoring of compliance, MSQ would expect an additional Maritime Safety staff member from when construction commences, with the possibility of another staff member when the Resort opens.

MSQ requested that the Proponent keep the community well informed and ensure that MSQ is also notified, for example, about time frames, work schedules, and anticipated impacts for each key stakeholder.

Disaster Management and Emergency Planning

Emergency Management Queensland (EMQ) advise that they are of the view that an additional level of service will need to be provided to the Island as a result of construction of the Project, and suggests that the construction workers have their own first responders. EMQ advise that the construction company have a nurse on site during construction.

An additional level of service will also be required on GKI as a result of the operational phase of the Project. EMQ suggests that the Resort will need to have its own medical staff.

Community and emergency services consulted recommended that the Proponent have a robust disaster management plan in place, including an evacuation plan for natural disasters. EMQ would like to see details of where people will be marshalled in a fire, and what vessels they would use to evacuate people in the disaster.

QPS recommended that the Proponent become involved with the Local Disaster Management Group (chaired by the Rockhampton Regional Council Mayor) and annual

search and rescue exercises involving the Police, the Coast Guard, and the State Emergency Service.

Other issues identified include:

- Transport of emergency crew and firefighting appliances from the mainland - It was outlined that there is no way of getting either emergency crew from the mainland to the Island in any short period of time. Currently and in the past there has been a reliance on local ferries or the police boat to get across (these options are not always available when issues arise). Furthermore there is currently no way for firefighting appliances to be taken to the Island, (although at times in the past, a barge has been used to transport appliances to the Island from Rosslyn Bay).
- Transport of emergency crew and police from the mainland to the Island when the Water Police or Coast Guard is not available.
- Currently and in the past, evacuations of ill or injured patients has been problematic. The bays near the beaches are shallow, and it is difficult get evacuees to the boat. The proposed wharf will be valuable in mitigating this issue.
- Emergency Response delays. Several stakeholders mentioned that when weather conditions deteriorate, it is not always possible to get to GKI by boat, helicopter, or by plane with the runway the way it is. Emergency Management Queensland would like to see The Proponent put nurses and a medical centre on GKI, and would like to see them consider having a Doctor in times of high occupancy like school holidays.

Department of Community Safety

The Department outlined that the numbers of workers proposed during construction or operation of the Resort are not likely to be a problem for Departmental resources, and will have little impact on the current social network around Yeppoon and Rockhampton areas, however services on the Island may require attention.

6 Potential impacts and Social Values

6.1 GKI Resident Values

Consultations as part of the Community Engagement Program and the SIA, identified a range of Social Values held by the various sectors of the impacted communities in association with GKI and its potential development.

In relation to residents of GKI itself, the following characteristics of the Island are highly valued:

Natural

- Pristine
- Preservation of Island as is
- Wildlife and Nature
- The Naturalness of the Island
- Turtles
- Nature lovers love it
- Topography
- Mountains, beaches and hidden valleys
- Iconic values, the views and vistas
- Unpolluted night skies from lighting
- Unique

Lifestyle

- Relaxed
- Freedom
- Quietness
- Seclusion
- Not Hamilton Island
- Solitude
- Quiet nights
- No traffic
- No jetskis
- Peaceful
- You can get away from the noise
- Concentrated development in one area
- Balance of energy places and quiet places

Human values

- "Respect" came up throughout the focus group discussion as an important value in a number of contexts
- Egalitarian nature of the Island
- Always open to everyone
- Diversity

Activities

- Swimming beaches
- Enjoyment
- A lot to explore
- Family getaways
- Range of things to do
- Safety

6.2 GKI Visitor Values

In a GKI Visitor Survey undertaken in 2003, visitors to GKI were asked questions about those aspects of GKI they found most appealing and what improvements they think could be made to make the area more enjoyable for visitors. Visitors were also asked to rate their satisfaction with a number of aspects relating to their visit to GKI.

In relation to appealing aspects, the beach/water was identified as the most appealing aspect of GKI (41 per cent). Other commonly mentioned appealing aspects were the relaxed feel (18 per cent), the weather (15 per cent), and the natural beauty (14 per cent).

At the time, the most popular activities were visiting/swimming at the beach (90 per cent), drinking/eating at a hotel/restaurant (63 per cent), diving/snorkeling (52 per cent) and bushwalking or visiting the National Park (43 per cent).

When asked about improvements they would like to see to make GKI more enjoyable, visitors said they were generally happy with GKI as it is. The most common suggestions were to have more or cheaper food/coffee options (12 per cent), improve or update accommodation and accommodation facilities (12 per cent) and for more/better/larger signage (10 per cent).

GKI visitors placed most value the quality of beaches, weather during the visit, cleanliness of the beaches, scenery and wildlife, and the natural appeal/atmosphere that GKI has to offer. Visitors were less satisfied with the range of restaurants, price of tours, signage, accommodation quality, and the value for money in GKI restaurants.

6.3 Community Values of the Rockhampton Region

Rockhampton Region's Draft Social Plan (2010-2015) attributes the strong sense of local pride and identity across the Region to the richness of local leadership, with people working hard to ensure local history is not forgotten, icons and items of importance are protected and that events and celebrations that bring people together continue. This work strengthens community identity, spirit and pride and builds social capital.

In three rounds of community engagement undertaken by RRC for the draft Social Atlas (2010) community values (for the Rockhampton region) identified included:

- Community spirit
- Lots of things to see and do
- Laid back feel
- Clean
- Fantastic weather and climate
- Proximity to other town centers
- Ease of access to major facilities
- Quiet lifestyle
- The beach and country lifestyle
- Beauty of the region
- Range of activities for all ages
- Community connections
- Sense of community

- Size of community and socio-economic mix
- Country living near a major service center
- Various community events

In relation to potential impacts on community social values as a result of construction workers choosing to locate to the region for the period of construction, as the region has already experienced a substantial inflow of construction workers related to other major projects, this is not expected to affect community values.

