Volume 2

Chapter 3

Social

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3 Social

This chapter includes an overview of people and communities in the social setting for the project in Tasmania. This chapter is based on information from Technical Appendix F: Heybridge social assessment, which documents the social impact assessment (SIA) completed for the Tasmanian components of the project.

By undertaking an SIA, projects can engage with communities and stakeholders early in the planning process, which can help to build trust and support for the project. SIAs help consider the perspectives and concerns of affected stakeholders.

The EIS guidelines set out the following requirements relating to social impacts:

- Section 4.2 Description of the existing environment
- Section 9 Economic and social matters
- Section 10 Consultation
- Section 5.11 Cumulative impacts.

Refer to Attachment 1: Guidelines for the Content of a Draft Environmental Impact Statement for the EIS guidelines.

3.1 Method

This assessment was informed by the significance assessment approach described in Volume 1, Chapter 5 – EIS/EES assessment framework. The key steps in characterising existing social conditions and assessing the values and impacts included:

- Defining a study area.
- Conducting community engagement and SIA consultation to develop an understanding of community values and important places. Volume 1, Chapter 8 – Community and stakeholder engagement provides details on engagement activities undertaken for the project. Volume 2, Chapter 1 – Introduction provides details on engagement outcomes and responses for the project.
- Defining a social wellbeing framework.
- Conducting a literature review including demographic data from the Australian Bureau of Statistics (ABS), governmental websites, government plans and strategies, industry news and academic literature, as well as the findings and recommendations of other studies.
- Developing a social baseline to identify those potentially vulnerable to changes from the project, and to profile community infrastructure.

- Impact identification and description via review of potential socioeconomic issues, impacts and opportunities identified in the scoping phase for the study area, and identification of existing social conditions.
- Assessment of impacts using the significance assessment approach across social values identified in the technical study.
- Identifying potential cumulative impacts on social values within the study area.
- Development of EPRs and mitigation measures to support the implementation of the EPRs.
- Assessing residual impacts after implementing measures to comply with the EPRs.

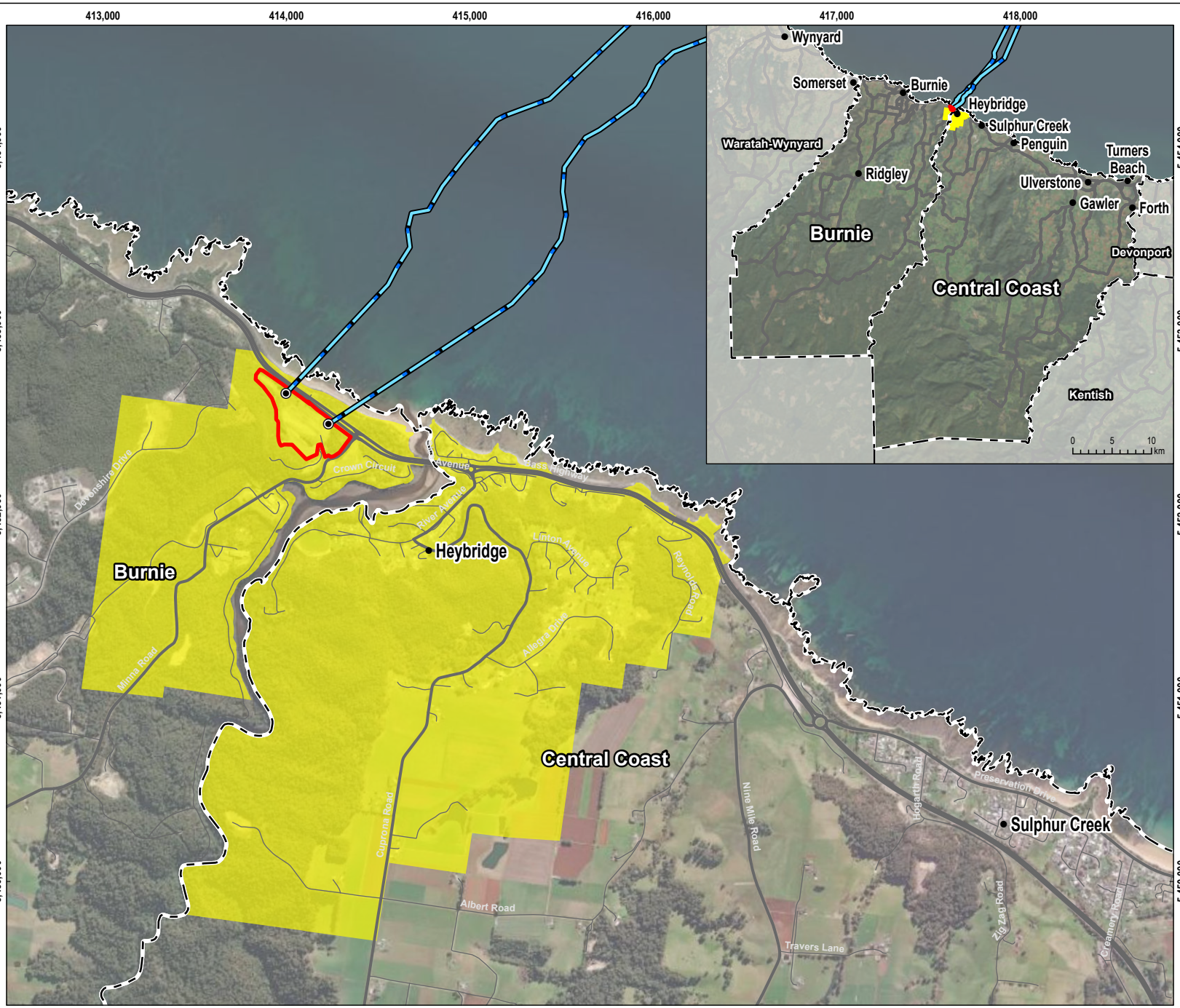
3.1.1 Study area

Two social study areas were defined:

- Local study area: Heybridge State Suburb.
- Regional study area: comprising Burnie City local government area (LGA) and Central Coast LGA.

The study areas are determined by including communities that may experience the effects of the project's construction and operational activities and with consideration to the ABS Census Statistical Areas in order to access and analyse data on baseline socioeconomic indicators.

Figure 2-06 shows the social technical study area.



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LEGEND

- Landfall
- HVDC subsea cable
- Heybridge converter and switching station site boundary
- Major road
- Minor road
- Heybridge (SSC)
- Local Government Area

Source:
Routes from Tetra Tech Coffey.
Heybridge SSC from ABS.
Place names, roads, and LGAs from DPIPWE.
Imagery from NearMap (8 March 2022).

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EIS/EES

FIGURE 2-06

Social study area

TETRA TECH COFFEY

DATE: **16.04.24** PROJECT: **754-MELEN215878ML** FILE: **215878ML_R06_F02-06_GIS**

3.1.2 Social wellbeing framework

An important requirement of SIA is to have a framework that allows for identifying potential community issues and concerns and conveying the SIA's outcomes. The social wellbeing framework considered determinants of wellbeing and provides the basis for collecting baseline data and identifying and assessing the project's potential social impacts and benefits. The social wellbeing framework combined with the outcomes of community engagement and SIA consultation, including First Peoples consultation, uses an approach based on four key social values: community identity, economy and livelihoods, infrastructure and services, and people's productive capacities to describe social wellbeing. These values are defined in Table 3-1 and are described in the context of the study area.

Table 3-1 Social wellbeing framework

Social value	Attributes and indicators
Community identity Describes how a community defines itself in terms of civic participation, resilience, feelings of trust and safety and a sense of belonging and place	• social capital and community cohesion • cultural diversity and heritage • character, amenity, and sense of place • community safety.
Economy and livelihood Describes how people make a living and the economic structure of the affected community	• employment and workforce • income • industry and business • housing affordability and availability • socioeconomic disadvantage or advantage • land use and natural resources.
Infrastructure and services Describes the infrastructure and services that meet the affected community's needs and priorities, including municipal and social infrastructure and associated services.	• governance (local, state, and national) • community infrastructure and services (open space, health, education, daycare, aged care, religious) • physical infrastructure (e.g., transport and municipal) • housing (social).
People's productive capacities Describes the skills, knowledge, and experience vital to survival and participation in society and its economy.	• health – physical and mental • education, training, and skills • food security.

