

Appendix 15



Social Impact Assessment

SOCIAL IMPACT ASSESSMENT

Northparkes Mines Step Change Project

July 2013



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Prepared by
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on behalf of
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1.0 Introduction

1.1 NPM Operations

Northparkes Mines (NPM) is a copper-gold mine located approximately 27 kilometres north-west of Parkes in central New South Wales (NSW) (refer to **Figure 1.1**). NPM currently employs approximately 700 full time equivalent staff including contractors and has established a strong relationship with the local community and other stakeholders. NPM has developed its relationship with the community over the life of operations and remains committed to positive interactions with the community and other stakeholders. It is acknowledged that community/stakeholder interaction is a dynamic and changing space that presents a range of opportunities for future enhancement of the strong relationship NPM has formed with stakeholders.

1.1.1 Current Operations

NPM has been operating since 1993 following the granting of the original development consent (DA504/90). In February 2007, the NSW Minister for Planning granted PA06_0026 under Part 3A of the *Environmental Planning and Assessment Act* (EP&A Act). PA06_0026 provided for the continuation of existing underground block cave mining operations and allowed for the extension of underground block cave mining of the E48 Ore Body. The development of the E48 mining area included significant construction over a sustained period with a corresponding increase in workforce during this time.

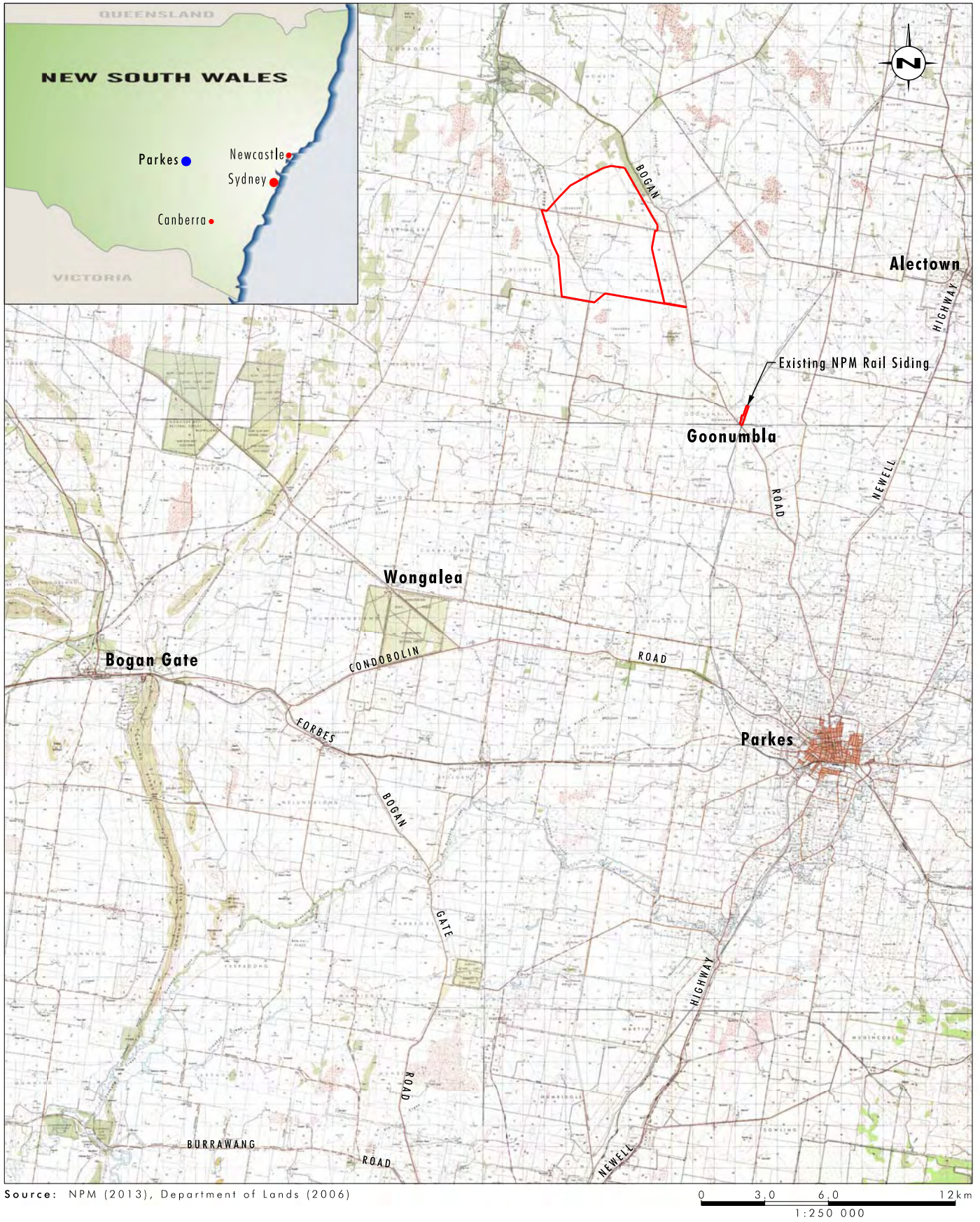
In October 2009, NPM received two modifications to PA06_0026 pursuant to Section 75W of the EP&A Act. Section 75W Modification approval (Mod1) provided for the construction of the Estcourt Tailings Storage Facility (TSF), a mine and mill upgrade to increase production to 8.5 million tonnes per annum (Mtpa) and extension of mine life until 2025. Section 75W Modification approval (Mod2) provided for the development of a 1200 m² warehouse on site.

1.1.2 Future Operations

NPM are seeking approval for the Step Change Project (the Project) which encompasses the continuation of underground block cave mining in two existing ore bodies, the development of underground block cave mining in the E22 resource, additional campaign open cut mining located in existing mining leases and an extended mine life of seven years until 2032.

The Project Area is shown in **Figure 1.2** and consists of existing and proposed mining operations and associated infrastructure. **Figure 1.2** shows the major components of the Project which include:

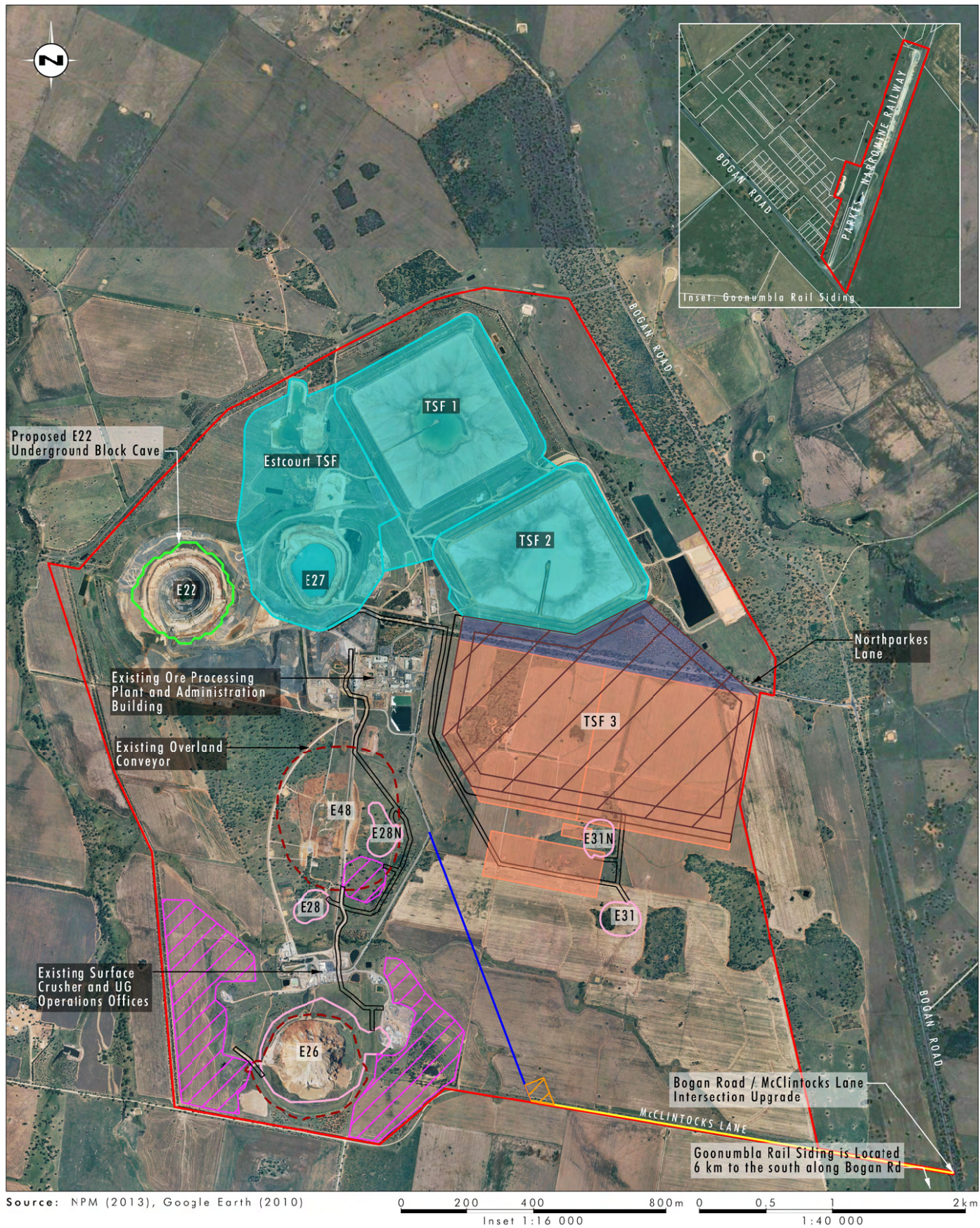
- continuation of approved underground block cave mining in the E48 and E26 ore bodies, and associated underground infrastructure;
- development of underground block caving in the E22 resource beneath the E22 open cut void;
- campaign open cut mining through development of five open cut resources including:
 - development of four small open cut pits E31, E31N, E28, E28N;
 - proposed E26 open cut which is located in an area of previous underground block cave subsidence (existing vertical extent of subsidence void is approximately 200 metres);



Legend

Project Area

FIGURE 1.1
Locality Figure



Legend

- Project Area
- Approved Tailings Storage Facility (Rosedale)
- Approved Subsidence Management Areas
- Existing Tailings Storage Facility
- Proposed Tailings Storage Facility Extension
- Proposed TSF3
- New Underground Block Cave Mining Area
- Proposed Open Cut Areas
- Proposed Upgrade to McClintocks Lane
- Proposed Access Control and Visitor Car Park
- Proposed Waste Dumps
- Proposed Site Access Road
- Proposed Haul Road

FIGURE 1.2

Project Overview

- amendments to the configuration of TSFs including:
 - continuation of tailings disposal to the existing and approved TSFs (TSF 1 and 2, infill between TSF 1 and 2, and Estcourt) to an approved height of 28 metres;
 - provision for additional raises on Estcourt TSF to provide for an increased height from the approved 25 metres to up to approximately 28 metres above ground surface;
 - development of a new TSF 3, which will extend to the south and from the southern embankment of TSF 2 to a height of approximately 28 metres above ground surface, which incorporates the approved Rosedale TSF;
- development of new waste dumps for the management of E28/E28N and E26 open cut waste rock. Waste rock from E31 and E31N open cut mining areas will be utilised in the development of TSF 3;
- continuation of approved ore processing infrastructure up to 8.5 Mtpa capacity, and road haulage of copper concentrate to the existing Goonumbla rail siding;
- continued use of existing site infrastructure including administration buildings, workshop, internal access roads and service infrastructure;
- continued use of surface mining infrastructure including ventilation shafts, hoisting shaft and ore conveyors;
- continuation of existing approved water supply and management processes;
- development of an amended access road to service all mine related traffic entering the site;
- establishment of new visitor car parking facilities and access control to support the amended mine site access;
- continuation of approved mining operations for an extended life of an additional seven years until end of 2032; and
- rehabilitation and closure of the mine site will be carried out after the end of the operational life of the Project in accordance with relevant approvals.

Table 1.1 provides an overview of the key components of the Project relative to the existing and approved NPM operations.

Table 1.1 – Key Features of the Project

Major Project Components/ Aspects	Existing and Approved Operations	Proposed Operations
Mining Areas	<ul style="list-style-type: none"> Underground block cave mining of E26 and E48 ore bodies. Open cut mining of E27 and E22 (ceased in 2010). 	<ul style="list-style-type: none"> Continued block caving of the E26 and E48 ore bodies (as per current approval). Development of block cave mining in the E22 resource (previously subject to open cut mining). Development of open cut mining area in existing mine subsidence zone for E26. Development of four small open cuts to extract ore from E28, E28N, E31 and E31N. All proposed open cut mining areas are located within the existing PA 06_0026 Project Area and existing Mining leases.
Ore Processing	<ul style="list-style-type: none"> Up to 8.5 Mtpa of ore, sourced from underground and open cut mining areas. 	<ul style="list-style-type: none"> Continuation of processing up to 8.5 Mtpa of ore through the existing processing plant sourced from underground and open cut mining areas.
Mine Life	<ul style="list-style-type: none"> Until 2025. 	<ul style="list-style-type: none"> Extension of mining by seven years until end of 2032.
Operating Hours	<ul style="list-style-type: none"> 24 hours a day, seven days per week. 	<ul style="list-style-type: none"> No Change.
Number of Employees	<ul style="list-style-type: none"> Approximately 700 full time equivalents. 	
Mining Methods	<ul style="list-style-type: none"> Multiple Underground Block Cave. Campaign open cut mining yielding up to 2 Mtpa for stockpiling and processing as required. 	<ul style="list-style-type: none"> Multiple Underground Block Cave. Campaign Open cut mining of up to 7 Mtpa for stockpiling and processing as required.

Table 1.1 – Key Features of the Project (cont.)

Major Project Components/ Aspects	Existing and Approved Operations	Proposed Operations
Infrastructure	<p>Operation of:</p> <ul style="list-style-type: none"> • TSF 1-4. • Ore processing plant including surface crusher, crushed ore stockpiles, active grinding mills, froth flotation area and concentrate storage. • Site offices, training rooms and workshop facilities. • Road haulage of concentrate to the Goonumbla rail siding for transport to Port Kembla. • An overland conveyor to transport ore from the hoisting shaft to the ore processing plant stockpiles. • Operation of four wastewater treatment plants. 	<p>Construction and operation of:</p> <ul style="list-style-type: none"> • TSF to be augmented to connect existing and approved tailings facilities, through the development of TSF 3 southward from the existing southern embankment of TSF 2. The proposed TSF 3 will substantially include the approved TSF 3 (known as Rosedale). • Establishment of new waste stockpiles to store waste material generated during open cut mining campaigns, including a vehicle wash down area. • Continued operation of existing processing plant, site offices, underground access, water supply infrastructure and logistics connections. • Continued road haulage of concentrate to Goonumbla rail siding for transport to Port Kembla. • Closure of the existing site access road through the development of TSF3. • Provision of an upgraded site access road along a new alignment from McClintocks Lane. • Development of an access control and visitors car parking at the intersection of the proposed site access and McClintocks Lane. • Upgrade/sealing of McClintocks Lane between the NPM access road and Bogan Road. • Upgrades as required to the intersection of McClintocks Lane and Bogan Road.
Block Cave Knowledge Centre	<ul style="list-style-type: none"> • Onsite Rio Tinto Block Cave Knowledge Centre operates for the domestic and international training of underground block cave mining methodology. 	<ul style="list-style-type: none"> • Continued operation of the Rio Tinto Block Cave Knowledge Centre.

1.2 Social Impact Assessment

Umwelt has undertaken a Social Impact Assessment (SIA) for the Project. SIA involves the identification, analysis, monitoring, and management of intended and unintended social consequences of a development, with the primary purpose of bringing about a more sustainable and equitable biophysical and human environment (Vanclay 2003). This SIA has been undertaken in accordance with the Director-General's Requirements (DGRs) for the Project and Rio Tinto's 'Social Impact Assessment Guidance' (Harvey 2011a). Accordingly consultation with members of the local community who may be affected by the Project has been an integral part of the assessment.

Harvey (2011a) identifies five stages to the SIA process:

- scoping;
- baseline establishment;
- analysis of potential effects;
- development of mitigation options; and
- the documentation of findings.

Project specific data collection, including consultation with the local communities, commenced in 2011 and a Socio-economic Knowledge Base report was prepared (Umwelt 2012). This knowledge base compiled foundational baseline data from which the current assessment has been undertaken. Project refinement and the release of significant data updates in the intervening period required an update to some of the secondary data within the Socio-economic Knowledge Base report. Relevant data been incorporated into the current document in accordance with Harvey (2011b), who asserts that a knowledge base is not designed to be a static document but to be updated periodically to more accurately reflect the current community.

Data from Umwelt (2012) informs the development of this SIA for the Project. **Section 2.0** of this document describes the existing social context of the Project and the methodologies employed in defining the local community and assessing potential impacts due to the Project. Consistent with the third stage within Harvey (2011a), **Section 3.0** and **Section 4.0** present analyses of the potential socio-cultural, socio-economic and environmentally induced effects of the Project. **Section 5.0** discusses the mitigation measures employed, and describes how NPM will continue to engage with community and other stakeholders into the future and for the life of the Project. **Section 6.0** contains references to documentation used in the preparation of this report.

In accordance with Rio Tinto's 'social impact assessment guidance' (Harvey 2011a), this SIA has been driven by the values that exist within the local community and are present in the secondary data, including NPM and Project specific materials. In order to ensure a comprehensive analysis of all aspects of the Project that have potential to affect the community, areas of concern identified through community engagement (refer to **Section 2.0**) as well as those identified through the DGRs and wider assessment of the Project have been included. Accordingly specific foci for SIA have arisen from the broader environmental assessment (EA) process or generally reflect areas of concern in the local community.

How the current report relates to the DGRs is provided in **Table 1.2**, and how it relates to the suggested SIA inclusions within Rio Tinto's 'Social Impact Assessment Guidance' (Harvey 2011a) is presented in **Table 1.3**.

Table 1.2 – Consideration of DGRs in SIA

DGR	Where Addressed
<p>Social and Economic – including an assessment of the:</p> <ul style="list-style-type: none"> • potential direct and indirect economic benefits of the project for local and regional communities and the State; • potential impacts on local and regional communities, including: <ul style="list-style-type: none"> ▪ increased demand for local and regional infrastructure and services (such as housing, childcare, health, education and emergency services); ▪ impacts on social amenity; • a detailed description of the measures that would be implemented to minimise the adverse social and economic impacts of the project, including any infrastructure improvements or contributions and/or voluntary planning agreement or similar mechanism; and • a detailed assessment of the costs and benefits of the development as a whole, and whether it would result in a net benefit for the NSW community. 	<p>In Economic Impact Assessment (see main text of the EA)</p> <p>Sections 3.4 and 3.5</p> <p>Sections 3.0, 4.0 and 5.0</p> <p>Sections 3.0 and 4.0, as well as in Economic Impact Assessment (see main text of the EA)</p>

Table 1.3 – Consideration of Rio Tinto Guidance in SIA

Possible Topic	Relevant Document Section
General context of area affected by activity	
Presence of existing or planned activities	Sections 1.1 and 2.1
General descriptions of geographic boundaries, socio-political context and macro issues	Sections 1.1 and 2.1
Project overview	Section 1.1.2
Description of methodology and consultation process	
Summary of community relations approach used during exploration	NA
Summary of consultation process	Section 2.5
Values and perceptions of communities and key external groups	Sections 2.6 and 3.1
Method and reasons for assessing or prioritising impacts	Sections 2.5 and 2.6
Timing and feedback into selection of options and proposed mitigation measures	Section 2.6
Other methodologies used	Sections 2.4 and 3.0
Reporting and feedback with communities	Section 2.6
Assessment of Socio-economic Impacts	
Social changes affecting access to or use of resources, disruption of social or productive groups	Sections 3.1 to 3.6
Cultural changes	Section 3.3
Employment, training, housing, security screening	Sections 3.1 and 3.4
Demographic changes such as in-migration, potential for prostitution, influx of criminal behaviour	Sections 2.2 and 3.1
Health impacts	Section 3.5.3

Table 1.3 – Consideration of Rio Tinto Guidance in SIA (cont.)

Possible Topic	Relevant Document Section
Assessment of Socio-economic Impacts (cont.)	
Socio-economic changes from local employment	Sections 3.1 and 3.2
Capacity of local services	Sections 3.4 and 3.5
Disruption of Non-Government Organisations, government or other third party programmes operating in the area	Section 2.3
Human rights impact assessment	Section 2.3
Cumulative effects	Section 4.0
Assessment of environmentally induced socio-economic impacts	
Water quantity and quality	Section 4.0
Domestic and agricultural use	Section 4.0
Fauna and aquatic ecology	Section 4.0
Air quality, dust	Section 4.0
Noise monitoring	Section 4.0
Access to cultural heritage sites or communal resources	Section 3.5.5
Local environmental concerns and perceptions of environmental impacts	Section 2.6
Cumulative effects	Section 4.0
Mitigation measures	
Assessment of mitigation measures in terms of proposed activities and community relations programmes	Section 5.0
Aspects that may promote local sustainability	Sections 3.3 and 3.6
Programmes for monitoring, community feedback	Section 5.0
Advisory committees	Section 2.5.1
Performance indicators to be monitored	Section 5.0

2.0 Community Context

2.1 The Local Area

The first stage in the preparation of a SIA is identifying the target community and how they relate to NPM. This was undertaken in detail as part of the baseline data collection process throughout 2011 and 2012 (see Umwelt 2012).

For the purposes of this report the 'local area' has been defined as the Parkes Local Government Area (LGA), the 'local community' as the residents therein and the 'regional area' includes both the Parkes and the Forbes LGAs. As outlined further in **Section 3.1**, more than 85 per cent of NPM employees live within the Parkes LGA and approximately 7 per cent in the Forbes LGA. In addition to the approximately 7 per cent of NPM's workforce that live in the Forbes LGA, NPM sources water through a pipeline shared with Parkes Shire Council (PSC) from the Lachlan river catchment from within the Forbes LGA. This operational link with the Forbes LGA cements residents within the Forbes LGA as a highly valued part of the wider, regional NPM community.

The Parkes LGA includes the towns of Parkes, Alectown, Bogan Gate, Cookamidgera, Peak Hill, Trundle and Tullamore. Parkes was formed in the 1860's and 1870's with the discovery of gold in the area and is named after Sir Henry Parkes, who showed an interest in the diggings. Since that time it has developed a diverse cultural and economic base, with significant agriculture and rail transport industries. Nonetheless, gold, and more recently copper mining have always been industries central to the identity of Parkes (PSC 2009).

The Forbes LGA to the south of Parkes is further from NPM, and includes the towns of Forbes and Bedgerebong. Similar to Parkes, Forbes boomed in the 1860s with the discovery of gold, and is also known for its irrigation and agriculture, due to the presence of the Lachlan River. As a result of the irrigation facilities developed in the Forbes LGA, the area has developed a reputation for agricultural production, including Lucerne growth and lambs (Forbes History n.d.).

The demographic profile provided in **Section 2.2** is based on an analysis of relevant census and time series data, as well as a review of Council and NPM documentation and data from a range of government sources. An assessment of how the Project sits within the government planning and regulatory context can be found in **Section 2.3**, a review of current perceptions of NPM is presented in **Section 2.4** and a description of the methodology and outcomes of community consultation taken throughout this SIA process are included within **Section 2.5** and **Section 2.6** respectively.

2.2 Demographic Profile

Population data for Parkes LGA and Forbes LGA were taken from Australian Bureau of Statistics (2011a) and are presented in **Table 2.1**. Data show a consistent population level 2001-2011 in the Parkes LGA and a small decrease in population over the same time period in the Forbes LGA.