6.4 Social Values and the Project

In all respects, providing that the perceived potential negative environmental impacts do not materialize, the proposed GKI Resort Revitalisation Plan is consistent with community values, both of residents, visitors and those of members of the surrounding, adjacent communities.

Satisfactory management of workforce behavior will also be important to ensuring maintenance of social values.

While the existing GKI community has experienced some division in relation to the proposal, it is hoped that this will abate once the development is approved.

7 Cumulative Impacts

The potential cumulative social impacts resulting from the GKI Resort Revitalisation Plan are likely to be negligible. While the GKI Resort Revitalisation will be important to the local and regional struggling tourism industry and construction industries, in terms of the cumulative impacts on population, workforce, accommodation, housing, and use of community infrastructure and services, in cumulation with other proposals for resource development projects in the area (as outlined in Tables 3 and 4 above), the impacts of the GKI Project will not be significant. While there is some overlap of the proposed Project in terms of construction time frames, this will not alter the magnitude or nature of potential cumulative impacts.

The Rockhampton Regional Council and CTEDL are actively campaigning for further investment in the region of the kind that the GKI project represents. Together they have released the Rockhampton Region Investment Brief, highlighting the competitive advantage of the region. As noted by CTEDL:

Steady population and industry growth in the resources, manufacturing and primary industries sectors are supported by a wide range of retail, health and education services that also support the broader Central Queensland region.

The Rockhampton Region has well designed modern housing estates, strategically planned commercial and industrial precincts for your business, excellent schools and recreational facilities and a wonderful climate offering some of the best liveable communities in Queensland.⁴

In our view, overall, this Project is dwarfed by the numerous larger projects identified earlier in this Report. In a landscape where there are currently 91 billion dollars' worth of development projects proposed for Central Queensland, requiring an estimated 46,000 workers, we would not expect the GKI Project to contribute significantly to the potential cumulative social impacts of development in the region.

⁴<http://www.capricornenterprise.com.au/>

8 Mitigation Measures and Management Strategies

For identified social impacts, the following social impact mitigation strategies and measures are proposed:

A Workforce Plan will be prepared by the Proponent and/or contractors that will include:

- Recruitment strategies, incorporating policies on local employment preferences, equal employment opportunities, youth and Indigenous employment; and
- Training requirements, including articulating the various career pathways and identifying the training needs in order to provide local opportunity and source the required workforce.

This will be done in consultation with the relevant state authorities, such as DEEDI, and local education and training providers in order to identify those areas in which opportunities may exist to craft structured programs, such as for the long term unemployed, or for traineeships or apprenticeships in particular for young people and high school leavers.

This would also include partnering with and/or supporting local communities and organisations in order to promote the GKI project commitment to equal opportunity and a diverse local workforce.

In crafting targeted, effective recruitment campaigns and successful long term training-to-work strategies; and inviting involvement and contribution in the project itself where possible, whether that is for instance in mentoring for local employees or inviting new resident employees into the local community life.

Once recruited, the Proponent will ensure that appropriate Human Relations Management policies are put in place which will ensure appropriate worker behaviour, including alcohol and drug management. A Fatigue Management Plan will also address potential health hazards associated with fatigued workers travelling to and from the workplace.

A Traffic Management Plan will also mitigate and manage noise and traffic issues raised as concerns by local GKI residents and those on the Mainland near Rosslyn Bay.

Local businesses would be supported through capacity-building and quality engagement between the Proponent and/or the Proponent's contractors, as well as through the adoption of a Local Procurement Policy and design and implementation of a Local Procurement Plan.

In relation to housing and accommodation issues, no special mitigation or management strategies are required. Use of GKI accommodation and meals services for construction workers is encouraged.

Given the demographic changes in the profile of the region and the associated sufficiency of current social infrastructure, particularly health and welfare, education, policing and emergency services, we do not see any requirement for additional measures or investments, other than in relation to emergency and safety services. Additional measures and investments will be covered in the Emergency Response Plan.

The Proponent has not undertaken any specific consultations about acceptance of proposed mitigation strategies and how practical management and monitoring regimes are proposed to be implemented but will continue an ongoing dialogue with the relevant agencies and stakeholders in the development of the proposed mitigation plans and strategies.

Table 25 (overleaf) summaries potential social impacts, both positive opportunities and potential negative risks and the region of influence of such impacts, and summarises the management and mitigation strategies that have been recommended throughout this Report. Where a management or mitigation strategy has been recommended by one or more stakeholder groups consulted, this has also been indicated. Risk levels associated with intervening and not intervening are identified.

Table 25: Recommended Management and Mitigation Strategies

POTENTIAL SOCIAL IMPACT: Risks and Opportunities	POTENTIALLY IMPACTED STAKEHOLDER GROUPS				RISK LEVEL (UNMITIGATED)	RISK LEVEL (MITIGATED)	STAKEHOLDER RECOMMENDED MITIGATION	PROPOSED MITIGATION
	GKI RESIDENTS	STATE AGENCY	REGIONAL COMMUNITY	OTHER				
Impacts are not monitored.	✓	✓	✓	✓	High	Low	Department of Communities requested established CRG	Establish a Community Reference Group
Community division on GKI.	✓	<input type="checkbox"/>		<input type="checkbox"/>	Medium	Low	Quality Proponent Community Engagement	Quality Proponent Community Engagement
Law and order issues construction workers.	✓	✓		<input type="checkbox"/>	Medium	Low		Implementation of appropriate HRM policies
Poor worker behavior associated with alcohol and drug use	✓	<input type="checkbox"/>		<input type="checkbox"/>	Medium	Low	Alcohol Policy and Drug & Alcohol Management Plan	Alcohol Policy and Drug & Alcohol Management Plan
Concern over Government willingness to regulate environmental impact.	✓	✓		✓	Medium	Low		Improved communication, establish CRG
Concern about environmental stewardship	✓	✓		✓	Medium	Low	Appropriate enforcement of relevant lease conditions.	Appropriate enforcement of relevant lease conditions.