3.1.3 Guidelines

Table 3-2 outlines the key guidelines used to inform the development of the SIA. A more detailed description of additional legislation that has informed the SIA process is provided in Volume 1, Chapter 4 – Legislative framework.

Table 3-2 Key guidelines informing the SIA

Title	Relevance to the assessment
International Association for Impact Assessment (IAIA), *Social Impact Assessment: Guidance for Assessing and Managing the Social Impacts of Projects*	Informs the content and process of the social impact assessment
International Finance Corporation *Good Practice Handbook on Cumulative Impact Assessment and Management: Guidance for the Private Sector in Emerging Markets (2013)*	Informs the cumulative impact assessment

The SIA also had regard for the following guidelines:

- *Social Impact Assessment Guideline* (NSW DPIE February 2023)
- *Technical Supplement - Social Impact Assessment Guideline for State Significant Projects* (NSW DPIE February 2023)
- International Finance Corporation Environmental and Social Performance Standards (IFC 2012)
- *Coordinator-General's Social Impact Assessment Guideline* (QLD DSDILGP 2018).

3.1.4 Assumptions and limitations

The Heybridge SIA relies on demographic data from secondary sources, notably the ABS. Except where stated, the accuracy or completeness of this information has not been verified.

Additionally, both demographic data and the results of community consultation represent a point in time. Demographics and community sentiment tend to change over time, either slowly in the case of an ageing community or quickly in response to other changes in the socioeconomic environment.

3.2 SIA consultation

To understand existing conditions within the study area, the SIA process considered the feedback received through project engagement and the outcomes of structured SIA consultation interviews.

SIA consultation began in February 2023, with over 100 email invitations sent to invite landholder and stakeholders, including creation groups, community groups, local government authorities, First Peoples groups and tourism bodies, to participate. A small number of stakeholders provided feedback and views during one-on-one interviews with independent consultants.

Questions asked during all rounds of engagement were designed to allow participants to talk about what they felt was important. The participant's responses and questions dictated the flow of the conversation.

SIA consultation helped develop an understanding of:

- Existing conditions
- Community values and important places
- Attitudes toward the project and community concern
- Potential social impacts from the project and identification of management measures
- Potential benefits (if any) from the project.

The key concerns raised during SIA consultation activities included the following:

- Maintaining access to affordable housing
- Maintaining the visual amenity of the area
- Maintaining access to recreation areas
- Protecting and preserving Aboriginal heritage and cultural values
- Protecting a strong sense of community
- Protecting flora, fauna and marine environment within the area
- Providing long-term local employment opportunities
- Protecting the local tourism industry
- Maintaining the workforce within key industries, including agriculture, forestry and mining
- Maintaining a responsive healthcare system, including emergency service provision
- Maintaining a safe, functional road network
- Maintaining a safe environment, including electromagnetic fields (EMF).

The key opportunities raised by the community related to education and employment opportunities, including for Aboriginal people and the disadvantaged, and increased revenue for local businesses.

Key themes raised during all rounds of consultation helped to inform the sensitivity values for the impact assessment. A detailed summary of the engagement activities undertaken, and the key themes and views raised is provided in Technical Appendix F: Heybridge social assessment.

3.3 Existing conditions

This section describes the existing social environment of the Heybridge study area, including key socioeconomic characteristics of the people within it and their living conditions. Existing conditions are provided in line with the social value framework (see Section 3.1.2).

All information provided in the following sections is from the findings of engagement and review of available resources, particularly the ABS, unless otherwise stated.

3.3.1 Community identity

Consideration has been given to factors that contribute to how the community identifies itself in terms of civic participation, resilience, feelings of trust and safety and a sense of belonging in the local and regional study area. The baseline also provides context around the townships and LGAs within the study area and provides a comparison of demographic data that characterises the profile of the resident population.

Key findings included:

- Most people currently living in the local and regional study area were born in Australia and spoke English at home.
- Recreation areas considered sensitive to potential project impacts include the Blythe River Conservation Area, Chasm Creek Conservation Area, and public reserves ranging from 100 m to 3 km from the project site.
- Heybridge is home to 442 people and is viewed as a small, rural, coastal retirement town.
- Heybridge is a tight knit community.
- The construction, operation and eventual closure of a tioxide plant, located where the Heybridge converter station is proposed to be developed, is notable locally.
- The study areas had proportions of First Peoples above that of the state level (6.7% for Heybridge, 8.5% for Burnie City LGA and 8.2% for Central Coast LGA, compared to 5.4% for the state).
- Both LGAs have experienced growth in population in the last two decades.
- Median age in the local study area and Central Coast LGA is 48 years old compared to 42 years for Tasmania. Burnie City LGA has a median age of 40.
- The proportion of the population who had undertaken volunteer work for an organisation is greatest for the Central Coast LGA with 18.4%, in line with the state average (18.0%). Burnie City LGA and the local study area were below the state average at 15.5% and 11.9% respectively.

3.3.2 Economy and livelihood

Economy and livelihood consider how people make a living in the local and regional study area and provide an overview of the economy's structure.

Key findings included:

- Labour force participation is lower in the local and regional study areas (53.7% to 56.9%) than the state average (58.2%).

- Burnie City LGA has higher unemployment rate (6.0%) than Central Coast LGA (4.6%), Heybridge State Suburb (5.0%) and the state average (5.9%).
- Heybridge State Suburb has youth unemployment rate of 0.0%. However, 46% of the people aged 15-24 years of age are not in the labour force or have not stated their employment status and are therefore not included in the youth unemployment figures. Burnie City LGA has a lower rate (6.4%) than Central Coast LGA (6.7%). The state average for males was 10%, for females was 8.5% in the west and north-west region, with youth unemployment at 12% in Tasmania.
- The healthcare and social assistance sectors, along with retail trade and education and training, are the most common industries of employment in the local and regional study areas. Nearly 25% of the local study area works in health care and social assistance. Other dominant industries of employment include agriculture, forestry and fishing, manufacturing, and construction.
- Slightly higher proportions of households in the regional study areas were classified in the very low and low income brackets compared to that of the state (22.2%) and Heybridge (19.3%). Slightly lower proportions of households in the local and regional study area were classified in the high-income bracket compared to the state (39.0%).
- The median household income in the local and regional study areas is lower than the median in Tasmania, with the Central Coast LGA median at $150 per week less than the state median of $1,358.
- The rate of home ownership (owned outright and with a mortgage) was higher in Heybridge (78.3%) and Central Coast LGA (75.7%) than in the state (70.1%) and Burnie City (65.5%).
- The rental vacancy rates in the study areas have been tight ranging from 0.5% to 1.3% indicating a rental shortage and high demand for housing.
- Approximately 840 tourism businesses operate across North West Tasmania in the form of accommodation (45%), attractions (19%), tours, transport, events, dining and information services (not including Airbnb listings).

3.3.3 Infrastructure and services

The baseline considers how infrastructure services the needs and priorities of the affected community, including municipal and social infrastructure and associated services.

Key findings included:

- There are three education facilities in the local study area including a primary school and two schools combining primary and secondary at the same location.
- There are five hospitals and two ambulance services to the regional study area. The rate of general practitioners (GPs) compared to the population is lowest in Central Coast LGA, with 108.3 GPs per 100,000 people. Burnie City LGA has the highest proportion of GPs in the regional study area, with 263.9 GPs per 100,000 people compared to the state (154.8 per 100,000).

- The Heybridge Fire Station, located in the Central Coast LGA, is the only fire station located within 1 km of the project in the regional study area. There are three police stations within the regional study area. The closest police station to the project site is Burnie, 8 km away.
- The main arterial road connecting Central Coast LGA and Burnie LGA is the Bass Highway (A2), which runs along the north-west coast of Tasmania.
- Bus services operated by Metro Tasmania connect Heybridge to nearby towns and cities. Heybridge does not have a dedicated public bus service.

3.3.4 People's productive capacities

The population's health, skills, knowledge and experience that enable them to participate in society and the economy have been considered an important part of the baseline.