Table 2.1 – Parkes and Forbes LGAs Population Summary (2001 to 2011)

Year	Parkes	Forbes
2001	15047	10143
2002	15038	10087
2003	14970	9976
2004	14874	9786
2005	14852	9758
2006	14895	9733
2007 ^{pr}	14880	9728
2008 ^{pr}	14949	9612
2009 ^{pr}	14927	9574
2010 ^{pr}	15017	9477
2011 ^{pr}	15084	9471
Change 2001-2011: %	0.2	-6.6
Change 2001-2011: no.	37	-672
Annual average change 2001-2011: %	0.0	-0.7

Source: pr: data 2007-2011 is preliminary rebased (see ABS 2011a for details).

Population projections by the Department of Planning (2010), report that the population for Parkes LGA will contract to 14,000 by 2036 and the population for Forbes LGA will contract to 7900 by 2036. It is projected that population losses will generally occur in people aged under 54, with a small expansion in people aged over 55 within both Parkes LGA and Forbes LGA (Department of Planning 2010). It was noted during the community consultation process that these projections do not take into consideration 'what if' scenarios and potential future developments such as the proposed Parkes National Logistics Hub. These considerations were included within population projections prepared for CENTROC (The Western Research Institute 2008). CENTROC projections anticipate a population of 10,100 to 10,300 by 2031 for Forbes and 16,600 to 18,300 by 2031 for Parkes.

Census data from 2001, 2006 and 2011 shown in **Table 2.2** and depicted in **Chart 2.1** indicate a general decline in population for all people aged 44 and under, and a general increase in people aged 45 and above within the local area and NSW more broadly. A comparison in ages with employees at NPM is provided in **Section 3.1**.

In the selected demographic indicators shown in **Table 2.3**, the median age of persons in the local and regional area is slightly higher than NSW generally. The median personal, family and household incomes, and the median mortgage and rent repayments are lower in the regional area than in NSW generally. While median family income has not risen as much during 2006 to 2011 in the regional area as in NSW generally, median personal and household income have risen more in the regional area than in NSW generally. Also of note is that while the rise in median mortgage repayments has been similar between Parkes, Forbes and NSW generally, the rise in median rent has been significantly higher in NSW than in the regional area, with a 42.9 per cent increase in contrast to a 25 per cent increase. **Table 2.3** also shows a higher proportion of persons identifying as Indigenous and persons born in Australia in Parkes and Forbes than in wider NSW, with differences between Parkes and Forbes showing through in 2011, with less people being born in Australia in Parkes, and more persons identifying as Indigenous in Forbes than in NSW more generally.

Table 2.2 – Parkes, Forbes and NSW Persons by Age 2001 to 2011

Parkes LGA	2001	2006	2011	Change 2001 to 2011
≤14	24.2%	23.0%	22.5%	-1.7%
15-24	11.2%	12.0%	11.7%	0.5%
25-34	12.2%	10.3%	10.4%	-1.8%
35-44	14.7%	13.2%	12.1%	-2.6%
45-54	12.6%	13.7%	13.5%	0.9%
55-64	9.9%	11.1%	11.8%	1.9%
≥65	15.1%	16.8%	18.1%	3.0%
Forbes LGA	2001	2006	2011	Change 2001 to 2011
≤14	22.8%	22.2%	21.0%	-1.8%
15-24	12.2%	11.3%	11.7%	-0.5%
25-34	11.3%	10.5%	9.6%	-1.7%
35-44	13.8%	13.0%	11.6%	-2.2%
45-54	13.1%	13.0%	13.2%	0.0%
55-64	11.2%	12.6%	13.4%	2.1%
≥65	15.3%	17.3%	19.5%	4.2%
NSW	2001	2006	2011	Change 2001-2011
≤14	20.6%	19.8%	19.3%	-1.3%
15-24	13.3%	13.3%	12.9%	-0.4%
25-34	14.4%	13.6%	13.6%	-0.8%
35-44	15.2%	14.6%	14.0%	-1.1%
45-54	13.4%	13.8%	13.7%	0.4%
55-64	9.3%	11.0%	11.7%	2.4%
≥65	13.0%	13.8%	14.7%	1.7%

Source: Australian Bureau of Statistics (2001, 2006, 2011b).

Chart 2.1 – Parkes, Forbes and NSW Persons by Age 2001 to 2011

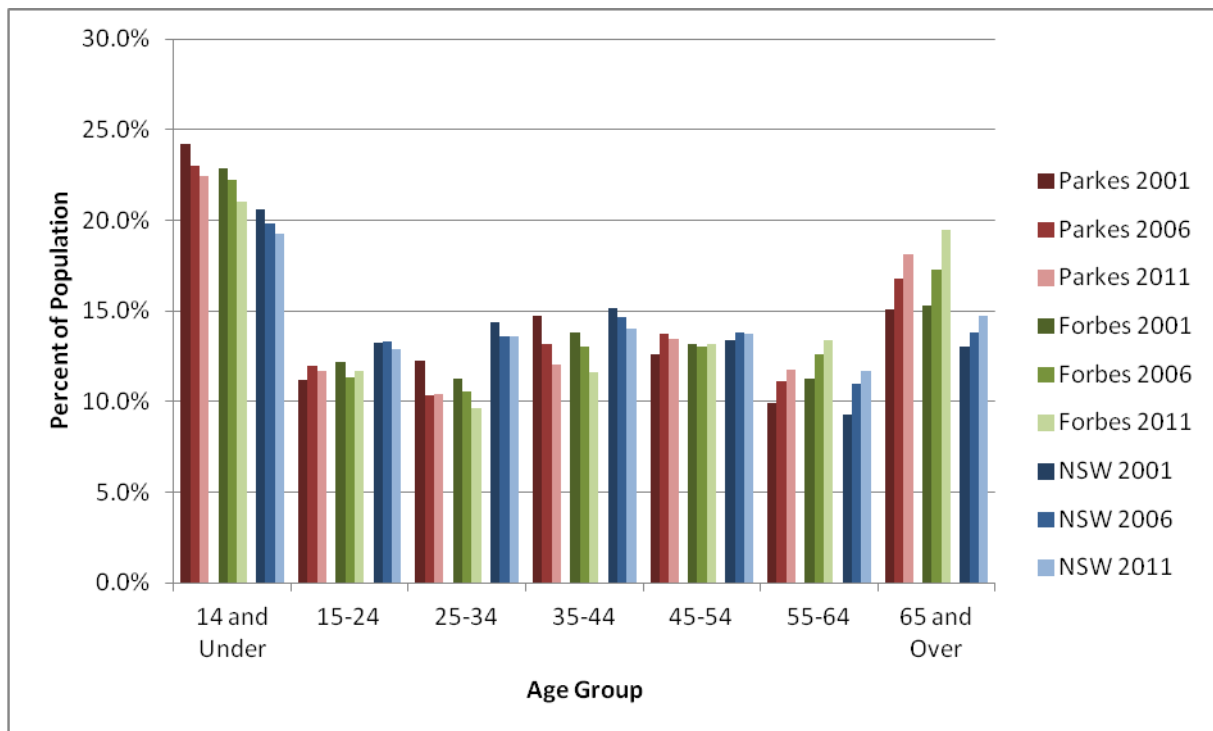


Table 2.3 – Parkes, Forbes and NSW Selected Demographic Indicators 2006 to 2011

Parkes LGA	2006	2011	Change (%)
Median age of persons	38	39	2.6
Median total personal income (\$/weekly)	354	456	28.8
Median total family income (\$/weekly)	957	1,131	18.2
Median total household income (\$/weekly)	693	882	27.3
Median mortgage repayment (\$/monthly)	984	1,300	32.1
Median rent (\$/weekly)	120	150	25.0
Average number of persons per bedroom	1.1	1.1	0.0
Average household size	2.5	2.5	0.0
Percent persons identifying as Indigenous	7.2%	8.3%	1.1
Percent persons born in Australia	90.5%	88.1%	-2.4
Forbes LGA	2006	2011	Change
Median age of persons	39	41	5.1
Median total personal income (\$/weekly)	368	460	25.0
Median total family income (\$/weekly)	908	1,010	11.2
Median total household income (\$/weekly)	678	832	22.7
Median mortgage repayment (\$/monthly)	880	1,127	28.1
Median rent (\$/weekly)	120	150	25.0

**Table 2.3 – Parkes, Forbes and NSW Selected Demographic Indicators 2006 to 2011
(cont.)**

Parkes LGA	2006	2011	Change (%)
Average number of persons per bedroom	1.1	1.1	0.0
Average household size	2.4	2.4	0.0
Percent persons identifying as Indigenous	6.7%	9.6%	2.9
Percent persons born in Australia	90.0%	90.9%	0.9
NSW	2006	2011	Change
Median age of persons	37	38	2.7
Median total personal income (\$/weekly)	461	561	21.7
Median total family income (\$/weekly)	1,181	1,477	25.1
Median total household income (\$/weekly)	1,036	1,237	19.4
Median mortgage repayment (\$/monthly)	1,517	1,993	31.4
Median rent (\$/weekly)	210	300	42.9
Average number of persons per bedroom	1.1	1.1	0.0
Average household size	2.6	2.6	0.0
Percent persons identifying as Indigenous	2.1%	2.5%	0.4
Percent persons born in Australia	69.0%	68.6%	-0.4

Source: Australian Bureau of Statistics (2006, 2011b).

2.3 Planning and Regulatory Context

Australia governance system has three tiers; the national or Commonwealth government, the State government and the local government. Both Parkes and Forbes are in the Commonwealth Electoral Division of Calare, and NSW Electoral District of Dubbo. The Hon. John Cobb MP is the Federal Member for Calare for The Nationals and Shadow Minister for Agriculture and Food Security, and the Hon. Troy Wayne Grant MP is the NSW Member for Dubbo, and a member of The Nationals. Each LGA is managed by a Shire Council at the local level. Land use planning decisions relating to NPM operations are made at a state level.

The NSW State Plan, NSW 2021; ‘a plan to make us number one’ (Department of Premier and Cabinet 2011), sets the priorities and goals for the state of NSW. The implementation of the plan is broken down into regional action plans, the relevant plan for the Project being the Central West Regional Action Plan (CWRAP). The CWRAP (Department of Premier and Cabinet 2012) contains a series of strategies to be implemented over the next 10 years and beyond in order to meet the priorities and goals within the State Plan. The Project is considered consistent with the CWRAP, with particular reference to the ‘Support economic growth within the region’ strategy, which states that mining and agriculture are ‘the foundation of many regional economies and have shaped the development of communities’ (Department of Premier and Cabinet 2012, p.6). Mining is key to the implementation of not only the ‘support economic growth within the region’ strategy, but also with regard to improving education and opportunities for young people and other action strategies within the CWRAP.

At a Local Government level, the 'Parkes Community Strategic Plan 2020' (PSC 2011) and 'Forbes Community Strategic Plan 2022' (Forbes Shire Council (FSC) 2012) present the goals and strategies for each Council, respectively, over the next 10 years. While not directly relevant to the Project as actions and strategies are for Council, the Project is considered generally consistent with the goals and strategies within each of the Community Strategic Plans, for example acting in accordance with the C O R E values within the 'Parkes Community Strategic Plan 2020' (PSC 2011). Complementing the Community Strategic Plans are the Local Environmental Plans (LEPs) of the Parkes and Forbes LGAs. The Project is considered consistent with the existing land use plans and zonings of the Parkes LEP.

2.4 Community Perceptions Analysis

In order to properly assess how NPM relates to the local community and the potential impacts this may have, an investigation was undertaken of the community's perceptions of NPM as part of the Socio-economic Knowledge Base report (Umwelt 2012). The investigation included a media analysis of local, regional and statewide printed and online media, review of outcomes and perspectives of current mine impacts as well as direct engagement with the community as discussed in **Section 2.5**.

2.4.1 Media Review

The media review collated regular reporting of NPM's commitment to the community through financial and other support of community organisations, such as its foundational support for the Parkes GP Cup, support for the Elvis Festival and continuing support for local sporting teams. Media coverage has also focused on the life of the mine in the community, as NPM has expanded its operations and lifespan, with particular regard for employment numbers. Delays in developing E48, completion of mining at E22 and the Step Change Project have all received detailed local and regional media coverage.

The media analysis also indicated an underlying concern within the community regarding water allocations and the quantity of water used by NPM. This became prominent during severe drought in 2007 to 2008. At this time the Parkes Borefield Committee was established to ensure the equitable use of the limited water resources in the area, of which NPM are a participant. Media also reported on major past events at NPM, including the significant bird kill event in 1995 which resulted from cyanide in the tailings dams. Use of cyanide on site has since ceased. An air blast event from uncontrolled block caving that killed four employees in 1999 was also reported on.

A broad categorisation of media reports directly featuring Northparkes is graphed in **Chart 2.2**.

Chart 2.2 – Media Focus on Northparkes Mine

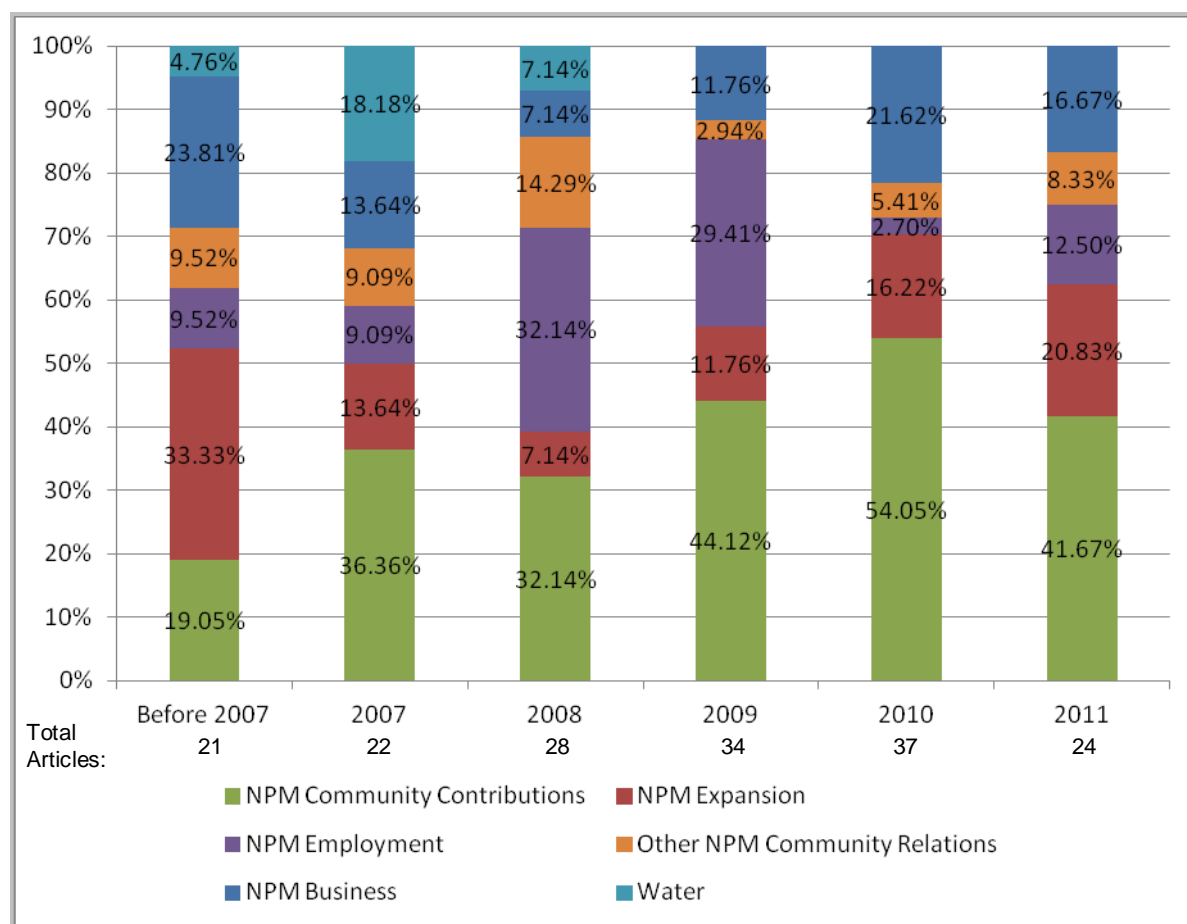


Chart 2.2 shows a steady increase in coverage of NPM's community contributions and sponsorships relative to other categories, driven in large part by the success of the Parkes GP Cup and involvement in other community activities, as well as other contributions in the last three years. While reporting of employment usually focuses on NPM contributions to employment in the area, increased reportage during 2008 to 2009 was due to the delay in development of E48, caused by the fall in copper prices during the global financial crisis. This had serious ramifications for the local community as employee numbers decreased.

No record was found within analysed print or other media sources of serious ongoing environmental concerns at NPM aside from those discussed above (water usage and the 1995 bird kill). Similarly, less than five reports in relation to NPM regarding climate, air quality, natural resources, and ecological or landscape values were found.

2.4.2 NPM Complaints Register

The site wide communications management plan (NPM 2009a) regulates the handling of complaints. All complaints are to be addressed promptly, thoroughly and politely, and in accordance with HIAS and Mini HS Reporting and Investigation Guideline (A117127). NPM has received an average of 3.5 complaints each year between 2007 and 2010, and 12 complaints in 2011 through its formal complaint registration mechanisms. The details of complaints by year and by subject are provided in **Table 2.4**.

Table 2.4 – Registered Complaints at NPM

Year	2007	2008	2009	2010	2011	2012
Road/Traffic Complaints	2	-	1	3	5	3
Noise Complaints	-	1	1	-	1	-
Dust Complaints	-	-	-	-	3	5
Property Access	-	4	-	-	-	-
Other Complaints	1	-	-	1	3	-
Total Complaints	3	5	2	4	12	8

Note: (NPM, 2007, 2008, 2009b, 2010, 2011).

As shown in **Table 2.4**, there is some concern for road safety by neighbours and other members of the community whom use Bogan Road for non-mine related purposes. Complaints in 2011 included a range of areas of concern, including invoicing, inputs into cultural heritage matters and air quality complaints (unconfirmed to originate from Northparkes). The increase in road/traffic complaints is being addressed by NPM through the commencement of upgrades of Bogan Road).

2.4.3 Community Perceptions Survey

A whole of community survey was undertaken in March to April 2012. Advertisement of the online survey was provided to all households within the Parkes LGA and Forbes LGA as part of a mail out for the NPM Annual Report in March 2012, with an incentive prize of an iPad 2. After over a month only 16 responses had been submitted. At this time NPM sent a reminder email to those members of the community who had signed up to the NPM mailing list. A further 191 responses were received in the two weeks before the closing date for the survey at 30 April 2012.

Selected data from the community survey are included in **Tables 2.5 to Table 2.8**, as well as **Chart 2.3** and **Chart 2.4**. Open responses are included within **Appendix 1**.

Table 2.5 – Demographic Data of Survey Respondents

Gender	Percent Response (%)
Male	42.9
Female	57.1
Age	
18-24 years	3.9
25-34 years	17.6
35-44 years	26.5
45-54 years	23.5
55-64 years	19.6
65-74 years	7.4
75+ years	1.5
Place of Residence	
Parkes	69.9
Forbes	24.0
Other	6.1

Table 2.6 – Responses to Closed Answer Questions

Do you think there is sufficient...	Yes (%)	No (%)	Unsure (%)
space in motels and caravan parks during the Elvis Festival?	11.3	69.1	19.6
space in motels and caravan parks during the rest of the year?	76.0	13.7	10.3
water for all users in the local area including irrigators, mines, etc. if used responsibly?	60.8	23.5	15.7
sufficient rental accommodation in town?	12.7	71.6	15.7
houses for sale in town?	67.6	23.0	9.3

Table 2.7a – Agree/Disagree Scale Question Coding

Question Wording	Summary Code
NPM has brought a lot of new people to the community	New People
NPM presents great employment opportunities for local people	Employment
I appreciate the positive effects NPM has on local businesses	Economic Impacts
NPM communicates well with the community	Communications
The local community will be worse off when NPM closes	Mine closure
NPM staff are a valued part of the local community	Staff in community
Local businesses have lost workers to the mine	Skills shortage
NPM workers coming into the community have driven up real estate prices	Real estate
NPM has been responsible in how it draws its water	Water use
There is enough space in motels for both tourists and NPM workers	Accommodation
Property in the local area is too expensive	Property prices
There are not enough water allocations for all water users	Water allocations
NPM has had detrimental impacts on the local environment	Environmental Impact

Table 2.7b – Agree/Disagree Scale Responses

Summary Code	Strongly Disagree (%)	Disagree (%)	Neutral (%)	Agree (%)	Strongly Agree (%)
New People	0.6	2.8	1.1	50.8	44.7
Employment	0.6	1.7	6.7	42.2	48.9
Economic Impacts	1.1	1.7	8.9	45.0	43.3
Communications	1.1	3.9	7.2	54.4	33.3
Mine closure	1.7	2.2	8.9	38.3	48.9
Staff in community	1.1	1.7	10.1	45.3	41.9
Skills shortage	0.0	12.8	22.3	46.4	18.4
Real estate	1.1	10.1	34.1	38.5	16.2
Water use	0.6	2.8	41.9	40.8	14.0
Accommodation	2.2	23.0	30.3	38.8	5.6
Property prices	3.4	25.7	38.0	21.2	11.7
Water allocations	4.5	26.3	50.8	15.6	2.8
Environmental Impact	12.9	34.8	38.8	9.6	3.9

Table 2.8a – Importance Rankings Question Coding

Question Summary	Question Code
Employment opportunities	Employment
Flow on benefits to local businesses and economy	Economic impacts
Influence on labour availability in the community	Labour availability
Influence on regional water availability	Water availability
Economic stability during drought	Economic stability
Influence on other (i.e. non-water) resources	Resource impacts
Influence on real estate prices	Real estate
Community donations and sponsorship	Community support
Training opportunities	Training
Influence on short term accommodation	Accommodation

Table 2.8b – Importance Rankings Responses

Question Code	Least Important (%)	Less Important (%)	Important (%)	Quite Important (%)	Most Important (%)
Employment	3.8	8.8	17.5	30.6	39.4
Economic impacts	5.1	6.4	24.2	30.6	33.8
Labour availability	4.5	10.3	23.1	23.1	39.1
Water availability	5.8	21.8	20.5	23.1	28.8
Economic stability	10.9	27.6	23.1	19.9	16.7
Resource impacts	15.0	24.6	19.8	16.2	18.0
Real estate	34.6	15.7	20.9	27.5	10.5
Community support	30.7	24.5	20.9	14.1	9.8
Training	38.5	26.9	16.0	12.2	6.4
Accommodation	37.5	24.3	19.7	11.8	6.6

