

15 Social Environment

15.1 Introduction

The current socio-demographic baseline environment in the proposed McArthur River Mine Phase 3 Development (the Project) area is described in this chapter. Analysis also takes into account any potential impacts identified that may result from the Project, together with measures to avert or mitigate impacts. The study area is defined by two distinct areas:

1. Borroloola Community Government Council Statistical Local Area (Borroloola SLA)*
2. Gulf SLA.

*Note: the Borroloola Community Government Council was the governing body in the region when the last reported census was conducted and released in 2006. The region has since 2009, been governed by the Roper Gulf Shire Council following a local government redistribution by the NT Government.

The Borroloola SLA is located within the Gulf SLA, however is not part of the Gulf SLA from a statistical perspective as defined by the Australian Bureau of Statistics.

The information contained within this chapter is derived primarily from the McArthur River Mine Phase 3 Development Social Impact Assessment (see Appendix D10). Preparation has been in accordance with the requirements of the *Northern Territory Environmental Assessment Act (1982)*.

Key documents guiding the development of the SIA include the Final EIS Guidelines and the *Minerals Council of Australia (MCA); Socio-economic Benefits and Impacts: an assessment and planning toolkit*. These two documents provide a framework for undertaking the Social Impact Assessment (SIA) and defining the social elements to be assessed. Figure 15-1 presents the MCA process (MCA, 2010) and how it relates to the SIA process undertaken by the Project.

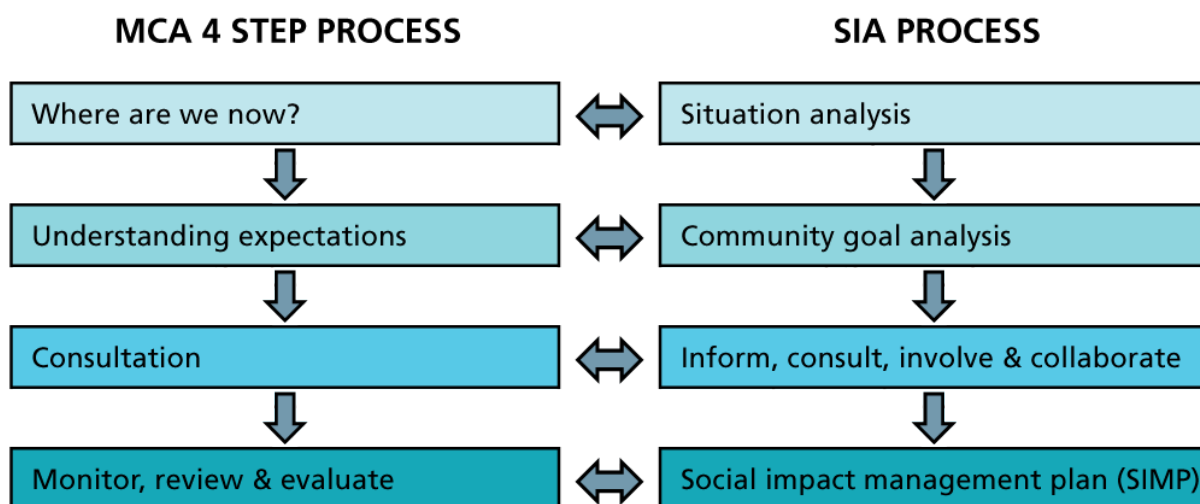


Figure 15-1 Guiding Assessment Processes

The objective of this assessment is to identify and analyse the positive and negative social impacts of the Project and any subsequent social change invoked, and to provide mitigation, management and enhancement strategies, where required.

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A range of information sources was accessed to achieve this objective: data has been sourced from the ABS Census of Population and Housing 2006; desktop research undertaken; consultation with a large number of community members and stakeholders.

Incorporated in this comprehensive snapshot of existing social and community environment is a description of the study areas and a brief history of the region. Demographic and social characteristics are described in the study area profile, supported by the consultation framework, methods and stages of consultation, with key findings.

Potential impacts and mitigation measures were identified via a Project impact and opportunities assessment which details the impact identification process and assessment and enhancement methodologies.

15.2 Study Area

The Project is located in the Roper Gulf area of the Northern Territory (NT). For the purpose of this assessment, the study areas are defined as the Borroloola SLA and Gulf SLA. Other communities of interest include the smaller Indigenous outstations surrounding Borroloola as well as King Ash Bay, Robinson River and the Sir Edward Pellew Islands.

The Gulf SLA is sparsely settled and minimally served by urban centres (MRM, 2005). There are two gazetted towns in the Gulf SLA:

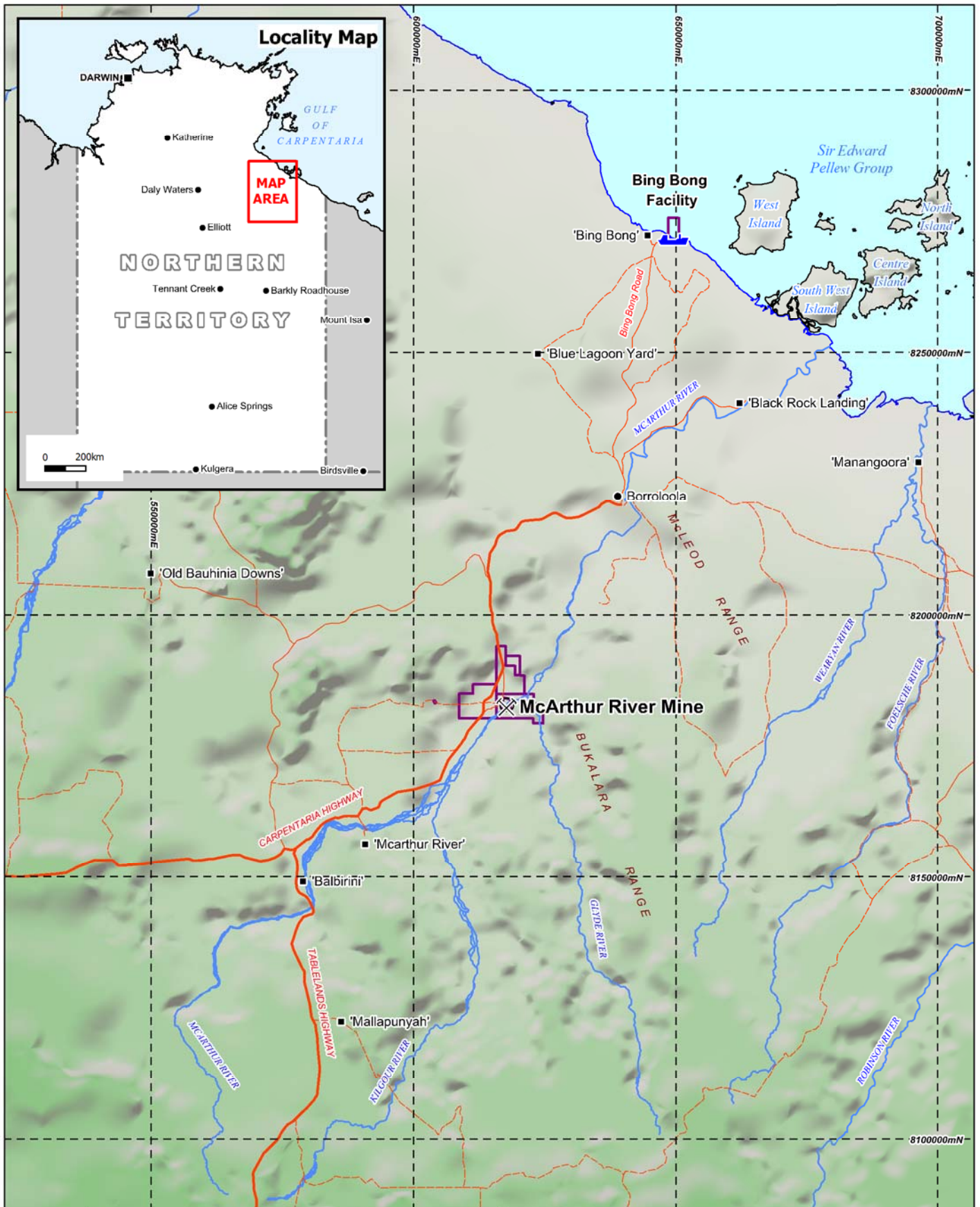
- Borroloola, which is the main service centre
- the designated town of Pellew on Centre Island off the mouth of the McArthur River which has been identified for future development.