Key findings included:

- Burnie City LGA has a higher proportion within their communities who experience a mental health condition (12.7%) than Central Coast LGA (10.5%), Heybridge (7.6%) and the state average (11.5%).
- Burnie City and Central Coast LGAs have a higher need for assistance (7.8% and 7.5% respectively) than the Tasmanian average of 6.8% or Heybridge with 5.0%.
- Approximately one-third of the residents in regional and local study areas have one or more long-term health conditions.
- The most common levels of educational achievement were year 10 and above (secondary education), and Certificate III.
- The regional study area has a number of training and industry development programs, including those that are targeted to the renewable energy sector and the project in particular.

3.4 Social value sensitivity

The engagement and SIA consultation outcomes, along with the baseline findings, inform the social value sensitivity assessment whereby each social value was assigned a sensitivity rating. The information was organised to align with the social wellbeing framework to make sure all key social values were identified. Table 3-3 provides an outline of the values.

Table 3-3 Sensitivities of social values

Social value	Attributes and indicators	Sensitivity	Justification for sensitivity rating
Community identity	Social capital and community cohesion	Very sensitive	Stakeholders indicated Heybridge was a tight-knit community where everyone knows everyone, and the community is very locally orientated.
	Cultural diversity and heritage	Very sensitive	Consultation indicated that this aspect of the social environment is of high importance.
	Amenity and landscape	Very sensitive	Stakeholders indicated the high value of amenity in contributing materially to the livelihood and health of the people in the study area. They value the peace and quiet of their lifestyle. The town is highly visible from the highway and main entrance into town. Stakeholders highly value Blythe River, Bass Strait, surfing Sulphur Creek to Preservation Bay, and trail walking or bike riding around Chasm Creek and Dial Range Road are considered recreation areas near the project area.
	Natural resources and ecology	Very sensitive	Consultation indicated a strong sense of community value towards the natural resources and ecology in the area and the importance of reef beds and marine life located offshore at Heybridge, such as the white belly sea eagles and penguin. As well as water contamination and waste. Community focused on circular economy to be more environmentally responsible.
Economy and livelihood	Employment and workforce	Very sensitive	Consultation and the baseline study highlighted the importance of employment in the region in contributing materially to livelihood. Stakeholder feedback further highlighted higher levels of unemployment and the importance of workforce training and longevity of employment or ability to transfer into another industry. There are also higher levels of youth unemployment.
		Sensitive	This sensitivity rating was based on the proportion of jobs provided outside of the study areas and acknowledgement that it could help alleviate the constraints on local workforce availability.
	Industry and business	Very sensitive	Consultation has indicated a strong community value around local industry and business, with it contributing materially to the livelihoods of people within the study area. Specifically, stakeholders indicated a strong focus and value on buying and supporting local businesses.
	Housing affordability and availability	Extremely sensitive	Consultation indicated this value contributes to the livelihood and health of people in the study area. Stakeholders noted there is an extreme concern for the lack of housing supply “There are no vacancies, even the motels are full”. There are no immediate projects or developments underway to fix the problem.
	Socioeconomic disadvantage or advantage	Very sensitive	SIA consultation and baseline characterisation indicated the study area faces issues has unemployment, particularly within the youth, long-term unemployed families and lack of participation in education and training.

Social value	Attributes and indicators	Sensitivity	Justification for sensitivity rating
Infrastructure and services	Community infrastructure and services – health and wellbeing	Sensitive	Consultation indicated this value contributes to the livelihood and health of people in the study area.
	Community infrastructure – Childcare	Very sensitive	Consultation and the baseline characterisation highlighted the lack of availability of childcare in the study area, and it was determined to be a barrier to workforce participation.
	Physical infrastructure – connectivity	Very sensitive	Consultation indicated this value contributes to the livelihood and health of people in the study area. The consultation highlighted that people in the study area value their laid-back lifestyle and ease of connection within the town and surrounding areas.
	Physical infrastructure – safety and capacity	Very sensitive	Consultation indicated this value contributes to the livelihood and health of people in the study area. Safety and the capacity of the local road network are highly valued by the study area.
People's productive capacities	Health – physical and mental	Very sensitive	A rating of very sensitive has been determined based on mental health contributing materially to the livelihoods of people within the study area. This was supported by the consultation feedback.
	Education, training, and skills	Sensitive	Consultation indicated this value contributes to the livelihood and health of people in the study area.

3.5 Social impact and opportunity assessment

The SIA summarises the social impacts associated with the project during construction and operation. The other technical studies informed social impacts. The broad conceptualisation of social impacts used for the SIA is consistent with the International Association for Impact Assessment's current guidance on project-level impact assessment. This guidance provides an important insight into the scope of social impacts (Vanclay, Esteves and Franks 2015, p.2):

Because 'social impact' is conceived as being anything linked to a project that affects or concerns any impacted stakeholder group, almost anything can be a social impact so long as it is valued by or important to a specific group. Environmental impacts, for example, can also be social impacts because people depend on the environment for their livelihoods and because people may have place attachment to the places where projects are being sited. Impacts on people's health and wellbeing are social impacts.

The SIA impact and opportunity assessment is presented to align with the social wellbeing framework (see Section 3.1.2).

3.5.1 Construction impacts

This section presents a summary of the social impacts during the construction phase of the project.

Community identity

The elements of community identity from the social wellbeing framework that were identified as being affected by the project are landscape and amenity, community safety, and natural resources and ecology. No potential impact pathways were identified for social capital or community cohesion.

Construction activities may temporarily impair residents' enjoyment of their properties and activities undertaken within them.

Six pre-mitigated negative impacts to community identity values were identified for nearby residents, three of which considered high or major. Construction activities generating noise, vibration, dust and visual disturbance will likely result in noticeable changes to the baseline condition for up to 12 months. Shore crossing HDD works are expected to occur 24 hours per day, 7 days per week and for a period of up to 12 months. These works need to be continuous to ensure the stability of the bore holes. Night works at the shore crossing are expected to exceed reference noise levels of 45 dB LAeq that could result in sleep disturbance at the residential area being developed within the Heybridge Residential Nature Reserve.

Table 3-4 outlines the pre-mitigated impacts identified that could affect community identity values during the project's construction. With the implementation of measures to comply with EPRs, impacts can be reduced for the majority of values.

Table 3-4 Construction impacts – community identity values

Social value	Impact	Sensitivity	Pre-mitigated magnitude	Initial impact
Community identity: Landscape and amenity	**Negative:** Noise, vibration and visual disturbances causing amenity impacts (standard hours).	Very sensitive	Moderate	High
Community identity: Landscape and amenity	**Negative:** Construction activity undertaken outside of regular working hours to complete shore crossing works with noise levels exceeding sleep disturbance measure (outside hours).	Very sensitive	Major	Major
Community identity: Landscape and amenity	**Negative:** Amenity impacts for nearby residents due to dust from construction activities.	Very sensitive	Minor	Moderate
Community identity: Landscape and amenity	**Negative:** Noise from construction activities may affect the study area's enjoyment of recreational spaces.	Very sensitive	Minor	Moderate
Community identity: Ecology	**Negative:** Impact on fauna and flora.	Very sensitive	Minor	Moderate
Community identity: Natural resources and ecology (marine)	**Negative:** Impact on marine environment with the cable installation on nearshore Tasmanian seabed habitats.	Very sensitive	Minor	Moderate

Economy and livelihood

The economy and livelihood value considers the impacts on employment opportunities, workforce availability, industry and business, skill development, and house availability and affordability.

Construction will lead to employment across a range of industries such as technicians and trades workers, labourers and machinery operations, engineers, and managers. The project's construction workforce is expected to peak at approximately 180 persons per day for the converter station. It is expected that around 45% of the workforce will be sources locally within northwest Tasmania, 30% from the rest of the state, and approximately 17% from other parts of Australia, with the remaining international.

The assessment identified eight impacts, six of which are positive impacts.

The two negative pre-mitigated impacts are related to workforce shortages (high) and rental availability (major):

- The project's construction will generate demand for construction workers, potentially drawing employees from other construction projects, industry sectors and local businesses. Due to this potential constraint on the workforce, there may be longer lead times for other construction projects and possible workforce shortages in the study area.
- The project's workforce may contribute to the demand for rental housing in the regional study area and exacerbate existing rental availability and affordability issues, disproportionally affecting very low and low income households.