Chart 2.3 – Agree/Disagree Scale Responses

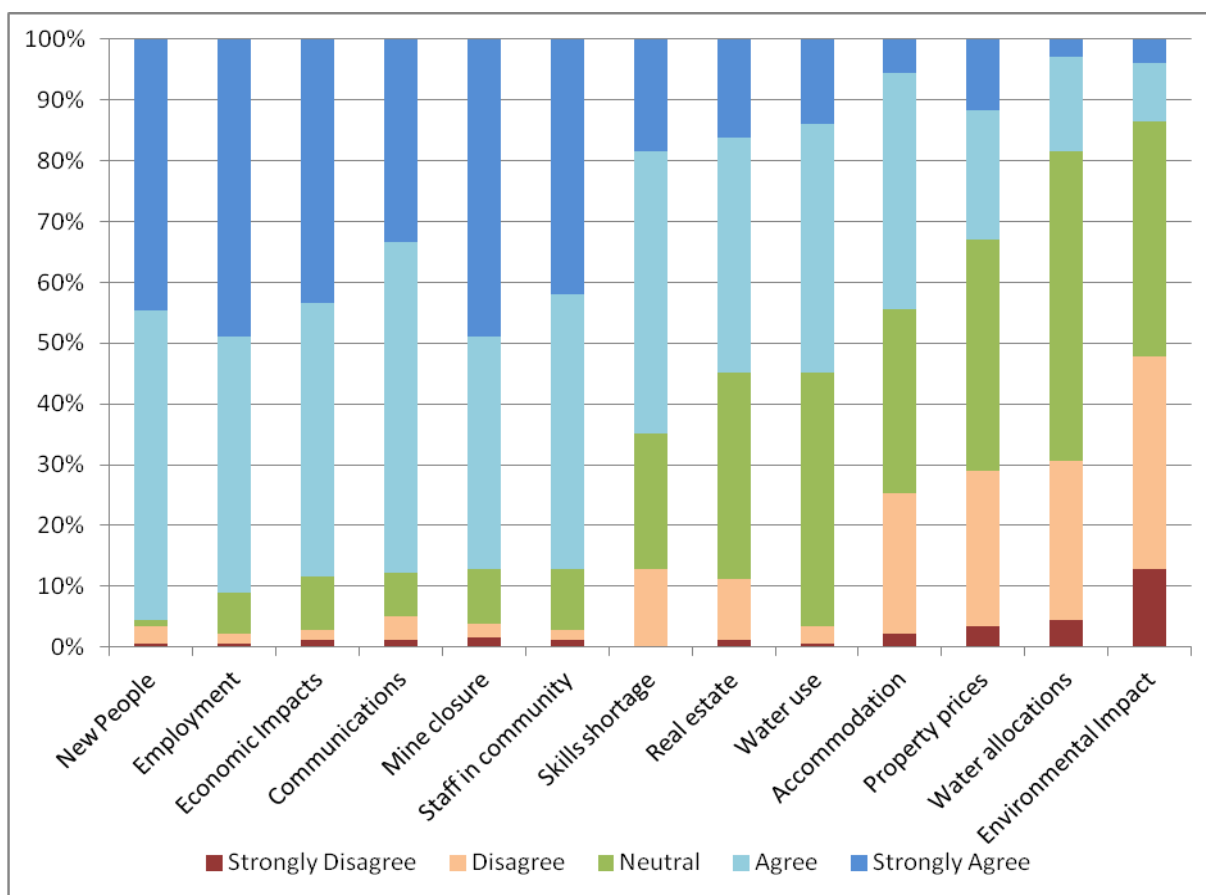
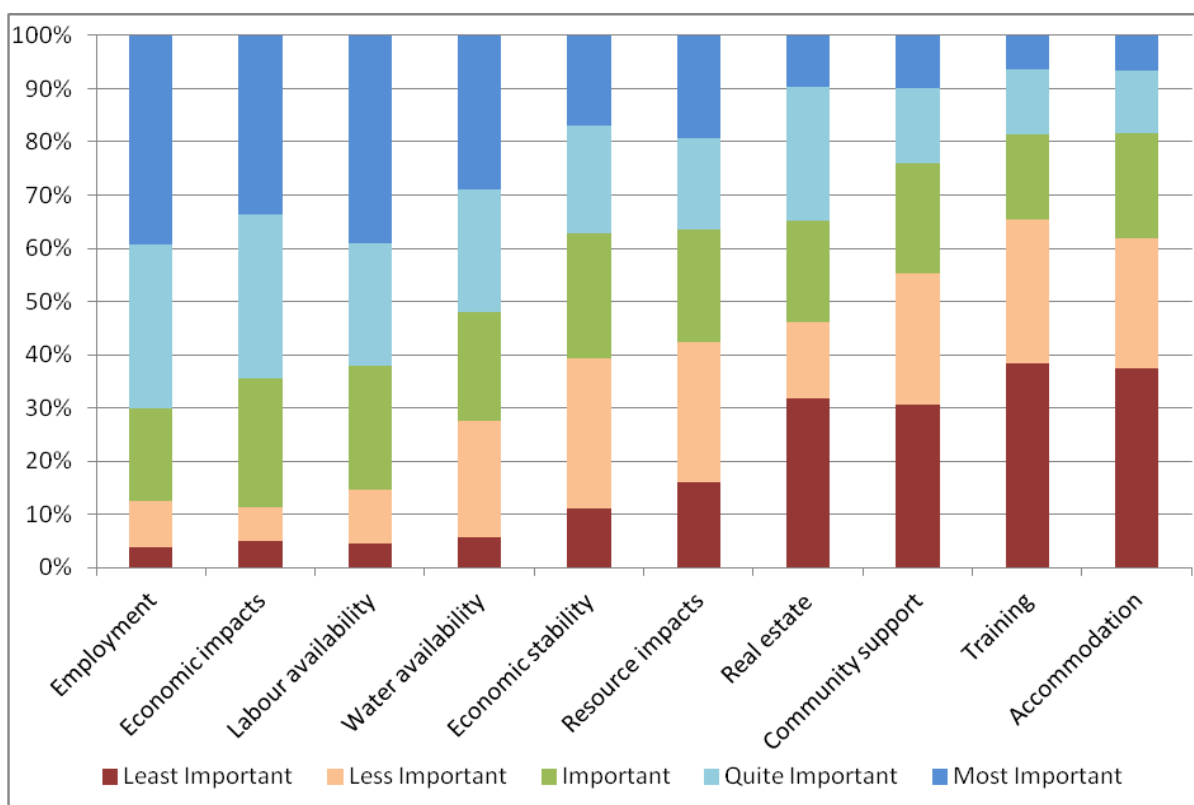


Chart 2.4 – Importance Rankings



2.5 Consultation Methodology

2.5.1 Stakeholder Identification and Operational Communications

NPM is committed to developing strong and enduring relationships based on the values of respect, honesty, two-way dialogue and transparency in accordance with Rio Tinto Guidelines (NPM 2011; Rio Tinto 2010a, 2010b). NPM define their main stakeholder groups and the manner of communication with them in their 'Site wide Communication (Internal and External) Management Plan' (NPM 2009a). The pathways and frequency of communication NPM uses with stakeholders are identified in **Table 2.9**.

Table 2.9 - Internal and External Communication Engagement Processes

Type	Stakeholder	Engagement Process	Frequency
External	Neighbours	Hotline	Continual
		Phone and face to face meetings	Continual
		Neighbours Meetings	Six monthly
	Community	CCC	Six monthly
		Website	Continual
		Media Releases and Communication	As required
		Participation and attendance in local events	Continual
		Fact sheets, letters and other written materials	Continual
		Parkes Chamber of Commerce	Monthly
		Parkes Borefield (Southern Cross Landholders)	Quarterly
		Sustainable Development Report	Annually
	Government Engagement	Ministerial Briefs	As required
		Local Government Briefs	As required
	Industry	NSW Minerals Council	Regularly
	Traditional Owners	Aboriginal Heritage Working Group	Quarterly
	Regulators	AEMR Report and Review Meeting	Annually
		Mine Operations Plan	Annually
		Incident Notifications	As required
Internal	Employees	Morning Meeting	Daily
		ESH Meetings	Monthly
		ESH Policy Meeting	Monthly
		Shift Meetings	Shift Change
		Project Meetings	As required
		Special Information Presentations	As required
		Personal Communication between Individuals	As required
		Quarterly Reviews	Quarterly
		Miner details staff magazine	bi annually
		Noticeboards and Display Signs	As required
		Personal letters to Employees	As required
		Rio Tinto Portal Site and NPM Portal Page	Continual
		Email	As required

The Northparkes Community Consultative Committee (CCC) was established in 2006 (NPM 2008). The CCC is an important and effective way of consulting with the local community, as it provides an open forum for NPM and the local community to share information and for the community to provide feedback on existing and proposed activities. The CCC currently comprises 12 community and council members and two NPM personnel.

The Parkes Borefield Committee (PBC) was established in 2007 under a Memorandum of Understanding (MoU) to manage the sustainability of the borefield near the Lachlan River in Forbes where NPM extracts water from for the operation. This committee is made up of representatives from NPM, PSC and the local landholders collectively named the Southern Cross Landowners. The PBC continues to meet as required.

NPM has also established an Aboriginal Heritage Working Group (AHWG) (NPM 2010) with the Wiradjuri Council of Elders (WCOE) and Peak Hill Local Aboriginal Land Council (PHLALC). The AHWG meets quarterly and a Formal Relationship Agreement was signed in 2011. The agreement governs the relationship between NPM, WCOE and PHLALC.

Meetings with neighbouring landholders occur as required, and twice a year through established neighbours meetings, when landholders are brought together to discuss issues that may affect them.

In addition to its established committees and the communication methods listed within **Table 2.9**, NPM has also hosted open days during 2008, 2010, and 2013 with over 2000 people attending each open day. Her Excellency, the Hon. Professor Marie Bashir, Governor of NSW, was present during the 2010 Open Day in order to formally open the E48 block cave mine. Information on the Project was presented to the local community at the open day on 2 March 2013. Overall there was general support for the Step Change project expressed during open day by community members.

In addition to processes outlined above NPM has worked closely with both Parkes and Forbes councils formally presenting the Step Change project on Tuesday 16 April and Thursday 18 April respectively. Both councils have expressed general support for the project going forward.

2.5.2 Knowledge Base Community Engagement

The communities in both Parkes and Forbes were engaged directly in regard to their knowledge of the local or regional area, their perception of NPM, and what key aspects and issues that presently typify the relationship between NPM and the local or regional community. This was undertaken as part of the socio-economic knowledge base process (Umwelt 2012). The community consultation included:

- consultations with more than 30 council staff, councillors and community members nominated by PSC and NPM, held in Parkes during November 2011;
- consultations with 14 council staff, councillors, and community members nominated by FSC and NPM, held in Forbes during November 2011;
- a public meeting, attended by 62 people, held in Parkes during November, 2011;
- a public meeting , attended by 26 people, held in Forbes during November 2011;
- interviews with eight contractors at NPM as nominated by NPM during November 2011 and December 2011;

- an online and hard copy survey of 173 NPM employees and 97 contractors during November and December 2011, where participation was open to all employees and contractors; and
- interviews with key opinion leaders, Roel ten Cate and Bill Jayet of the local newspaper, (the Parkes Champion Post), during November 2011 and, PSC Tourism Officer, during November 2011 and the Wagga Wagga Indigenous Coordination Centre during November 2011.

The community and public meetings consisted of a brief presentation on current and future operations at NPM, including an overview of a previous iteration of the Project, the SIA process and key discussion points. This was followed by facilitated discussions, in small groups, that focussed on perceptions of NPM and the impacts of the mine on the local community, notable aspects of the community indirectly related to the mine, and the key values held by the attendees and how they were influenced by NPM. Responses were recorded on a whiteboard when in a large group, or on butchers paper when in small groups. Feedback forms that requested the prioritising of four aspects of NPM in the local community were also distributed. Relevant consultation materials used are contained in **Appendix 1** Points of interest included:

- consideration of NPM communications regarding tendering and procurement processes, especially as they relate to local contractors and businesses;
- impacts to housing availability and affordability, particularly as this relates to short term demands during construction periods;
- impacts to the supply of healthcare facilities and professionals;
- impacts to demand on schools and other education facilities; and
- impacts to other community infrastructure.

The employee survey was undertaken online and was open to all employees. The survey collected detailed data regarding employee and contractor involvement in the community. Details regarding the survey are presented in **Section 3.1**.

Engagement with Contractors and key opinion leaders were undertaken by one or two Umwelt staff, and consisted of semi-structured interviews canvassing similar topics as those of the community meetings.

The engagement methods undertaken for the community consultation program were chosen by NPM to extend the existing methods of consultation undertaken as a part of ongoing operations. Chosen methods of consultation included open community forums and engagement through established committees and working groups. These community engagement mechanisms often engage with a particular section of the wider community, limiting the range of feedback received. Community meetings were held in two phases. Participants in the first phase of community meetings were selected by NPM or the relevant shire council as part of existing consultative mechanisms. In addition to these existing processes, NPM invited participants in a second phase of meetings through an advertisement in either the local paper or local radio.

A subsequent round of consultation was undertaken during March 2012, following the publication of the Socio-economic Knowledge Base (Umwelt 2012). Five meetings were held; with Parkes Councillors, Council selected community representatives, the wider Parkes community, Forbes Councillors and the wider Forbes community. In total over 60 people were consulted as to their opinions regarding the Socio-economic Knowledge Base, and asked for their input into what matters they considered to be important and would like to see assessed in the EA. Matters raised by the community, and where they have been assessed is presented in **Table 2.10**.

Table 2.10 – Matters Raised by the Community for Assessment

Matter	Where Assessed
Timing, size, scale of project	Section 2.0 of EA main text
Potential for impacts to rental accommodation	Section 3.4
Scholarships for youth	Section 3.3
Future of community after the mine closes	Section 3.6
Employment and skills shortage in relation to primary industries	Section 3.1
Land use in regard to agriculture	Section 5.2 of EA main text
Community development and housing in small towns (specifically Trundle)	Section 3.3 and Section 3.4
Expected employment opportunities for young people	Section 3.1
Environmental Impact (short and long term)	EA main text
A chaplain for the mining staff	Section 3.1
Where employees are coming from	Section 3.1
Accommodation of employees	Section 3.4
Water extraction and use	Section 4.0
Lachlan Catchment Action Plan	Section 4.1
Potential groundwater impacts and management	Section 5.8 of EA main text
Regular information updates	Section 5.0

2.5.3 Social Impact Community Engagement

The local and regional community was engaged by NPM between 17 January 2013 and 29 January 2013 in order to provide information regarding the Project and collect feedback regarding community and stakeholder perspectives. The engagement included eight face to face meetings and 15 telephone conversations. Stakeholders consulted included:

- State government representatives;
- Parkes Council;
- Forbes Council;
- NPM Staff;
- Contractors;
- Near neighbours;
- Lachlan Valley Water representative;
- Ooma water users association representative; and

- Other relevant stakeholder group representatives, including individuals with interest in regional water availability.

Including staff, over 200 people were directly consulted about the revision to the Project. Common responses regarding the Project included:

- overall support of the project;
- questions regarding mine sequencing operations;
- role of Voluntary Planning Agreement (VPA);
- specific support and/or questions regarding proposed water arrangements;
- questions regarding life of mine extension; and
- comments regarding potential road noise on McClintocks Lane.

2.6 Engagement Outcomes

Responses from community meetings undertaken during 2011 and 2012 (refer to **Section 2.5.2**) were coded according to the broad themes that emerged through the consultation process. Each response was given a quantitative value in relation to key community values and used to establish trends. The themes broadly align with those uncovered through the collection of secondary data. The themes are presented in **Table 2.11**.

Tables 2.8 to Table 2.10 and **Charts 2.5 to Chart 2.7** present the aggregate views of the community as expressed within the community and public meetings. A larger value signifies greater community attention or concern, represented as a percent of total responses. It is noted that while some respondents may have particularly strong opinions in regard to particular topics, the present analysis gives preference to issues and aspects that were raised more often as an indicator of wider community significance. Results from the employee survey and comment from contractor and key community member interviews are detailed within **Section 3.1**.

Table 2.11 – Themes That Emerged During Consultation Process

Theme Code	Description
Communication	Relates to NPM communication with the wider community – comments regarding desire for more knowledge of mine operations, community involvement, etc.
Community Development	Relates to NPM involvement in the community – consists mainly of praise of NPM financial and in kind contributions to community organisations. It covers contributions that are not related to the specific operations of NPM, such as sport team sponsorship, etc. Suggestions of what NPM may like to do with its community contribution funds were excluded from this analysis as they did not relate to the existing socio-economic status of the local community or its relationship with NPM.
Economic Support	Relates to benefits to local economy and businesses due to presence of NPM in the local area. This includes both direct employment, engagement of contractors, requisitions, as well as indirect and flow on benefits.

Table 2.11 – Themes That Emerged During Consultation Process (cont.)

Theme Code	Description
Education	Consultation with the community identified primary and secondary education facilities, and to an extent tertiary education facilities and the opportunities they afford as an existing issue in the local area.
Employment	Relates to the provision of, and desire for, employment at NPM or through a related business. It is understood within the local community that many people are employed through NPM and people are aware of the economic and social benefits of this.
End of Mine/'The Future'	Relates to concerns in the community regarding end of mine planning, social effects and shrinking economy if/when NPM closes.
Environment	Relates to concerns regarding dust, noise, ecological and other potential environmental impacts.
Housing	Consultation with the community identified housing stress in regard to availability and affordability as an existing concern, often with the perception that while not solely responsible, NPM contributes significantly to this issue.
Infrastructure	Consultation with the community identified infrastructure capacity as an existing issue in the local area. Some concern is present in regard to NPM impacts on community infrastructure and associated costs.
Medical Facilities	Consultation with the community identified the quality and extent of health care and medical facilities as an existing generalised concern in the local community.
Skills Shortage	Relates to the inability of local employers to source workers. There is some existing concern in the local community that other industries are not able to offer similar salary packages as NPM, and that local businesses invest in staff, only for them to go to mines such as NPM. A similar concern exists within NPM, where workers are lost to other mines and industries.
Traffic/Driver Fatigue	Consultation with the community identified fatigue of workers travelling to/from NPM as an existing issue in the local area. Related to this is concern regarding road conditions and congestion.
Water	Relates to concerns regarding the acquisition, transport, and legitimate use of water. Mine water use was often perceived to be in conflict with agricultural uses.

Perspectives and opinions differed between Parkes and Forbes. As seen in **Chart 2.5**, the points of interest in Parkes were somewhat evenly distributed, with the five most important themes each obtaining more than 10 per cent of total interest. The themes ranked as most important in Parkes were benefits to the LGA through Economic Support and Employment, followed by general concerns regarding housing stress. In Forbes concerns about NPM water use were ranked as most important with 36 per cent of total interest relating to mine water use. Second to this was the benefits and availability of employment.

Overall, the most regularly reported point of interest in the regional area was regarding water, as the equal weighting of all responses resulted in the quantity of responses in Forbes elevating the overall level of interest regarding water. The following three most regularly reported points of interest were employment at NPM with 14 per cent, economic support NPM provides to the local area at 13 per cent, and the community development undertaken by NPM and employees at 10 per cent. Combined, these three themes account for 37 per cent of reported interest – more than double that of concerns regarding water use at 18 per cent. Other points of interest included housing stress and skills shortages.

Table 2.12 – Aggregate Themes from Consultation in Parkes

	Meeting on 09/11/2011	Meeting on 23/11/2011	Response Count	Percent Response (%)
Economic Support	76	64	140	15
Employment	69	60	129	14
Housing	51	58	109	12
Community Development	56	42	98	11
Water	45	46	91	10
Infrastructure	39	31	70	8
Skills Shortage	31	32	63	7
Traffic/Driver Fatigue	30	27	57	6
Medical facilities	27	21	48	5
Education	19	22	41	4
End of Mine/'The Future'	18	19	37	4
Environment	16	17	33	4
Communication	5	4	9	1

Chart 2.5 – Aggregate Themes from Consultation in Parkes

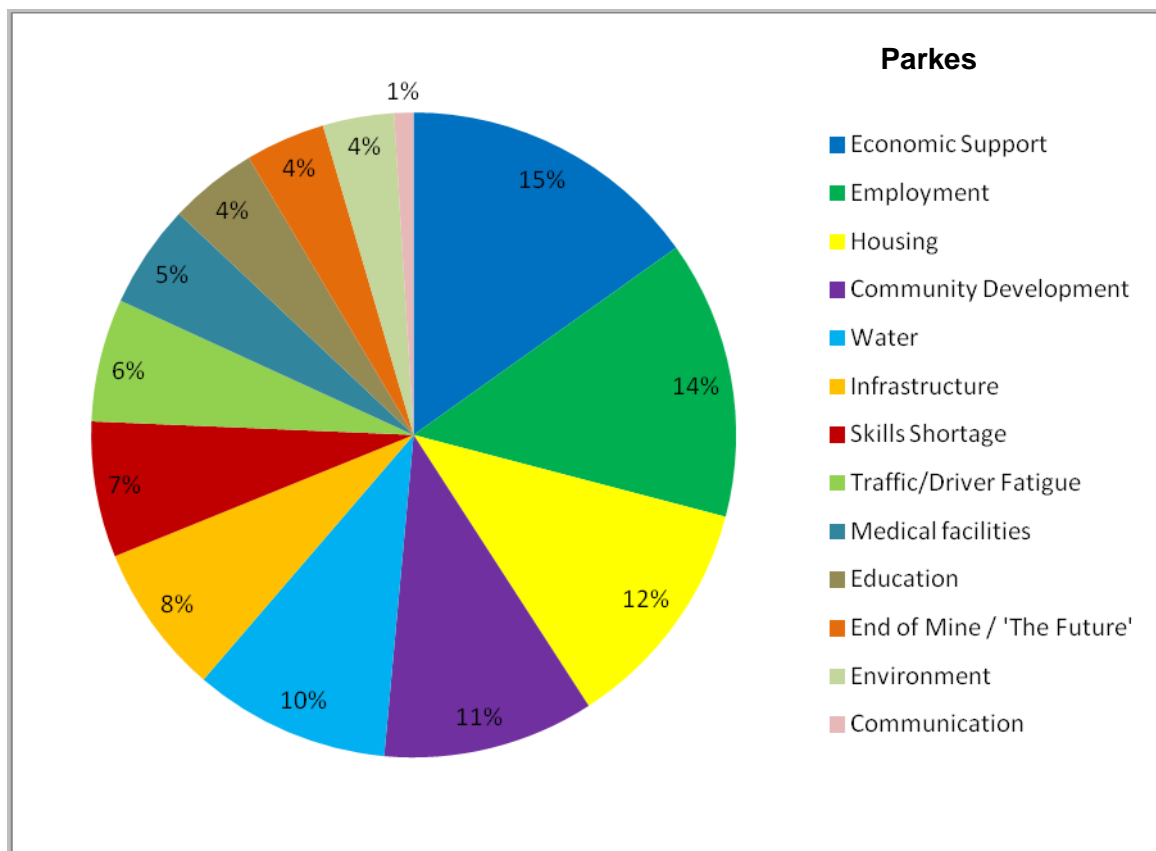


Table 2.13 – Aggregate Themes from Consultation in Forbes

	Meeting on 10/11/2011	Meeting on 24/11/2011	Response Count	Percent Response (%)
Water	80	67	147	36
Employment	36	27	63	16
Skills Shortage	29	25	54	13
Community Development	21	14	35	9
Economic Support	19	12	31	8
Education	17	2	19	5
Housing	11	6	17	4
Communication	9	4	13	3
Medical facilities	9	4	13	3
End of Mine/'The Future'	3	2	5	1
Environment	2	3	5	1
Traffic/Driver Fatigue	3	1	4	1
Infrastructure	0	0	0	0