Noise, pollution and accidents associated with construction and operational traffic	✓				High	Medium	Traffic Management Plan, use of electric vehicles	Traffic Management Plan
Maximisation of local employment	✓	✓	✓	✓	Low	Low	Workforce Plan maximising training and employment opportunities for local workers.	Workforce Plan maximising training and employment opportunities for local workers.
Training & Employment Opportunities for youth, Indigenous persons, women and the unemployed	✓	✓	✓	✓	Medium	Low	Workforce Plan maximising training and employment opportunities for target groups.	Workforce Plan maximising training and employment opportunities for target groups.
Maximisation of local business opportunities	✓	✓	✓		Medium	Low		Implementation of a Local Procurement Plan
Maximisation of local business take-up	✓	☐	✓		Medium	Low		Capacity-building of local businesses
Worker Fatigue causing traffic accidents.	✓	✓	✓		Low	Low	Fatigue Management Plan	Fatigue Management Plan
Children and youth unsupervised while parents work on GKI	✓	✓	✓	✓	Low	Low	Monitor	Monitor

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Improved community relations and ongoing consultation	✓	✓	✓	✓	High	Low	Establish a Community Reference Group	Establish a Community Reference Group
Emergency and accident response.	✓	✓		☐	Medium	Low	Emergency Response Plan	Emergency Response Plan
Pressure on local rental markets	✓	✓	✓	☐	Low	Low		Accommodation of itinerant workers on GKI

9 The measures taken to advise affected communities of the community impact assessment results

Given the high level of concern about the potential negative impacts of the Project on the GKI ecosystem and surrounding marine environment, it will be important that the Proponent make concerted efforts to provide assurances on the quality of the environmental impact assessment process, and the favourable outcomes of the constraints mapping exercise.

Post EIS public exhibition period

Following completion of the public exhibition period, all stakeholder and community feedback will be reviewed and addressed in the final EIS document. A decision by the Coordinator-General about a future development of the project will be made public via the State Government project website. It is envisaged that the Proponent will provide future updates about the progress and status of the Project in its newsletter publication, website and through representatives of the Project. (See Community Consultation Report).

10 Monitoring

In addition to monitoring the general social impacts of the Project, the following are specifically recommended as requiring monitoring:

- Impacts on the local community at Great Keppel Island in terms of community cohesion and confidence in the developers
- Gaps in service delivery
- Public drunkenness associated with both the construction and operational phases
- Youth homelessness on the mainland associated with parents working on GKI
- Indigenous employment
- Disability access
- Housing impacts
- General impacts that might arise associated with growth
- The effectiveness of any management or mitigation measures

It is not anticipated that there are any issues that are critical and will require close monitoring.

Community Reference Group

In terms of responsibility for impact monitoring, at the present time the Proponent has not established a Community Reference Group. The Department of Communities advises that it believes it would be preferable if the Proponent were to establish such a Group as soon as possible. Similarly, a number of representatives of stakeholder organisations and individuals asked about this.

Our view is that a Community Reference Group should be established. A Community Reference Group is a usual initiative in such a Project, and will facilitate communication between stakeholders and the Proponent and the Proponent's consultants. It would not only provide opportunity for stakeholders to give ongoing feedback into the planning but would also serve as a conduit back into the community and so improve community understanding of the Project and community engagement.

The CRG also has a key role in monitoring social impacts of the Project and compliance with commitments made.

Referencing the Stakeholder Map, the Group should be balanced, ensuring that there is representation from all major stakeholder groups including for example, Council, relevant State Government agencies, recreational users, professional fishers, tourism organisations, Island residents and others.

The Proponent has advised that it will establish a CRG.

11 Conclusion

The GKI Resort Revitalisation Plan will bring much welcomed development to the region and create jobs and economic stimulus for an otherwise depressed region.

While clearly the development process to date has not been always been as smoothly handled as it might, thus creating unnecessary financial and emotional stress for those individuals and businesses whose lives are intricately tied up with the Island, the future appears brighter.

Clearly there is a lot of support for the Project, but there is also a lot of concern, in particular in relation to its potential negative environmental impacts. Assuming that those environmental concerns are misplaced, or that any potential impacts are able to be mitigated, it is likely that the Project will continue to enjoy the widespread support that it currently has in the wider community.

Other concerns in relation to the Project relate to fears about poor worker behavior associated with misuse of drugs and alcohol by construction workers, operational staff and patrons, fatigue management, traffic impacts, emergency response, and other related potential negative impacts. These risks are easily managed and recommendations have been made accordingly.

At the present time there is still some suspicion and concern about the management of the lease areas, and there are doubts that the regulatory authorities are sufficiently vigilant or punitive in ensuring that the Proponent acquits its full obligations under the existing lease conditions.

There are a number of minor potential impacts that may need to be managed and the recommendations for the establishment of a Community Reference Group, the development of a Workforce Plan focusing on a local training and recruitment strategy and of a Local Procurement Plan will provide important management and mitigation tools that will ensure maximization of potential opportunities.

Monitoring of social impacts of the Project by the proposed Community Reference Group should ensure identification of any unidentified impacts, as well as the timely management of potential negative impacts and maximization of potential benefits.