The six positive pre-mitigated impacts are related to supporting short-term employment (low to moderate), skills training opportunities and job creation (moderate), local business support (moderate) and providing direct and indirect job opportunities (low).

The impact assessment for economy and livelihood values impacted during construction are outlined in Table 3-5.

Table 3-5 Construction impacts – economy and livelihood values

Social value	Impact	Sensitivity	Pre-mitigated magnitude	Initial impact
Economy and livelihood: Employment and workforce	**Positive:** The project's construction is expected to support the short-term employment of approximately 45% of the total construction workforce within the local and regional study area.	Very sensitive	Minor	Moderate
Economy and livelihood: Employment and workforce	**Positive:** The project's construction is expected to support the short-term employment of approximately 30% of the total construction workforce from the state and national workforce.	Sensitive	Negligible	Low

Social value	Impact	Sensitivity	Pre-mitigated magnitude	Initial impact
Economy and livelihood: Employment and workforce	**Positive:** The project may contribute to a diversity of longer-term and secure employment opportunities and skills training opportunities for residents across a range of skill levels. There might also be jobs created in related industries who benefit from the economic activity, including retail, administrative services and accommodation and food.	Very sensitive	Minor	Moderate
Economy and livelihood: Employment and workforce	**Negative:** The project's construction will generate demand for construction workers, potentially drawing employees from other construction projects, industry sectors and local businesses. Due to this potential constraint on the workforce, there may be longer lead times for other construction projects and possible workforce shortages in the study area.	Very sensitive	Moderate	High
Economy and livelihood: Employment and workforce	**Positive:** The project's construction may contribute to existing and predicted demand for the construction sector, which may require formalised workforce training and development in the study area.	Very sensitive	Minor	Moderate
Economy and livelihood: Industry and business	**Positive:** The project's construction will support local businesses through the goods and services required to support the project's development.	Very sensitive	Minor	Moderate
Economy and livelihood: Housing affordability and availability	**Negative:** The project's workforce may contribute to the demand for rental housing in the regional study area and exacerbate existing rental availability and affordability issues, disproportionally affecting very low and low income households.	Very sensitive	Major	Major
Economy and livelihood: Socioeconomic disadvantage or advantage	**Positive:** The project's workforce may provide job opportunities directly and indirectly that help to help improve the socioeconomic outcomes of the study area.	Very sensitive	Negligible	Low

Infrastructure and services

Infrastructure and services will be temporarily affected in the local study area during the construction phase. The main community and infrastructure vectors that have potential to be affected are access to healthcare, emergency services, childcare services and traffic and transport infrastructure.

The SIA technical study found through consultation that community services are in demand, with childcare facilities presenting very limited vacancy. The consultation also revealed that easy access and connection with no delays to infrastructure is highly valued in the local study area.

The project's workforce is expected to result in a small population increase during the construction phase and this may have an associated short-term increase in demand for childcare services, as well as health and emergency services. The capacity of emergency services is limited or affected by high levels of existing demand, particularly in rural areas.

The level of traffic generated on the local road network will increase in the area intermittently during construction. A small increase in traffic during the construction period may affect traffic safety and capacity in some instances if mitigation measures are not applied.

Table 3-6 outlines the potential construction impacts on infrastructure and services.

Table 3-6 Construction impacts – community infrastructure and services

Social value	Impact	Sensitivity	Pre-mitigated magnitude	Initial impact
Community infrastructure and services: Health and wellbeing	**Negative:** The project's construction workforce may increase demand for health and emergency service providers, compromising service provision to the existing local and regional community.	Sensitive	Moderate	Moderate
Community infrastructure and services: Childcare	**Negative:** The project's construction workforce may increase demand for childcare providers, compromising service provision to the existing local and regional community.	Very sensitive	Moderate	High
Community infrastructure and services: Connectivity	**Negative:** The performance of the road network in the project area during construction creates delays for existing road users, reducing the efficiency of in the study.	Very sensitive	Minor	Moderate
Community infrastructure and services: Safety and capacity	**Negative:** The capacity of the road network's road condition, design and operation of the road network to perform safely through the movement of the transformer transporter.	Very sensitive	Major	Major
Community infrastructure and services: Safety and capacity	**Negative:** General road safety with an increase in construction vehicles and the potential to impact traffic and pedestrian safety.	Very sensitive	Moderate	High
Community infrastructure and services: Safety and capacity	**Negative:** Reduced road safety, including the road safety of vulnerable, particularly school bus routes.	Very sensitive	Moderate	High
Community infrastructure and services: Safety and capacity	**Negative:** Increased safety risk due to poor road lighting for shore crossing works at night.	Very sensitive	Major	Major

People's productive capacities

People's productivity and livelihoods describe the skills, knowledge, and experience that are vital to survival and participation in society and its economy.

It was raised during SIA consultation that the skill capacity of the local workforces may not meet the skill demand for workers during the construction phase of the project. Despite the employment opportunities presented by the project and other energy-related projects in the region, it is expected that there will be continued high unemployment without intervention to upskill and train the local workforces.

Noise may be generated during construction and impact the amenity of local residents. Noise in project construction is typical of most construction projects of this nature and scale, and primarily the most noticeable impacts may be for residents in proximity to works that will be unavoidable and undertaken out of regular construction hours.

Residents nearby to the project expressed concern about impact to health and wellbeing because of the generation of EMF. Technical studies have predicted that the electromagnetic fields (EMF) at the converter stations will be below the reference levels for people, livestock and wildlife at the property boundary for each site.

The SIA consultation found that residents highly value their quiet coastal lifestyle; however, it also highlighted higher levels of youth unemployment and barriers to workforce participation. The project may result in some negative impacts on the community but also provide benefits to the region through a range of employment opportunities and potential training and education.

Table 3-7 outlines the potential construction impacts on people's productive capacities.

Table 3-7 Construction impacts – people's productive capacity values

Social value	Impact	Sensitivity	Pre-mitigated magnitude	Initial impact
People's productive capacity values: Physical and mental health	**Negative:** Construction fatigue causing mental and health impacts, given night works are expected to occur seven days a week for up to 12 months, are expected to exceed average noise levels that result in sleep disturbance at the Devonshire Drive Hamlet.	Very sensitive	Major	Major
People's productive capacity values: Physical and mental health	**Negative:** Lack of understanding of the project's scope, cumulative impacts of projects in the areas and not seeing local benefit.	Very sensitive	Major	Major
People's productive capacity values: Physical and mental health	**Negative:** Potential human health impacts from contaminated material exposure from construction disturbance from the former industrial site.	Very sensitive	Moderate	High
People's productive capacity values: Physical and mental health	**Negative:** Transporting hazardous goods and materials.	Very sensitive	Severe	Major
People's productive capacity values: Education, training, and skills	**Positive:** Employment opportunities for First Peoples, females, youth and socially vulnerable groups in the regional construction workforce are made available.	Very sensitive	Negligible	Low

3.5.2 Operation impacts

This section presents a summary of the social impact assessment during the operation phase of the project. There are no expected impacts to infrastructure and services during the operation phase.

Community identity

During the operational phase only minor maintenance activities will occur at the Heybridge converter station.

Before mitigation, impacts to landscape and amenity are considered high due to noise and visual impacts. There is a risk that tones could be audible or characterised at a low frequency which will result in levels above the background noise levels. The converter station will result in a visual change from existing conditions noting however the site is not highly visible from many public locations. The converter station will be visible from the exit of the tioxide beach foreshore reserve, the only visitor access point and informal parking area. This may impact the community's strong values linked to character and amenity until the planted screening establishes to minimise the visual impacts. There is no expected impact on threatened species of flora or fauna during operations. Following implementation of mitigation measures, the magnitude of noise impacts has reduced to minor for the long-term operation of the project resulting in a residual impact rating of moderate. Visual amenity impacts will remain high following implementation of EPRs.

The impact assessment for community identity values impacted during construction are outlined in Table 3-8.