Chart 2.6 – Aggregate Themes from Consultation in Forbes

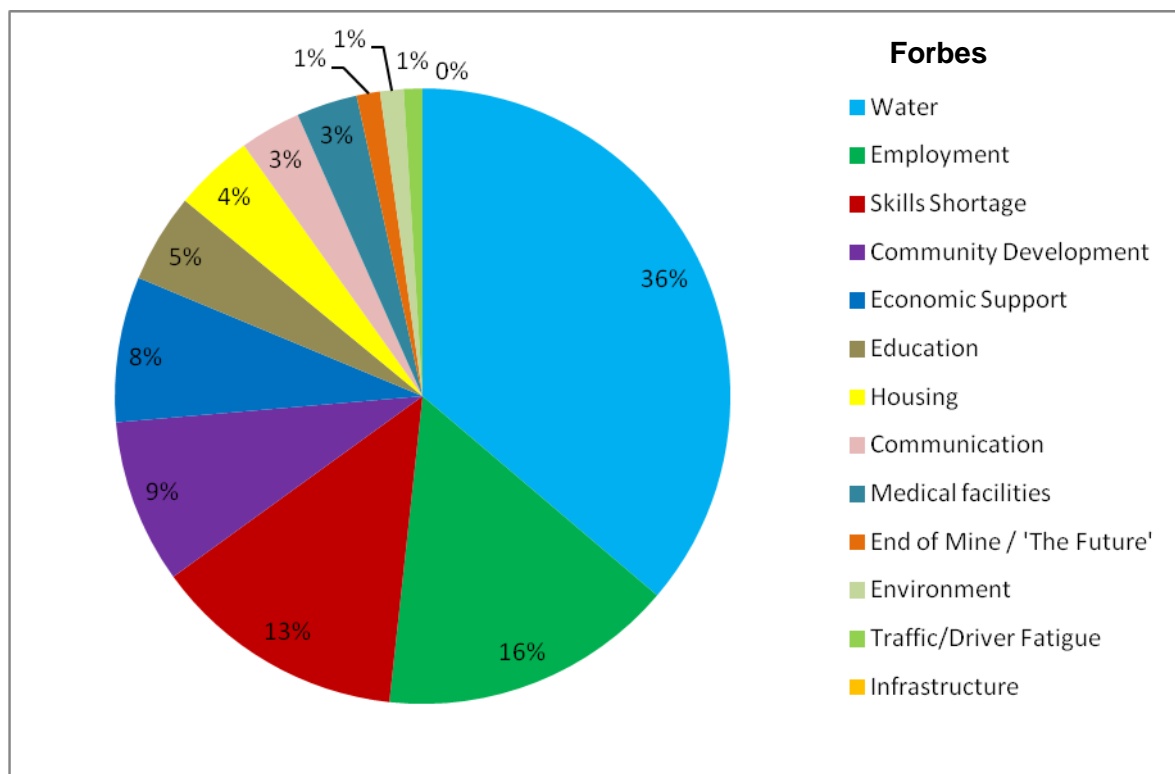
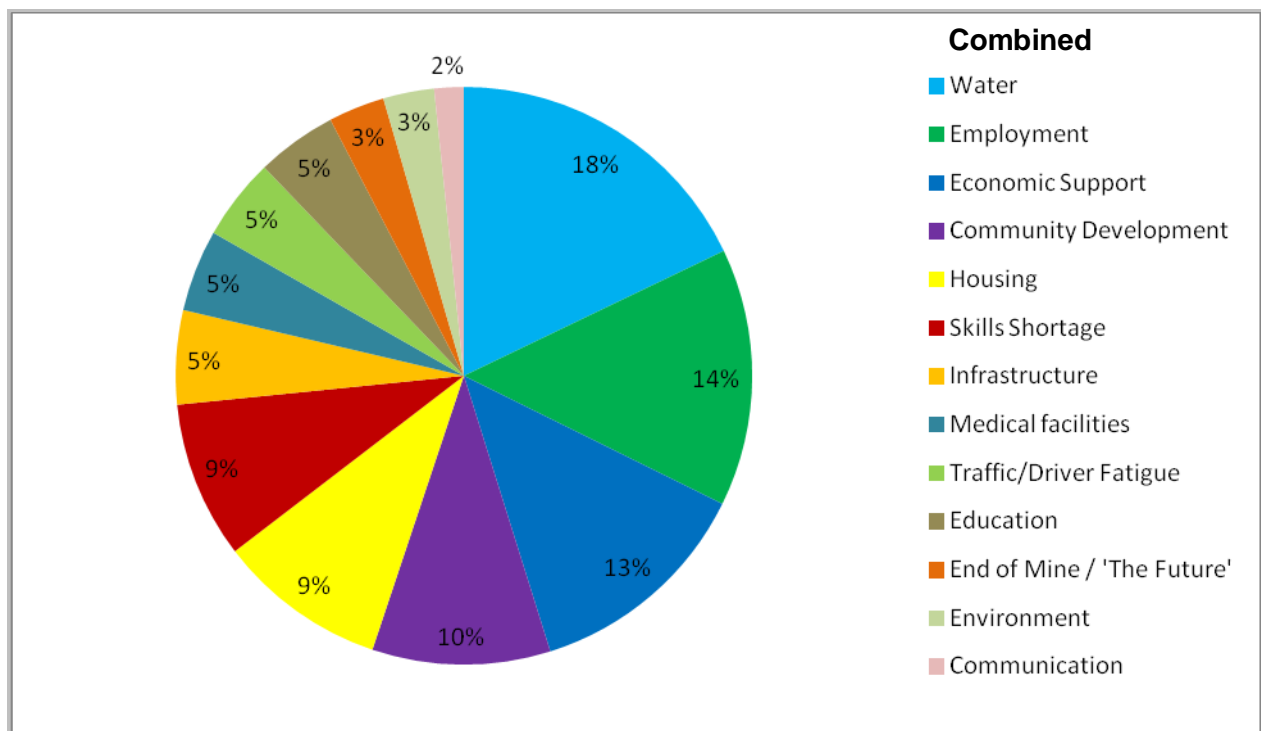


Table 2.14 – Aggregate Themes from All Consultation

	First Meeting Phase	Second Meeting Phase	Response Count	Percent Response (%)
Water	125	113	238	18
Employment	105	87	192	14
Economic Support	95	76	171	13
Community Development	77	56	133	10
Housing	62	64	126	9
Skills Shortage	60	57	117	9
Infrastructure	39	31	70	5
Medical facilities	36	25	61	5
Traffic/Driver Fatigue	33	28	61	5
Education	36	24	60	5
End of Mine/'The Future'	21	21	42	3
Environment	18	20	38	3
Communication	14	8	22	2

Chart 2.7 – Aggregate Themes from All Consultation



The interviews held with the key members of the community in relation to community perception of NPM were reflective of the community responses in Parkes. It was expressed that NPM has been of benefit to the Parkes community, especially in regards to economic and community contributions. For example it is perceived that Parkes has been fortunate to have escaped many of the downturns of drought as farmers were able to gain off farm income through employment at NPM. The consistency of employment at NPM was also considered beneficial during the global financial crisis of 2008. The perceived pressure on housing and corresponding rise in real estate prices was considered to be the only notable negative consequence of the mine in the local community during the interview.

Outcomes from the community consultation have been incorporated into NPM ongoing operations, including ongoing provision of information relating to mining operations and water use, conditions along Bogan Road, as well as employee transport and training options. Other outcomes from community consultation at NPM include:

- NPM now participate in the local Parkes Chamber of Commerce to look and tendering and contracting opportunities for local business.
- NPM also has run sessions on business planning including LEAN and SIX Sigma tools for local business to grow their business and reduce waste.

3.0 Assessment of Socio-economic and Socio-cultural Impacts

Socio-economic impacts include demographic changes such as changes to labour force participation or population changes, and changes to the local or regional economy. They also include changes to demand on social services and infrastructure, and corresponding government expenditure catering for increased (or decreased) demand. Socio-cultural impacts are changes to social and governance structures, gender roles and relations, access to cultural heritage, values and belief systems, as well as family, leisure and recreation needs and activities (Harvey 2011a). Environmentally induced changes are discussed further in **Section 4.0**.

With regard to the Project, potential for socio-economic and socio-cultural impacts has been assessed in line with the themes raised during community consultation. Further assessment of socio-economic impacts is provided in Appendix 15 of the EA.

3.1 Employment and Skills Shortage

The opportunities for employment with NPM directly or as contractors to NPM was ranked as the second most important aspect of NPM's existing relationship for the local community including both Parkes and Forbes residents. This section provides some data on employees at NPM, including results from the Employee and Contractor Survey (ECS), and a discussion regarding potential for impact due to work force planning as part of the Project.

3.1.1 Baseline Data

Numerous statistics regarding employees are reported by NPM. Total employees 2005 to 2010 is presented in **Table 3.1**. Employees' places of residence 2007 to 2011 are presented in **Table 3.2**, and gender diversity breakdowns by position 2007 to 2011 are presented in **Table 3.3**. Additional gender diversity breakdowns of employees by work area are presented within NPM (2009b, 2010, 2011).

Table 3.1 – NPM Total Employees

Year	2005	2006	2007	2008	2009	2010	2011	2012
Total Permanent Employees	203	246	260	265	250	259	341	369
Total contractors	+/-197	+/-154	+/-540*	1283	430	389	360	330
Total FTE employees	+/-400	+/-400	+/-900	1548 ^a	680	648	700	700

Source: (NPM, 2007, 2008, 2009b, 2010, 2011).

Note: Approximate value of contractors taken from NPM 2007, p1 as total contractors was not reported as part of employee number until 2008.

Table 3.2 – NPM Permanent Employee Residence Locations*

Location	2007		2008		2009		2010		2011	
	Percent (%)	Total	Percent (%)	Total	Percent (%)	Total	Percent (%)	Total	Percent (%)	Total
Parkes	77	198	76.8	204	79.1	198	75.3	195	82.7	282
Other	10.2	27	4.4	12	1.3	3	5.0	13	3.2	11
Forbes	7.2	19	7.7	20	8.7	22	6.9	18	6.7	23
Peak Hill	2.3	6	2.1	6	2.2	6	3.1	8	1.8	6
Trundle	1.1	3	1.7	5	2.2	6	3.1	8	2.1	7
Alectown	0.8	2	0.9	2	0.4	1	0.4	1	-	-
Bogan Gate	0.8	2	1.7	5	1.7	4	1.9	5	1.2	4
Goonumbla	0.8	2	1.3	3	1.3	3	0.4	1	0.3	1
Bedgerebong	0.4	1	0.4	1	-	-	0.4	1	-	-
Dubbo	-	-	1.3	3	-	-	0.8	2	0.9	3
Orange	-	-	0.4	1	0.9	2	1.5	4	0.6	2
Tichbourne	-	-	1.3	3	1.7	4	1.2	3	0.6	2
Eugowra	-	-	-	-	0.4	1	-	-	-	-
Total		260		265		250		259		341

Source: (NPM, 2007, 2008, 2009b, 2010, 2011).

Note*: Data for contractors and their employees not held by NPM.

Table 3.3 – NPM Employee Gender Diversity

	2007		2008		2009		2010		2011	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Administration	0	100	35.3	64.7	29	71	11	89	17	83
Technicians	90	10	94	6	94	6	93	7	96	4
Trade	100	0	100	0	97	3	97	3	97	3
Apprentices/Trainee	86	14	81.8	18.2	75	25	73	27	80	20
Graduate	50	50	46.7	53.3	60	40	82	18	65	35
Professionals	83	17	81.1	18.9	82	18	76	24	73	27
Superintendents	85	15	80	20	79	21	94	6	88	12
Managers	87	13	88.9	11.1	75	25	67	33	88	12
Team Leader	-	-	88.9	11.1	93	7	95	5	93	7
Students	-	-	-	-	60	40	69	31	70	30
Total Workforce	84	16	86	14	83	17	83	17	82	18

Source: (NPM, 2007, 2008, 2009b, 2010, 2011).

3.1.2 NPM Employee and Contractor Survey

During November and December 2011, 173 employees and 97 contractors undertook the ECS, 37.4 per cent of whom are shift workers and 62.6 per cent of whom are not shift workers. This corresponds to 67 per cent of employees and 25 per cent of contractors based on NPM data (2010). While the response from NPM employees is relatively high, the contractor is not necessarily representative of the wider contractor population. If the assumption is made that more on-site contractors than off-site contractors responded to the survey, then results would reflect a higher percentage of local values than values relative to NPM contractors more broadly. Additionally, as the methodology of a survey results with a self selected sample (that is, survey participants were not randomly selected) it is understood that the data gained through the ECS is further limited in relation to broader contractor values. Regardless of these potential limitations in the data, the data obtained through the ECS provides a substantive indication of the attitudes and opinions of contractors to NPM.

The reported ages of respondents is compared with that of residents within the local area in **Table 3.4**. Note that while there is a higher percent of residents aged 15 to 24 years old in the local area than respondents to the ECS, NPM has no employees under 18 and consequently the result may be skewed towards the census data. Discounting this discrepancy from a wider trend analysis, it can be seen that there are significantly more people aged under 44 at NPM who responded to the ECS than in the general population.

Table 3.4 – NPM Employee and Contractor Ages

Age	Residents in Local Area (%)	ECS Respondents (%)	Difference (%)
15-24 years old*	18.8	14.8	-4.00
25-34 years old	14.6	29.6	15.00
35-44 years old	17.2	33.7	16.50
45-54 years old	19.3	18.5	-0.80
55-64 years old	18.0	2.2	-15.80
65-74 years old	13.9	1.1	-12.80

Source: Australian Bureau of Statistics (2006).

Note*: ECS category 18 to 24 years old. Based on 15 to 74 year old population only.

The length of time that respondents to the ECS have been working at NPM is presented in **Table 3.5** and how long respondents (non fly in/fly out (FIFO)) have been living in the local area is presented in **Table 3.6**.

Table 3.5 – Length of Time Employed at NPM

Length of Time	Percentage (%)
Less than 1 year	40.7
1-2 years	20.0
2-5 years	14.1
5-10 years	11.9
10-15 years	5.6
Over 15 years	7.8

Table 3.6 – Length of Time Living in Local Area

Length of Time	Parkes	Forbes (%)
Less than 1 year	29.5%	11.1
1-2 years	10.6%	5.6
2-5 years	12.4%	11.1
5-10 years	11.5%	16.7
10-20 years	12.4%	27.8
More than 20 years	23.5%	27.8

A total of 6.1 per cent of respondents were on a FIFO arrangement with NPM, 6.8 per cent of respondents live in the Forbes LGA and 82.2 per cent of respondents live in the Parkes LGA. A drilling program was being undertaken at the time of the survey, increasing the percentage of FIFO workers. Current FIFO workers were reported to be <2 per cent of total employees as of April 2013.

Comparison between the length of time living in the local area and the length of time working at NPM indicates that approximately 53 per cent of respondents already lived in the Forbes LGA or Parkes LGA before they began work at NPM, with 23.5 per cent of respondents having lived elsewhere in NSW, 17.4 per cent lived interstate, and 6.1 per cent moved to site from overseas.

The breakdown of property tenures between employees and contractors is given in **Table 3.7**.

Table 3.7 – Property Tenure NPM Employees and Contractors

Property	Employed Directly by Northparkes Mines (%)	Employed Through a Contractor (%)
Have a mortgage	51.4	40.7
Rent	33.5	41.8
Own the home	9.8	6.6
Share house	2.9	3.3
Short term accommodation	1.7	4.4
Other (such as company house, staying with family, etc.)	0.6	3.3

When asked to comment on NPM and the local community within the ECS, many respondents indicated that NPM was a desirable workplace that supported the community, and that they really enjoyed the local area having moved from other locations. Concerns that relate to the local area included:

- the increased provision of private/catholic higher education;
- the desire for improved healthcare;
- the poor condition and relatively high prices of rental accommodation in the Parkes LGA; and
- the desire for increased or improved community infrastructure (things to do, etc.).

It is important to note that perceptions are not directly linked to NPM operations, but are general sentiments in relation to living in the local area. Accordingly these responses are not indicative of a causal relationship between NPM operations (both current and future) and these identified perceptions of the local area.

During primary data collection, community members, contractors and key stakeholders highlighted an issue of concern in relation to skills migration from local small to medium enterprises (SME's) to NPM. This was expressed as 'poaching skilled workers'. Some contractors and community members expressed a concern that it was difficult to retain staff as SME were investing time and money in training to see workers leave to jobs at NPM. This trend was understood to have been happening due to the desirability of higher wages. Concern regarding skills shortages was particularly evident in relation to seasonal agricultural work (e.g. harvest). It is noted that extra employment at NPM was welcome during the drought when there was not much available work in agriculture, and that the mine has the potential to provide substantial off farm income. NPM have expressed that a number of operational staff working a shift roster do continue to maintain farming operations and assist with tasks like harvest etc.

It is noted that NPM representatives have expressed a similar trend for workers at the mine, who once trained on site, they leave for work at other organisations and mine sites. During the community consultation it was also noted that the reverse occurs on occasion, where NPM workers move to employment in other sectors locally.

3.1.3 Potential for Changes Due to the Project

It is proposed that employee numbers will remain consistent with current operations – generally 350 full time equivalents (FTE) during normal operations and up to 700 FTE during shut down periods, campaign development operations, and/or construction activities.

The Project includes five proposed open cut operations (E31, E31N, E28, E28N and E26) and a new block cave operation in the E22 ore body. The largest proposed open cut operation is within the E26 ore body, which is currently a block cave operation. It is proposed to undertake these operations as 'campaign' operations, with timing to be determined by ore demand, resource availability (including employee and contractor availability) and other relevant factors. Undertaking operations in the new mining areas as campaigns assists in the management of peaks and troughs in employee and contractor numbers, ensuring a more stable workforce throughout the life of the mine.

Increases in employee and contractor numbers are anticipated with specific construction and shut down processes. During this time it is expected that there would be up to 700 FTE on site to undertake these activities. An example of recent changes in the workforce at NPM was in 2007 and 2008 when NPM undertook numerous development activities, including extending the Lift 2N block cave which was completed in early 2008, reopening the E22 open cut in late 2007 and developing the new E48 block cave which involved significant infrastructure expansion (NPM 2007, 2008). There were reportedly a total of over 1200 contractors during this period. The reported number of employees during this time was due to the short term nature of the construction processes brought about through a targeted capital program for the development of the significant underground mining operations in E48. It is noted that the expected maximum employees at NPM over the life of the Project would be up to approximately 700 FTE during shut downs, open cut operations and/or construction periods.

As discussed in **Section 3.4**, the 2007-2008 changes to the NPM workforce correlate with changes to residential rental property availability at that time. It is noted that no causal link can be stated (i.e. it is not known who moved into rental properties, or if less properties were available, or what other factors came into play at the time) however it is inferred that significant short term increases to workforce numbers had an impact on rental availability. Further discussion relating to potential housing impacts is provided in **Section 3.4**.

No significant changes to infrastructure stresses, availability of education or community participation due to the 2007-2008 workforce changes were elicited from the available data, including qualitative data through direct discussions with the community (see **Section 3.3** to **Section 3.7**). This does not mean that changes that are indicative of possible scenarios under the current proposal did not occur, only that they are not able to be ascertained through the assessment of data that has been undertaken.

The themes of employment and skills shortage that emerged during direct discussions with the community are anticipated to remain under the current proposal. As there will be up to 700 FTE employees on site at any time, any potential changes to community perceptions relating to benefits to the community that stem from employment at NPM, or the perceived skills shortages due to workers choosing NPM over other employers is likely to be external to the Project.

It is considered that changes in contractor numbers (and possibly direct employee numbers) associated with the Project, in regard to the campaign open cut operations or otherwise, will not have any significant adverse impact in the community beyond the scope of the current approval, including traffic impacts.

It is also noted that the presence of NPM employees in the local area is considered of significant value by PSC, as well as local businesses and others. This was picked up in the consultation process with regard to economic support as well as employment opportunities. Accordingly, the extension of mine life is considered to be of benefit to the local community. More information on this matter is provided in **Section 3.6**.

3.2 Economic Support

The economic support of NPM was the most important topic discussed in Parkes, and the third most important topic on average during the community consultation. Consultation within Parkes indicated a general understanding that NPM contributed greatly to the local economy, and fear was expressed in regard to what the town would look like if the mine ceased operations (refer to **Section 3.6**). This apprehension is recorded as End of Mine/ 'The Future' in **Section 2.6**. Residents of Forbes indicated that whereas the mine was not understood to be a necessary aspect of the local economy, it was definitely of 'significant benefit'.

One theme that emerged informally through community meetings and contractor interviews was the desire for NPM to continue to tender locally and increase local procurement where possible. It was acknowledged by participants that not all goods and services could be sourced within the local area, however a clear desire for increased local economic participation was expressed.

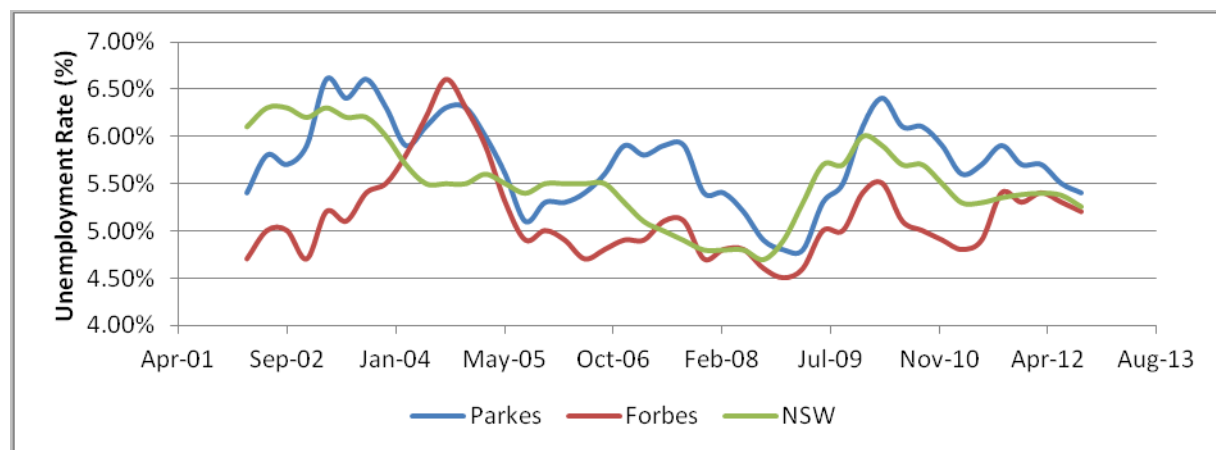
3.2.1 Workforce Participation

Data for workforce participation 2002 to 2012 was taken from Department of Education, Employment and Workplace Relations (2012). Unemployment rates for Parkes LGA and Forbes LGA in comparison to that of NSW are presented in **Table 3.8** and graphed in **Chart 3.1**.

Table 3.8 – Unemployment Rate in the Parkes LGA, Forbes LGA and NSW

Date	Parkes (%)	Forbes (%)	NSW (%)	Date	Parkes (%)	Forbes (%)	NSW (%)
Mar-02	5.40	4.70	6.10	Sep-07	5.90	5.10	4.90
Jun-02	5.80	5.00	6.30	Dec-07	5.40	4.70	4.80
Sep-02	5.70	5.00	6.30	Mar-08	5.40	4.80	4.80
Dec-02	5.90	4.70	6.20	Jun-08	5.20	4.80	4.80
Mar-03	6.60	5.20	6.30	Sep-08	4.90	4.60	4.70
Jun-03	6.40	5.10	6.20	Dec-08	4.80	4.50	4.90
Sep-03	6.60	5.40	6.20	Mar-09	4.80	4.60	5.30
Dec-03	6.30	5.50	6.00	Jun-09	5.30	5.00	5.70
Mar-04	5.90	5.80	5.70	Sep-09	5.50	5.00	5.70
Jun-04	6.10	6.20	5.50	Dec-09	6.10	5.40	6.00
Sep-04	6.30	6.60	5.50	Mar-10	6.40	5.50	5.90
Dec-04	6.30	6.30	5.50	Jun-10	6.10	5.10	5.70
Mar-05	6.00	5.90	5.60	Sep-10	6.10	5.00	5.70
Jun-05	5.60	5.30	5.50	Dec-10	5.90	4.90	5.50
Sep-05	5.10	4.90	5.40	Mar-11	5.60	4.80	5.30
Dec-05	5.30	5.00	5.50	Jun-11	5.70	4.90	5.30
Mar-06	5.30	4.90	5.50	Sep-11	5.9	5.4	5.4
Jun-06	5.40	4.70	5.50	Dec-11	5.7	5.3	5.4
Sep-06	5.60	4.80	5.50	Mar-12	5.7	5.4	5.4
Dec-06	5.90	4.90	5.30	Jun-12	5.5	5.3	5.4
Mar-07	5.80	4.90	5.10	Sep-12	5.4	5.2	5.3
Jun-07	5.90	5.10	5.00				

Chart 3.1 – Unemployment Rate in the Parkes LGA, Forbes LGA and NSW



After drops in the unemployment rate in NSW in early 2004 and 2007, the unemployment rate rose throughout 2009 after which it has decreased. In Parkes, the unemployment rate has been higher than the NSW average since 2003, aside from occasions during 2005 and again in 2009. The unemployment rate in Forbes has been lower than the NSW average since 2002, aside from during 2004 when it peaked sharply, and in 2007 to 2008 when it was fractionally higher than the NSW average. The abattoir in Forbes closed in 2004, which corresponds with the increase in the unemployment rate at that time. It is considered that changes to employee numbers at NPM in the last few years (e.g. influx of employees and contractors for 2007 to 2008 operations, layoffs during global financial crisis in 2009) have not been of sufficient significance to greatly influence the unemployment rate in the area.