Borroloola is approximately 972 km south-east from Darwin, 655 km south-east of Katherine and 940 km north-west of Mount Isa. Within this area, housing developments or camps accommodate the four main Indigenous language groups whose country comprises the Gulf SLA. These groups include the Yanyuwa, Garawa, Mara and Gurdanji. Refer to Figure 15-2 for the location of the Project as it relates to the NT.

There are approximately 26 outstations surrounding Borroloola. An outstation (or homeland) provides the opportunity for Indigenous people in the NT to live on their traditional land, maintaining their cultural heritage (NT Government, 2011). Outstations are located at varying distances from Borroloola, with the furthest outstation that relies on Borroloola's services located approximately 260 km away. Residents of these outstations travel to Borroloola to access services (Mabunji Aboriginal Resource Association, 2010). Refer to Figure 15-3 for an aerial view of Borroloola.

The King Ash Bay fishing centre located approximately 52 km north of Borroloola is increasingly popular with tourists, particularly retired and semi-retired people. In the tourism low-season (November – March), it is a small centre consisting of caravan parks, camping grounds and a shop, with a few permanent residents maintaining it year-round. Population is approximately 1,000 residents, swelling to a significant tourism population of approximately 13,000 visitors when last recorded in 2007.

Robinson River is a small, remote Aboriginal community of about 250 people, inaccessible for part of the year due to the intensive wet season. It is located in the NT near the Queensland border approximately 100 km east of the Project. Robinson River was a cattle station until handed back to Traditional Owners in 1992.

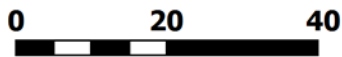


- LEGEND**
- Project tenement
 - Principal road
 - Road (sealed)
 - Road (unsealed)
 - River
 - Town
 - Homestead
 - Darwin
 - McArthur River Mine
 - Bing Bong Concrrate, Storage and Ship Loading Facility

Data Source:
Topography - Geoscience Australia. Tenement - NT Gov.

McArthur River Mine Phase 3 Development Project

Regional Location



Kilometres

Scale: 1:1,000,000 (A4)

09/01/2012

Datum: GDA94
Projection: MGA53

FIGURE 15 - 2

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Figure 15-3 Aerial view of the Borroloola township

15.3 Methodology

This assessment followed a four-step approach, using the MCA guidelines as a basis for undertaking consultation, research and development of this document. Each of the four steps is described below.

Step 1: Situation Analysis

Step 1 involved compiling analysis and baseline community profiles of Borroloola SLA and the Gulf SLA. Stakeholder identification and analysis was based on:

- stakeholder and issues workshopping with MRM employees and representatives to capture the established relationships and networks within the community maintained by MRM
- MRM stakeholder materiality assessment as defined in Xstrata Zinc Sustainable Development Standard 12 Guidelines for Stakeholder Engagement 2010-11 (Xstrata Zinc, 2010)
- results of the MRM 360 Degree Stakeholder Survey 2010
- MRM Community Benefits Trust (Trust) consultation activities for Annual Plan development (MRM Community Benefits Trust, 2010).

A range of data has been collected and analysed including:

- quantitative data taken from 2005 MRM EIS (URS, 2005), ABS 2006 Census of Population and Housing (ABS 2006), NT *Growth Towns Initiative draft Borroloola Local Implementation Plan (LIP)* (NT Government et al., 2011) and the Roper Gulf Shire Council Strategic Plan 2010 – 2013 (Roper Gulf Shire Council, 2010)
- qualitative data taken from community and stakeholder consultation conducted between March and September 2011 regarding the Project
- information about MRM's contributions to the community and the region following the submission of MRM's 2005 EIS and subsequent work completed to convert the mine from underground to open pit operations.

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Step 2: Understanding stakeholder and community expectations

Step 2 involved identification and assessment of key stakeholder and community drivers and expectations specific to the Project. It looks at objectives set by the community as to 'where they want to be'.

Information obtained was used to determine how best to meet these expectations through the successful mitigation and/or management of impacts and issues identified, as well as to explore the benefits and/or opportunities raised. Comprehensive stakeholder and community consultation methodologies specifically focusing on the Project have been used to collect information.

Step 3: Consultation

Substantial consultation and engagement has been conducted with community members. The purpose of consultation was to provide information to regulatory agencies, to inform the public of the scope, potential impacts and mitigation measures of the Project, and to facilitate genuine feedback from communities and stakeholders who may be impacted by or benefit from the Project.

Consultation was undertaken in accordance with requirements and objectives stated in the NT Government's Department of Natural Resources, Environment, the Arts and Sport (NRETAS) Final EIS Guidelines for the Project (NRETAS, 2011).

The process involved the development and implementation of strategies to ensure key stakeholders and the local community were effectively engaged in a range of forums where their specific issues, concerns, questions and comments could be raised and addressed.

All stakeholders were identified and classified according to the potential impact of the Project. Consultation activities were designed around the results of this analysis. The following external influences were considered in the consultation process:

- inclusiveness – ensuring all stakeholders had a chance to 'have their say': achieved by conducting consultation in small, focus-group-style situations as well as one-on-one meetings
- literacy levels – ensuring all written consultation materials (such as factsheets) were written in plain English to encourage interest and understanding
- cultural obligations – ensuring the consultation process took into account the various cultural activities and obligations held by Indigenous members of the target communities
- cultural sensitivity – demonstrating respect for Indigenous culture and encouraging participation in consultation involvement.

The *McArthur River Mine Phase 3 Development Project Social Impact Assessment Consultation Report* (Appendix D10) provides a detailed overview of results collected during consultation.

Step 4: Monitor, review and evaluation phase

Step 4 considers the Project against the baseline community profile in order to assess the potential social impacts, benefits and opportunities. Possible mitigation and enhancement strategies are included. This assessment informed the development of the Stakeholder Engagement Plan (SEP) and will guide ongoing consultation, management decisions and actions during the project.

The SEP will build upon the SIA by identifying the key areas of focus for social management during the Project. A framework was established to support the monitoring of social impacts and the effectiveness of mitigation strategies. Regular review of the SEP will be undertaken to ensure social changes are assessed and managed and emerging opportunities are maximised. Timelines for activities are provided and agreed responsibilities clearly articulated for all stakeholders including MRM, the NT Government and Roper Gulf Shire Council and the community.

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Xstrata Zinc's Sustainable Development Framework, specifically Standard 12 – Social and Community Engagement Guidelines, was referenced during this consultation period; and will continue to be drawn upon as a key document in the ongoing delivery of community and stakeholder engagement.

15.4 Existing Social Environment

A summary of the Project area's key demographic and social characteristics appearing in this section is supported by a detailed analysis of the Project area in Appendix D10. The study area consists of the Borroloola SLA and the Gulf SLA.

15.4.1 History

The NT was first inhabited by Indigenous Australians more than 40,000 years ago, with the first European settlement established in 1869 near Darwin. Borroloola SLA carries a strong Indigenous history, with the majority of the population identifying as Indigenous in the ABS 2006 Census (ABS, 2006). The four Indigenous groups in the Borroloola SLA and Gulf SLA remain prevalent. Originally, the settlement was part of the colony of South Australia (SA) and remained as such until the *Northern Territory Surrender Act 1908* and *Northern Territory Acceptance Act 1910* were passed. When these acts were passed the NT officially separated from SA and came under Commonwealth control and a Commonwealth Minister was appointed to govern the territory.