Table 3-8 Operational impacts – community identity

Social value	Impact	Sensitivity	Pre-mitigated magnitude	Initial impact
Community identity: Landscape and amenity	**Negative:** Ongoing 24/7 operations may result in after-hours noise concerns for neighbouring residents.	Very sensitive	Moderate	High
Community identity: Landscape and amenity	**Negative:** Visual amenity: View of the converter stations from the southern edge of the Bass Highway and the converter stations will be a dominant view from the exit of the tioxide beach foreshore reserve, the only visitor access point and informal parking area.	Very sensitive	Major	High
Community identity: Natural resources and ecology	**Negative:** Ongoing impacts on flora and fauna in line with maintenance activities and operation of the converter station.	Very sensitive	Negligible	Low

Economy and livelihood

The converter station will only be attended to during normal working hours (Monday to Saturday, 7:00 am to 4:00 pm). Fewer than five employees will be required to help operate the converter stations. Twice a year there will be planned outages involving 15 to 20 employees for up to two weeks. Given that the operational phase employment is expected to be minimal, the operational project workforce will not result in workforce draw or affect workforce availability or availability or affordability of housing, resulting in a low positive impact.

It is estimated that $762 million will flow on to local, state and Commonwealth government over the anticipated through the project between 2025 and 2050, via rates, taxation and royalty revenue (Technical Appendix B: Economics). Economic prosperity is of significance to the study area and the revenue contribution over a significant duration to national, state and local governments will result in a high positive impact.

There are no EPRs associated with these impacts making the residual impact ratings unchanged.

Social value	Impact	Sensitivity	Pre-mitigated magnitude	Initial impact
Economy and livelihood	**Positive:** The project is expected to result in large taxation receipts ($762 million in total from 2025 to 2050) from the economic activity generated by the project, which will flow to local, state and the Commonwealth Government.	Very sensitive	Moderate	High
Economy and livelihood: Socioeconomic disadvantage or advantage	**Positive:** Jobs during operations	Very sensitive	Negligible	Low

People's productive capacities

The expected operational noise levels are well below the reference levels set by Tasmanian policy, meeting the proposed assessment criteria at all receivers. Compliance is based on the premise that the converter station does not attract a penalty for annoying characteristics such as tonality or low frequency.

In alignment with the Tasmanian noise and vibration technical study (Marshall Day 2023), a pre-mitigated magnitude rating of moderate was assigned due to the extent of measures needed to meet the design targets and mitigate noise characteristics. Considering the semi-rural context, a very high sensitivity rating was applied, leading to a high pre-mitigated impact.

The assessment outlines the management of operational noise through the design of the converter station, the implementation of an operational noise management plan and the creation of a noise compliance assessment report. By adhering to the noise EPRs, the noise level is expected to be of minor magnitude. Consequently, the residual impact is anticipated to be moderate.

The EMF assessment (Technical Appendix A: Electromagnetic fields) considered potential impacts to people, active implantable medical devices, generic electrical and electronic equipment, very sensitive medical and scientific research equipment, farm equipment, livestock and local flora and fauna. The assessment considered the converter station, land cables and subsea cables and the analysis determined all EMF levels would be below the reference levels (in many instances well below) and have a negligible impact. While the magnitude of the impact is negligible the impact is moderate based on the extremely sensitive social value attributed to EMF and electromagnetic interference (EMI) exposure.

The impact assessment for people's productive capacities values impacted during construction are outlined in Table 3-9.

Table 3-9 Operational impacts – people's productive capacities

Social value	Impact	Sensitivity	Pre-mitigated magnitude	Initial impact
People's productive capacities: Physical and mental health	**Negative:** Negative: Concern about the project's potential impacts (e.g. EMF, operational noise) may result in feelings of stress, anxiety and frustration for surrounding residents and communities	Very sensitive	Moderate	High
People's productive capacities: Physical and mental health	**Positive:** The project may add to the health and wellbeing of residents in the study area through investments in community infrastructure, the potential for downward pressure to be placed on the market regarding energy prices, as well as greater telecommunication security through expansion of the supply-side infrastructure.	Very sensitive	Moderate	High

3.5.3 Decommissioning impacts

The operational lifespan of the project is a minimum 40 years. At this time the project will be either decommissioned or upgraded to extend its operational lifespan.

Decommissioning will be planned and carried out in accordance with regulatory requirements at the time. A decommissioning management plan in accordance with approvals conditions will be prepared prior to planned end of service and decommissioning of the project.

Requirements at the time will determine the scope of decommissioning activities and impacts. The key objective of decommissioning will be to leave a safe, stable and non-polluting environment.

In the event that the project is decommissioned, all above-ground infrastructure will be removed, the site rehabilitated.

Decommissioning activities required to meet the objective will include, as a minimum, removal of above ground buildings and structures. Remediation of any contamination and reinstatement and rehabilitation of the site will be undertaken to provide a self-supporting landform suitable for the end land use.

Decommissioning and demolition of project infrastructure will implement the waste management hierarchy principles being avoid, minimise, reuse, recycle and appropriately dispose. Waste management will accord with applicable legislation at the time.

Decommissioning activities may include recovery of land and subsea cables. The conduits and shore crossing ducts will be left in-situ as removal will cause significant environmental impact. Subsea cables will be recovered by water jetting or removal of rock mattresses or armouring to free the cables from the seabed.

A decommissioning management plan will be prepared to outline how activities will be undertaken and potential impacts managed.

3.6 Environmental performance requirements

EPRs set out the environmental outcomes that must be achieved during all phases of the project. In developing these EPRs, industry standards and guidelines, good practice and the latest approaches to managing impacts were considered. Project specific management measures, relevant legislation and policy requirements informed these EPRs.

EPRs that specifically address social impacts are listed in Table 3-10.

Table 3-10 EPRs

EPR ID	EPR
S01 Tas	**Develop and implement a social impact management plan** Prior to commencement of project works develop a social impact management plan. The plan must be developed in consultation with relevant government and local government agencies, key stakeholders, and directly affected parties to minimise social impacts across the project during construction. The social impact management plan should be location specific and address key components of the construction program, including the staging of land cable trenching and installation. The plan should be a public document and be readily available on the project website. The plan must include: • A high-level summary of community baseline conditions, a summary of the anticipated social impacts (positive and negative), potential residual impacts and consideration for cumulative impacts. The plan will be reviewed and updated to address any shifts in the socioeconomic environment on the baseline and impacts, and consider the ongoing cumulative impacts of projects in the region. • Incorporate key strategies, their objectives for managing social impacts and the responsibilities for implementation of the strategies including the workforce and accommodation strategy (EPR S02 Tas), community and stakeholder engagement framework (EPR S03 Tas), community benefits sharing scheme (EPR S04 Tas), and industry participation plan (EPR S05 Tas). • An employment and training performance strategy with a focus on providing local opportunities. • Describe the requirement for first response medical capabilities on-site for both local and non-local employees and contractors to minimise the impact on local health services. • Outline of a protocol to be developed for engaging with community and managing social impacts during an emergency that must be developed in consultation with local emergency response providers and referenced in the project's emergency response plan. The social impact management plan must be implemented during construction.
S02 Tas	**Develop and implement a workforce and accommodation strategy** Develop a workforce and accommodation strategy to address the potential social impact from the project's workforce and accommodation requirements during construction. The strategy must: • Be developed in consultation with government, industry and other relevant providers. • Include a protocol for the identification and management of impacts due to accommodation requirements. • Address cumulative impacts on accommodation due to other large-scale construction and infrastructure projects in the identified local study areas. The outcomes of the strategy must be considered during construction planning.