3.2.2 Livelihoods and Economic Activity

Table 3.9 and **Table 3.10** compare the percent of employment in each industry sector as recorded in the 2011 census (Australian Bureau of Statistics 2011b). Note that there were approximately 341 direct employees at NPM in 2011; at least 302 individuals in the Parkes LGA and 23 individuals in the Forbes LGA.

Table 3.9 – Employment by Industry (Percent Response)

Industry	Parkes (%)	Forbes (%)	NSW (%)
Agriculture, forestry and fishing	11.3	26.8	2.2
Mining	7.2	4.0	1.0
Manufacturing	5.5	8.6	8.4
Electricity, gas, water and waste services	1.1	2.0	1.1
Construction	5.9	9.5	7.3
Wholesale trade	2.9	5.0	4.4
Retail trade	11.6	8.3	10.3
Accommodation and food services	7.4	3.6	6.7
Transport, postal and warehousing	6.6	6.1	4.9
Information media and telecommunications	0.6	0.3	2.3
Financial and insurance services	1.2	0.9	5.0
Rental, hiring and real estate services	0.8	0.9	1.6
Professional, scientific and technical services	3.2	3.7	7.9
Administrative and support services	2.1	1.5	3.3
Public administration and safety	6.9	5.5	6.1
Education and training	7.3	3.7	7.9
Health care and social assistance	11.3	2.8	11.6
Arts and recreation services	0.5	0.4	1.5
Other services	4.5	3.7	3.7
Inadequately described/Not stated	2.2	2.7	2.5
Total	100.0%	100.0%	100.0%

Table 3.10 – Employment by Industry (Response Count)

Industry	Parkes	Forbes	NSW
Agriculture, forestry and fishing	681	744	69,576
Mining	435	107	31,185
Manufacturing	331	227	264,864
Electricity, gas, water and waste services	66	50	34,205
Construction	357	216	230,058
Wholesale trade	177	153	138,890
Retail trade	699	425	324,725
Accommodation and food services	444	228	210,378
Transport, postal and warehousing	399	155	155,025
Information media and telecommunications	35	15	72,489
Financial and insurance services	70	54	158,425
Rental, hiring and real estate services	46	32	51,553
Professional, scientific and technical services	192	183	247,293
Administrative and support services	124	70	102,355
Public administration and safety	415	192	192,632
Education and training	439	362	248,951
Health care and social assistance	682	424	364,322
Arts and recreation services	33	19	46,332
Other services	273	133	117,616
Inadequately described/Not stated	132	95	77,456
Total	6,030	3,884	3,138,330

Median weekly household incomes in 2011 for the Parkes LGA, Forbes LGA and NSW more generally were \$882.00, \$832.00 and \$1237.00 respectively (Australian Bureau of Statistics 2011b).

During the primary data collection, contractors indicated strongly that the increasing economic activity was a positive aspect of NPM. All businesses working with NPM that were interviewed had seen growth in employees and turnover, some considerably. Many contractors highlighted the economic benefits that the mine has brought to the community, not only through direct contributions but through support of contractors who themselves contribute to the community. This emphasis on the benefit of NPM on the local community was common to interviews with key community stakeholders and other consultations as well as contractor interviews.

A common comment regarding NPM economic support of the local area was through employees wages. NPM paid \$34 million in wages during 2011, with \$27.6 million being paid in the communities of Parkes, Forbes and Peak Hill alone (NPM 2011). The percent of budgeted disposable income spent in the local area for NPM employees who responded to the ECS is presented in **Table 3.11**, and contractors who responded to the ECS in **Table 3.12**. It is noted that due to the limitations of survey methodologies in collecting spending pattern data, the presentation of comparative spending habits is unfeasible. Nonetheless **Table 3.11** and **Table 3.12** provide a reasonable indication of spending habits across NPM employees and contractors.

Table 3.11 – Distribution of NPM Employee Budgeted Spending (Response Count)

Budget	Parkes and Forbes	Dubbo	Orange	Sydney	Other
All of our budget	38	1	0	0	1
Most of our budget	97	0	2	1	3
Half of our budget	19	1	1	0	4
Some of our budget	13	2	7	5	8
A little of our budget	4	37	68	26	24
None of our budget	0	9	2	9	5
Total Responses	171	50	80	41	45

Table 3.12 – Distribution of NPM Contractor Budgeted Spending (Response Count)

Budget	Parkes and Forbes	Dubbo	Orange	Sydney	Other
All of our budget	28	0	0	0	1
Most of our budget	33	3	1	2	9
Half of our budget	9	3	3	1	3
Some of our budget	3	0	4	3	3
A little of our budget	10	12	21	9	1
None of our budget	0	0	0	2	1
Total Responses	83	18	29	17	18

Table 3.11 indicates that 22.2 per cent of NPM employees spend approximately their entire budget in Parkes and Forbes, and 56.7 per cent of respondents spend most of their budget in Parkes and Forbes. **Table 3.12** indicates that 33.7 per cent of contractors spend approximately their entire budget in Parkes and Forbes, and 39.8 per cent of respondents spend approximately most of the budget in Parkes and Forbes. The 17 per cent difference between NPM employees and contractors in spending most of their budget in Parkes and Forbes is distributed through contractor spending some or a little of their budget in other locations. Other common places where people reported spending their money include Broken Hill, interstate and on the internet. It can be deduced that while some income from employment at NPM or through a contractor to NPM is spent outside the local area, a sizeable portion of employee/contractor income is distributed locally, noting the provisions in **Section 3.1**.

3.2.3 Potential for Changes Due to the Project

The Project will not change the current employment levels associated with NPM operations, and will provide for ongoing employment for an additional seven years beyond currently approved operations. The Economic Impact Assessment (refer to Appendix 15 of the EA) provides further detailed analysis of the economic contributions in the local and regional area.

Following through on commitments made within the community consultation process, and in alignment with the recommendations within Umwelt (2012), it is recommended that NPM further investigate the sizing of contracts in order to facilitate the inclusion of local businesses within ongoing operations.

3.3 Community Development

NPM directly contributed \$80,000.00 in amounts of \$1000.00 to \$15,000.00 to local schools, sporting groups and other community groups in 2012 (NPM 2012). While this may be understood as economic support NPM provides the local area, participants in the consultation process understood these contributions as community development. Total investment in the community which includes but is not limited to direct financial sponsorship has been reported since 2008. While community development specific to local villages such as Trundle was not ascertainable within the current analysis, comments from community engagement have been fed back to NPM operations for further consideration. Total community investment 2008 to 2011 is presented in **Table 3.13**.

Table 3.13 – NPM Total Community Investment Including In Kind Support

Year	2008	2009	2010	2011	2012
Amount	\$574,348.00	\$530,000.00	\$520,000.00	\$601,300.00	\$732,750.00

Some examples of major sponsorship during 2012 include:

- Partnership with CentraCare which produced the 'Strong Young Mums Program';
- Creation of a partnership with FSC for a grants officer;
- Establishment of Parkes Aboriginal Project officer position;
- Parkes Life Education Program;
- 'Read'tember Program with the Parkes Shire Library;
- Continued support of the Parkes Elvis Festival and the Northparkes Street Parade;
- Participation in the Northparkes GP Cup that raised over \$25,000.00;
- Establishment of a partnership with Parkes Hockey;
- Continued support of the Parkes Touch Football Association;
- Support of the construction of the Narromine & Forbes Men's Sheds;
- Supporting Lachlan Health Services with a Palliative Care Partnership;
- The inaugural November is News'vember initiative; and
- A Peer Tutoring program at Parkes High School.

NPM contributes to the community indirectly through employees and contractors (refer to **Section 3.1**) with 80.9 per cent of respondents to the ECS indicated that they donated money to charities in the last 12 months, with 31 respondents giving between \$250.00 and \$500.00, and 22 respondents giving over \$500.00. Common local charitable organisations and appeals included the Salvation Army, the GP Cup, the Fire Brigade, State Emergency Service (SES), House with No Steps, and a range of cancer research organisations and appeals, including breast cancer and prostate cancer research, Can Assist, Careflight, and the Cancer Council.

In addition, NPM employees and contractors are often actively involved in the community, with 81.4 per cent of respondents to the ECS indicating that they were part of a sporting, workers or religious group. 36.8 per cent of respondents had volunteered in the local area within the last 12 months – 19.4 per cent at once off events and 17.5 per cent are regular volunteers.

With its focus on safe work practices, NPM seeks to be a leader in changes to safe work culture within the region and more broadly. Through awards for safety innovation (see NPM 2011) and engagement with the community, the NPM focus on safety is hoped to spread to other sectors in the local area. This was noted numerous times during consultation sessions, with one community member using the example of an increased number of farmers wearing hi-visibility clothing during the recent harvest. It is considered that potential for significant cultural change due to the current Project is low.

3.3.1 Potential for Changes Due to the Project

In addition to ongoing community support as detailed above, PSC have recently resolved at its meeting of 16 April 2013, to enter into negotiations with NPM to enter into a VPA for the Project.

3.4 Housing

Median property sale prices 2002 to 2012 were obtained from myrpdata.com (2013) and are presented in **Table 3.14** for the Parkes LGA and in **Table 3.15** for the Forbes LGA. These datasets are also graphed in **Chart 3.2**.

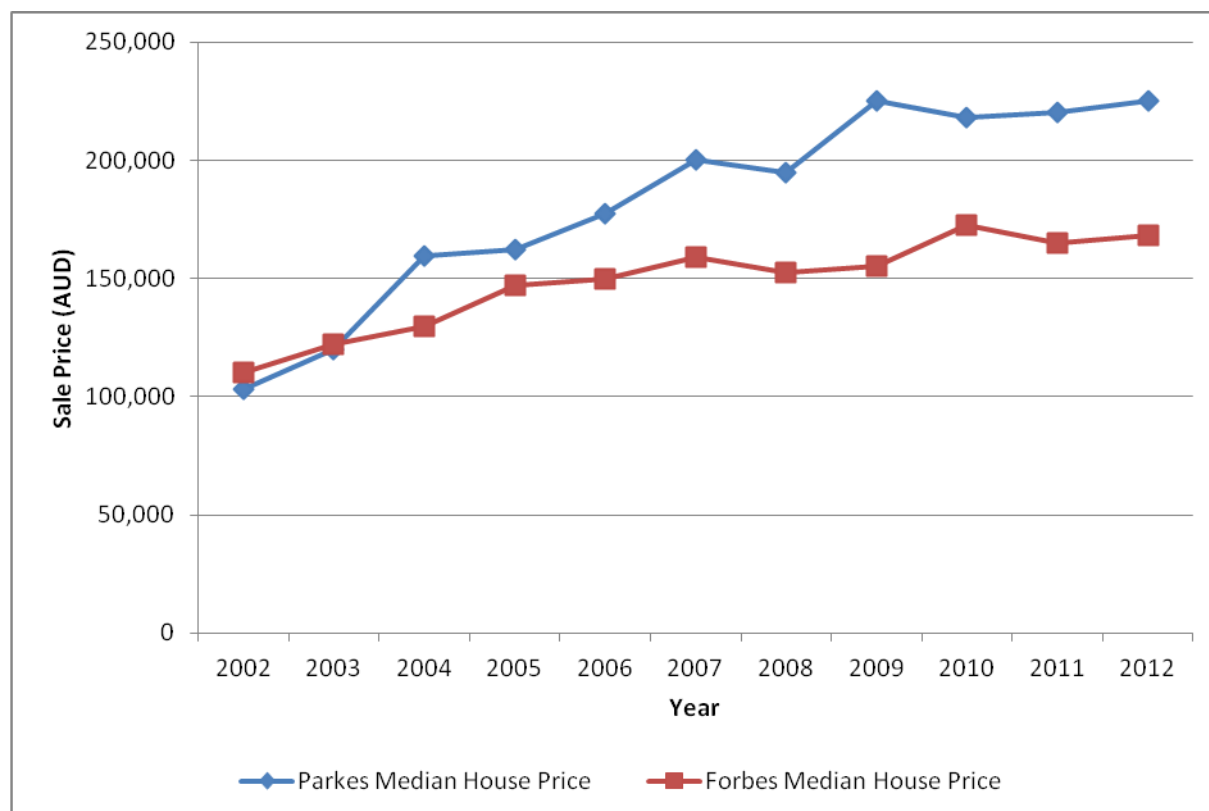
Table 3.14 – Parkes Median House Prices with Annual Change

Year	Median House Price	House Price % Change (YoY)
2002	103,000	14.40
2003	120,000	16.50
2004	159,500	32.90
2005	162,500	1.90
2006	177,375	9.20
2007	200,000	12.80
2008	195,000	-2.50
2009	225,000	15.40
2010	218,000	-3.10
2011	220,000	0.9
2012	225,000	2.3

Table 3.15 – Forbes Median House Prices with Annual Change

Year	Median House Price	House Price % Change (YoY)
2002	\$110,000	20.20
2003	\$122,000	10.90
2004	\$130,000	6.60
2005	\$147,000	13.10
2006	\$150,000	2.00
2007	\$158,750	5.80
2008	\$152,750	-3.80
2009	\$155,000	1.50
2010	\$172,500	11.30
2011	\$165,000	-4.3
2012	\$168,000	1.8

Chart 3.2 – Parkes & Forbes Median House Prices 2002 to 2010



Median house prices in the Parkes LGA have increased at an average of 9.15 per cent per annum between 2002 and 2012. In the Forbes LGA house prices have increased at an average of 5.92 per cent per annum between 2002 and 2012.

Census data from 2011 indicates approximately 731 unoccupied private dwellings in the Parkes LGA and 499 in the Forbes LGA. Census data does not report the market status of these properties. They may be vacant, or the residents may not have been present on Census night. Consultation with the community suggests that it is not indicative of high rental vacancy rates, as the community consultation outcomes indicate a community concern with a tight rental market (refer to **Section 2.6**).

A review of properties currently listed for purchase or rent on domain.com.au and realestate.com.au undertaken on 07 March 2013 indicated approximately 776 properties for sale and 58 for rent within the Parkes and Forbes LGAs.

Weekly rental data for one to four bedroom properties was obtained through the Housing NSW reports on rural median weekly rents for the second quarter of each year for 2002 to 2012 (Housing NSW 2012). This data is presented in **Table 3.16** for the Parkes LGA and in **Table 3.17** for the Forbes LGA. These datasets are also graphed in **Chart 3.3**.

Table 3.16 – Parkes Median Rental Prices 2002 to 2012

Year	One Bedroom (\$AUD)	Two Bedrooms (\$AUD)	Three Bedrooms (\$AUD)	Four Bedrooms (\$AUD)
2002	75	108	140	175
2003	-	100	160	-
2004	-	120	170	220
2005	-	125	170	220
2006	-	125	170	203
2007	-	170	-	135
2008	-	198	-	130
2009	-	145	200	265
2010	-	130	215	280
2011	-	130	245	-
2012	-	200	280	350

Notes: Data in **bold** indicates >29 new bonds during the March quarter.

No value indicates <11 bonds lodged during the March quarter.

Table 3.17 – Forbes Median Rental Prices 2002 to 2012

Year	One Bedroom (\$AUD)	Two Bedrooms (\$AUD)	Three Bedrooms (\$AUD)	Four Bedrooms (\$AUD)
2002	-	115	150	-
2003	-	115	160	-
2004	-	115	160	-
2005	-	125	155	-
2006	-	140	155	-
2007	-	160	-	-
2008	-	173	-	135
2009	-	145	175	-
2010	-	150	180	-
2011	-	135	180	260
2012	-	170	200	-

Notes: Data in **bold** indicates >29 new bonds during the March quarter.

No value indicates <11 bonds lodged during the March quarter.

Chart 3.3 – Parkes and Forbes Median Rental Prices 2002 to 2012



As the Parkes LGA and Forbes LGA rental price datasets 2002 to 2012 do not contain a sufficient number of rental bonds (being 30 or more) in every quarter, no annual change in median rental price was recorded by Housing NSW (2012) for a whole dataset. The approximate average annual changes in median rental prices for the given datasets were calculated as being:

- 4.4 per cent average annual median rental price increase for two bedroom properties in Forbes;
- 3.2 per cent average annual median rental price increase for three bedroom properties in Forbes;
- 7.1 per cent average annual median rental price increase for two bedroom properties in Parkes;
- 8.0 per cent average annual median rental price increase for three bedroom properties in Parkes; and
- 8.0 per cent average annual median rental price increase for four bedroom properties in Parkes.

Note that while 'reliable', the average annual changes reported are not considered 'valid' for statistical purposes due to their small sample sizes.

One phenomenon that annual average median rental price changes between 2002 and 2012 do not reveal however is the anomalies in rental prices in the period 2007 to 2008. During this time:

- the median price of two bedroom rental properties in Parkes LGA and Forbes LGA rose and peaked in 2009 – \$53.00 higher than 2009 in Parkes and \$28.00 higher than 2009 in Forbes;
- under 11 new bonds for three bedroom rental properties were taken in either Parkes LGA or Forbes LGA in the second quarter of 2007 or the second quarter of 2008; and
- the median price of four bedroom rental properties in Parkes LGA decreased sharply during 2007 and troughed during 2008 – \$135.00 lower than in 2009.

The median price of a four bedroom rental property in Forbes LGA during the second quarter of 2007 was \$135.00, which rose to \$260.00 in 2010. While there are insufficient data to graph meaningfully, it correlates with data from the Parkes LGA during these times.

This series of changes in rental prices correlates with a large increase of NPM employees during 2007 and 2008 as shown in **Table 3.1**. At this time NPM undertook numerous development activities, including extending the Lift 2N block cave which was completed in early 2008, reopening the E22 open cut in late 2007 and developing the new E48 block cave which involved significant infrastructure expansion (NPM 2007, 2008). The coincidence of these significant Projects on site occurred during a time of high investment in NPM operations, which resulted in a larger than expected increased in contractors undertaking works at NPM. The employee numbers during this period are higher than the projected up to 700 FTE over the life of the Project.

3.4.1 Short Term Accommodation

The number of accommodation establishments in Parkes and Forbes are recorded by the Australian Bureau of Statistics (2012a) is shown in **Table 3.18**. Further selected data from the Small Area Data from the Survey of Tourist Accommodation for the 2011 to 2012 financial year is provided in **Table 3.19** (2012b). Due to changes in geographical boundaries at the start of 2012, accurate comparisons with data from 2011 and earlier are not feasible. Accommodation data 2004 to 2011 are graphed in **Chart 3.4**.

Table 3.18 – Accommodation Establishments in Parkes and Forbes

Accommodation Type	Parkes	Forbes
Tourist Accommodation Establishments		
Hotels, Motels, Serviced Apartments - 5 to 14 rooms	6	2
Hotels, Motels, Serviced Apartments - 15 or more rooms	10	6
Hotels - 15 or more rooms	2	0
Motels - 15 or more rooms	8	6
Hotels, Motels, Serviced Apartments - Total - 5 or more rooms	16	8
Serviced Apartments - 15 or more rooms	0	0
Caravan Parks	2	2
Holiday Flats and Units	0	0
Visitor Hostels	0	0
Rooms (September 2012)	254	157
Bed Spaces (September 2012)	694	457

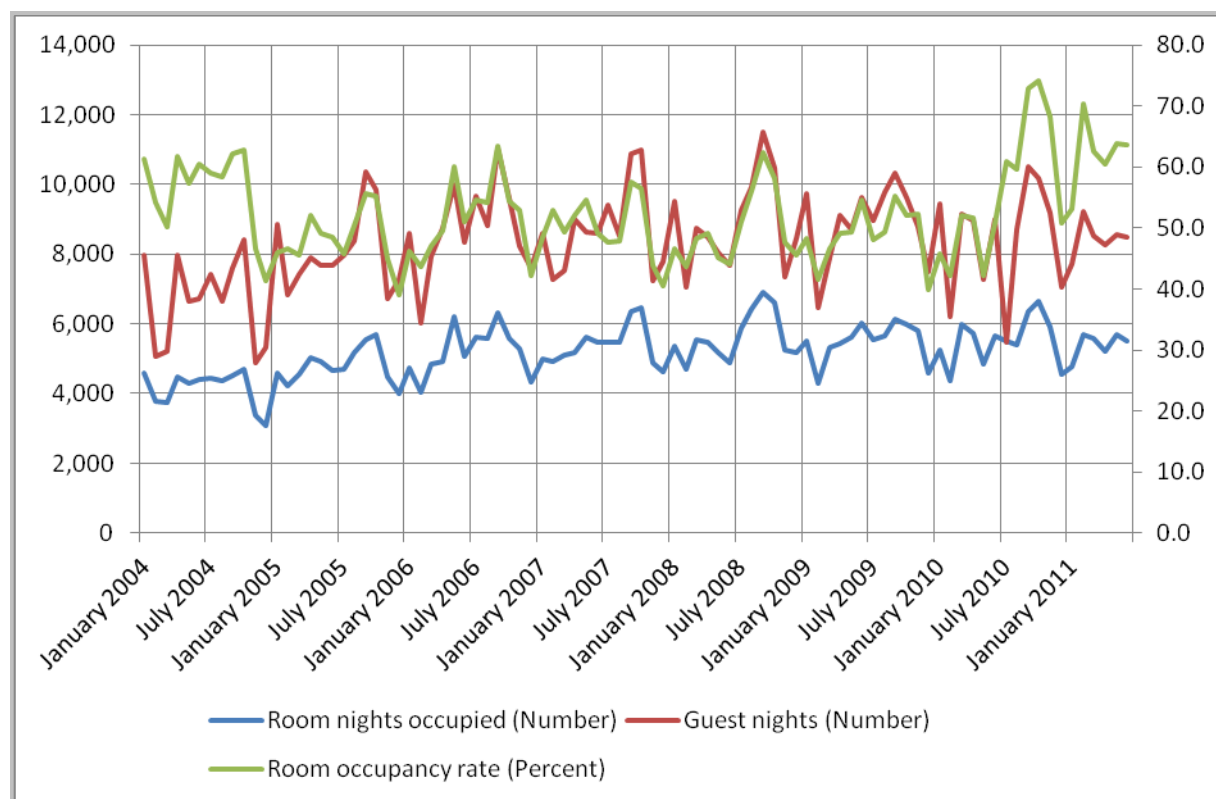
(Australian Bureau of Statistics, 2012a, 2012b)

Table 3.19 – Room Occupancy Rates for Parkes and Forbes Jan to Sept 2012

Month	Parkes (%)	Forbes (%)
January 2012	54.6	44.6
February 2012	62.7	36.9
March 2012	67.4	46.6
April 2012	65.4	50.1
May 2012	74.4	44.6
June 2012	74.3	44.6
July 2012	74.9	43.2
August 2012	68.4	53.3
September 2012	80.0	55.3

Events and Conferences in Parkes (PSC n.d.) indicates capacity of upwards of 1555 bed spaces across short term accommodation facilities, including caravan parks and pubs. Informal enquiries into the availability of short term accommodation through the community consultation process and in conversation with accommodation suppliers indicated that some establishments are often booked out, and others are already heavily booked for up to three years.