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13 Appendices

Appendix One: List of persons and organisations consulted for the SIA

One on one, or small group interviews - Face to Face			
Rockhampton: 16.2.11 – 17.2.11 Donna Mason and Brittany McKee			
	Stakeholder	Organisation	When and where
1	• Bronwyn Jones – Regional Manager Operations, Central Queensland, Employment and Indigenous Initiatives, Department of Employment, Economic Development and Innovation.	Department of Employment, Economic Development and Innovation	16 February 2011, 2pm – State Development Building, Bolsover Street, Rockhampton
2	• Karen Grindlay – Senior Regional Development Officer, Rockhampton Centre, Regional Development Services, Department of Employment, Economic Development and Innovation.		
3	• Allan Ahmann – Senior Employment Advisor, Employment and Indigenous Initiatives, Department of Employment, Economic Development and Innovation.		
4	• Brian Smith – Area Director, Rockhampton Area Office, Rural Operations, Department of Community Safety	Department of Community Safety	17 February 2011 – Department of Community Safety Building, East Street, Rockhampton
5	• Wayne Smith – Inspector Community Safety Operations, Central Region, Queensland Fire and Rescue Service, Department of Community Safety		
6	• Commander Chris Penglase	Yeppoon Coast Guard	17 February 2011 – Yeppoon Coast Guard Headquarters, Rosslyn Bay Marina, Yeppoon
7	• Brett Bacon - Strategic Manager Planning & Development, Rockhampton Regional Council	Rockhampton Regional Council	17 February 2011 – Rockhampton Regional Council, Anzac Parade, Yeppoon
8	• Senior Sargeant Max Bennett – District Duty Officer, Rockhampton Police District, Queensland Police Service	Queensland Police Service	17 February 2011 – Yeppoon Police Station, Yeppoon
9	• Jessie Obst – Social Planning Officer, Community Development, Rockhampton Regional Council	Rockhampton Regional Council	17 February 2011 – School of Arts Building, Bolsover Street, Rockhampton
10	• Bob Muir - Community Planning & Engagement, Community Development, Rockhampton Regional Council.		
Rockhampton 13.3.11 – 17.3.11 Dr Annie Holden and Brittany McKee			
11	Lyndie Malan –	Island Resident and Business Owner	13 March 2011 – Old Homestead, Keppel

			Island
12	Roger and Kaylene Penrose	Island Residents	13 March 2011 – Roger and Kaylene’s Home, Keppel Island
13	Geoff Mercer	Island Resident and Business Owner	13 March 2011 – Holiday House, Keppel Island
14	Joyce Lorroway	Island Resident and former Island Resident	14 March 2011 – Keppel Haven, Keppel Island
15	Brett Lorroway (son of Joyce Lorroway)		
16	Pete Williams	Island Resident and Business Owner	14 March 2011 – Island Lodge, Keppel Island
17	Carl Svendson	Island Resident and Business Owner	14 March 2011 – Keppel Haven, Keppel Island
18	Bob Hatfield	Traditional Owners - Darambul People	15 March 2011 – Travelodge, Rockhampton
19	Trevor Hatfield		
20	Wayne Hoey	Capricorn Coast Mirror and Capricorn Coast Business Community	15 March 2011 – Capricorn Coast Mirror, Yeppoon
21	Mary Carroll (CEO)	Capricorn Tourism and Economic Development	16 March 2011 - Victoria Parade, Rockhampton
22	Grant Cassidy (Chair)		
23	Deputy Mayor Rose Swadling	Rockhampton Regional Council	17 March 2011 - Coffee House, Rockhampton
24	Evan Pardon - CEO		
25	Councillor Sandra O’Brien (Chair of Environment Committee)		
26	Michael McCabe (Coordinator)	Capricorn Conservation Council	17 March 2011 – CCC Headquarters, Rockhampton
27	Stuart Dunlop		
28	Gerry Christie –	Island Resident	17 March 2011 – CQ Consulting Group Offices, Bolsover Street, Rockhampton
29	Shane Westley	Coastal and Marine Regional Coordinator – Fitzroy Basin Association	17 March 2011 FBA Offices, 80 East Street, Rockhampton
30	Eddie Cowie (Local Controller – State Emergency Service)	State Emergency Service	17 March 2011 - School of Arts Building, 180 Bolsover Street, Rockhampton
31	Gerry Christie (Member of Rural Fire Brigade for GKI)		
Brisbane 11.2.11 Donna Mason			
32	Shaun Halson	Yeppoon Water Police Office	11.2.11 1030 Murarrie Wharf, Murarrie, Brisbane

Focus Groups – Face to Face			
Rockhampton 13.3.11 – 17.3.11 Dr Annie Holden and Brittany McKee			
	Stakeholder	Comment	When and where
33	Geoff Mercer – GKI Holiday Village	Great Keppel Island Business Focus Group	14 March 2011 - Keppel Haven, Keppel Island
34	Gerry Christie – Island Pizza		
35	Karen Christie – Island Pizza		
36	Joyce Lorroway – Resident		
37	Amie Lorroway – Resident		
38	Brett Lorroway – Resident		
39	Raewyn Ramage – Keppel Lodge		
40	Peter Williams – Keppel Dive		
41	Lyndie Malan – Svendsen’s Beach Retreat		
42	Carl Svendsen – Commercial Fisherman		
43	Julie Zerner – Shell Shack		
44	Robert Zerner – Shell Shack		
45	Joanne Pitt – Keppel Haven		
46	Rod Survenson – Svendsen’s Beach		
47	Bob Zerner and sister Julie Zerner – Island Residents		
48	14 March 2011 – Bob and Julie’s home, the Shell House, Keppel Island		
	Stakeholder	Comment	When and where
49	Ginny Gerlach - Cruisability	Yeppoon Business Focus Group	15 March 2011 – CWA Hall, Normanby Street, Yeppoon
50	Hans Helderton - Funtastic Cruises		
51	Di Wallace - Cap on Fire		
52	Ian and Julie Ingram – GKI Security Car Park		
53	John Millar – Part time resident of GKI;		
54	Eslyn Dooley – DEEDI;		
55	Wayne Hoey – Cap Coast Mirror and Capricorn Coast Business Community;		
56	Neil Lethlean – Capricorn Tourism and Economic Development;		
57	Derek Lightfoot – Tropical Pines		
58	Nikita Watts – The Morning Bulletin		
	Stakeholder	Comment	When and where
59	Prue Hinchcliffe – DEEDI	Rockhampton Business, Tourism and Recreation Focus Group	16 March 2011 – Travelodge, Rockhampton
60	Geoff Higgins – Performance People		
61	Joanne Coulter – Fitzroy Canoe Club		
62	Petros Kholesirad – Ultimate IT		
63	Kim Martin – Recreational Fishing		
64	Nathan Johnston – Keppel Bay Sportfishing Club		
65	Krista White – Capricorn Tourism & Economic Development		
66	Mary Carroll - Capricorn Tourism & Economic Development		
67	Ginny Gerlach – Cruisability and Local		