EPR ID	EPR
S03 Tas	**Develop and implement a community and stakeholder engagement framework** Prior to commencement of project works, develop a community and stakeholder engagement framework to outline the approach to engagement with community, stakeholders and First Peoples will be undertaken for project and by all contractors. The community and stakeholder engagement framework must: • Identify key community and stakeholder groups across the project. • Describe the approach for engaging the community, stakeholders and First Peoples. • Establish communication protocols and tools for communication. • Outline complaints policies and management procedures for recording, managing, and resolving complaints. The complaints management system must be consistent with *Australian Standard AS/NZS 10002: 2014 Guidelines for Complaints Management in Organisations*. Principal contractors must prepare a community and stakeholder engagement management plan in accordance with the framework for their works package. The community and stakeholder engagement framework and contractor's community and stakeholder engagement management plan must be updated annually to reflect any project or stakeholder changes and improvements identified. The community and stakeholder engagement framework must be implemented during construction.
S04 Tas	**Develop and implement a community benefits sharing scheme** Prior to the commencement of project works, develop a community benefits sharing scheme in consultation with communities and First Peoples in the local study area. The community benefits sharing scheme should be developed having regard to *Renewable energy development in Tasmania: A guideline for community engagement, benefit sharing and local procurement (Draft 2022, Department of State Growth).*
S05 Tas	**Develop an industry participation plan** Prior to the commencement of project works, develop an industry participation plan to integrate First Peoples, females, youth and socially vulnerable groups into the project workforce. The purpose of industry participation plan is to stimulate entrepreneurship, business and economic development, providing First Peoples and vulnerable groups with more opportunities to participate in the economy. The plan must: • Set out an employment and supplier-use participation target within the project's locality. • Outline the project's social procurement policies and local procurement policies considering each component and phase of construction. • Be developed in conjunction with the requirements under the *Indigenous Employment and Supplier-use Infrastructure Framework* (February 2019). • Identify a range of potential opportunities for jobseekers and businesses to be involved in the project across the construction supply chain. • Set employment targets with reference to the local First Peoples working age population within the project area and consistent with the 'locals first principle'. • Identify opportunities for females, youth and other socially vulnerable groups to be involved in the project workforce. The plan must be implemented during construction and operation.

EPRs from other technical studies will be relied on to mitigate or enhance many of the impacts identified in the SIA. These studies include:

- Terrestrial ecology (Volume 2, Chapter 2 – Terrestrial ecology)
- Marine ecology (Volume 3, Chapter 2 – Marine ecology)
- Marine resource used (Volume 3, Chapter 3 – Marine resource use)
- Tasmanian terrestrial and coastal processes – Noise and vibration report (Marshall Day 2024)
- Tasmanian component - Air quality impact assessment (Katestone 2024)
- Contaminated land and acid sulfate soils – Heybridge converter station (Tetra Tech Coffey 2024)
- Tasmanian terrestrial and coastal processes – Landscape and visual impact assessment (Landform Architects 2024)
- Tasmania - Traffic and transport (Stantec 2024).

The complete list of EPRs for the EIS/EES is provided in Volume 5, Chapter 2 – Environmental Management Framework. Volume 5, Chapter 2 provides EPRs relevant to the assessment of the project under Commonwealth and Victorian legislation. EPRs from other technical studies for the Tasmanian components of the project are included separate EIS documentation to address the requirements of the EPA Tasmania.

3.7 Residual impacts

After the implementation of EPRs, all major impacts will be reduced to either high or moderate. Eleven impacts are considered high after mitigation, three of which are positive. In addition, 13 moderate residual impacts (five positives) and nine low residual impacts (two positives) were assessed.

Below is a summary of the high residual impacts, three which are positive and eight which are negative:

- Construction activity undertaken outside of regular working hours to complete shore crossing works, may generate noise levels exceeding sleep disturbance measures.
- Construction may contribute to the demand for construction workers and attract employees away from local businesses. This may reduce the availability of these workers for other industries, and result in increased lead times for other types of construction or workforce shortages for local businesses.
- Construction workforce may increase demand for childcare providers, compromising service provision to the existing local and regional community.
- Increased rental demand during construction in the regional study area would negatively impact housing affordability and availability.
- Community members in the study area may experience stress, anxiety or frustration during the construction phase of the project, due to a lack of understanding of the project's scope, the cumulative impacts of projects in the area and the lack of perceived local benefits.

- Community members may experience impacts to physical and mental health due to construction fatigue and ongoing after hours works.
- The project's construction will support local businesses through the goods and services required to support the project's development contributing to a positive outcome for the community.
- Once operational, the project is expected to result in large taxation receipts ($762 million over 25 years), which will flow to local, state and the Commonwealth government to positively impact the 'economy and livelihood' attribute.
- Concern about the project's potential impacts during operation (e.g. EMF, operational noise) may result in feelings of stress, anxiety and frustration for surrounding residents and communities.
- Once operational, converter station will be visible from the southern edge of the Bass Highway during operation and from the exit of the tioxide beach foreshore reserve until screening planting is established, which may impact the community's strong values linked to character and amenity.
- Potential benefit to the health and wellbeing of residents in the study area through investments in community infrastructure. The delivery of the project may exert potential for downward pressure to be placed on the market regarding energy prices, as well as greater telecommunication security through expansion of the supply-side infrastructure.

3.7.1 Summary of residual impacts

Table 3-11 and Table 3-12 summaries the residual impacts on social values during construction and operation.

Table 3-11 Residual impact summary for project construction

Social value	Potential construction impact	Initial impact			Justification of residual rating	Recommended EPRs	Residual impact	
		Sensitivity	Magnitude	Impact rating			Magnitude	Impact rating
Community identity: Landscape and amenity								
Community identity: Landscape and amenity	**Negative**: Noise, vibration and visual disturbances causing amenity impacts (standard hours).	Very sensitive	Moderate	High	The implementation of EPRs will require measures to minimise the impacts of noise during construction. This will include notifying landholders in advance of the works occurring, and the development of a complaint handling and response protocol.	NV02* S03 Tas	Minor	Moderate
	Negative: Construction activity undertaken outside of regular working hours to complete shore crossing works with noise levels exceeding sleep disturbance measure (outside hours)	Very sensitive	Major	Major			Moderate	High
	Negative: Amenity impacts for recreational users from noise generated by construction activities, may affect the enjoyment of recreational space	Very sensitive	Minor	Moderate			No change	Moderate
Community identity: Landscape and amenity	**Negative:** Amenity impacts for nearby residents due to dust from construction activities.	Very sensitive	Minor	Moderate	The implementation of EPRs that utilise the dust management and mitigation measures from the IAQM, EPA Tasmania guidance documents (Environment Protection Policy (Air Quality) 2004,) will ensure activities have minimal impact on sensitive receptors.	AQ01* S03 Tas	Negligible	Low

Social value	Potential construction impact	Initial impact			Justification of residual rating	Recommended EPRs	Residual impact	
		Sensitivity	Magnitude	Impact rating			Magnitude	Impact rating
Community identity: Natural resources and ecology								
Community identity: Natural resources and ecology	**Negative:** Impact on fauna and flora, with consideration for roadkill as a result of construction vehicle movements	Very sensitive	Minor	Moderate	Activity or location-specific management measures will be developed to comply with EPRs and incorporated into the detailed design and construction management plans to ensure further avoidance and mitigation are achieved. Based on the implementation of effective measures to achieve the EPRs, it is expected that the impact on threatened species, native vegetation and habitats could be reduced in the final design. Specific management measures will be determined by the contractors; however.	EC01 Tas EC02 Tas EC03 Tas EC04 Tas	Negligible	Low

Social value	Potential construction impact	Initial impact			Justification of residual rating	Recommended EPRs	Residual impact	
		Sensitivity	Magnitude	Impact rating			Magnitude	Impact rating
Community identity: Natural resources and ecology (marine)	**Negative:** Impact on marine environment with the cable installation on nearshore Tasmanian seabed habitats.	Very sensitive	Minor	Moderate	The EPRs will require a dedicated fauna management plan with protocols will be developed and implemented to help mitigate construction impacts on the marine environment. A subplan will be developed to specially manage interactions with cetaceans.	MERU01 MERU02	Negligible	Low
Economy and livelihood: Employment and workforce								
Economy and livelihood: Employment and workforce	**Positive:** The project's construction is expected to support the short-term employment of approximately 45% of the total construction workforce within the local and regional study area.	Very sensitive	Minor	Moderate	-	S01 Tas S02 Tas S04 Tas S05 Tas	No change	Moderate
Economy and livelihood: Employment and workforce	**Positive:** The project's construction is expected to support the short-term employment of approximately 30% of the total construction workforce from the state and national workforce.	Sensitive	Negligible	Low	-	S01 Tas S02 Tas S04 Tas S05 Tas	No change	Low