Following increasing pressure and momentum for the Indigenous population of the NT to have rights to fair pay and land, in 1973 the Whitlam Government established the Woodward Royal Commission to inquire as to how Land Rights could be achieved within the NT. An outcome of the commission was the bill drafted on 16 December 1976 *The Aboriginal Land Rights (NT) Act 1976* and subsequently passed. The Act commenced on Australia Day the following year, 26 January 1977.

Prior to European settlement, large populations of Indigenous people occupied the Gulf Region. Traditional Indigenous practices centred on strong attachments to land, sites and customary land management practices, including foraging for food and other bush resources. Contemporary Indigenous communities maintain many of these cultural practices throughout the Gulf Region (Roberts, 2005).

From the 1870s, cattlemen travelled to acquire vast areas of station land and brought cattle in massive numbers. Since the introduction of cattle into the Gulf Region in 1869, pastoralists have operated on a number of stations in the area, including McArthur River Station. McArthur River Station was formed near the end of 1883 and was, at the time, Australia's largest ever cattle station covering some 47,317 km². The station covered almost the entire traditional land of a number of Indigenous groups, including the Gurdanji people. Because of its size, McArthur River Station had a significant impact on the Indigenous people who lived on the land.

While pastoralists are still active within the region, land parcels within major stations were redistributed to traditional landholders throughout the late 20th century.

15.4.2 Population, Age and Gender

Fluctuations in the Territory's population are best discussed in the context of the Indigenous and non-Indigenous populations, which exhibit very different patterns of growth. It is essential to consider both populations in forecasts of future population growth. High fertility drives growth in the Indigenous population whereas interstate migration drives non-Indigenous population growth (Northern Territory COAG Infrastructure Report, 2006).

The total population across both SLAs is 1412 people (ABS, 2006). Gender distribution indicates a higher male population proportion across both SLAs within the Indigenous and non-Indigenous population. Of the 773 people resident in the Borroloola SLA, approximately 580 (75%) are Indigenous with the remaining 193 (25%) people non-Indigenous. Of the 639 people resident within the Gulf SLA, approximately 428 (67%) are Indigenous with the remaining 211 people being non-indigenous. Australia's Indigenous population proportion is 2.3% (ABS, 2006).

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The population in the Borroloola SLA and Gulf SLAs vary slightly according to seasons and cultural commitments of resident Indigenous people. Changes are, however, minimal, and have minimal impact on services in the area. The Borroloola SLA has a higher number of residents during the wet season (November–March), with population levels rising by approximately 400 people (Roper Gulf Shire Council, 2011). Roper Gulf Shire Council (2011) estimates the King Ash Bay residency level increases to approximately 1,000 people during peak tourism periods.

Median age within both SLAs is 25 years. This figure is significantly lower than the remainder of Australia which has an estimated median age of 37 years (ABS, 2006). The median age of 25 years reflects the high proportion of Indigenous people in the region, as Australia's Indigenous population had a median age of 21 years (ABS, 2006).

The Borroloola SLA population density equates to approximately 61 people per square kilometre. Sparse population density in the Gulf SLA, at approximately one person every 94.7 km² implies a relatively high unit cost of delivering essential services in the community. Australia's estimated population density as at June 2008 was 2.8 people per square kilometre or approximately 265 people to every 94.7 km².

In the Borroloola SLA and Gulf SLA, Indigenous family units tend to extend to the language group or clan. The family unit includes mothers, fathers, uncles, aunts, brothers, sisters, cousins, sons and daughters. Indigenous kinship and family structures in the Borroloola SLA and Gulf SLA are typical of those in other Australian Indigenous communities. Kinship defines where a person fits within a community and informs them of their community rights and responsibilities.

As part of the kinship philosophy, the Borroloola LIP (2011) identified the following early childhood priorities and targets:

1. strengthen support for families, women, men, youth and children
2. children are born healthy and stay healthy.

15.4.3 Housing

Housing availability is a significant issue across the NT, with shortages evident in many areas. Darwin has experienced house price increases over recent years pointing to a significant gap between supply and demand. Borroloola and the surrounding region also experience housing shortages, causing overcrowding. In some cases houses are of such poor quality they are untenable.

While there are opportunities for private investors, there is a lack of private housing and uncertainty around land tenure, which is a deterrent to private development in remote areas. The relative isolation and remote location of Borroloola and its surrounds mean the cost of building new housing is often prohibitive. As a result, there are difficulties in attracting a suitable skilled workforce with appropriate experience to work in the area for prolonged periods. There is a lack of accommodation to house short or long-term workers and further difficulties associated with the expense of transporting building equipment to the area.

These issues across the NT triggered the Australian Government's National Partnership Agreement on Remote Indigenous Housing in 2008, which aims to address overcrowding, homelessness, poor housing conditions and the severe housing shortage in remote Indigenous communities such as in the Gulf SLA (NT Government Department of Housing, Local Government and Regional Services, 2011).

The Agreement incorporates the Strategic Indigenous Housing and Infrastructure Program (SIHIP) which will deliver 934 new houses, 415 rebuilds of existing houses and 2,500 refurbishments across 73 remote Indigenous communities and camps in the NT by 2013 (NT Department of Housing, Local Government and Regional Services, 2011). It was recently announced that the Borroloola SLA would not be addressed by this Program until 2014. During consultation, this issue was raised as a concern to local people, particularly Indigenous language group leaders.

The SIHIP program has allocated \$14 million to the Borroloola SLA for housing construction and refurbishment across the four language group camps. In the original proposal, 25 houses were to be constructed and 45 required refurbishment. However, negotiations are under way to allocate the funding in

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line with consultation outcomes. Negotiations are ongoing regarding leases and land tenures (NT Department of Housing, Local Government and Regional Services, 2011).

The majority of dwellings in both SLAs are rented, with the most rented through local co-operatives; the Mabunji Aboriginal Resource Association or Mungoorbada Aboriginal Corporation, and a significant number rented through the NT Government. More than 45% of dwellings in the Borroloola region are let through local co-operatives, community groups or church groups. Less than 1% of private dwellings in Australia are let through housing co-operatives, community groups or church groups (ABS, 2006). No dwellings in the Gulf or Borroloola areas are let through real estate agents.

The majority of rental properties are let at very low rates (\$15–\$30 / week) (Yate, J & Gabrielle M, 2006), equating to approximately 2% – 3% of total average household income; the average weekly household income in the area is \$645–\$1,012 (ABS, 2006).

With limited rental properties available in both SLAs, locally sourced employees of the mine often find that it is more cost effective to re-locate to a rental property in Darwin and work on a Fly-In/Fly-Out (FIFO) basis. In 2009, 67% of dwellings in the Borroloola region were considered to be overcrowded, with approximately 3.1 people per bedroom (NT *Growth Towns Initiative draft Borroloola LIP*, Schedule C, 2011). Overcrowding leads to ongoing social concerns, hygiene problems, disease, domestic tension and violence (NT *Growth Towns Initiative draft Borroloola LIP*, Schedule C, 2011).

15.4.4 Community Health and Safety

Evidence suggests remote communities in the NT suffer poor health outcomes compared to Australian averages. Indigenous Australians have higher rates of diabetes, kidney disease, sexually transmitted diseases and alcohol and drug abuse than non-Indigenous Australians (ABC Health and Wellbeing, 2007). The Roper Gulf Shire Council highlights the key health problems in Borroloola and surrounds as being trachoma, scabies, impetigo, gastro and nits. There are also issues relating to overcrowding, alcohol abuse and smoke from burn-offs (Roper Gulf Shire Council, 2011).

No public hospitals are located in the Gulf Region. One general practitioner (GP) with nursing support services is based at the Borroloola Health Clinic. In 2009-10, Indigenous patients accounted for over 90% of reported episodes of care (NT *Growth Towns Initiative draft Borroloola LIP*, 2011). Consultation with Borroloola Health Clinic revealed concern relating to the provision of travel for elderly patients. Those requiring treatment in Darwin are required to travel by charter jet to Katherine, before embarking on a 5-hour bus journey to Darwin. Reports from patients suggest this is often a gruelling journey (MRM, 2011). Establishment of a government-funded 24-hour health hotline staffed by highly competent personnel complements services provided by Community Health Centres (Roper Gulf Shire Council, 2011).