	Marine Advisory Committee		
68	Dennis Bryant – Master Builders Association Central Queensland		
69	Heather Bellett – Capricornia Cruising Yacht Club		
70	Cheryl Gargan – Capricornia Bushwalkers		
71	Jason Pflugst – Environment Land Heritage Pty Ltd		
	Stakeholder	Comment	When and where
72	Chris Skelding – DEEDI, Mines	Conservation Focus Group	16 March 2011 – Travelodge, Rockhampton
73	Colleen Fagan – Divers and LMAC		
74	Leise Childs – Rockhampton Regional Council – Land Protection Development Officer		
75	Amanda Truscott – Capricornia Coast Landcare		
76	Mark Jeffrey – LMAC		
77	Kim Heynen – DERM – Queensland Parks and Wildlife Service;		
78	Michael McCabe – Capricorn Conservation Council;		
79	Bruce Zimmer – Wildlife Preservation Society of Qld Capricorn Coast Branch;		
80	Kaye Gardner – Emu Park Bushcare		
81	Paul Bambrick – Queensland Greens		
82	Shane Westley – Fitzroy Basin Association;		
83	Jeff Kraule – Fitzroy River Coastal Catchments.		
	Stakeholder	Comment	When and where
84	Shane Melkis – Rotary	Community Focus Group	17 March 2011 – School of Arts Building, 180 Bolsover Street, Rockhampton
85	Edward Cowie – State Emergency Services		
86	Gerry Christie – SES		
87	Jilinda Lee – Department of Education and Training		
88	Rebecca Rodger – Spinal Injuries Association		
Rockhampton 30.5.11 – 31.3.11 Donna Mason and Brittany McKee			
89	Mick Cranny – CTEDL	CTEDL Members focus group -	Tuesday 31st May - Travel Lodge
90	Geoff Higgins – Performance People (Business coaching business)		
91	Andrew Beaumont – Local developer		
92	Max Allen – Freedom Fast Cats Owner/Manager (business which operates ferry between GKI and mainland)		
93	Graham Scott – Graham Scott and Associates Engineers Principal (local engineering firm)		
94	Ross O’Reilly – O’Reilly’s Real Estate Principal (Capricorn Coast Real Estate Agent)		
95	Neil Lethlean – CTEDL		
96	Geoff Murphy – J.M. Kelly Group CEO (Large Local building company)		
97	Ben Harte – Flinders Group Manager (Local		

	development consultancy)		
98	Gerry Christie – Island Pizza Great Keppel Island Owner/Manager		
99	Geoff Mercer – GKI Holiday Village		
100	Scott Conaghan – Peter Conaghan Electrical (Local electrician)		
101	Adrian Price – Ted Price Homes (Local builder/developer)		
102	Tony Cumner – Schlencker Surveying Director (Local development consultancy)		
	Disability Groups Focus Group 3 - 5pm: Tuesday 31st May 7.30am – 9.30am: CTEDL Members focus group - Travel Lodge 1pm – 3pm: Retirement Village and Nursing Home Focus Group - Council Arts Building	Invited - Did not attend	Monday 30th May - Fitzroy Room, Library
	Education Groups Focus Group	Invited - Did not attend	Monday 30th May - Travel Lodge
	Retirement Village and Nursing Home Focus Group	Invited - Did not attend	Tuesday 31st May - Council Arts Building

Telephone Interviews			
February – March 2011 Donna Mason			
	Stakeholder	Organisation	When
103	Commodore Heather Bellette	Capricornia Cruising Yacht Club	14.2.11 1100
104	Bob Addison (Manager)	Keppel Bay Sailing Club	14.2.11 12.30
105	Wayne Smith	Manger of community safety, Queensland Fire and Rescue Service (looks after buildings)	14.2.11 9.30am
106	Patrick Downing (Area Dirctor)	Emergency Management queensland (not SES)	14.2.11 9am
107	Graeme Austin or Regional Harbour Master Michael Lutze.	Marine safety queensland	15.2.11 1pm
108	Rod Boddice	District Executive director for clinical support services - Department of Health for the Capricorn Coast (Formally Yeppoon Hospital)	March 2011
109	Allan Briggs, Secretary	Capricornia (BAC) Birds Australia	21.2.11 9am
110	Delilah MacGillivry (Regional director of Community services of sport and recreation), Eric BOARDMAN (Regional Planner)	Fitzroy/Central West Queensland Department of Communities	24.3.11 1pm
111	Esme Coren Principle Real Estate Agent for Yeppoon and surrounding suburbs	Yeppoon Real Estate	May 2011
112	Kevin Doolan	Professionals Emu Park	May 2011
	Gary Muhling (district officer)	Queensland Boating and Fisheries Patrol, Rockhampton, Dept of Primary Industry & Fisheries (DPI&F)	Declined
	Clare Hanratty (General Manager)	Great Barrier Reef Foundation	Declined
	Peta Cook (President)	Capricorn Coast Historical Society	Declined

