

# Chapter 21

## Social and economic

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## 21 Social and economic

**This chapter provides an assessment of the potential impacts on social infrastructure and communities (including social, economic and local business impacts) and identifies mitigation measures to minimise these impacts. The full social and economic assessment is provided in Technical Paper 10 (Social and economic).**

### 21.1 Overview

The project would have positive local and regional economic and employment impacts supporting around 14,000 jobs during construction.

Potential temporary social and economic impacts associated with the project would generally be managed through appropriate mitigation of other aspects such as noise, traffic, visual and air quality. The Overarching Community Communication Strategy (Appendix C) contains the strategy for stakeholder and community involvement that has been developed for the project. The strategy outlines the approach for proactive consultation with affected businesses and the community.

The area around the construction sites includes a range of social infrastructure, with parks and open spaces, educational facilities and community centres. The ability of certain community facilities to function, or the community's enjoyment of them, may be reduced where they are located close to construction sites. There would be temporary changes to community character, such as changes to streetscape, access, businesses, increased numbers of workers and visitors in the area due to construction activity. The project would also potentially result in changes to sense of place and potential loss of community connections to the surrounding area due to temporary impacts of construction, potential impacts to heritage items, changes to the local business environment, changes to streetscape and urban fabric. The wider project area would also be subject to urban growth and development as part of strategic planning for the Western Parkland City, including for the Western Sydney Aerotropolis and Greater Penrith to Eastern Creek Growth Investigation Area.

The project would have positive regional economic and employment impacts through facilitating increased trade catchments, efficient freight movements and providing connection to employment opportunities. It would also directly employ people to operate and maintain the trains and stations.

### 21.2 Legislative and policy context

#### 21.2.1 Off-airport

The social and economic impact assessment has been carried out in accordance with and guidance from:

- *Social Impact Assessment Guideline for State Significant Mining, Petroleum Production and Extractive Industry Development* (Department of Planning and Environment, 2017) (DPIE Guidelines)
- *Environmental Impact Assessment Practice Note (EIA-N05) – Socio-economic assessment* (Transport for NSW, 2020b)
- *Australian Transport Council's Australian Transport Assessment and Planning Guidelines* (2018) (ATAP Guidelines)
- *Significant impact guidelines 1.2 - Actions on, or impacting upon, Commonwealth land and Actions by Commonwealth Agencies* (Commonwealth of Australia, 2013)
- key NSW strategic planning policies and guidelines, including the *Greater Sydney Region Plan* (Greater Sydney Commission, 2018a) and *Western Sydney Aerotropolis Plan* (NSW Government, 2020)
- Penrith City Council and Liverpool City Council's strategies and community plans, including Local Environmental Plans (LEPs) and Local Strategic Planning Statements (LSPS).

### 21.2.2 On-airport

In addition to the guidelines and policies outlined in Section 21.2.1, the following legislation and guidelines were reviewed and considered for the on-airport social and economic impact assessment:

- *Western Sydney Airport – Airport Plan* (Department of Infrastructure and Regional Development, 2016a) (Airport Plan)
- Requirements of Section 96A of the *Airports Act 1996* (Cth)
- *Significant impact guidelines 1.2 - Actions on, or impacting upon, Commonwealth land and Actions by Commonwealth Agencies* (Commonwealth of Australia, 2013).

## 21.3 Assessment approach

### 21.3.1 Off-airport

#### Determining the assessment study area

The study area for the social and economic impact assessment encompasses the suburbs and communities (including landowners, businesses and sensitive land uses) that have the potential to experience changes to social conditions or local movement patterns due to construction and/or operation of the project. These suburbs and communities are identified and described in Section 21.4.

#### Social impact assessment approach

The approach for the social and economic assessment included:

- development of a social baseline for the study area, based on analysis of Australian Bureau of Statistics (ABS) Census data (2016), and identification of community stakeholders and community assets
- identification of community values and concerns from consultation undertaken to date, and in LSPSs for Penrith and Liverpool Local Government Areas (LGAs)
- impact identification and assessment for construction and operation phases of the project (including direct, indirect, negative and positive/beneficial impacts). The categories and matters considered in the impact assessment are consistent with the DPIE Guidelines and are described in Section 21.5.

Impacts have been evaluated based on the likelihood of occurrence and the consequence of the potential social and economic impact. A risk rating was then determined by combining the likelihood and consequence. Risk ratings range from low, medium, high to extreme and can be positive or negative. Once an initial risk rating was identified, a residual risk rating was identified based on the implementation of the performance outcomes and mitigation measures identified for the project (refer to Chapter 27 (Synthesis)).

Further detail on the methodology for the social and economic assessment is provided in Chapter 3 of Technical Paper 10 (Social and economic).

#### Local business impact assessment approach

Potential off-airport impacts of the project on businesses were assessed qualitatively. The assessment approach included:

- identifying local businesses within the study area most likely to be directly impacted by the project during construction and operation
- a desktop review for each local business study area during April and May 2020, and a site visit to confirm the desktop review
- identification of types of changes and/or impacts (both positive and negative) that could occur to businesses within each local business study area
- a qualitative assessment using both the ATAP and DPIE Guidelines to allow for both impacts and benefits to be considered, along with their likelihood of occurring

- identification of measures to manage and mitigate adverse impacts and enhance positive impacts on local businesses.