Limited medical specialist services are available in the region on a quarterly basis. The MRM Emergency Rescue Team provides emergency first aid assistance, as required. In the event of a severe medical emergency, a number of local airfields are available for use. The Borroloola Police Station coordinates emergency services.

The Borroloola Safe House established in 2007 provides temporary respite for women and children who are victims of domestic violence. A variety of community-specific allied and community health services operating within the Borroloola SLA have developed and operate to suit the differing needs of the Borroloola SLA.

The Borroloola LIP (2011) identified the following health and safety priorities and targets:

1. strengthen support for families, women, men, youth and children
2. reduce alcohol and marijuana abuse
3. support and develop health care and related services
4. increase leisure and recreational opportunities
5. support and develop health care and related services
6. improve community harmony and safety.

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15.4.5 Employment and Income

The total labour force within the 15-64 year age group across both SLAs is 543 people (60.53% of total population). This is lower than Australia's labour force proportion of 68.6%. The proportion of people not in the labour force is 44% greater across both SLAs than indicated for Australia (ABS, 2006). People not in the labour force are those who, during the week prior to ABS Census Night, were neither employed nor unemployed. Examples include persons who were keeping house (unpaid), retired, permanently unable to work or trainees.

Amongst a diverse range of employers in the region are small to medium-sized businesses and organisations representing a variety of industry sectors, including: retail, agribusiness, pastoral, health and community services, trades, education, transport, civil engineering, mining and tourism. MRM is the largest private employer in the region.

Table 15-1 summarises median individual, household and family income levels of both study areas. Australian median income levels are provided for comparison. Average income levels for individuals, households and families are significantly lower than Australian averages, with residents in the Gulf SLA earning approximately 49% less than the average Australian, and residents in the Borroloola SLA earning approximately 56% less than the average Australian (ABS 2006).

Table 15-1 Median Income Comparisons

	Gulf SLA		Borroloola CGC SLA		Australia	
	\$ / week	\$ / year	\$ / week	\$ / year	\$ / week	\$ / year
Median individual income	230	11,960	263	13,676	466	24,232
Median household income	645	33,540	1,012	52,624	1,027	53,404
Median family income	597	31,044	772	40,144	1,171	60,892

Source: ABS 2006

The Community Development Employment Projects (CDEP) program implemented in the Borroloola and Gulf SLAs employs more than 300 people. The CDEP began in 1977. In recent years, the program has been viewed by the Federal Government as being more of an employment program than a community development program (Australian Institute of Family Studies, 2009). The CDEP program is managed in the Borroloola SLA by Mabunji Aboriginal Resource Association and in Robinson River by Mungoorbada Aboriginal Corporation.

Labouring was the most common occupation across both SLAs at approximately 44% of the labour force, due to the prominence of employment under the CDEP scheme. By contrast, in the broader Australian population, labouring ranks fifth; the leading category being professionals (ABS, 2006).

Approximately 33% of the Gulf SLA households had weekly earnings of \$500-\$1,000. Higher weekly earnings of \$1,000-\$2,000 in the Borroloola SLA are influenced by its more diverse local economy and broader range of occupations. Another factor is the number of local people employed directly by MRM.

As of October 2011, 40 local people are employed by MRM. The current average salary of MRM employees is \$101,500. Since 2006, the number of permanent MRM employees has increased by 100% to 282. Figure 15-5 illustrates that over the same period, the percentage of local employees has remained relatively stable between 17% and 21%.

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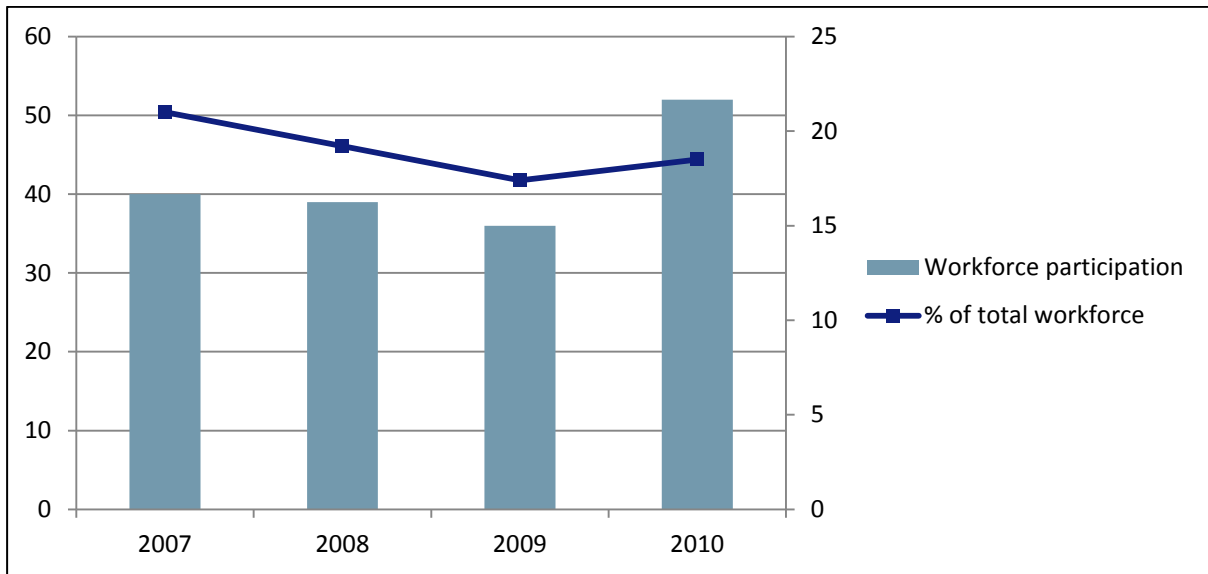


Figure 15-5 Local MRM workforce participation rate

Figures at 31 December each year.

Source: MRM Sustainable Development Data, 2006-2010

Importantly, the composition of this local employment base has also changed as the Indigenous workforce participation rate increased. The number of employees identifying as being of Indigenous descent has increased from 6 to 59. This has surpassed a target of 20% Indigenous workforce participation which was set in 2007 (Figure 15-6).

MRM has reviewed its Indigenous employment and training strategy to place greater emphasis on culturally sensitive recruitment practices, pre-employment training, community and mine-based mentoring support and the development of nine potential career paths within the operations for entry level trainees.