Appendix Two: List of Service Providers in the Rockhampton Region

Health
<u>Alcohol and Drug Information Service</u>
<u>Alcohol, Tobacco & Drug Services</u>
<u>Alcoholics Anonymous</u>
<u>Allergy and Anaphylaxis Australia</u>
<u>Alzheimer's Association Queensland</u>
<u>Alzheimer's Australia (Qld) Inc.</u>
<u>Alzheimers Australia CQ</u>
<u>Australian Breastfeeding Association</u>
<u>Bidgerdii Community Health Centre</u>
<u>Breastscreen Queensland</u>
<u>Capricorn Coast Branch of Qld Cancer Fund</u>
<u>Capricorn Coast Community & Mental Health Services</u>
<u>Cerebral Palsy League of Queensland</u>
<u>Child and Family Health Services</u>
<u>Childhood Cancer Support</u>
<u>Chronic Fatigue Syndrome & Fibromyalgia Group</u>
<u>CQ Prostate Support and Awareness Group</u>
<u>Family Planning Queensland</u>
<u>Hillcrest Rockhampton Private Hospital</u>
<u>Mater Hospital (Yeppoon and Rockhampton)</u>
<u>MILBI Inc.</u>
<u>Mount Morgan Hospital</u>
<u>Natural Fertility Services c/- Centacare Rockhampton</u>
<u>Palliative Care Information Service</u>
<u>Parkinson's Queensland Inc.</u>
<u>Parkinson's Support and Information Group</u>
<u>Primary and Community Health Services</u>
<u>Queensland Association for Healthy Communities</u>
<u>Rockhampton Women's Health Centre</u>
<u>Sexual Health Service</u>
<u>Sexual Health, HIV and Hepatitis C Services</u>
<u>Survivors of Abortion</u>
<u>Womens Health Information and Referral Service</u>
<u>Yeppoon Hospital</u>
<u>Yeppoon Stroke Support Group</u>
<u>Queensland Cancer Fund</u>
<u>Queensland Cancer Fund – Capricorn Coast Branch</u>
<u>Queensland Reflex Sympathetic Dystrophy Support Group (Complex Regional Pain Syndrome)</u>
<u>Rockhampton District Community and Public Health Centre</u>
<u>Rockhampton District Mental Health Service</u>
<u>Rockhampton Multiple Birth Association</u>
<u>Ozcare (various services – aged, disability, community care and community health)</u>
Aged Care
<u>Blue Care - Blue Nurses</u>
<u>Blue Care Respite</u>
<u>Bluecare - Blue Nursing</u>
<u>Capricorn Adventist Retirement Village</u>
<u>Capricorn Coast Healthy Ageing</u>
<u>Capricorn Gardens Aged Care Facility</u>
<u>Eventide Home Rockhampton</u>
<u>Home Care Service</u>
<u>Home Support Association Inc.</u>

John Cani Aged Care Hostel
Keppel Community Care

<u>Meals on Wheels Rockhampton Inc.</u> <u>Mercy Aged Care Palm Court Respite</u> <u>Mercy Day Therapy and Day Respite Care Centres</u> <u>Mercy Health and Aged Care CQ Ltd.</u> <u>Mount Morgan Blue Care Nursing</u> <u>Mount Morgan Meals on Wheels</u> <u>Safe and Confident Living Program</u> <u>Schotia Place – Rockhampton Senior Citizens Centre</u> <u>Seniors Enquiry Line</u> <u>Stepping Stones Lifestyle Options Inc.</u> <u>Yeppoon Meals on Wheels Inc.</u> <u>Yeppoon Nursing Home</u> <u>Queensland Health Nursing Homes</u>
<u>Ozanam House</u>
<u>QCWA Sunset Lodge</u> <u>Rockhampton Benevolent Homes Society Inc.</u>

Youth

<u>Anglicare Mt Morgan Youth Centre</u> <u>Boys Brigade</u> <u>Capricorn Coast Youth Housing</u>
<u>Central Queensland Youth Justice Service Centre</u>
<u>Child Safety After Hours Service Centre - Dept of Child Safety</u>
<u>Flame Youth</u>
<u>Girls Brigade</u> <u>Girls Time Out - Young Womens Support Service INC.</u> <u>Kids Help Line</u>
<u>Police Citizens Youth Centre</u> <u>VerbYL</u>
<u>Wesleyan Methodist Youth Group</u>
<u>Youth Justice Services</u>
<u>Queensland Youth Housing Hotline</u>

Emergency Services

<u>Adelaide Park Road Rural Fire Brigade</u>
<u>Australian Volunteer Coast Guard</u>
<u>Australian Volunteer Coastguard Association</u> <u>Barmoya Rural Fire Brigade</u> <u>Belmont Rural Fire Brigade</u> <u>Bondoola Rural Fire Brigade</u> <u>Bungundarra Rural Fire Brigade</u> <u>Byfield Rural Fire Brigade</u> <u>Canal Creek Rural Fire Brigade</u> <u>Canoonah Rural Fire Brigade</u> <u>Cawarral Rural Fire Brigade</u> <u>Central Queensland Helicopter Rescue Service</u> <u>Cooberie Rural Fire Brigade</u> <u>Coowonga Rural Fire Brigade</u>
<u>Emu Park Fire Station</u> <u>Emu Park Police Station</u>
<u>Great Keppel Island Rural Fire Brigade</u> <u>Hidden Valley Rural Fire Brigade</u> <u>Jardine Rural Fire Brigade</u> <u>Keppel Sands Rural Fire Brigade</u> <u>Kunwarara Rural Fire Brigade</u> <u>Marlborough Police</u> <u>Marlborough Rural Fire Brigade</u>