Chart 3.4 – Monthly Room Occupancy Rates in Parkes 2004 to 2011



As seen in **Chart 3.4**, the number of guests staying in Parkes each month has increased slowly on average between 2004 and 2011, as has the number nights rooms have been occupied each month. The maximum number of guests and rooms occupied occurred in September 2008. This time period correlates with the changes in rental prices shown in **Chart 3.3** and the period of expansion at NPM with the development of E48 and E22 open pit, and associated high employment levels at NPM.

Room occupancy rates dropped around January 2005, and increased around July 2011. This is due to the change in number of accommodation establishments and consequently available rooms reported as being in the area. The number of establishments reporting data to the ABS rose from 9 to 15 in 2005, and decreased from 16 to 10 in 2010. The ABS report that approximately 90 per cent to 95 per cent of establishments self report their occupancy rate data regularly (Australian Bureau of Statistics 2012b).

While room occupancy rates vary from 39 per cent to 74 per cent there is a lot of variation annually. There is a trend for lower occupancy rates over the summer period, with a spike during January. This spike correlates with the Elvis Festival, an important community event in Parkes. Note that while the monthly data indicates a given percentage of rooms may be unoccupied in a given month, short term stresses on accommodation when there is no availability such as the Elvis Festival are averaged out.

3.4.2 Potential for Changes Due to the Project

As there will be up to 700 FTE employees at NPM which is consistent with current operations (outside of the 2007 to 2008 period), there are no anticipated long term impacts due to the Project. There may be potential changes to the distribution of NPM workers and contractors during campaign open cut operations, shut down and construction operations, where up to 700 FTE would be required on site. Contractors are likely to be engaged for short term works such as the campaign open cut operations and are likely to require temporary or short term accommodation. This may be reflected in the responses to the ECS, where contractors are more likely to rent, be in temporary accommodation or shared houses than workers employed directly by NPM (see **Table 3.7**).

Two potential impacts due to the transient nature of the short term increases in employees due to campaign operations, shut down periods and/or construction activities may be temporary increased stress on the rental market, and decreased availability of short term accommodation. Given the size of the proposed campaign, shut down and other extraordinary operations such as construction, and the proven capacity in the rental and short term accommodation markets during the E22 and E48 operations in 2007 to 2008, it is considered that there is sufficient existing and future capacity within the rental and short term accommodation markets to cater for the Project.

Nonetheless, noting other stressors on the short term accommodation availability such as the Elvis festival, it is recommended that NPM consult with PSC with regard to other stressors on accommodation demands when scheduling campaign operations.

3.5 Community Infrastructure and Services

3.5.1 Schools and Childcare

Examples of schools and childcare facilities in the local area are listed within **Table 3.20**.

Table 3.20 – Schools and Childcare Facilities in the Parkes and Forbes LGAs

Schools	
Parkes Schools	Forbes Schools
Middleton Public School	Bedgerebong Public School
Parkes East Public School	Corinella Public School
Parkes High School	Forbes High School
Parkes Public School	Forbes Infant School
Bogan Gate Public School	Forbes North Public School
Eugowra Public School	Forbes Primary School
Peak Hill Central School	Forbes Red Bend Catholic College
Trundle Central	St Lawrence's School
Holy Family Primary School	
Parkes Christian School	
St Josephs School	
St Patricks School	
Childcare Facilities	
Parkes Early Childhood Centre Inc.	ABC Forbes
Victoria Street Children's Centre	Forbes Learning Ladder
Cheeky Cherubs Childcare Centre	Forbes District Early Learning Centre
Parkes-Forbes Family Day Care Scheme	Forbes Preschool Kindergarten

Primary and High School enrolments for the years 2006 to 2011 are presented in **Table 3.21** (Department of Education and Communities 2011). Equivalent data was not available for private schools in the local area.

Table 3.21 – School Enrolments 2006 to 2011

School	2006	2007	2008	2009	2010	2011	Change 2006 – 2011	
Parkes High School	774	774	743	718	706	726	-48	-7%
Forbes High School	560	569	530	456	427	429	-131	-31%
Parkes Public School	494	524	526	523	517	506	12	2%
Forbes Primary School	441	429	416	370	340	313	-128	-41%
Middleton Public School	304	295	304	295	282	275	-29	-11%
Forbes North Public School	204	228	215	234	260	268	64	24%
Parkes East Public School	305	259	256	230	227	211	-94	-45%
Peak Hill Central School	240	211	181	183	178	165	-75	-46%
Trundle Central School	103	96	100	98	91	103	0	0%
Bedgerebong Public School	43	37	32	32	37	39	-4	-10%
Eugowra Public School	38	26	30	32	29	29	-9	-31%
Bogan Gate Public School	38	27	23	26	23	25	-13	-52%
Corinella Public School	27	29	19	21	15	9	-18	-200%
Combined	3571	3504	3375	3218	3132	3098	-473	-13%

As can be seen in **Table 3.20**, there has been a slight decrease in public school enrolment numbers, aside from increases at Parkes Public School and Forbes North Public School and no change at Trundle Central School. There has been an average decrease of 13 per cent in student enrolments across all schools since 2006. This decrease correlates with the decrease in population under 14 years of age as discussed in **Section 2.2**.

In regard to NPM employees with children, 133 respondents of the ECS had dependent children in their household, approximately 112 of which are of school age. Approximately 80 per cent of respondents with school age children indicated that their children attend school in the town where they live. 54 per cent of respondents identified education in their town as 'adequate for their needs'. 13 per cent of respondents with school age children sought education elsewhere due to inadequacy of local education. No respondents sought education elsewhere due to lack of capacity.

3.5.2 Training Providers and Programs

A search of training providers listed in the yellow pages or on the internet showed that there are numerous non-school training providers in the local area, some of which are presented in **Table 3.22**.

Table 3.22 – Local Training Providers

Local Training Providers
Central West Community College Inc.
Parkes College of TAFE
Forbes College of TAFE
Parkes Technical College
Kip McGrath Education Centres
SkillSet
Australian Rail Training Pty Ltd
National Rail Training Pty Ltd

In 2007-2008 NPM facilitated the development of a TAFE Certificate 1 in Resources and Infrastructure which provides students a nationally recognised qualification as well as practical experience on a mine site (NPM 2008). Since that time NPM has run programs across three local high schools and continues to engage with the education community.

The level of qualification achieved outside of school attained by members of the workforce within each industry within the Parkes and Forbes LGAs combined is presented in **Table 3.23**. A total of 62.4 per cent of the mining workforce within the local area has a non-school qualification. This is 16.2 per cent above the industry median of 46.2 per cent of the workforce with a non-school qualification. This is indicative of people within the mining workforce having a higher level of qualification on average than the general community, with 16.8 per cent of the Parkes and Forbes LGAs mining workforce have a bachelor degree or higher, in comparison to the industry average of 6.5 per cent of the total workforce. Consequently it is considered that the mining industry of which NPM is a part has had a net increase on the overall levels of education within Parkes and Forbes.

Table 3.23 – Level of Post Secondary Education by Industry of Employment in Local Area

	Postgraduate Degree	Graduate Diploma/Certificate	Bachelor Degree	Advanced Diploma/Diploma	Certificate	Total with non-school qualification	Percent of total workforce with non-school qualification (%)	Total workforce
Agriculture, Forestry and Fishing	10	12	109	111	378	620	43.4	1427
Mining	20	5	66	23	225	339	62.4	543
Manufacturing	0	0	18	19	219	256	45.6	561
Electricity, Gas, Water and Waste Services	0	0	9	0	61	70	63.6	110
Construction	3	0	12	11	312	338	58.7	576
Wholesale Trade	0	3	16	15	109	143	43.6	328
Retail Trade	3	0	36	34	265	338	29.9	1129
Accommodation and Food Services	0	0	8	16	140	164	24.6	667
Transport, Postal and Warehousing	0	4	8	22	185	219	39.5	555
Information Media and Telecommunications	4	0	8	8	17	37	71.2	52
Financial and Insurance Services	0	0	7	16	36	59	46.8	126
Rental, Hiring and Real Estate Services	0	0	0	13	21	34	42.0	81
Professional, Scientific and Technical Services	9	8	74	35	117	243	64.8	375
Administrative and Support Services	0	0	0	16	63	79	40.9	193
Public Administration and Safety	17	9	111	104	166	407	66.8	609
Education and Training	37	52	320	105	133	647	80.6	803
Health Care and Social Assistance	34	27	202	146	343	752	67.9	1108
Arts and Recreation Services	0	0	4	3	18	25	50.0	50
Other Services	3	0	14	24	226	267	66.3	403
Inadequately described	0	0	3	8	31	42	38.9	108
Not stated	0	0	4	0	22	26	21.8	119
Not applicable	23	22	228	259	926	1458	10.5	13843
Total	163	142	1257	988	4013	6563	27.6	23766

3.5.3 Medical Facilities

The Project falls within the Western NSW Local Health District (WLHD) which administers health and community services within the Parkes and Forbes area. Comparison between the 2006 and 2011 Census of Population and Housing, people employed in the 'Health Care and Social Assistance' industries has increased from approximately 408 to 424 in Forbes and from 634 to 682 in Parkes (Australian Bureau of Statistics 2011b). Hospitals and other medical facilities in the local area and wider region found through the WLCD and YellowPages are shown in **Table 3.24**.

Table 3.24 – Hospitals and Medical Facilities in the Local Area and Region

Local Hospital/Medical Centre	Local Allied Health Facilities	Regional Facilities
Parkes District Hospital	One speech pathologist	Canowindra Soldier's Memorial Hospital
Peak Hill Health Service	Two psychologists	Canowindra Health Centre
Trundle Multi Purpose Health Service	Five physiotherapists	Molong Health Service
Currajong Medical Centre, Parkes	Six registered dentists/orthodontists	Orange Base Hospital
Clarinda Street Medical Practice, Parkes	One speech pathologist	Orange Private Hospital
Eugowra Memorial Hospital	Two radiology clinics	Dubbo Hospital
Court Street Health Centre, Parkes	Two pathology clinics	
Forbes District Hospital		
Parkes Community Health Centre		
Harold Street Medical Centre, Forbes		
Cross Street Medical Centre, Forbes		

Note: It is understood that NSW Government commitments of investments of \$2.3 million in the Parkes and Forbes hospitals were continuing as of October 2012.

Table 3.25 shows the number of professional attendances within the NSW Central West Division of General Practice (DGP) in comparison to NSW and Australia (Medicare Australia 2011). There was an average of 6.14 professional attendances per capita annually to health care professionals within the NSW Central West DGP, in comparison to a rate of 6.28 professional attendances per capita across NSW. Assuming an equal average need for professional medical treatment across NSW, this may indicate insufficient supply of health care professionals and people travelling outside of the NSW Central West DGP to visit a doctor.

Table 3.25 – Professional Attendances

Region	Number of Visits	Visits per Capita 2010
NSW Central West Division of General Practice	783,678	6.14
NSW	41,129,946	6.28
Australia	125,595,714	6.33

A total of 83.3 per cent of respondents to the ECS had visited a doctor in the town where they live, and 66.2 per cent had travelled out of town for healthcare. The most common destinations when travelling for healthcare were Orange, Dubbo, and Sydney. Note that this does not account for differences between specialist and general medical treatment, as visitations to larger hospital facilities (located outside of the local area) may be required for specialist care.

While medical facilities were ranked as the eighth most commonly raised issue in the local area during the direct community consultation process, the desire for improved healthcare is a concern to the local community, including NPM employees and contractors. This is due to a general perceived lack of healthcare providers and facilities in the local area. It is considered that there is low potential for health impacts within the wider local community due to the Project, and that the Project will not cause significant additional strain on medical facilities in the area beyond that already planned for as the employee levels will remain consistent with current operations over the life of the Project.

3.5.4 Physical Infrastructure

As described in more detail within (Umwelt 2012), there is sufficient electrical, domestic water, gas, sewerage, and waste infrastructure for current and anticipated future needs. With no proposed changes to long term employee numbers – and consequently no corresponding changes to demand on existing physical infrastructure in the wider community as part of the Project, further analysis is considered unwarranted at this stage.

3.5.5 Other Community Infrastructure and Services

There is other community infrastructure within the local area, including NSW Department of Community Services, Meals on Wheels, Sothern Cross Retirement Village, Parkes PCYC, Centacare, BCS Niola Centre Nursing Home, emergency services, as well as many Christian churches, other worship centres and affiliated services. While there are a variety of bus and coach services including connections to the CountryLink network, it is understood there is no regular public transport specifically servicing the local area outside the community transport run through the Neighbourhood Centre (PSC 2011). As these aspects of the local community are not ranked highly within the community, within Rio Tinto guidance or anticipated to be significantly impacted by the Project, further analysis regarding community infrastructure was not undertaken. Discussion regarding community infrastructure is available within the 'Parkes Shire Council 2010 to 2020 Community Strategic Plan' (PSC 2011).

While distinctly different from conventional understandings of infrastructure and services, NPM is required to assess potential for impact to Aboriginal cultural heritage, which includes Aboriginal understandings of land use, the cultural significance of potential impacts and wider considerations of cultural landscapes. Further detail is presented within Appendix 12 of the EA.

3.5.6 Potential for Changes Due to the Project

With no proposed long term changes to employee numbers, it is considered that potential for changes to capacity in education institutions and childcare facilities due to the Project is minimal. It is also considered that the Project will not significantly change the education profile of the workforce in the local area. Nonetheless, it is recommended that NPM maintain and expand the relationship with Parkes TAFE and other education providers in order to facilitate the ongoing upskilling and employment of local community members.

NPM provides flu shots, skin checks, etc. to employees and contractors on site, and as such potential for additional stressors on wider community health infrastructure and services is minimised. It is considered that the Project will not have a significant impact to medical facilities in the local area.

No additional potential for impacts to physical or community infrastructure were identified through the community consultation process or this SIA. Should unanticipated impacts become evident during the life of the Project (if approved) it is recommended that NPM liaise with PSC and/or the relevant government body in relation to how infrastructure challenges in the future may be met as a community.

3.6 End of Mine Life

As a major employer in the local area, NPM is considered a vital part of the local community. One significant aspect of the Project is an extension of mine life by seven years making it the longest mine life (19 years) of NPM since original approval in 1993, if approved. This provides a reasonable level of certainty for employees, their families and the wider community for the continued presence of NPM into the future. It is not to say that unpredictable events or occurrences such as further modifications or changes in global demand for NPM products will not occur, only that it is anticipated that NPM will be part of the community for up to 19 years.

Noting that consultation for the socio-economic knowledge base occurred before significant project changes, the end of mine life was ranked 11th out of the 13 topics raised by and discussed with the local community during community consultation (refer to **Section 2.6**). Nonetheless closure of NPM would incur significant changes on the local community. Some impacts may include:

- employees and their families leaving the local area to find work elsewhere;
- reduced economic development, potentially leading to the closure of related businesses and reduced availability of goods and services to the wider community;
- reduced community participation in and support of local community organisations such as sports clubs, play groups, religious institutions etc.;
- reduced use of transport and short term accommodation infrastructure by NPM contractors, families of employees, etc. This includes Parkes airport, Countrylink services, local motels and caravan parks; and
- flow on effects within housing markets, the sustainability of community services, etc.

Noting the potential for future modifications and extensions to mine life, it is the responsibility of NPM, the regulator and the community to ensure proper planning for eventual mine closure.

In order to ensure the proper scoping of potential socio-economic impacts due to mine closure, it is also recommended that NPM commence SIA with regard to mine closure. This includes consultation with PSC, FSC and the community, 10 years before the anticipated end of mine life, unless further extensions to mine life are being sought at that time. With the current project this would occur during 2022. In addition, PSC have recently resolved at its meeting of 16 April 2013, to enter into negotiations with NPM to enter into a VPA for the Project.

4.0 Assessment of Environmentally Induced Socio-economic Impacts

In accordance with the 'Rio Tinto Socioeconomic Impact Assessment Guidelines' (Harvey 2011a), this assessment considers environmentally induced socio-economic impacts that may be due to the proposal. Environmentally induced socio-economic impacts include impacts to the community due to environmental change. These may be changes to water availability, noise amenity, air quality impacts, ecological impacts including those to agriculture, and cumulative environmental impacts due to the undertaking of multiple operations. They also include potential impacts to social amenity, as identified by the DGRs.

Detailed assessments of potential environmental impacts has been undertaken as part of the wider EA. Where they have been assessed is presented in **Table 4.1**.

Table 4.1 – Assessments of Environmentally Induced Socio-economic Impacts

Area of Potential Impact	Where Assessed
Groundwater	Section 5.7 of the EA
Surface Water	Section 5.8 of the EA
Air Quality	Section 5.3 of the EA
Noise	Section 5.4 of the EA
Ecology, including flora and fauna	Section 5.6 of the EA
Agriculture	Section 5.2 of the EA
Waste	Section 5.15 of the EA
Transport	Section 5.9 of the EA
Cumulative Impacts	Section 5.0 of the EA

4.1 Water

In the primary data collection, water was identified as the most important point of interest when collating the data from the community consultation sessions at Parkes and Forbes. As noted in **Section 2.6**, this is primarily due to the significance of NPM water use to the Forbes community. Forbes is located in the Lachlan Valley, where NPM currently sources a percentage of mine process water through a shared pipeline with PSC. Interest in changes to water use was incurred during a previous iteration of the Project, which included a significant change to water use on site at NPM. FSC have formally resolved to support the Project, subject to NPM staying within the current limits of their current water allocations.

As discussed in detail within Section 2.3 of the EA, there are no significant changes to proposed water use within the current Project. In addition, no further consideration of the Lachlan River Catchment Action Plan as requested by the community during consultation in 2012 is considered necessary.

5.0 Mitigation Measures and Programs for Ongoing Monitoring and Community Feedback

There are no significant proposed impacts or changes to employee numbers, economic support, housing or community infrastructure, or environmentally or induced socio-economic effects as part of the Project. Nonetheless, the following mitigation measures have been recommended to contribute to NPM's ongoing contribution to the local and regional area. This section contains a summary of recommendations regarding this SIA, and other recommendations as given throughout the document, including:

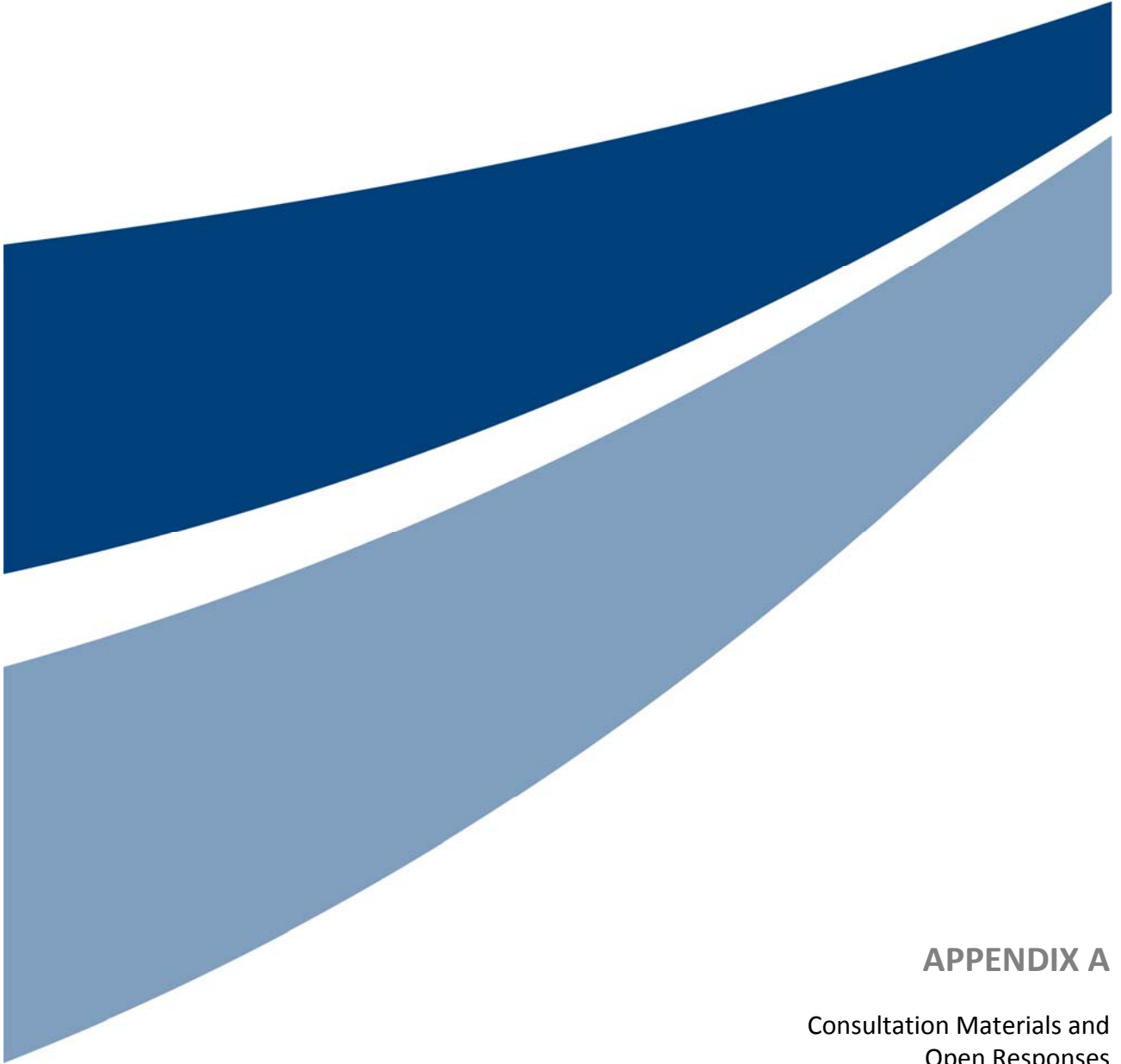
- it is recommended that NPM continue investigating the sizing of contracts in order to facilitate the inclusion of local businesses within ongoing operations;
- it is recommended that NPM consult with PSC with regard to other stressors on accommodation demands when scheduling operations requiring short term increases in employees and contractors;
- it is recommended that NPM maintain and expand existing relationships with local education providers in order to facilitate the ongoing upskilling and employment of local community members;
- it is recommended that NPM liaise with PSC and/or the relevant government body in relation to how infrastructure challenges in the future may be met as a community, should unanticipated impacts become evident during the life of the Project (if approved); and
- it is recommended that NPM commence SIA with regard to mine closure including consultation with PSC, FSC and the community, 10 years before the anticipated end of mine life, unless further extensions to mine life are being sought at that time.

Furthermore, in order to continue what is understood as a mutually beneficial and interdependent relationship between NPM and the local community, including PSC, FSC, other community representative bodies, employees and others in the community, it is recommended that NPM continue its existing community engagement and consultation program (refer to **Section 2.5.1**). It is further recommended to extend the program to facilitate feedback from the community with regard to community perceptions of NPM in order to proactively manage any matters as they arise. This may be facilitated through the CCC or another relevant and appropriate stakeholder group.

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APPENDIX A

Consultation Materials and
Open Responses

Contractor Survey

(This survey may be done face to face or over the phone by Umwelt employees.)

Interviewer to provide a brief overview of who are we and why we want to talk to the contractor. Advise that NPM have given us their name as a supplier who may wish to talk to us.

(Prompt- We are collecting information on behalf of NPM about impacts on the local and regional community. We are particularly interested in hearing from contractors who supply services to the mine. We understand that you are a supplier to NPM. The information will remain confidential, only aggregated information will be used in a report providing a snapshot of the mine's impacts. This will form part of a socio economic knowledge base.)