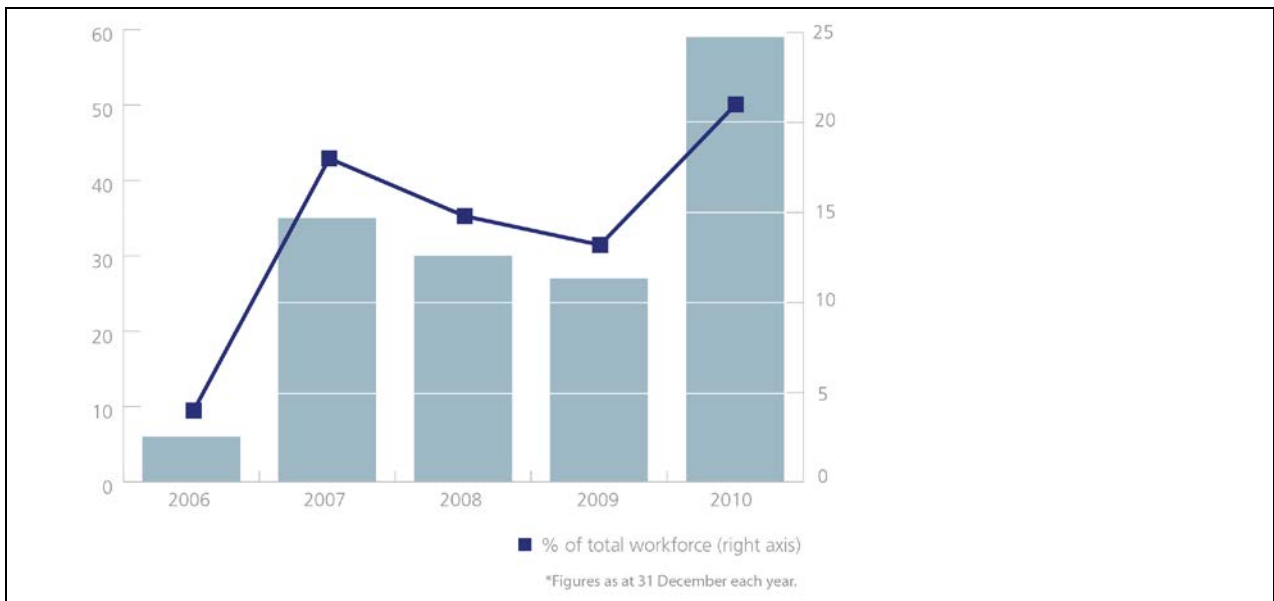


Figure 15-6 MRM Indigenous Workforce Participation

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Indigenous people employed by MRM report humbugging as an issue they face in their communities. Humbugging can serve as a disincentive to employment or in some cases, has led local recruits to opt to relocate to Darwin and FIFO to MRM. The term 'humbugging' refers primarily to the practice of demanding money from relatives, often violently, with wives and the elderly being particular targets. The Borroloola Safe House provides some shelter for women and children vulnerable to violence.

As at December 2010, MRM's total workforce was 440. Current workforce planning anticipates an additional 295 permanent employees will be required at the peak of the Project's operational phase.

In recent years, there has been a significant shift in the attitudes and values of community members in both SLAs. A clear and determined sense of empowerment has emerged in the community – that they can drive and play a key role in their future and the future of their town. Consultation revealed a common factor in this shift was the sense of self-worth and empowerment that came from employment, specifically at MRM (MRM, 2011).

As a condition of approval for the open pit mine in 2005, MRM established a Trust to support the social and economic development of the Gulf region in partnership with the NT Government. An agreement between MRM and the NT Government established the Trust in July 2007. Objectives of the Trust are to:

- enhance the positive social and economic impact of MRM's mining operations
- create jobs and training opportunities.

The MRM Community Benefits Trust – 20 Year Plan within Appendix D10 provides an overview of current strategic planning initiatives and the social element to which they relate. The MRM Community Benefits Trust Grants Approved 2007-2011 presented in Appendix D10 provides a record of grants approved during this period. Based on current agreements and plans, it is expected the Trust will be extended for another nine years to 2036 in line with the Project extension to the life of mine, and will benefit from an additional contribution of at least \$11.23 million over that time. This takes the total commitment of the Trust from in the order of \$32 million to \$43.3 million over the life of mine.

15.4.6 Education

There are a number of challenges faced in the delivery of education across the NT. These include the remote locations of many communities such as Borroloola and high teaching staff turnover. As the average tenure of a teacher in a remote community is nine months, it is likely that students will have two or more teachers over the course of a year.

The following government schools operate in the Gulf SLA:

- Borroloola School
- Robinson River School
- Kiana School (located at Kiana Station approximately 120km south of Borroloola town-ship).

Students in the region generally achieve below the national minimum standard for literacy, but at, or above the minimum standard for numeracy (NT Government et al., 2011). This is reflective of the lower levels of education in the region.

Table 15-2 highlights the secondary and tertiary education levels achieved by students in both SLAs. There is a significant difference in the proportions of students completing year 12 when comparing both SLAs and Australia. The SLAs year 12 completion rate is approximately one third of the Australian rate.

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Table 15-2 Highest level of education completed

	Gulf SLA and Borroloola CGC SLA		Australia	
	Total of people aged 15 years and over	Percentage	Total of people aged 15 years and over	Percentage
Total of people aged over 15	968	100.0%	15,918,076	100.0%
High school – Year 12 completed	125	12.9%	6,723,224	42.0%
High school – Year 10 completed	209	21.6%	3,638,036	23.0%
Postgraduate	0	0.0%	413,101	2.5%
Graduate Diploma / Certificate	6	0.6%	228,550	1.5%
Bachelor	24	2.5%	1,840,660	11.5%
Certificate	94	9.7%	2,662,780	17.0%

Source: ABS 2006

Typically, there are limited opportunities for tertiary or vocational training in the region. Darwin's Charles Darwin University and TAFE in Katherine are the closest centres offering tertiary and vocational training. Limited studies may be completed externally through these institutions.

The Batchelor Institute of Indigenous Tertiary Education (BIITE) provides a study facility in Borroloola for students completing courses through the Institute. Half of the facility is rented by Industry Services Australia to provide vocational training. The BIITE provides first aid training, literacy and numeracy programs and a base for local students wishing to undertake tertiary studies.

The BIITE facility in Borroloola was designed in consultation with Traditional Owners and Indigenous leaders to ensure cultural requirements were met (e.g. providing separate men's and women's areas). MRM is currently involved in a number of Department of Education and Training (DET) initiatives, including the Strong Start, Bright Future: Borroloola Employment Pathways Agreement. The Employment Pathways Agreement is a three-year program for better vocational education and training within the school system. The agreement was executed on 29 August 2011.

The Program will receive from the Trust a grant of \$1 million over three years, which will contribute to a series of initiatives to be delivered in partnership between DET, Borroloola School and MRM. The program has been proven in other NT communities, to help provide a pathway toward education and training through school to employment (Australian Government Department of Education, Employment and Workplace Relations, 2010).

In Borroloola, the Employment Pathways Agreement provides a trainer for the Borroloola School and accredited training for students, computers and resourcing for a Frequent Attender Rewards program. The program aims to increase school attendance to 90% of all eligible students and equip students with skills necessary to sustain employment. This embedded trainer model is a new initiative which will provide learnings for other partnering arrangements in the Territory to provide sustainable employment pathways.

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Educational priorities and targets identified within the Borroloola LIP (2011) include:

1. increase educational opportunities
2. provide options for young people who have been unable to succeed in the current education/training environment
3. improve local and regional infrastructure.

15.4.7 Social, business and political organisations

MRM operates within three electoral divisions: Local, NT and Federal. At the local level, MRM operates within the South West Gulf Ward of the Roper Gulf Shire Council. The Council was formed following the 2006-2008 NT local government restructure and amalgamations.

A number of social organisations and businesses operate within the Project area. Social organisations facilitate community contributions to the decisions affecting their livelihood, while the economic organisations act as a source of employment and services within the area. Examples of businesses include local hotels, NT Government and MRM.

The socio-political context within the region is linked with the history of Indigenous people in Australia and the current policies which aim to eliminate social disadvantage, empower Indigenous communities and create better futures. The needs of the Indigenous community dominate the agenda. The Indigenous community, which represents 32.5% of the total NT population, owns 49% of the Territory's property, engendering a sense of empowerment, ownership and pride amongst Indigenous leaders to drive the socio-economic development of their communities.

Social organisations in the region have developed a consistent commitment to a number of goals and priorities targeting the socio-economic development of the NT including the Gulf Region. Socio-economic development activity within the Gulf region has benefitted from the establishment of organisations such as the Trust and the role of non-government organisations in providing charitable and community services (MRM, 2005).

The Roper Gulf Shire Council Strategic Plan (2010) places considerable emphasis on partnerships with organisations to support economic and environmental objectives. The Northern Land Council has partnered with the Environment Centre Northern Territory to support objectives within the Gulf region (Northern Land Council, 2003).

The LIP builds on the Growing the Gulf Regional Plan 2000 (Gulf Regional Planning Advisory Committee, 2000) and the McArthur River Mine Community Benefits Trust 2010/11 Annual Plan (MRM Community Benefits Trust, 2010). The LIP has been further developed in consultation with the Borroloola Local Board of the Roper Gulf Shire and the MRM Community Benefits Trust Women's Group. A Local Reference Group was established by the NT Government in late 2011 and will assist with the implementation of the LIP. MRM and Trust representatives have been identified to participate in this group.

Table 15-3 outlines the social and economic priorities and development objectives to which the relevant levels of governance have committed. Key priorities across the Local, Territory and Federal governments are employment, economic development and good governance.