<u>Nankin Rural Fire Brigade</u> <u>Nerimbera Rural Fire Brigade</u> <u>North Rockhampton Police</u> <u>Ogmore Rural Fire Brigade</u> <u>QLD Fire and Rescue Service Community Safety Unit</u>
<u>Queensland Ambulance Service</u>
<u>Rockhampton State Emergency Service</u> <u>Rossmoya Rural Fire Brigade</u> <u>Royal Flying Doctor Service Rockhampton Auxiliary</u>
<u>SES Emu Park</u> <u>SES Etna Creek</u>
<u>SES Keppel Sands</u> <u>SES Marlborough</u>
<u>SES Yaamba</u>
<u>SES Yeppoon</u> <u>St Johns Ambulance Australia (QLD)</u> <u>Stanage Bay Coastguard</u> <u>Stanage Rural Fire Brigade</u> <u>Stockyard Point Rural Fire Brigade</u> <u>Tanby Rural Fire Brigade</u> <u>The Caves Rural Fire Brigade</u> <u>Thirsty Sound Coast Guard</u> <u>Wattlebank Rural Fire Brigade</u> <u>Woodbury Rural Fire Brigade</u> <u>Yeppoon Fire Brigade</u> <u>Yeppoon Police Station</u>
<u>Queensland Fire and Rescue Service</u>
<u>Queensland Police Services Regional Command</u> <u>Rockhampton Ambulance Station</u> <u>Rockhampton District Crime Prevention Unit</u> <u>Rockhampton Fire Station</u> <u>Rockhampton Local Ambulance Committee</u> <u>Rockhampton Police</u> <u>Rockhampton Safety House Committee</u>

Childcare
<u>ABC Berserker</u> <u>Archer Street Child Care Centre</u> <u>Athelstane Child Care Centre</u>
<u>Bundara Kindergarten</u> <u>Capricornia North Family Day Care</u> <u>Cedar Avenue Pre-School & Kindergarten (Cedar Avenue Childcare)</u> <u>City Occasional Child Care Centre</u>
<u>Coastal Kids Childcare Centre</u>
<u>Elfin House Community Child Care Centre</u> <u>Emu Park Community Kindergarten</u>
<u>Emu Park Pre School</u> <u>Little Friends Childcare</u>
<u>Mother Goose Childcare & Kindy</u> <u>Narnia Kindergarten & Pre-school Association</u>
<u>Park Avenue Outside School Hours Care</u>
<u>Rockhampton South Kindergarten</u> <u>Skippy's Early Learning Centre</u> <u>Tarumbal Kindergarten and Preschool Association</u> <u>Uniting Church Illoura Child Care Centre</u> <u>Yeppoon and District Kindergarten Association Inc.</u> <u>Yeppoon Preschool</u>

Yeppoon Summerfield's Early Development Centre

Indigenous Services

Aboriginal & Islander Community Resource Agency
Aboriginal and Islander Community Resource Agency - Aged Care Program
Aboriginal and Torres Strait Islander Legal Services Queensland South Ltd
Aboriginal Health Services
Aboriginal Hostels Ltd
Bidgerdii Training Centre
Capricorn Coast Indigenous Mob
Central Qld Indigenous Development Ltd
Darumbal Community Service
Darumbal Community Youth Services INC.

Dreamtime Cultural Centre
Elder Abuse Prevention Unit

Gawula Aboriginal Land Trust
GumbiGumbi ATSI Corporation, Halo House Alcohol Support
HelemYumba Central Queensland Healing Centre
Indigenous Home Ownership Program
Indigenous Housing Services
JuwarkiKapu-Lug Aboriginal and Torres Strait Islanders Corporation Diversionary Centre
Mount Morgan Aboriginal Corporation
Nullooyumbag CQU Indigenous Learning, Spirituality and Research Centre
Saima Torres Strait Islander Corporation Inc.
Woppaburra Aboriginal Corporation
Rockhampton District Aboriginal and Islander Co-op Society

Disability

Access Recreation Inc.

Aged & Disability Services
Capricorn Coast Access Committee
Capricornia Respite Care Association

CarersQld

Commonwealth Carer Respite Centre
Commonwealth Respite and Carelink Centre
Disability Services Queensland - Fitzroy Central/West Queensland Region
Guide Dogs for the Blind
Guide Dogs Queensland
Low Vision Support Group
Queensland Aged and Disability Advocacy (QADA)
Sporting Wheelies and Disabled Sport and Recreation Association of QLD

Queensland Council of Carers

Sailability
Rockhampton Horse Riding for the Disabled Association Inc.

CRS Australia

Endeavour Foundation Rockhampton
Multicap

Churches and Religion

Anglican Catholic Church
Anglican Church - Diocese of Rockhampton
Anglican Church Emu Park
Anglican Church Yeppoon
Assemblies of God South Rockhampton
Assembly of God
Baha'i Community Spiritual Assembly of the Baha'is of Livingstone
Baptist Church
Calvary Lutheran Church
Capricorn Coast Catholic Parish - Mary Immaculate Church Emu Park