Social value	Potential construction impact	Initial impact			Justification of residual rating	Recommended EPRs	Residual impact	
		Sensitivity	Magnitude	Impact rating			Magnitude	Impact rating
Economy and livelihood: Employment and workforce	**Positive:** The project may contribute to a diversity of longer-term and secure employment opportunities and skills training opportunities for residents across a range of skill levels. There might also be jobs created in related industries who benefit from the economic activity, including retail, administrative services and accommodation and food.	Very sensitive	Minor	Moderate	-	S01 Tas S02 Tas S04 Tas S05 Tas	No change	Moderate
Economy and livelihood: Employment and workforce	**Negative:** The project's construction will generate demand for construction workers, potentially drawing employees from other construction projects, industry sectors and local businesses. Due to this potential constraint on the workforce, there may be longer lead times for other construction projects and possible workforce shortages in the study area.	Very sensitive	Moderate	High	-	S01 Tas S02 Tas S04 Tas S05 Tas	No change	High
Economy and livelihood: Employment and workforce	**Positive:** The project's construction may contribute to existing and predicted demand for the construction sector, which may require formalised workforce training and development in the study area.	Very sensitive	Minor	Moderate	-	S01 Tas S02 Tas S04 Tas S05 Tas	No change	Moderate

Social value	Potential construction impact	Initial impact			Justification of residual rating	Recommended EPRs	Residual impact	
		Sensitivity	Magnitude	Impact rating			Magnitude	Impact rating
Economy and livelihood: Industry and business								
Economy and livelihood: Industry and business	**Positive:** The project's construction will support local businesses through the goods and services required to support the project's development.	Very sensitive	Minor	Moderate	The magnitude rating has increased to moderate based on the non-residential and short-term construction workforce seeking accommodation from local and regional accommodation providers, which will create a positive impact on these regional businesses. Also, the project will procure goods and services in accordance with the project's industry participation plan to support local businesses (including compliance by suppliers and contractors).	S01 Tas S04 Tas	Moderate	High
Economy and livelihood: Housing affordability and availability								
Economy and livelihood: Housing affordability and availability	**Negative:** The project's workforce may contribute to the demand for rental housing in the regional study area and exacerbate existing rental availability and affordability issues, disproportionally affecting very low and low income households.	Very sensitive	Major	Major	A comprehensive workforce and accommodation strategy and plan will be developed to address both the demand from the project construction workforce and the cumulative impact of other large-scale construction and infrastructure projects in the region. This will help mitigate the magnitude of the impact.	S01 Tas S02 Tas	Moderate	High
Economy and livelihood: Socioeconomic disadvantage or advantage								
Economy and livelihood: Socioeconomic disadvantage or advantage	**Positive:** The project's workforce may provide job opportunities directly and indirectly that help to help improve the socioeconomic outcomes of the study area.	Very sensitive	Negligible	Low	-	S04 Tas S05 Tas	Minor	Moderate

Social value	Potential construction impact	Initial impact			Justification of residual rating	Recommended EPRs	Residual impact	
		Sensitivity	Magnitude	Impact rating			Magnitude	Impact rating
Infrastructure and services: Health and wellbeing								
Infrastructure and services: Health and wellbeing	**Negative:** The project's construction workforce may increase demand for health and emergency service providers, compromising service provision to the existing local and regional community.	Sensitive	Moderate	Moderate	EPRs to reduce the magnitude of impact to minor. This is reflective of the fact there will be marginal change; it will impact a small number of individuals and the effect will not be long term. Furthermore, no compromise to service provision to the existing local and regional community is expected due to the project.	S01 Tas	Minor	Low
Infrastructure and services: Childcare								
Infrastructure and services Childcare	**Negative:** The project's construction workforce may increase demand for childcare providers, compromising service provision to the existing local and regional community.	Very sensitive	Moderate	High	There is no change to the residual impact on childcare services in the study area because there is already a shortage of childcare.	S01 Tas	No change	High
Infrastructure and services: Connectivity								
Infrastructure and services Connectivity	**Negative:** The performance of the road network in the project area during construction creates delays for existing road users, reducing the efficiency of in the study.	Very sensitive	Minor	Moderate	The local road network will experience a noted uplift in traffic as a result of the construction activities, particularly on local roads used to access laydown areas. EPRs including the transport management plan and consultation will provide local residents and landholders with prewarning that construction activities will be occurring.	T01*	Minor	Moderate

Social value	Potential construction impact	Initial impact			Justification of residual rating	Recommended EPRs	Residual impact	
		Sensitivity	Magnitude	Impact rating			Magnitude	Impact rating
Infrastructure and services: Safety and capacity								
Infrastructure and services Safety and capacity	**Negative:** The capacity of the road network's road condition, design and operation of the road network to perform safely through the movement of the transformer transporter.	Very sensitive	Minor	Moderate	No arterial roads identified will exceed their capacity and the implementation of the TMP will provide further measures to minimise and monitor any traffic impacts.	T01*	Negligible	Low
Infrastructure and services Safety and capacity	**Negative:** General road safety with an increase in construction vehicles and the potential to impact traffic and pedestrian safety.	Very sensitive	Moderate	High	The TMP will require training and monitoring of drivers, road/intersection upgrades (as required) and notifying communication should detours through towns be required. With the implementation of measure to comply with EPRs, there will be minimal interaction with pedestrian traffic.	T01* S03 Tas	Minor	Moderate
Infrastructure and services Safety and capacity	**Negative:** Reduced road safety, including the road safety of vulnerable, particularly school bus routes.	Very sensitive	Moderate	High	A transport management plan will be developed that prohibits heavy vehicle travel past schools during pick-up/drop-off and prohibits travel through townships during local events. Continuous engagement will ensure any changes to school bus routes is known	T01* S03 Tas	Negligible	Low
Infrastructure and services Safety and capacity	**Negative:** Increased safety risk due to poor road lighting for shore crossing works at night.	Very sensitive	Major	Major	Provision of temporary construction lighting at required intersections.	T01*	Minor	Moderate

Social value	Potential construction impact	Initial impact			Justification of residual rating	Recommended EPRs	Residual impact	
		Sensitivity	Magnitude	Impact rating			Magnitude	Impact rating
People's productive capacities: Physical and mental health								
People's productive capacities: Physical and mental health	**Negative:** Construction fatigue causing mental and health impacts, given night works are expected to occur seven days a week for up to 12 months, are expected to exceed average noise levels that result in sleep disturbance at the Devonshire Drive Hamlet.	Very sensitive	Major	Major	The implementation of EPRs will require measures to minimise the impacts of noise during construction. This will include notifying landholders in advance of the works occurring, and the development of a complaint handling and response protocol.	NV02* S03 Tas	Moderate	High
People's productive capacities: Physical and mental health	**Negative:** Lack of understanding of the project's scope, cumulative impacts of projects in the areas and not seeing local benefit.	Very sensitive	Major	Major	Ongoing project engagement and communications will provide clarity on the project scope. Engagement will also provide opportunities for the community members to help shape local benefits will be key in mitigating this impact.	S03 Tas S04 Tas	Moderate	High
People's productive capacities: Physical and mental health	**Negative:** Potential human health impacts from contaminated material exposure from construction disturbance from the former industrial site.	Very sensitive	Moderate	High	Through the implementation of measures to comply with EPRs, requiring the management of all material generated from excavation including contaminated material), the risk to human health or ecological receptors is low.	CL01* CL02* CL04*	Minor	Moderate
People's productive capacities: Physical and mental health	**Negative:** Transporting hazardous goods and materials.	Very sensitive	Severe	Major	The implementation of EPRs will require measures for the transportation of any hazardous goods/materials, in accordance with standard requirements specific to that material.	T01*	Minor	Moderate

Social value	Potential construction impact	Initial impact			Justification of residual rating	Recommended EPRs	Residual impact	
		Sensitivity	Magnitude	Impact rating			Magnitude	Impact rating
People's productive capacities: Education, training, and skills								
People's productive capacities: Education, training, and skills	**Positive:** Employment opportunities for First Peoples, females, youth and socially vulnerable groups in the regional construction workforce are made available.	Very sensitive	Negligible	Low	Through the adoption of the recommended EPRs, there is the opportunity to increase employment opportunities and therefore increase the magnitude of this potential benefit.	S04 Tas S05 Tas	Minor	Moderate