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Table 15-3 Summary of government priorities

Governance	Social Priorities	Economic priorities
Local government Roper Gulf Shire Council 2010-2013 Strategic Plan	<ul style="list-style-type: none"> Raising the quality of life to build a stronger and healthier Shire Environmental protection Good governance 	<ul style="list-style-type: none"> Sustainability – employment and business Infrastructure provision and management
Territory government Northern Territory <i>Growth Towns Initiative draft Borroloola Local Implementation Plan</i>	<ul style="list-style-type: none"> Self-determination around homelands and Outstations Improved transport infrastructure Good governance 	<ul style="list-style-type: none"> Territory Growth Towns development Employment and economic development
Federal government Council of Australian Governments (COAG)	<ul style="list-style-type: none"> Education Drug and alcohol abuse Community safety Health Food security Housing Good governance 	<ul style="list-style-type: none"> Employment and economic development
Indigenous representation Roper Gulf Shire Council 2010-2013 Strategic Plan Northern Territory <i>Growth Towns Initiative draft Borroloola Local Implementation Plan</i>	<ul style="list-style-type: none"> Land, Sea and Natural Resource Management Advocacy Administration and Support Services Native Title Services 	<ul style="list-style-type: none"> Economic Development Commercial Services Land Claims and Acquisitions

15.5 Consultation

The purpose of consultation is to provide information to regulatory agencies, to inform the public of the scope, impacts and mitigation measures of the Project and to facilitate genuine feedback from communities and stakeholders potentially impacted by, or benefiting from the Project. Consultation undertaken in accordance with requirements and objectives stated in the NT Government's Department of Natural Resources, Environment, the Arts and Sport (NRETAS) Final EIS Guidelines (Appendix A). Xstrata Zinc's Sustainable Development Framework was also referenced during the consultation period.

MRM undertakes community relations activities to maintain strong and positive relationships with key stakeholders and the community. Consultation opportunities were available to all stakeholders within the region including the township of Borroloola, King Ash Bay and Robinson River. Consultation activities include one-on-one and group meetings, site tours, school briefings, Community Reference Group meetings, quarterly release of the MRM newsletter (MemoRanduM), a Project website, Project information phone line and email address and informal discussions with a wide range of internal and external stakeholders (MRM, 2011).

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Through the work of the Trust, MRM has been able to build a significant level of involvement and consultation with the community, with the support of a Project Officer. The *McArthur River Mine Phase 3 Development Project Social Impact Assessment Consultation Report* (Appendix D10) provides a detailed overview of the key findings of consultation.

A summary of stakeholder participation in consultation activities undertaken during the EIS consultation period (March to September, 2011) is included in Appendix D10. Details of participation in public and private meetings, site visits, phone calls and emails are included in the summary.

To demonstrate respect for the Indigenous community, consultation was undertaken by Ettienne Moller, the General Manager of MRM, together with Vicki Nangala, a qualified communications professional and Indigenous woman from the NT. Involving the General Manager in the consultation process was MRM's method of demonstrating the significance of meeting with the Indigenous community, and the importance of receiving their comments and feedback.

Xstrata Zinc conducted a three stage consultation program for the Project between March and September 2011. Each stage followed the International Association for Public Participation (IAP2) public participation spectrum best practice approach to communication and consultation (IAP2, 2004). Stage 1 (Inform) and Stage 2 (Consult) were conducted between March and September 2011. Stage 3 (Involve and collaborate) which commenced in September 2011 is continuing (MRM, 2011).

Consultation with the community has highlighted the following key areas of interest:

- employment opportunities
- MRM Community Benefits Trust
- traffic and roads
- management of the Tailings Storage Facility (TSF)
- management of the Overburden Emplacement Facility (OEF)
- environmental rehabilitation (including the mine closure plan).

A detailed analysis section on each of the key areas of interest is included in Appendix D10.

The prevailing community attitudes driving the focus on social and economic planning includes:

1. there is a general acceptance that the current living conditions of residents within the Gulf region are unacceptable and need to be improved
2. children are the future of the region and planning must involve investment in their health and education to facilitate the development of opportunities and a clear direction for their future in the region
3. the Gulf region and the town of Borroloola are on the threshold of a growth phase which will bring improved liveability, services and economic development to the region.

Values commonly shared by residents of the region may be summarised as:

1. equity – that all local Indigenous language groups and non-Indigenous residents desire to have equal opportunities and engagement including equal say in the future of the region
2. environmental protection – that the natural environment is central to the culture, lifestyle and livelihoods of local people and must be sustainably managed and protected
3. respect – for cultural heritage, individual needs and rights

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4. planning – the importance of planning and acknowledgement of the contribution the community is making to planning for the future.

Community values and attitudes were identified through extensive community consultation. Feedback obtained was then used to inform the planning process for the nominated social and economic priorities and initiatives. Significant growth in community development planning occurred over the past five years following a positive shift in the attitudes and values of community members.

The objective of the community and stakeholder consultation conducted during this period was to engage and collaborate with identified community members and key stakeholders during the EIS process. Key constraints to consultation were sorry business, consultation fatigue, accessibility and availability.

Sorry business is an Indigenous cultural commitment undertaken by family members following the passing of another family member. On two occasions community members were unable to be involved in the consultation process due to sorry business.

Consultation fatigue occurs when the same group of people are being consulted to saturation point. This was a risk with this consultation period given the same stakeholders had been consulted on a range of federal and territory government and MRM initiatives during 2011.

A total of 293 individuals were consulted on a one-to-one basis with the majority consulted via private meetings. The private meetings were facilitated through outgoing phone calls, demonstrating that consultation was individualised and allowed for privacy.

Stakeholder and community feedback received during the consultation process which informed preparation of the EIS included:

- identification of community values and local conditions
- identification of Project alignment issues (e.g. station locations and entry points, siting of key infrastructure and proposed construction sites)
- impact assessment of the Project's construction and operation
- identification of strategies to manage potential impacts and enhance Project benefits.

Recording and secure data storage of all consultation activity occurs through a web-based stakeholder management application, Consultation Manager (CM). CM enables users to capture and store all communication with identified stakeholders, allowing easy access to information for analytical and informative purposes.

In 2010, MRM carried out a 360 Degree Survey, to produce a snapshot view of MRM's performance.

The survey covered the following variables:

- most important issues facing MRM
- performance on environment and safety
- performance on working with communities and stakeholders
- awareness of MRM'S sustainable development policy
- reputation
- communication.

The 360 Degree Survey was distributed to 29 Project stakeholders representing the community, government and mine suppliers. Survey results demonstrated that more than fifty per cent of stakeholders rated MRM's performance as good or very good on nine of ten measures tracking sustainable development performance.

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The survey showed improvements could be made to the level of transparency on environmental performance, the number and regularity of community meetings, the role of the Trust and increased economic and employment benefits to the community. The 2010 360 Degree Survey showed addressing environmental concerns of the community and maintaining a high level of performance on environmental aspects (MRM, 2011) were the most important issues facing MRM.

Results of all consultation activities undertaken by the EIS Project team were considered in the Project design and decision making process. Mitigation and enhancement plans were developed to manage impacts and improve the benefits of the Project for the community.

15.6 Impact Assessment

Where required, a thorough assessment of the broader social impacts and risks of the Project on surrounding communities has been undertaken, with mitigation, management and enhancement strategies identified. Management of the identified impacts will require coordinated efforts by MRM, the Roper Gulf Shire, NT Government and the community.

The task of identifying impacts draws upon knowledge and experience gained by MRM while operating in the current location since 1995. Over the 16 years since the mine opened, the community's aspirations, values and enterprises have adapted to accommodate the presence of the mine. The biggest impact over this time occurred when the mine changed from underground to open pit mining following the 2005 approval process. Though the Project doubles production from operations within the existing mine footprint, no additional land acquisition is required and limited impact on community values is anticipated. However, the Project presents additional opportunities for the community, particularly around training, education, wellbeing and community development.