1. Are you happy to answer a few brief questions? This might take about 10 minutes.

2. Check we have correct business name

3. Where is your business based/headquartered?(If not Parkes – do they have a branch in Parkes?)

4. Can you tell us what material or services you provide to NPM?

5. How many people do you employ? How many of these are local people – Parkes/Forbes/ Peak Hill and vicinity.

Total _____ Local _____

6. How long have you been a supplier?

7. Have you increased your business and employees since becoming a supplier to NPM? What percentage of your business comes from NPM

Yes _____ No _____ % _____

8. If so, are you able to estimate how your business has grown in percentage terms and in employment numbers?

9. How easy is it to work with NPM?

10. What do you see as the impacts and interactions between the mine and the wider community?

11. What are the ways that the mine impacts the community that you think are particularly important?

12. Has the mine being part of the community provided any opportunities for the community or individuals you know?

13. We've identified two prominent issues that have been of particular concern in the community in relation to the mine. They are water use and housing affordability. Do you have any comment on these?

14. What other issues/benefits do you think have arisen from the mine and its impacts?

15. Have you heard about the Step Change project? (If not, provide a brief synopsis of the project from key messages)

Yes _____ No _____

16. What are your business expectations from this proposed increase at the mine?

9 November 2011

[illegible]

**NORTH PARKES MINES**

PO BOX 995

PARKES NSW 2870

PHONE: 02 6861 3000

FAX: 02 6861 3101

Northparkes Mine Consultation feedback form

Name(optional) _____

1. Are you: ☐ Male ☐ Female

2. What is your age?

☐ Under 15 years ☐ 15 – 24 years ☐ 25-44 years ☐ 45-54 years☐ 55-64 years ☐ 65-74 years ☐ 75 years or over

3. Where do you live?

☐ Parkes ☐ Forbes ☐ Peak Hill ☐ Bogan Gate ☐ Other: please specify _____

4. Did you feel today's consultation was useful in allowing you to contribute your views on the impact of NPM?

☐ Yes ☐ No

5. Did you feel you were informed well enough to enable you to participate?

☐ Yes ☐ No

6. Did you feel that your comments were listened to and captured in the process?

☐ Yes ☐ No

7. What are benefits and/or issues from NPM which are most important to you? (list up to 4 in order of priority)

- _____
- _____
- _____
- _____

8. How would you like to participate in the future consultation process?

☐ Website updates☐ Website survey☐ Advertising☐ Community meetings/forums☐ Email/newsletter☐ Information displays at shopping centre☐ Other (please describe _____)9. Would you like a copy of the report on this meeting? ☐ Yes ☐ No10. Would you like a copy of the NPM baseline data capture report? ☐ Yes ☐ No11. Would you like to go on a register for NPM to continue to advise you of consultation opportunities in future? ☐ Yes ☐ No

If yes, please provide your contact details below. _____

NPM Employee and Contractor Survey

Northparkes Employee Survey

Q1. Are you:

Male

Female

Q2. Do you identify as Aboriginal or Torres Strait Islander

Yes

No

Q3. What is your country of birth?

Australia

Other (please specify)

Q4. How old are you?

18-24 years old

25-34 years old

34-45 years old

45-54 years old

55-64 years old

56-74 years old

Q5. What's your marital status?

Single

Married or de facto

Other (please specify)

Q6. What's the highest level of education you have completed?

No Qualification

Year 10 - School Certificate

Year 12 - HSC

Tafe certificate

Diploma

Trade certificate

Bachelor degree

Higher degree

Other (please specify)

Q7. Are you:

Employed directly by Northparkes

Mines

Employed through a contractor

Q8. Are you

A shift worker

Not a shift worker

Q9. What is your role?

Manager

Superintendent

Team Leader

Professional

Apprentice/Trainee

Technician

Operator

Student

Administration

Graduate

Other (please specify)

Q10. How long have you been working at NPM

Less than 1 year

1-2 years

2-5 years

5-10 years

10-15 years

Over 15 years

Q11. Are you on a fly in/fly out arrangement with NPM?

Yes

No

Q12. Where do you live?

Parkes

Forbes

Peak Hill

Trundle

Bogan Gate

Other (please specify)

Q13. How long have you lived there?

Less than 1 year

1-2 years

2-5 years

5-10 years

10-20 years

More than 20 years

Q14. When you commenced work with NPM did you

Live in the local area

Moved from elsewhere in NSW

Moved from interstate

Moved from overseas

Q15. In the house you are living in do you

Have a mortgage
Own the home
Rent
Share house
Short term accommodation (e.g motel)
Other (please specify)

Q16. How many dependent children do you have living in your household?

0
1
2
3
More than 3

Q17. How old are they? (please list the age/s of the child/children in your household)

answered question
skipped question

Q18. Where do they attend school?

In the town where you live
In a nearby town
Home school
Outside the local area
Do not attend school
Other (please specify)

Q19. Do you consider the education in your town:

Easy to access
Adequate to your needs
Inadequate - sought education elsewhere
No capacity - sought education elsewhere
to deliver quality education outcomes
Children do not attend school
Other (please specify)

Q20. Where do you spend your household budget (food, clothing, entertainment)?

Parkes & Forbes
Dubbo
Orange
Sydney
Other
Comments

Q21. How much did you give to charities in the last 12 months?

Do not make regular donations to charity
Less than \$100
\$100 - \$250
\$250 - \$500
More than \$500

Q22. Which local charities do you make donations to?

Do not make regular donations to charity
Salvation Army
GP Cup
Lachlan House with No Steps
Centacare
Mission Australia
SES
Fire Brigade
Other
Other (please specify)

Q23. Have you visited a doctor in the town where you live?

Yes
No

Q24. Have you travelled out of town for health care?

Yes
No

Q25. If yes, where did you travel to?

answered question
skipped question

Q26. Are you part of any local community or sporting groups?

Sport or hobby club
RSL or workers club
Church/pastoral group/religious organisation
Not part of any community/sporting groups

Q27. Did you do voluntary work in the local area in the last 12 months?

No
Yes - once off event/s
Yes - regular volunteer

Q28. Is there anything else you would like to say in regards to Northparkes Mine and the Community? Or any thoughts on the local area in general?

answered question
skipped question

Community Consultation Responses

Northparkes website showing Community Survey link 03 April 2012

Community Survey Open Responses

What is your Occupation?

Aboriginal Financial Counsellor	Events Manager	Operator
Aboriginal Health Co-ordinator	Farmer	Parkes High School Transition, (School To Work).
Aboriginal Student Liaison Officer	Farmer	Pharmacist
Accountant	Farmer	Police Officer
Accountant	Farmer and Grazier	Primary Producer And Public Servant
Accountant/Farmer	Farmer Grazier	Principal
Accounting Assistant	Farmer/Administration In Forbes	Professional
Accounts Payable Clerk	Farmer/Grazier	Property Manager
Administration	Field Officer	Property Manager - Real Estate
Administration	Finance	Public Servant
Administration	Funds Recovery Officer	Public Servant
Administration	Geotechnical Officer	Ranger
Administration	Graincorp Labourer	Rating Officer
Administration	Graphic Designer	Real Estate
Administration Assistant	Group Operations Manager	Real Estate Agent
Administration Officer	Health	Real Estate Agent
Administration Officer	Home Duties	Registered Nurse - Nurse Manager
Administrator	Hospital Worker	Researcher
Advertising	Housing Officer	Retail Business Owner
Agronomist	Hr Manager	Retired - Now a full time volunteer land carer.
Agronomist	Inspector	Retired
Allied Health	IT Manager	Retired
Asset Clerk, Forbes Shire Council	IT Manager	Retired
Bank Manager	Journalist	Retired
Branch Manager	Lawyer	Retired
Building Surveyor	Legal Secretary	Retired
Business Owner	Librarian	Retired
Business Owner	Library Assistant	Retired
Business Owner	Local Government	Retired
Business Owner Office Manager	Local Government Engineer	Retired
Business Proprietor	Local Government Rates and Customer Service Supervisor	Retired Grazier

What is your Occupation? (cont.)

Aboriginal Financial Counsellor	Events Manager	Operator
Caravan Park Owner	Manager	Retired Pensioner - Doing volunteer work in areas of community
Case Manager	Manager	Retired Police Officer
Casual Teacher	Manager	Retired TAFE Teacher
Casual Teacher	Manager	Retired Teacher
Chef	Manager	Retired/Hobby Farmer
Chief Executive Officer	Manager	Retiree
Civil Engineer	Manager Design and Traffic Psc	Retiree
Civil Engineer	Manager In Administration	Rn
Civil Engineer	Manager Of A Tourist Attraction	Rn
Civil Engineer	Manager Road Safety Analysis	Sales Manager
Clerical Officer	Manager/Mum	School Teacher
Community Support Services	Marketing/Public Relations	Secondary School Teacher
Community Support Worker	Marketing Assistant	Secondary Teacher
Community Worker	Marketing Manager	Secretary
Company Director	Mechanic	Secretary
Consultant	Miner/Emergency Response	Secretary
Councils Supervisor	Motelier	Secretary
Customer Service Officer	Musician	Secretary
Director Of Own Company	Northparkes	Self Employed
Early Childhood Teacher	Nurse	Semi Retired
Electronics Technician	Nursing	Semi Retired
Engineer	Nursing	Sewer Plant Operator
Engineer	Office Manager	Shop Assistant
Engineer	Office Worker / Mum	Shop Owner
Engineering	Office Administration	Operator
Social Media/University Student	Teacher	
Spectacle Maker	Teacher	Town Planner
Storeman Local Council	Teacher	Trainee-Parkes Shire
Student	Teacher	Travel Agent
Student	Teacher	Underground Miner
Student	Teacher	Wh&S Safety Officer/Noxious Weeds Officer
Survey And Design Engineer	Teacher	Wine Merchant
Surveyor	Teacher	Woolworths Shop Assistant
Swimming Coach, Grazier	Teacher	
Teacher	Teacher	
Teacher	Teacher	
Teacher	Teacher	
Teacher	Teacher Hoping To Become Trainer At Npm	

Do you think the local area has been changed by Northparkes? If so how?

<ul style="list-style-type: none"> Additional young families moving into the district. The benefits across the community are immense. From Housing, Schools, Shopping Facilities, Sporting Clubs, Retail and voluntary assistance to name just some of the benefits.
<ul style="list-style-type: none"> Although there are some industries that have come to town to service the mines, trades people are in very short supply for non mining activities.
<ul style="list-style-type: none"> An increase in people, families, staying only for a while and then moving on. I find this means there is a wider variety of ideas, opinions and expectations within the community that is constantly changing.
<ul style="list-style-type: none"> Because of the jobs that have been provided and because of the generosity of the mine to the whole community and not just Parkes.
<ul style="list-style-type: none"> Better facilities including shopping, accommodation etc.
<ul style="list-style-type: none"> Both positively and negatively - more job opportunities and the ability to earn a higher income, due to this other businesses in town find it hard to recruit staff however the added employment and spending power of mines employees supports local businesses.
<ul style="list-style-type: none"> Brought a wider community.
<ul style="list-style-type: none"> Brings business, money and new faces to the town.
<ul style="list-style-type: none"> Brought increased economy, new faces and a landmark for our area.
<ul style="list-style-type: none"> Brought jobs, extra layer of insulation against drought, expertise, skilled workers and professionals, some individual prosperity for a few groups, generalised increase in town's prosperity, issues of environmental degradation.
<ul style="list-style-type: none"> Brought new jobs, families to the local area. Income and investment to the local communities.
<ul style="list-style-type: none"> Brought people to the town.
<ul style="list-style-type: none"> Busy.
<ul style="list-style-type: none"> Changed for the better. Increased employment opportunities for a range of demographics.
<ul style="list-style-type: none"> Community presence in the provision of funding and involvement in all aspects of life in Parkes, as well as the obvious provision of employment and further economic stimulus to Business particularly in the Industrial sector.
<ul style="list-style-type: none"> Created Employment for many people (although I believe that some of the workers are paid more than their skill levels would normally reward them).
<ul style="list-style-type: none"> Created much development, business, support and employment.
<ul style="list-style-type: none"> Creation and diversity of jobs. Community support. Economic growth.
<ul style="list-style-type: none"> Creation of jobs to keep young people in the region. Community involvement with the Kalari Arts, Elvis Festival and more keeps towns culturally active. Brings young people/families to town.
<ul style="list-style-type: none"> Definitely for the better, with new sporting facilities, community grants, and the influence of professional families and the increased economic stimulus provided by the mine.
<ul style="list-style-type: none"> Diverse cultures and skills brought to town.
<ul style="list-style-type: none"> Do you think the local area has been changed by Northparkes? If so how?
<ul style="list-style-type: none"> Economic development.
<ul style="list-style-type: none"> Economic security through employment opportunities.
<ul style="list-style-type: none"> Economy has benefited as well as community organisations for funding projects.
<ul style="list-style-type: none"> Employment growth, support for local community, clubs, sporting facilities.
<ul style="list-style-type: none"> Employment opportunities, population growth, increased support to community groups.
<ul style="list-style-type: none"> Employment opportunities for local people. Mining dollars spent in Parkes improves the local economy.
<ul style="list-style-type: none"> Employment opportunities including ATSI and Apprenticeships, career paths locally, more female employees, extensive funding support to schools sport and charities in Parkes. New ethnic peoples to region, city dwellers to Parkes. Keeps some of the integral large Government agencies to remain in area.
<ul style="list-style-type: none"> Employment, commitment by mines to assisting community organisations.

Do you think the local area has been changed by Northparkes? If so how? (cont.)

• Employment. Property Sales. Community Environment.
• For the better.
• For the good. Tremendous support for development of facilities from sport, festivals and events, and health services. NP is a very good corporate citizen.
• For the positive. The diversity of Parkes' economy (of which the mine is a big part) got us through the drought and has made Parkes quite resilient. The money is also great for the economy through its local purchasing and employment of highly paid people.
• From a community point of view, we have benefited greatly from the Community Fund and also the increase in jobs available. Farmers have been able to survive the drought by sourcing off farm income via wages.
• Great economic fillip for entire region. At same time North people have integrated brilliantly into local community and should be commended for their commitment, attitude and community spirit.
• Greater concentration of business activity directed towards and dependent upon a major employer.
• Has been good for the economy.
• Has brought increased employment opportunities and has been a financial benefactor to community events.
• Has created employment and large industry.
• Has given Parkes a more stable economy.
• Has kept the town from dying and has become a positive member of the community, i.e. sponsorship of events and sport.
• Has provided some employment opportunities for local people and some community involvement but could do more for the local community given the local and state resources consumed by Northparkes.
• Help to maintain and support the current economy.
• Higher income, transient population.
• Higher real estate prices more large retailers.
• Higher wages, local non-mining employers find it hard to compete.
• House prices are extremely high. No rental properties and rent is too expensive.
• I believe it has overall had a positive and beneficial impact on the local area.
• I think it ensures the certainty of the Parkes airport staying operational.
• I think it's been positive injection to the local economy and that NPM have been very successful in integrating into the Parkes Community.
• I think Northparkes has been very positive for the local communities. Financial support for local students, sporting bodies, and community events is great.
• I think that interests in the mine tend to override the interests of the community at times. I feel that managers from the mines have sometimes used bullying tactics when dealing with our council and our school. There needs to be more conscience and there is a need for more to be put back into the community.
• Improved economy, more community facilities.
• Improved employment opportunities to local people, growth in small local businesses that NPM support.
• In a good way though. It has brought more people to town.
• In a good way, a boost to the economy.
• In a good way, more job opportunities, increased commercial activity.
• Increase in population necessitating increase in services, labour drain, potential for devaluation of properties adjoining mine leases.
• Increased job opportunities. Increased numbers of enrolments in schools.

Do you think the local area has been changed by Northparkes? If so how? (cont.)

<ul style="list-style-type: none"> Increased money supply thanks to mines via employment and spending in the region. It's been a very positive effect.
<ul style="list-style-type: none"> Increased stability and confidence in business environment.
<ul style="list-style-type: none"> Input of money; alternative models of land use; professionalization of services.
<ul style="list-style-type: none"> It certainly appears to have increased the population of the area. It has also increased the real estate values in the town of Parkes.
<ul style="list-style-type: none"> It employs a lot of locals but it does take away from the local industry as well, e.g. mechanics etc work at NPM on better wages than at your local garage.
<ul style="list-style-type: none"> It has been an improvement to the local economy and the families have been a welcome boost to the population of Parkes.
<ul style="list-style-type: none"> It has brought employment and financial stability to the area.
<ul style="list-style-type: none"> It has brought higher wage/salary earners to town hence pushing prices up for housing and changing the dynamics within the community.
<ul style="list-style-type: none"> It has brought permanent cash flow to the area non-dependant on weather.
<ul style="list-style-type: none"> It has created an increase in population in both towns as recently indicated by the ABS, whilst bringing new trades, cultures and also a lot of money to the towns.
<ul style="list-style-type: none"> It has grown the town of Parkes.
<ul style="list-style-type: none"> It has invested money through lodgings at pubs and motels employed many into high paying jobs and it sponsors local schools and clubs. The local area has changed as the mine has contributed to the growth and investment in the town.
<ul style="list-style-type: none"> It has made the town bigger in population which in turn brings more business to town and more opportunities.
<ul style="list-style-type: none"> It has provided better Economic Stability.
<ul style="list-style-type: none"> It has provided economic benefits which have enabled the town to continue to flourish when the traditional industries have failed due to drought and flood.
<ul style="list-style-type: none"> It has revitalised the town, both in economic terms and social interaction between residents and employees and their families of the mine.
<ul style="list-style-type: none"> It makes Parkes a successful town.
<ul style="list-style-type: none"> Itinerant personnel result in itinerant school students - which has changed the nature of the school's clientele.
<ul style="list-style-type: none"> It's has improved the economy in the town and also provided an enhanced mix of professionals to the town to contribute to the community in their own way!
<ul style="list-style-type: none"> It's one of the few large privately owned employers left in town.
<ul style="list-style-type: none"> Job opportunities, community improvements e.g. sporting fields and charity groups, new businesses to town, local growth of schools and hospital.
<ul style="list-style-type: none"> Jobs, commerce, local roads, businesses, environment and house prices have all been impacted by the presence of Northparkes.
<ul style="list-style-type: none"> Just by the amount of employment and the money put into the local communities.
<ul style="list-style-type: none"> Lack of rental accommodation, the higher cost of housing, cannot get shed hands, shearers or pastoral workers to work, they work for the mine or compare salary to high mine salary, so rather work at mine or do nothing.
<ul style="list-style-type: none"> Local down turn in business due to outsourced business. Less community feeling due to contractors being brought in. Wonderful support had been given to local community and tourist events.
<ul style="list-style-type: none"> Looks very prosperous.
<ul style="list-style-type: none"> Made it difficult for other employers to keep skilled labour due to high wages at mine. Increased housing costs. Assisted in keeping Parkes and Forbes retail more viable.
<ul style="list-style-type: none"> Made locals more accepting of new people to town.
<ul style="list-style-type: none"> Made Parkes more resilient against economic downturn and broadened the commercial, industrial base of the town.

Do you think the local area has been changed by Northparkes? If so how? (cont.)

<ul style="list-style-type: none"> Mines workers taking jobs and houses from locals.
<ul style="list-style-type: none"> Money has been channelled into the town for various projects.
<ul style="list-style-type: none"> More clients for local businesses. Not enough rental places in Parkes are a big issue. Prices of houses have gone up.
<ul style="list-style-type: none"> More diverse economy.
<ul style="list-style-type: none"> More diverse population with people coming from other parts of Australia and even overseas. More economic stimulus which has resulted in stronger sales for small businesses, but also higher rent and housing prices compared to other regional towns.
<ul style="list-style-type: none"> More employment.
<ul style="list-style-type: none"> More employment.
<ul style="list-style-type: none"> More employment available. More spending in the general area.
<ul style="list-style-type: none"> More employment therefore money spent locally.
<ul style="list-style-type: none"> More employment, higher rental costs, more business opportunities.
<ul style="list-style-type: none"> More high viz shirts.
<ul style="list-style-type: none"> More job opportunities, which have increased the population.
<ul style="list-style-type: none"> More job vacancies meaning more people relocating to the area.
<ul style="list-style-type: none"> More jobs available for persons in the local area. Been wonderful for the town and neighbourhood. Great to see young persons get a chance at meaningful employment that often leads them on to bigger and better employment.
<ul style="list-style-type: none"> More mining employment and offers of support from Northparkes for our festivals, sporting groups etc.
<ul style="list-style-type: none"> More Money.
<ul style="list-style-type: none"> More money in the community and community support.
<ul style="list-style-type: none"> More money on town.
<ul style="list-style-type: none"> More new faces, diverse culture, accommodation crisis, more traffic incidents.
<ul style="list-style-type: none"> More people but less people living and being part of the community. Too many contractors from out of town being brought in.
<ul style="list-style-type: none"> More people come from outside the town for their career.
<ul style="list-style-type: none"> More people in town.
<ul style="list-style-type: none"> More people living here.
<ul style="list-style-type: none"> More People, more Businesses, more accommodation required, more jobs created.
<ul style="list-style-type: none"> More work for mechanical and engineering based trades.
<ul style="list-style-type: none"> New development in and around the Parkes township - not so many empty shops - town looks alive.
<ul style="list-style-type: none"> North Parkes have had a positive impact on the area and have injected much needed \$\$\$'s into it.
<ul style="list-style-type: none"> Northparkes has been generous in support of sporting and cultural activities in Parkes.
<ul style="list-style-type: none"> Northparkes has had a very positive impact. During the drought the mine helped to keep the Parkes economy afloat. It was very evident that very few businesses closed during this tough period. During previous long dry periods businesses have closed because of the lack of business from farmers. The town is now somewhat more cosmopolitan without ruining the essential character of a country town.
<ul style="list-style-type: none"> Northparkes Mines has bought many jobs to the community. The roll on effect can also be felt in businesses in the local area, which also benefit from the presence of Northparkes Mines.
<ul style="list-style-type: none"> Northparkes mines workers are given most of the rentals/low income community people have to pay high rent to be able to compete with the mine workers.

Do you think the local area has been changed by Northparkes? If so how? (cont.)

<ul style="list-style-type: none"> NPM has provided a great many employment opportunities for the Parkes area. The flow on benefits of this has been felt through all other aspects of the local economy. NPM has also proven to be a wonderful supporter of local community activities and strongly consults with the community with their programs of development and have helped to establish Parkes as a progressive shire that is growing at a time that generally sees rural areas declining in population and prosperity. Although still a rural/farming area the impact of the NPM is seen as very important to the future of this local area and is generally viewed as a favourable partner to our progress. This 'partnering' view has been greatly enhanced by the conscientious effort that NPM has made in their attitude and care for the community through consultation and information. Many mining operations are seen by locals as having a 'rape and pillage' approach to taking over an area but this has not been the case here. The majority of the people find NPM a very supportive and interested party to the ongoing development of our region.
<ul style="list-style-type: none"> Only 12 months experience of Parkes but from what I have encountered North Parkes Mines has been very generous with funds as far as scholarships, equipment and personnel etc. aiding all educational institutions in the area.
<ul style="list-style-type: none"> Parkes appears to have become totally dependent on Northparkes. Panic seems to set in at the slightest hint of any suggested downturn.
<ul style="list-style-type: none"> Parkes is considered to have a bright future. Northparkes has bought local area wealth and job security.
<ul style="list-style-type: none"> Parkes is now a thriving and wealthier town because of Northparkes. It has also benefited from the wealth of talent that come into the town because of exploration and mining activities.
<ul style="list-style-type: none"> Parkes is very expensive there is little completion from businesses. Housing and accommodation is steadily on the rise which can be seeing through accommodation tariff updates every six months. I wonder why there has not been some kind of attempt to build a mining village or dormitory style accommodation within the town like what has been adopted in blarney for Cadia.
<ul style="list-style-type: none"> Parkes weathered the drought much better than other agricultural towns because of the diversity of our economic base and much of this positive can we attributed to the mine.
<ul style="list-style-type: none"> People moved to the area that wouldn't have considered moving to the district if there was no mine.
<ul style="list-style-type: none"> Population.
<ul style="list-style-type: none"> Population growth and job opportunities for locals.
<ul style="list-style-type: none"> Population growth, boosted our economy, a generous help with community grants ensuring successful events.
<ul style="list-style-type: none"> Positive changes - more money spent locally by those employed by Northparkes, increased demand for essentials (accommodation, cafes, supermarkets).
<ul style="list-style-type: none"> Positive impact due to the high quality of responsible workers.
<ul style="list-style-type: none"> Positively, bringing jobs, community involvement projects and activities, sporting fields, support for events, support for things such as getting more doctors, etc.
<ul style="list-style-type: none"> Provided employment opportunities which keeps money in our communities (which leads to growth etc.). This keeps a lot of our younger members of the community in town which is also very advantageous.
<ul style="list-style-type: none"> Providing different employment opportunities.
<ul style="list-style-type: none"> Real estate market is greatly influenced by the mine. When staff needs at the mine increase real estate (especially rental) goes through the roof.
<ul style="list-style-type: none"> Strong presence of the mining industry and sub contracting.
<ul style="list-style-type: none"> Supporting local events, sporting clubs, educational programs.
<ul style="list-style-type: none"> The mine has contributed significantly to the local community by supporting many events, particularly those including children. This is hugely beneficial to the future of Parkes.
<ul style="list-style-type: none"> The mine has helped sustain our community through the worst drought in living memory. It helps maintain a balance of employment in the area.
<ul style="list-style-type: none"> The money that been generated into Parkes through the people working at NPM and also we are very lucky to have such a wonderful cultural mix in our small town.