Table 3-12 Residual impact summary for project operation

Social value	Potential impact	Initial impact			Justification of residual rating	Recommended EPRs	Residual impact	
		Sensitivity	Magnitude	Impact rating			Magnitude	Impact rating
Community identity								
Community identity: Landscape and amenity	**Negative:** Ongoing 24/7 operations may result in after-hours noise concerns for neighbouring residents.	Very sensitive	Moderate	High	With the implementation of an operation noise management plan, the airborne noise generated by operation of the converter station affecting noise sensitive areas will be of a negligible magnitude.	NV05* NV06*	Minor	Moderate
Community identity: Landscape and amenity	**Negative:** Visual amenity: View of the converter stations from the southern edge of the Bass Highway and the converter stations will be a dominant view from the exit of the tioxide beach foreshore reserve, the only visitor access point and informal parking area.	Very sensitive	Major	High	The implementation of measures to comply with EPRs, including vegetation screening, colour choice of the building and the ability for future road upgrades, will further mitigate the visual impact of the converter stations.	LV01* LV02* LV03*	Moderate	High
Community identity: Natural resources and ecology	**Negative:** Ongoing impacts on flora and fauna in line with maintenance activities and operation of the converter station.	Very sensitive	Negligible	Low	Through the implementation of the EPRs, impacts on threatened species can be minimised or avoided. Specific management measures will be determined by the contractors undertaking maintenance works.	ECO5 ECO6	No change	Low

Social value	Potential impact	Initial impact			Justification of residual rating	Recommended EPRs	Residual impact	
		Sensitivity	Magnitude	Impact rating			Magnitude	Impact rating
Economy and livelihood								
Economy and livelihood	**Positive:** The project is expected to result in large taxation receipts ($762 million in total from 2025 to 2050) from the economic activity generated by the project, which will flow to local, state and the Commonwealth Government.	Very sensitive	Moderate	High	-	-	-	High
Economy and livelihood: Socioeconomic disadvantage or advantage								
Economy and livelihood: Socioeconomic disadvantage or advantage	**Positive:** Job during operations	Very sensitive	Negligible	Low	Fewer than five employees will be required to help operate the converter stations and therefore, a mitigation of negligible has been provided.	S05 Tas	-	Low
People's productive capacities: physical and mental health								
People's productive capacities: Physical and mental health	**Negative:** Concern about the project's potential impacts (e.g. EMF, operational noise) may result in feelings of stress, anxiety and frustration for surrounding residents and communities.	Very sensitive	Moderate	High	By consulting and communicating directly with impacted communities, there is the potential to reduce the magnitude of this impact. This includes providing advanced notification of any potential disruption.	S03 Tas NV05*	No change	High

Social value	Potential impact	Initial impact			Justification of residual rating	Recommended EPRs	Residual impact	
		Sensitivity	Magnitude	Impact rating			Magnitude	Impact rating
People's productive capacities: Physical and mental health	**Positive:** The project may add to the health and wellbeing of residents in the study area through investments in community infrastructure, the potential downward pressure to be placed on the market regarding energy prices, as well as greater telecommunication security through expansion of the supply-side infrastructure.	Very Sensitive	Moderate	High	-	-	No change	High

*Refer to separate EIS documentation prepared for the Heybridge converter station and shore crossing for full list of EPRs

3.8 Cumulative impacts

Cumulative impacts of the project with 12 other projects proposed to occur at the same time and in the same geographic location are assessed in Table 3-13. The 12 projects are:

- Guildford Wild Farm
- Robbins Island Renewable Energy Park
- Jim's Plain Renewable Energy Park
- Robbins Island Road to Hampshire Transmission Line
- North West Transmission Developments
- Hellyer Wind Farm
- Table Cape Luxury Resort
- Youngmans Road Quarry
- Port Latta Wind Farm
- Port of Burnie Shiploader Upgrade
- Bass Highway – Cooee to Wynyard
- QuayLink – Devonport East Redevelopment

The most substantial cumulative impact (major impact) is increased demand for rental housing during construction. The current demand for rental housing is high and the availability is constrained throughout the northwest region of Tasmania. To mitigate these impacts due to this project, MLPL will develop a workforce and accommodation strategy (EPR S03 Tas) that must address the potential cumulative impacts on the rental housing market within the region due to the workforce required for the project. However, the cumulative impacts of the other projects could be severe if they are not each mitigated appropriately. It should be noted that even with the mitigations implemented by the project, rental availability and affordability is likely to remain an issue for the community.

Two high cumulative impacts were also identified. One is due the demand and competition for skilled labour resources that may impact workforce availability for industries requiring similar skill sets. The other is the demand for childcare providers and other services provided to the existing local and regional population due to the workforce residing in the region during construction.

One cumulative impact is considered moderate. The project workforce will contribute to the demand for health and emergency service providers, which may compromise the service provided to the existing regional population.

There is also one cumulative positive impact identified for employment pathways for First Peoples, females, youth and socially vulnerable groups in the regional construction and operation workforce. This cumulative positive impact is considered moderate.

Table 3-13 Cumulative impacts

Social value	Impact	Residual impact assessment for the project	EPRs	Sensitivity	Mitigated magnitude	Residual impact
Economy and livelihood: Housing affordability and availability	**Negative:** The cumulative impact of the project workforce will contribute to the demand for rental housing in the regional study area and exacerbate existing rental availability and affordability issues, which will affect very low and low-income households disproportionally.	Major	S01 Tas	Very sensitive	Major	Major
Economy and livelihood: Employment and workforce	**Negative:** The demand and competition for skilled labour resources may impact industries requiring similar skill sets and potentially draw from other industries and local businesses within the study area.	High	S01 Tas	Very sensitive	Moderate	High
Infrastructure and services: Health and wellbeing	**Negative:** The cumulative impact of the project workforce will contribute to the demand for health and emergency service providers, which may compromise the service provided to the existing regional population.	Low	S01 Tas	Sensitive	Moderate	Moderate
Infrastructure and services: Childcare	**Negative:** The cumulative impact of increased construction workforce on demand for childcare providers, compromising service provision to the existing local and regional community.	High	S01 Tas	Very sensitive	Moderate	High
People's productive capacities: Education, training, and skills	**Positive:** Employment pathways for First Peoples, females, youth and socially vulnerable groups in the regional construction and operations workforce are made available.	Moderate	S06 Tas	Very sensitive	Minor	Moderate

3.9 Conclusion

This chapter described the existing social conditions of the local and regional area around the proposed Heybridge converter station site in Tasmania. Community engagement, SIA consultation, the ABS census, government reports and academic publications helped inform the social baseline.

A social wellbeing framework identified four key social values of community identity, economy and livelihood, infrastructure and services and people's productive capacities.

The social baseline highlighted the following:

- Heybridge is a small, rural town made up of a tight-knit community.
- Median household income in the local and regional study areas is lower than the Tasmanian median.
- Tasmania has historically had unemployment rates above that of mainland Australia. The Burnie LGA unemployment rates have consistently been above that of the state whereas unemployment rates in the Central Coast LGA have generally been under that of the state.
- There is an existing shortage of qualified and available workers in the construction industry in Tasmania.
- The region has rental and housing shortages.

There are no known cultural heritage sites located at or close to the proposed Heybridge converter station site.

The potential social impacts associated with the construction and operation of the project were assessed using a social wellbeing framework. This framework categorises impacts across the four key social values of community identity, economy and livelihood, infrastructure and services and people's productive capacities. A total of 17 attributes defined these social values, and the sensitivity of each value was assessed.

The project will benefit local communities through employment and training opportunities, particularly for females, youth, First Peoples, and vulnerable groups. It may generate prosperity, lower energy costs, and support local businesses. The overall project is expected to generate approximately $762 million in tax receipts over 25 years.

During construction, nearby communities may experience changes in visual amenity, changes to the road network, and general disturbances from noise and dust. Operation of the converter station may also generate noise.

There remains a potential cumulative impact on rental housing, particularly regarding availability and affordability for very low and low-income households. Collaborative efforts between government and industry will be needed to manage accommodation for the regional workforce and mitigate the cumulative impact on rental housing. Furthermore, the cumulative impacts assessment indicates a sustained high demand for construction workers in the region, necessitating coordinated efforts between government and industry. The demand for childcare providers and health and emergency services also requires a collaborative approach to mitigate the impact to the region.

After the implementation of EPRs, all major impacts will be reduced to either high or moderate. Eleven impacts are considered high after mitigation, three of which are positive.