15.6.1 Impact assessment methodology

AS/NZ Risk Management standards were used to develop the framework upon which the impact assessment was undertaken. Under the framework, risks and opportunities were assessed as a function of the likelihood of an event occurring and the consequences of such an event.

Potential impacts resulting from the Project were identified by considering the likely interaction between the development and the people and communities that may be affected by them. For each phase of the Project – construction and operation – the impact identification process was undertaken, further informed by the community's previous experiences with MRM and concerns or issues raised by the community throughout the current consultation process.

15.6.2 Potential project impacts

Assessment of potential positive and negative impacts has identified the likely phase (construction or operation) in which each potential impact is likely to occur as well as the stakeholder/s likely to be affected. Criteria were established in order to support an objective assessment of potential impacts.

The criteria include:

- likely duration of the impact and whether it is reversible or irreversible
- magnitude of the impact on the affected community
- ability of those affected by the impact to adapt and accommodate the change
- existing strategies or programs that will help to manage the impact (mitigate or enhance).

There were 26 potential impacts identified, with approximately 47% (12 potential impacts) indicated as positive and the remainder (14 potential impacts) as negative. Of the positive impacts, approximately 40% were of high impact significance. Employment, the Trust and economic contribution of the Project were

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specific impacts identified. Of the negative impacts, approximately 20% were of high impact significance: employment, accommodation and travel. A summary impact table is provided within Appendix D10.

15.6.2.1 Population age and gender

No significant population, age and gender impacts were identified as a result of the Project.

15.6.2.2 Housing

The following section identifies housing impacts and the relevant phase of the Project in which they may occur.

Indigenous employees are generally no longer eligible for public housing once they receive a trainee wage or higher. Presently, MRM supports these employees by offering flexibility (if desired) to move to a FIFO roster, which allows their relocation to rental accommodation in Darwin. As a result of this approach, Indigenous employees are separated from their extended families, home community and culture. A loss of culture and ties to the community that could ensue is a negative impact that may occur in the construction and operation Project phases, with medium-level likelihood and high-level consequence.

Housing quality and availability were identified as issues that negatively impact the existing environment. Flow-on effects include overcrowding, homelessness, hygiene problems, disease and violence. This impact is negative and may occur in the construction and operation phases with high-level likelihood and high-level consequence.

15.6.2.3 Community health and safety

The following section identifies community health and safety impacts and the relevant phase of the Project in which they may occur.

Increased workforce requirements associated with the Project provide an opportunity for additional employment among the local community. Alcohol use was raised by stakeholders as a general issue for the community, further intensified when community members have a higher disposable income. This negative impact may occur in the construction and operation phases, with medium-level likelihood and high-level consequence.

Consultation revealed that humbugging is a common and serious issue faced by the employed Indigenous community in Borroloola, particularly those employees of MRM. Though widely agreed the employment opportunities the Project will deliver to the community were a key benefit, humbugging associated with the income received was an issue. This negative impact may occur in the construction and operation phases, with a high-level likelihood with high consequence.

Consultation identified concern with the condition of the existing road surface and this was confirmed by the traffic study. The Project will result in increased heavy vehicle traffic movement, particularly between the mine site and the Bing Bong concentrate storage and ship loading facility (Bing Bong) along the Carpentaria Highway and Old Bing Bong Road. Consultation identified the belief that premature degradation of roads may result. This negative impact may occur in the construction and operation phases, and was rated with medium-level likelihood and medium-level consequence. The assessment of the Project's transport task, provided in Chapter 8 – Traffic and Transport, concluded that the Carpentaria Highway currently requires reconstruction works and if these works were undertaken, the resulting pavement is likely to be sufficient to avoid any further pavement maintenance works for the life of the Project.

The Project will result in the transportation of almost double the amount of zinc-lead concentrate between the mine site and Bing Bong. Given the low population density along the transport corridor, the likelihood of an accident involving hazardous materials or a chemical spill directly impacting on communities is considered low. This negative impact may occur in the operation phase with low-level likelihood high-level consequence.

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15.6.2.4 Employment and income

The following section identifies employment and income impacts and the relevant phase of the Project in which they may occur.

Consultation revealed employment was the key area of interest for community members. Feedback indicated the Project was seen as an opportunity to increase local employment levels (particularly Indigenous employment) at the mine site. This sentiment was supported by people who had family members working at the current operation who expressed a sense of achievement and pride in their comments and responses, and were therefore keen to see this trend and experience continue with other members of their community. They also indicated that local people employed at the mine were experiencing benefits, and saw positive opportunities in the possibility of expanding these benefits to more members of the community (MRM, 2011).

The construction labour force is likely to reflect general industry trends within the NT and interstate. Under this assumption, the construction workforce will typically be single males aged between 18 and 35. At the peak of construction, expected to occur in 2013, the majority of construction, contractor, operations and management staff will operate on a 14-days on/7-days off, 12-hour daily roster. During general operations, production employees will operate on a 7-days on/7-days off, 12-hour daily roster. The majority of support and management staff work a 5-days on/2-days off, followed by 4-days on/3-days off, 12-hour daily roster. This positive impact may occur in the construction and operation phases, with high-level likelihood high-level consequence.

Consultation revealed a key reason stakeholders and community members support the Project is the potential to increase employment opportunities for young people. Opportunities exist both during construction and over the longer term throughout the operation phase. Consultation with a wide range of community members showed creation of job opportunities for local youth which are transferrable within the industry, was an expected benefit of the proposed Project. This positive impact may occur in the construction and operation phases with high-level likelihood high-level consequence.

The Project will extend the current mine life by nine years to 2036. Extending the life of the mine means the life of the Trust will also be extended, representing an estimated further \$11.23 million in funding, bringing the total funding allocation over the life of the mine to approximately \$43.3 million. The Trust funding commitments are scheduled for review in 2015. Extension of the life of the Trust was widely recognised by the community as a benefit. Appendix D10 includes a detailed description of the Trust, its commitments, contributions, impacts and opportunities. This positive impact may occur in the operation phase with high-level likelihood high-level consequence.

15.6.2.5 Education

The following section identifies education impacts and the relevant phase of the Project in which they may occur.

Consultation revealed that increases in education and training are key community opportunities associated with the Project. The Trust has generated education and training focus areas and objectives through consultation and planning with community organisation representatives and local and NT government business officers. Extension of the life of the Trust increases the potential for funding to be directed toward supporting education and training within the study areas. This positive impact may occur in the operation and construction phases, with high-level likelihood high-level consequence.

15.6.2.6 Social, economic and political organisations

The following section identifies potential social, economic and political organisation impacts, and the relevant phase of the Project in which they may occur.

Consultation revealed a potential benefit in increased opportunities for youth, to be gained from provision of more services, facilities and social infrastructure. The extended life of the Trust increases the potential for funding to be directed toward supporting community initiatives which will improve life for young people in

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the region. This positive impact may occur in the construction and operation phases, with high-level likelihood high-level consequence.

A further potential benefit of the Project revealed during consultation was the possibility of increased flights made available to the community. The Project's airport is fully functional, with regular flights servicing MRM's FIFO workforce. There are no other options for air travel for general members of the community into, or out of, the area. This positive impact may occur in the construction and operation phases, with low-level likelihood medium-level consequence.

The Project will continue the current procurement policy which commits the mine to using appropriate local and regional businesses, allowing them to engage with MRM. The local procurement program has also enabled existing local businesses to expand their offerings to include services such as transport and freight logistics, labour hire and specialised maintenance services, in a bid to maximise benefits from engagement with MRM. In 2010 the value of MRM's local procurement program was \$7 million to local Borroloola businesses and \$60 million to local NT businesses (Xstrata Zinc Australia Sustainability Report, 2010). This positive impact may occur in the construction and operation phases, with medium-level likelihood high-level consequence.

15.7 Mitigation and Enhancement

The key approach is to manage the impacts identified in Section 15.6 Impact Assessment, and develop mitigation/management strategies to reduce, eliminate or offset significant negative impacts. Xstrata Zinc also developed enhancement strategies to optimise potential community benefits arising from the Project's positive impacts. A key element of the Project's ongoing engagement with the local community will centre on developing strategies and approaches to maximise these benefits and provide sustainable outcomes for the community beyond the life of the mine.