Do you think the local area has been changed by Northparkes? If so how? (cont.)

• The price of rentals have gone up and it's really hard to find a rental house.
• The rent is more expensive, due to the large wage provided.
• The shire has become more populated and busier as a result.
• The spirit of the town has improved since your opening. More job opportunities for our children. Your funding has helped many charities and benefited many people across the community.
• The town has grown both industrially and population. Much more money injected into local organisations and sports.
• There are more jobs increasing the opportunities for our young people to stay in the town. The general population increase also benefits our businesses and other organisations. The mine has improved amenities in the town and supported the community very well.
• They have provided a lot with their community involvement.
• Tighter rental market and increased housing costs. Higher population and generally increased community activity.
• Trades wages are higher than without NPM Spending on houses is higher than without NPM Overall our business is costing more to run and getting more business. We run a glass and aluminium business and feel the town is much more vibrant and the district more prosperous with NPM operating.
• We have extended trading hours in Shops to accommodate the shift workers in Parkes. Many things have happened because Northparkes has spent money in town...Northparkes Oval...PECC etc.
• Work opportunities, training, sponsorship, population growth, different kind of people.
• Yes because it has created employment for a lot of people in and around the area.
• Yes it has greatly helped the local economy.

What other aspects of NPM operations, communications or effects within the community are important to you?

<ul style="list-style-type: none"> • A political awareness - more likelihood of Government funds flowing into the area because of the increase in population base.
<ul style="list-style-type: none"> • As a member of the Forbes community I would like to see more NPM involvement in community events and assistance in promoting Forbes.
<ul style="list-style-type: none"> • Assistance to schools programs and students and welfare of employees.
<ul style="list-style-type: none"> • Being an agronomist, I have an interest in how they conduct their farming enterprise.
<ul style="list-style-type: none"> • Brings new blood and fresh ideas into community.
<ul style="list-style-type: none"> • Communication with community re mines operations.
<ul style="list-style-type: none"> • Community support through donations and sponsorship.
<ul style="list-style-type: none"> • Concerned with the effect on the community when NPM close. I feel it may collapse the local economy, mass unemployment etc.
<ul style="list-style-type: none"> • Confidence it has given to the region.
<ul style="list-style-type: none"> • Confirmation of longevity of mine and progress with step change project.
<ul style="list-style-type: none"> • Continued communication in all aspects that have been highlighted in the survey.
<ul style="list-style-type: none"> • Continued consultation with the general community, PSC and their workforce about all aspects of operations ongoing and into the future. Realistic projections about what will develop over the next decade etc and helping the community to plan and cope with the changes ahead.
<ul style="list-style-type: none"> • Continued employment opportunities for local people and NPMs continued support economically of local businesses.
<ul style="list-style-type: none"> • Continued investment.
<ul style="list-style-type: none"> • Contribution to and sponsorship of community events and provision of education-work links and opportunities.
<ul style="list-style-type: none"> • Contributions to health, education and the arts, are not normally seen as mining activities, but the unique position of NPM does allow increased influence in these areas particularly to all levels of Government in Australia.
<ul style="list-style-type: none"> • Developing human resources and opening future opportunities.
<ul style="list-style-type: none"> • Education.
<ul style="list-style-type: none"> • Employment.
<ul style="list-style-type: none"> • Employment of Aboriginal staff on all levels, more traineeships and sponsorships.
<ul style="list-style-type: none"> • Employment opportunities are essential to smaller communities, which in turn flows on to benefit the community as a whole, giving back through donations and sponsorship helps show NPM are not just about taking and moving on. Maintaining community connections/involvement is a huge positive for the local area.
<ul style="list-style-type: none"> • Enables our youth to stay in Parkes by allowing scholarships and training for further careers.
<ul style="list-style-type: none"> • Ensuring the local businesses benefit from the mine - buying from the local community.
<ul style="list-style-type: none"> • Good communication from Northparkes.
<ul style="list-style-type: none"> • Good to see some TV ads now. It makes the mine more personably.
<ul style="list-style-type: none"> • Has maintained a stable income to my family personally for 20 plus years. Important opportunities for young people to remain at home and study a valuable career. Sporting and charitable bodies are dependent on continued funding support.
<ul style="list-style-type: none"> • I am concerned over the comment made at a meeting at NPM which HR said that they were not going to employ ex-students of Parkes High as they are all illiterate. I take offence to this comment and feel that it is extremely detrimental to the Parkes community as it is the only High School in town reaching year 12. It is a great school and produces great students.

What other aspects of NPM operations, communications or effects within the community are important to you? (cont.)

<ul style="list-style-type: none"> I am involved with community groups that have benefited from donations and sponsorship from NPM. This has greatly assisted all groups/committees (and something we would not have if it was not for NPM).
<ul style="list-style-type: none"> I am would like NPM to be considerate to the environment when operating in the area.
<ul style="list-style-type: none"> I appreciate the friendships I have made through my business with the clients I have had from the differing cultures. They are truly an asset to our community.
<ul style="list-style-type: none"> I feel the mine has had a positive effect on local economy and offers great career opportunities for our youth.
<ul style="list-style-type: none"> I like the way the NPM and its staff work with the community and areas around us because we are one large team working together.
<ul style="list-style-type: none"> I think everything that has been mentioned is a crucial part of this survey, as it is important to gauge community feedback for such a large impacting organisation on our local towns. I believe that NPM has brought engaging and stable employment opportunities to both towns. Being from Forbes myself I have seen the effect of how employment at NPM is more enticing to locals, especially in the 18-30 age bracket. I do not see it as necessarily damaging to local businesses, as it is an essential workforce that has provided many job and education opportunities, not to mention the support they have provide MANY community and charity organisations and events.
<ul style="list-style-type: none"> I think that the NPM is a good corporate citizen. They support community through a wide range of activities, not just by cash donations to community groups. I only wish that more of their employees would set up permanent home in Parkes and encourage their wives and children to be based here. We seem to have a lot of single men, which may be the nature of the industry, but I would like to see family units to benefit our schools and other retailers and services. A single bloke living upstairs in a pub on his own contributes to the towns economic prosperity lot less than a miner with a wife (partner) and two kids. I would like to see more of the flow on benefits to the shire through larger and permanent population base.
<ul style="list-style-type: none"> I think the impact is exemplary. There are bound to be impacts such as shortage of labour in other areas but NP is up front about it and doesn't deliberately hurt other businesses. NP does purchase from local businesses and propped up the town during the drought with workers wages spent in town and other assistance. NP under Craig Stegman has gone out of its way to communicate, liaise and support all manner of groups/services.
<ul style="list-style-type: none"> I understand the positive benefits of the mine within our community, but I haven't received clear communication of what you are mining, how much and specific things the mine is working on.
<ul style="list-style-type: none"> I value the input NPM have into the community and the communication about what they are doing and how they are doing it.
<ul style="list-style-type: none"> I would like to know more about what NPM is planning to leave the community with after the life of the mine. What legacies is the mine working towards? I'd also like NPM to focus more on Parkes Shire, since you are located here - rather than focussing on the wider region and other shires in terms of sponsorships etc.
<ul style="list-style-type: none"> Impact on child care is positive.
<ul style="list-style-type: none"> Impacts on local farming practices – i.e. enabling individual farmers to still farm in area owned and adjoining mining land.
<ul style="list-style-type: none"> Important that the mine can keep providing employment for local people.
<ul style="list-style-type: none"> In general, the presence of NPM is essential for our town to thrive. The positive support for General Practitioners, Community Grants, new friends in the community etc. are all important, as are all the options in question 10, I don't think it is possible to say that any of those options are less than Important.
<ul style="list-style-type: none"> Increase links with local schools on a level of equity.
<ul style="list-style-type: none"> Involvement in GP Cup, and community involvement and sponsorships that NPM provides. Bringing people to Parkes we may not otherwise attract - such as workers from Korea, India, New Zealand etc.

What other aspects of NPM operations, communications or effects within the community are important to you? (cont.)

<ul style="list-style-type: none"> It concerns me that comments have been made about temporary accommodation being brought into the town. I am worried about property valuations. I realise that the mines provide great training opportunities for some but I believe that there is the view that the local school just exists to train people for the mines rather than providing them with a thorough education for life and work.
<ul style="list-style-type: none"> It is important that the mine workers become part of the local community and live within our community rather than just seeing Parkes as a place to work for the moment.
<ul style="list-style-type: none"> Its ongoing operation and expansion will have a positive net effect on myself and the local community.
<ul style="list-style-type: none"> Long term employment for local people in the Mine and support of local established business.
<ul style="list-style-type: none"> Long Term operations and employment. Assistance to local community health and ageing population.
<ul style="list-style-type: none"> Long term sustainability and training of young persons. To many chase the dollars but then have no formal trading. The amount of contractors brought in is less jobs in Parkes and less people in the community. NPM contribution to the community has been wonderful not just in monies but consultation and the sharing of knowledge.
<ul style="list-style-type: none"> Making sure that the mine is supporting the local community.
<ul style="list-style-type: none"> Mines give a false economy to the district and to business.
<ul style="list-style-type: none"> More open days.
<ul style="list-style-type: none"> More permanent jobs rather than casual through labour hire would give more stability for families.
<ul style="list-style-type: none"> Neighbours of the mines.
<ul style="list-style-type: none"> North Parkes community involvement has been very good in the past and I believe it is very important that it continues.
<ul style="list-style-type: none"> Northparkes will help retain our hospital, medical services and airport.
<ul style="list-style-type: none"> NPM - influence on other services such as infrastructure, healthcare pressure.
<ul style="list-style-type: none"> NPM feedback and community consultation is very strong and I appreciate that in planning and running my business.
<ul style="list-style-type: none"> NPM has a positive affect on the entire Lachlan Valley mainly because of its community spirit and involvement in community projects.
<ul style="list-style-type: none"> NPM involvement in local events.
<ul style="list-style-type: none"> NPM is valued community member.
<ul style="list-style-type: none"> NPM presence maintaining the continuing viability of air and other transport services.
<ul style="list-style-type: none"> NPM's support for local community groups has been fabulous.
<ul style="list-style-type: none"> Offer apprenticeship to school leavers.
<ul style="list-style-type: none"> Open-Ended Response.
<ul style="list-style-type: none"> Population diversity.
<ul style="list-style-type: none"> Positive effect on the town.
<ul style="list-style-type: none"> Representation on local committees.
<ul style="list-style-type: none"> Respect that NPM has for community and being a part of that community.
<ul style="list-style-type: none"> Social responsibility is of high importance - and they are good at that.
<ul style="list-style-type: none"> Support and donations to community organisations.
<ul style="list-style-type: none"> Support of the education system and continued offer of grants and sponsorship to voluntary organizations, cultural and sporting groups.
<ul style="list-style-type: none"> Support to local high school in both financial grants and family attendance.

What other aspects of NPM operations, communications or effects within the community are important to you? (cont.)

<ul style="list-style-type: none"> • That NPM explore ALL aspects in the community when sourcing supplies, equipment, tools, uniforms etc. To keep it as local as possible. I understand this is not always easy.
<ul style="list-style-type: none"> • That NPM maintains its excellent relations with the community. You do an amazing job and it creates a positive effect for your industry. You have a fantastic group of people working for you.
<ul style="list-style-type: none"> • That the mine keeps us up to date on long term plans to enable local Government to plan ahead.
<ul style="list-style-type: none"> • The above question (10) won't allow me to tick each box.
<ul style="list-style-type: none"> • The effect of increased employment and therefore cash injections into the community has a positive flow on effect for the rural townships.
<ul style="list-style-type: none"> • The employment that they provide and sponsorship of other community organisations.
<ul style="list-style-type: none"> • The fact that the mine employs so many is quite important.
<ul style="list-style-type: none"> • The great improvements in all areas of these communities since NPM has come to the Central West NSW Has been remarkable in regards to employment which has influenced stability to business owners, sports and general help to communities through grants and scholarships.
<ul style="list-style-type: none"> • The increased population in Parkes can be directly attributed to NPM.
<ul style="list-style-type: none"> • The length of time NPM will be in Parkes area and to what type of employment opportunities for the local community will remain.
<ul style="list-style-type: none"> • The long term benefits for the local community in training and up-skilling.
<ul style="list-style-type: none"> • The longevity of employment and the long term influence on the town once the mine closes.
<ul style="list-style-type: none"> • The new training centre that NPM are creating don't have a negative affect on the already well established trainer in the town. NPM does not create its own village, this will see the fall of house prices in Parkes and this would not be good for the community.
<ul style="list-style-type: none"> • The safety of employees travelling to and from work, who after all are members of our community.
<ul style="list-style-type: none"> • The social behaviour displayed with in pubs and clubs. There is not a great encouragement for young men and women to work at NPM and then begin a family hear, a lot of workers travel for example fly in fly out.
<ul style="list-style-type: none"> • The strong influences that NPM have in regard to Shire Council decision making mean that these influences have to used carefully and responsibly.
<ul style="list-style-type: none"> • The very high amount of groundwater to be used on a continual 24/7 basis regardless of the allocation, the continual use on that basis does not allow enough recharge. The upper three levels of the groundwater, will more than likely be depleted if past experience is to be taken into account. The three upper levels are all stock and domestic. The USA and Germany have had complete collapses of the whole groundwater systems that have been destroyed forever. Five times NPM current usage of water from the Lachlan valley, both river and groundwater will seriously affect the productivity and commerce of the Forbes businesses. You may well say more employment, but that is minor compared to the amount of productivity taken out of the valley. Forbes business receive hardly any big business from the mine, many have tried but to no avail. Forbes severely misses out as the mine is in the Parkes shire and so the DA approval so 2 million dollars to Parkes Shire in 2010 and \$120,000.00 to Forbes Shire over two years for a grants office, hardly fair when you consider the amount of water taken out of the region.
<ul style="list-style-type: none"> • Their commitment to assist in community activities, is like no other business in Parkes in recent times, they appear to be interested and willing to assist in any way asked of them.
<ul style="list-style-type: none"> • Their relationship to training, grants and culture.
<ul style="list-style-type: none"> • These smaller towns need to support the industry as it is the only way they will survive.
<ul style="list-style-type: none"> • They bring business to our otherwise dying little town.
<ul style="list-style-type: none"> • They communicate and support the community very well.

What other aspects of NPM operations, communications or effects within the community are important to you? (cont.)

<ul style="list-style-type: none"> • Training and employment accessibility for locals. Knowledge of how to go about preparing oneself for employment in the industry in areas of training, health and safety and emergency response.
<ul style="list-style-type: none"> • Water resourcing for NPM operations.
<ul style="list-style-type: none"> • When working in conjunction with Parkes Shire Council we have a stronger voice.
<ul style="list-style-type: none"> • Where large-capacity training and employment opportunities are available for locals, you will always have a healthy community.
<ul style="list-style-type: none"> • Why is the Northparkes GP cup funding a committee to find doctors? Can't you find other ways to waste community funds (or use it for something useful maybe)?
<ul style="list-style-type: none"> • With the development of technologies and policies to harness these - always acknowledge the not too different methods of trade craft that the old timers used.
<ul style="list-style-type: none"> • Without NPM many sports teams would not exist. Without NPM many businesses would have closed due to lack of patronage.
<ul style="list-style-type: none"> • Involvement in community activities and initiative in creating opportunities within the employment and community areas of the mine.
<ul style="list-style-type: none"> • 1. Poor slow payment of local businesses invoices. 2. Lack of ease of access/willingness to help smaller community groups as opposed to larger groups. 3. Major disruptions caused to local businesses when reduced operations of mine for short term profitability issues. 4. Community involvement by management and staff could be better.

Do you have any other questions or comments in relation to NPM?

<ul style="list-style-type: none"> • Could there be opportunities for NPM to allow school excursions so that future employees (current school children) could begin to see the opportunities for employment in their own community? I'm not aware if NPM is open for schools to visit. If they are, this needs to be better advertised within the local schools. (I'm not including the general public open day).
<ul style="list-style-type: none"> • A suggestion for the accommodation problem facing the step change project could be Billet style like during the Elvis festival. This presents economic gains for the residents, employees being a part of the community more which is good for NPM and has no negative effect at the end of operations. Just a thought to work in conjunction with other options already suggested at your meetings.
<ul style="list-style-type: none"> • All the aspects listed in Q10 are important and really impossible to rank them fairly as asked.
<ul style="list-style-type: none"> • Are the mines going to expand. Also people say it's very easy to get employment at the mines, however coming into the town it was not this easy.
<ul style="list-style-type: none"> • As a Community Support Worker with a teaching degree and a successful, people-oriented and problem-solving work history, I would love to work at NPM. Otherwise keep up the great work and thanks for supporting our community.
<ul style="list-style-type: none"> • Closer communications with lease neighbours.
<ul style="list-style-type: none"> • Community/mine relationship of very high standard; please ensure ongoing regular dialogue.
<ul style="list-style-type: none"> • Congratulations for continued community consultation. It allows information to be made available to all parts of the community, and is always easy to communicate with NPM about issues.
<ul style="list-style-type: none"> • Could I get a job.
<ul style="list-style-type: none"> • Expel the myth, (school students believe they don't have to study, there's a job waiting for me at the mine).
<ul style="list-style-type: none"> • Extra demand for seats on aeroplanes has improved/made more reliable the flights offered between Parkes and Sydney.
<ul style="list-style-type: none"> • Has kept Parkes and surrounding areas alive.
<ul style="list-style-type: none"> • How do you see the accommodation and housing shortage being addressed assuming step change is proceeding?
<ul style="list-style-type: none"> • How long is the mine expected to last?
<ul style="list-style-type: none"> • How long this project will continue and is there any possibility of absorbing the current people in future projects?
<ul style="list-style-type: none"> • How much longer are they expected to operate?
<ul style="list-style-type: none"> • I am concerned that the small amount of sponsorship for a Visual Arts/Creative prize at Speech Night was removed from the local high school. I understand the emphasis on science and maths but this was a comparatively very small amount. It was mean spirited.
<ul style="list-style-type: none"> • I am glad we have a mine which promotes work life balance; as family is paramount to our very existence and should be cherished.
<ul style="list-style-type: none"> • I believe they are trying to do the right thing for the local community and farmers.
<ul style="list-style-type: none"> • I feel the management of NPM go to exceptional lengths to fit into the local scene, e.g. school and sporting sponsorships and participation in local events.
<ul style="list-style-type: none"> • I feel the NPM having a very positive influence on the local employment, training and charitable organisations through direct donations from the mines and their workers.
<ul style="list-style-type: none"> • I hope Northparkes continues to be part of our community for a long time.
<ul style="list-style-type: none"> • I hope the recent past relationships are continued.
<ul style="list-style-type: none"> • I personally think that NPM has been a wonderful partner for the region and hope that benefits to both NPM and Parkes Shire can continue well into the future.
<ul style="list-style-type: none"> • I would like the opportunity to offer accommodation in the Forbes area.
<ul style="list-style-type: none"> • Is NPM going to replace all the bores of farmers that collapse or are depleted and also compensate for lost of productivity?

Do you have any other questions or comments in relation to NPM? (cont.)

<ul style="list-style-type: none"> Is there any way the life of the mine can be extended.
<ul style="list-style-type: none"> It is a major concern that NPM would appear to be going to fly in fly out. This would have very small flow on to the community.
<ul style="list-style-type: none"> Keep up the good approach.
<ul style="list-style-type: none"> Keep up the good work, you seem like a good corporate citizen and it is great to have such a well known, well respected multinational located here on our doorstep. Please promote Parkes more. We are a great community, please help us to reach greater heights.
<ul style="list-style-type: none"> Lets hope that the resources boom keeps us going until the world economy picks up.
<ul style="list-style-type: none"> Negativity re: business losing employees to the mine doesn't recognise that this opens up opportunities for other people to take up those positions.
<ul style="list-style-type: none"> No. The mining operation is very important to our community.
<ul style="list-style-type: none"> Northparkes has been a strong supporter of the community and I hope that this continues. It would be even better if they had a job for an education officer that paid approximately \$150,000.00 and the position criteria matched my resume so that I could get the job.
<ul style="list-style-type: none"> NPM is active in the community with sponsorship and donations and it is vitally important that this continues especially where children benefit.
<ul style="list-style-type: none"> NPM operations is invaluable to the local district in stabilizing the area's economy.
<ul style="list-style-type: none"> NPM provides a lot of employment opportunities for young people in the area. In the past young people were leaving the community to follow work therefore reducing our population in the area. It is good to see families staying closer again.
<ul style="list-style-type: none"> On balance the presence of NPM has been very positive for the local communities. Whilst the impact on the availability of rental properties has been quite severe, rents have not gone stratospheric. Sure they have gone up by about 10 per cent in comparison with other mining areas this is insignificant. House prices have also only increased by a small percentage.
<ul style="list-style-type: none"> Overall, the impact of NPM to the wider community is positive, both economically and environmentally. I just need to convince Geoff McCallum that he needs to use our agronomic services ;-)
<ul style="list-style-type: none"> Parkes is lucky to have NPM in the town, it will be a difficult time in Parkes when NPM closes.
<ul style="list-style-type: none"> Thanks for supporting local youth and business.
<ul style="list-style-type: none"> The events of NPM has been great for the local economic.
<ul style="list-style-type: none"> The mines has been a great asset to Parkes but not on the land.
<ul style="list-style-type: none"> The reliance on labour companies is providing less economic benefit to the community but letting any economic advantage/positivities flow outside the region.
<ul style="list-style-type: none"> Well done NPM.
<ul style="list-style-type: none"> What is the life span of NPM, not just the company, but the mine in general? I think it has had an overall positive effect on Parkes and the surrounding communities.
<ul style="list-style-type: none"> What plans does the mine have for their sites at the completion of operation?
<ul style="list-style-type: none"> What year will see NPM finish operations? 20??
<ul style="list-style-type: none"> When will the proposed step change due to commence? Do you think NPM could help persuade/influence the government in making a decision regarding Parkes Hospital? Do NPM believe they do enough re education through the education system as a whole?
<ul style="list-style-type: none"> Will the expansion happen and if so, when?
<ul style="list-style-type: none"> Would like to see more opportunity to visit and above ground tour.
<ul style="list-style-type: none"> Would like to see NPM people out and about more in our local community not only contributing in dollar terms but also volunteering their time to better the community they live and use our natural resources.



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