Cathedral of Praise
<u>Catholic Diocese of Rockhampton</u> <u>Centacare Catholic Diocese of Rockhampton</u> <u>Christian Community Church</u>
Christian Outreach Centre Christian Science Church
<u>Harvest Family Church and Ministries</u>
Jehovah's Witness
<u>John Knox Presbyterian Church</u> <u>Keppel Coast Christian Fellowship</u> <u>Living Waters Lutheran Church</u> <u>Lighthouse Baptist Church</u> <u>Living Waters Lutheran Church</u> <u>New Beginnings Baptist Fellowship</u> <u>Our Lady Help of Christians</u> <u>Peace Apostolic Community</u> <u>Rockhampton South Uniting Church</u> <u>Rockhampton Wesleyan Methodist Church</u> <u>Rockonia Parish Holy Family Catholic Church & St Maria Goretti Catholic Church</u>
Sacred Heart Church
<u>Scripture Union</u> <u>Seventh Day Adventist Church</u> <u>St Andrews Presbyterian Church and Ministry and Conference Centre</u> <u>St Josephs Cathedral</u> <u>St Marys Anglican Church Mt Morgan</u> <u>St Marys Catholic Church</u>
St Peters Catholic Church
<u>St Stephens Presbyterian Church</u>
St Theresas Catholic Church St Vincents Catholic Church St Pauls Catholic Church
<u>Uniting Church Emu Park</u> <u>Uniting Church Yeppoon</u> <u>Yeppoon Baptist Church</u>
Rock – Harvest Christian Outreach Centre
<u>Rockhampton Baptist Tabernacle Church</u> <u>Rockhampton Churches of Christ</u>
Oasis New Life Centre

Accommodation and Housing

Budaroo Shelter
<u>Family Support Accommodation Service</u> <u>Rockhampton Women's Shelter</u>

Counseling and Support

Lifeline Central Queensland Lifeline Coral Coast Queensland
<u>Lone Fathers Association – Rockhampton</u> Parent Line
Parents and Friends of Lesbians and Gays (PFlag) Relationships Australia Rockhampton Dispute Resolution Centre Rockhampton Rape, Incest and Sexual Violence Centre Salvation Army Capricorn Region Society of St Vincent De Paul Emu Park Society of St Vincent De Paul Yeppoon St Vincent De Paul – Rockhampton Welfare Centre

Salvation Army Central and North Queensland The Salvation Army community Service Welfare The Salvation Army Rockhampton Victims Counseling and Support Service – Relationships Australia Wahroonga Counseling Centre
Anti-Discrimination Commission Queensland
Australian Red Cross
<u>Australian Red Cross - Rockhampton Branch</u> <u>Lifeline Central Queensland</u> <u>Lifeline Coral Coast Capricorn</u> <u>Family Mediation Service - Relationships Australia</u>
<u>Family Relationship Centre</u>
<u>Friendship Program</u>
<u>Gamblers Anonymous</u> <u>Gambling Help Service - Relationships Australia</u>
<u>Legal Aid</u> <u>Dispute Resolution Centre Rockhampton</u> <u>Domestic and Family Violence Court Assistance Service</u> <u>Central Queensland Veterans Support Centre</u> <u>Central Queensland Vietnam Veterans Association of Australia</u> <u>Central Queensland Community Legal Centre</u> <u>Anglicare Central Queensland</u>
<u>Legal Aid</u>
Education, Training & Employment
<u>Adult Literacy & Learning</u>

Multicultural groups and support
Multilingual Communications
Bangladeshi Community
English Corner
Australian South Sea Islander United Council
Australian South Sea Islander United Council Independent Rockhampton and District Inc.
Capricorn Coast Multicultural Group
Local Area Multicultural Partnership (LAMP)

Community Centres and Services
Mount Morgan Community Support Centre
The Hub – Mount Morgan
CQU Community Program
Capricorn Community Radio 4 YOU Inc 98.5 FM
Volunteering Queensland
Youngs Bus Service Rockhampton
Youngs Bus Service Yeppoon
Sunbus Rockhampton

Allenstown State School
Berserker Street State School
<u>Byfield State School</u>
<u>Capricornia Training Company</u>
Cawarral State School
Central Qld Institute of TAFE
<u>Central Queensland Christian College</u>
<u>Central Queensland University Community Program</u>
<u>Community Employment Options</u>
<u>Coowonga State School</u>
Crescent Lagoon State School

Emu Park State School
<u>English as a Second Language</u> <u>Farnborough State School</u>
Frenchville State School
<u>Glenmore State High School</u> <u>Heights College</u> <u>J.A.C.'s Learning World</u> <u>Keppel Coast Schools Guidance Officer</u> <u>Keppel Education Pathways</u> <u>Keppel Sands State School</u>
Kumon Education Centre Lakes Creek State School
<u>Learning Network Queensland</u> <u>Capricorn Coast Volunteer Literacy Program</u> <u>Lighthouse Christian School</u> <u>Marlborough State School</u>
Milman State School
<u>Mount Morgan Central State School</u> <u>Mount Morgan SHS – Special Education Program</u> <u>Mount Morgan State High School</u> <u>Mount Morgan State Primary School</u>
Mount Archer State School
<u>Neato Employment Services</u> <u>North Keppel Island Environmental Education Centre</u> <u>North Rockhampton State High School</u>
Park Avenue State School Parkhurst State School Port Curtis Road State School
<u>Rockhampton Special School</u> <u>Rockhampton State High School</u> <u>School of Today</u> <u>Sacred Heart Primary School</u> <u>St Anthony's Catholic Primary School</u> <u>St Brendans College</u> <u>St Josephs School – Park Avenue</u> <u>St Josephs School - Wandal</u> <u>St Marys Catholic Primary School</u>
St Peters School
St Ursulas College
TAFE
<u>Taranganba State School</u> <u>The Cathedral College</u>
The Caves State School The Hall State School
<u>The Rockhampton Grammar School</u> <u>Yeppoon Sacred Heart Primary and Preschool</u> <u>Yeppoon Secondary Special Education Unit</u> <u>Yeppoon State High School</u> <u>YullaMuna Employment Services</u> <u>Rockhampton Girls Grammar School</u> <u>Rockhampton High School</u> <u>Rockhampton North Special School</u>
Centrelink Budaroo CDEP
Oasis Community Services Ltd.