Management of the identified impacts will require coordinated efforts by the Project, the Roper Gulf Shire Council, NT Government, and the community. A number of recommendations have been proposed to support this process and are outlined below. Specific focus has been placed on mitigating and enhancing impacts that are considered to be significant (i.e. ranked as medium or higher). MRM will also monitor other potential impacts to determine if there are any unanticipated effects as a result of the Project. Initial mitigation, management and enhancement strategies have been identified by MRM.

The following section provides a description of the proposed mitigation measures and enhancement strategies. Mitigation measures are provided against negative impacts and enhancement strategies are provided against positive impacts.

15.7.1 Population age and gender

As no significant impacts on population and gender were identified as a result of the Project, no mitigation measures or enhancement strategies are recommended.

15.7.2 Housing

The following section identifies mitigation measures and enhancement strategies for potential impacts on housing.

Increased employment of local people during the construction and operation phases means they may no longer be able, or wish to stay in their home community. The Project recommends the following impact mitigation measures:

- MRM is to investigate impact on family/community cohesion of personnel leaving the community to become FIFO employees from Darwin
- MRM is to work with Territory Housing to highlight limitations the social housing policy poses on expanding Indigenous employment

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- MRM is to explore opportunities to encourage private developers to enter the community and develop private accommodation options, seeking input from Northern Land Council on land tenure issues
- utilise the Trust to identify proactive opportunities to work with the NT Government
- house the workforce in purpose built on-site accommodation village.

15.7.3 Community health and safety

The following section identifies mitigation measures and enhancement strategies for potential impacts on community health and safety.

Increases in local employment during the construction and operation phases may lead to a greater use of alcohol and drugs within the community. The following impact mitigation measures are proposed for the Project:

- continue enacting zero tolerance drug and alcohol policy at the Project's work site during work hours
- support community health initiatives through the Trust, sponsorships and donations, including drug/alcohol education programs and substance abuse support services
- investigate incorporating more substantial drug and alcohol management on-site as part of induction/training to encourage behaviour that can be replicated when back in the community.

Increases in local employment during the construction and operation phases may lead to increases in humberging. The Project recommends the following impact mitigation measures:

- MRM is to explore strategies to overcome social issues in consultation with NT Government and Traditional Owners/Indigenous leaders, including the possibility of setting up new models for salary payments, undertaking community education programs, and providing support to workers experiencing humberging.

Increased traffic during the Project's construction and operation phases may lead to accelerated degradation of roads and require greater maintenance. The Project recommends the following impact mitigation measures:

- work with NT Government to highlight the importance of undertaking improvements to existing roads
- continue MRM voluntary maintenance of Mule Creek Road (located at Bing Bong).

Increased traffic during the construction and operation phases may increase the potential for more road accidents. The Project recommends the following impact mitigation measures:

- work with MRM Community Reference Group, NT Government and other groups to develop driver education programs
- work with NT Government regarding lowering the speed limit
- investigate providing bus in/out service from Borroloola to MRM mine site for all local employees.

Increase in transportation of zinc-lead concentrate during the operations phase may lead to increased risk of spills. The Project recommends the following impact mitigation measures:

- maintain and review the existing zinc-lead concentrate handling and transportation policy
- maintain the existing emergency response plan, including longer term rehabilitation requirements

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- follow the disclosure policy to ensure that government and community stakeholders are made immediately aware of any incidents involving hazardous material.

Extension of the life of Trust means increased potential for youth services and facilities to be implemented in the local area during the construction and operation phases. The Project recommends the following enhancement strategies:

- MRM to provide results of consultation relating to youth opportunities to the Trust Project Officer and work to help encourage grant applications in this area.

15.7.4 Employment and income

The following section identifies mitigation measures and enhancement strategies for potential impacts on employment and income.

Increased employment opportunities during the Project's construction and operations phases act as a potential community benefit. The Project recommends the following enhancement strategies:

- develop community partnerships allowing flexible workplace arrangements in support of greater engagement of Indigenous personnel
- engage with the community to increase awareness regarding Project employment opportunities
- review and update communication processes to facilitate advice about employment opportunities is available in a timely manner and local people are provided with support to develop their skills and become better positioned to maximise employment opportunities
- raise awareness about MRM's Indigenous Employment Coordinator through internal engagement with staff
- review staff retention programs regularly to draw on lessons learned
- source skilled construction workers from the local area. It is anticipated that the majority of the Project's construction and operational workforce will be employed on a FIFO arrangement from Darwin.

Increased employment opportunities for locals and youths during the construction and operation phases act as a benefit to the community. The Project recommends the following enhancement strategies:

- continue involvement in and support of the Northern Territory Government Department of Education and Training *Strong Start, Bright Future* program
- identify and implement mechanisms to support proactive dissemination of information about youth employment and training opportunities.

The potential extended operational mine life until 2036 acts as a benefit to the community. The Project recommends the following enhancement strategies:

- review Trust funding in 2015 (in line with the legal agreement for the establishment of the Trust) to consider contribution levels made by the Trust to community development in the local region and determine the level of ongoing annual financial commitment
- promote the Trust Project Officer's visiting times to the local community more widely.

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15.7.5 Education

The following section identifies mitigation measures and enhancement strategies for potential impacts on education and training.

Increased education opportunities for locals and youths during the Project's construction and operation phases act as a benefit to the community. The Project recommends the following enhancement strategies:

- continue MRM's commitment to support local skills development and training through the Pathways to Employment strategy
- review and update the Project's communication processes to facilitate advice about education opportunities is provided in a timely manner and local people are provided with support to develop their skills and become better positioned.

15.7.6 Social, economic and political organisations

The following section identifies mitigation measures and enhancement strategies for potential impacts on social, economic and political organisations.

Opportunities for local and regional businesses to engage with the mine during construction and operation phases act as a benefit to the social, economic and political organisations. The Project recommends the following enhancement strategies:

- continue the local procurement program underpinning operations throughout the proposed Project
- communicate with local businesses to increase the level of awareness about MRM's expectations and requirements for supplier accreditation
- explore opportunities to work with business and industry groups to support local businesses wishing to attain supplier accreditation
- report success and development of local procurement programs through the MRM Community Reference Group and other local services/non-government organisations (NGO).

Increased ore production during the Project's operation phase may lead to further resources to increase consultation, support and communication between MRM and the community. The Project recommends the following enhancement strategies:

- develop methods of improving community consultation, ensuring information is provided in a way that it meets audience requirements
- identify whether additional Project community relations resources may be made available to increase 'face time' in Borroloola
- increase site tours, public meetings and Project representation at community and NGO meetings.

15.8 Cumulative Impacts

There are a number of significant resource projects at various stages of development across the NT. The NT Department of Resources – Minerals and Energy website lists the NT's major producing mines (and the region in which they are located) as:

- Alcan Gove Mine (Gove Peninsula in East Arnhem)
- Bootu Creek Manganese Project (approximately 125 km north of Tennant Creek in Barkly)
- Frances Creek Mine (approximately 180 km south of Darwin in Rest of Darwin statistical region)
- Gemco Mine (Groote Eylandt in East Arnhem)

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- Ranger Mine (Jabiru, 260 km east of Darwin in Rest of Darwin statistical area)
- The Granites Gold Mine/Tanami Operations (560 km north west of Alice Springs in the Central NT/Alice Springs region)
- Western Desert Resources Roper Bar Iron Ore Project (approximately 160km north-west of Borroloola in the Gulf SLA).

In addition to the above mining projects, oil and gas development is also progressing in the NT, promising to provide significant income and employment to the NT. Potential revenue the NT Government may derive from the resource sector means NT will have greater capacity to provide services and develop infrastructure in communities.

Closure of the Century Mine in the lower Gulf area of Queensland scheduled for 2015 is notable for the large numbers of people from the communities of Doomadgee and Mornington Island who have been trained at Century. These communities could be a source of trained workers in relatively close proximity to Borroloola.