### **Regional economic impacts**

The project has the potential to result in regional economic impacts and benefits which extend beyond the study area used for the assessment. These potential regional impacts, such as the provision of jobs, altered trade catchments and employment connectivity, have been considered and assessed qualitatively and apply to the project as a whole (i.e. off-airport and on-airport).

#### **21.3.2 On-airport**

Potential on-airport social and economic impacts during construction and operation have been assessed using the same methodology for off-airport, outlined in Section 21.3.1.

The on-airport assessment has also considered the following:

- construction of the Western Sydney International Stage 1 development would be concurrent with the construction of the project
- the potential for impacts associated with on-airport construction to extend beyond the physical boundary of Western Sydney International i.e. the economic and social impacts (including amenity impacts such as traffic impacts and noise) of the on-airport project have an influence beyond the airport boundary
- the Western Sydney International Stage 1 development will be operational from 2026.

## **21.4 Existing environment**

### **21.4.1 Off-airport**

A detailed community profile of the study area for the social and economic assessment, including detail on demographics and community values, is provided in Chapter 4 of Technical Paper 10 (Social and economic). Social infrastructure within the study area with the potential to be impacted by the project is identified in Figure 21-1.

#### **North St Marys, St Marys, Claremont Meadows and Werrington**

St Marys Town Centre is an established local centre generally bounded by the Great Western Highway to the south and T1 Western Line to the north. Queen Street is a retail and service-focused main street with shopfronts primarily oriented towards the street, with occasional arcades. There are two shopping centres (St Marys station plaza to the northeast and St Marys Village Shopping Centre to the southwest), as well as a Centrelink – Services Australia and a warehouse-based distribution centre. Each shopping centre is anchored by a supermarket, and St Marys Village Shopping Centre includes a discount department store. The centres include a variety of smaller food, retail and personal services. There is also an early education centre located within the station plaza (Bluebird Early Education). St Marys Town Centre and surrounds attracts development and is being planned to drive significant jobs growth, educational opportunities and improved health outcomes for the community (refer to *Penrith Local Strategic Planning Statement* (Penrith City Council, 2020)).

Outside St Marys Town Centre, the land use transitions to a more residential urban setting around Werrington and Claremont Meadows. Werrington also contains Western Sydney University's Penrith Campus (at Kingswood and Werrington) and includes a smaller commercial area near the existing Werrington Sydney Trains station.

Industrial development and businesses are also located immediately north of the T1 Western Line in North St Marys. Additional residential development is situated north of the North St Marys Industrial Area, bounded by Glossop Street, Forrester Road and Kurrajong Road, north of the railway. There are urban/automotive services, construction and storage uses and fast food retail in Claremont Meadows.

These areas, which are generally north of the M4 Western Motorway, contain a number of community facilities, including educational, medical and recreation facilities (centred on the St Marys Town Centre). These suburbs are accessible from the M4 Western Motorway, T1 Western Line (existing St Marys and Werrington stations) and the Great Western Highway.

### **Orchard Hills**

Orchard Hills consists of predominantly low density, rural residential dwellings and has potential for future development. It contains a mix of agriculture, logistics and holiday accommodation businesses. The area north of Blaxland Creek in Orchard Hills comprises semi-rural residential properties with some small scale agricultural land uses and patches of bushland present, around South Creek and Blaxland Creek.

South of Blaxland Creek, existing land uses transition into generally rural uses combined with rural-residential properties, large scale horticultural uses and a waste management facility on Patons Lane at a former quarry site. The rural land uses are traversed by infrastructure elements including the Warragamba to Prospect Water Supply Pipelines, a series of high voltage powerline corridors, and Luddenham Road. Orchard Hills also includes the Defence Establishment Orchard Hills.

### **Luddenham**

Luddenham includes semi-rural large-lot properties with some semi-rural residential properties bordering Luddenham Road within an open, rural landscape. The area also includes agricultural uses including equine and poultry facilities and market gardens. The suburb boundary for Luddenham (for which demographic data has been analysed) extends into Western Sydney International. However, no on-airport receivers (e.g. during operation) are considered for the off-airport assessment.

Current strategic development plans for the suburb include the development of a future research and knowledge-based employment precinct (the Sydney Science Park), which is proposed for the Northern Gateway precinct (as part of the Western Sydney Aerotropolis) at Luddenham. Set around 287 hectares, the Sydney Science Park would be a fully integrated community with employment, retail and residential uses.

### **Badgerys Creek and Bringelly**

The suburb boundaries for Badgerys Creek and Bringelly extend into Western Sydney International, however, no on-airport receivers are considered for the off-airport assessment.

The land in and around Badgerys Creek and Bringelly is primarily rural residential with large lots, and some agricultural and rural industries, including construction-related businesses. North of Elizabeth Drive, a substantial amount of land is occupied by the CSIRO Research Station, the University of Sydney McGarvie-Smith Veterinary Farm, and a landfill depot.

Badgerys Creek can be accessed via Elizabeth Drive or The Northern Road. Bringelly can be accessed via The Northern Road to Penrith and Camden and to Liverpool via Bringelly Road. Kemps Creek and Luddenham are the closest townships.

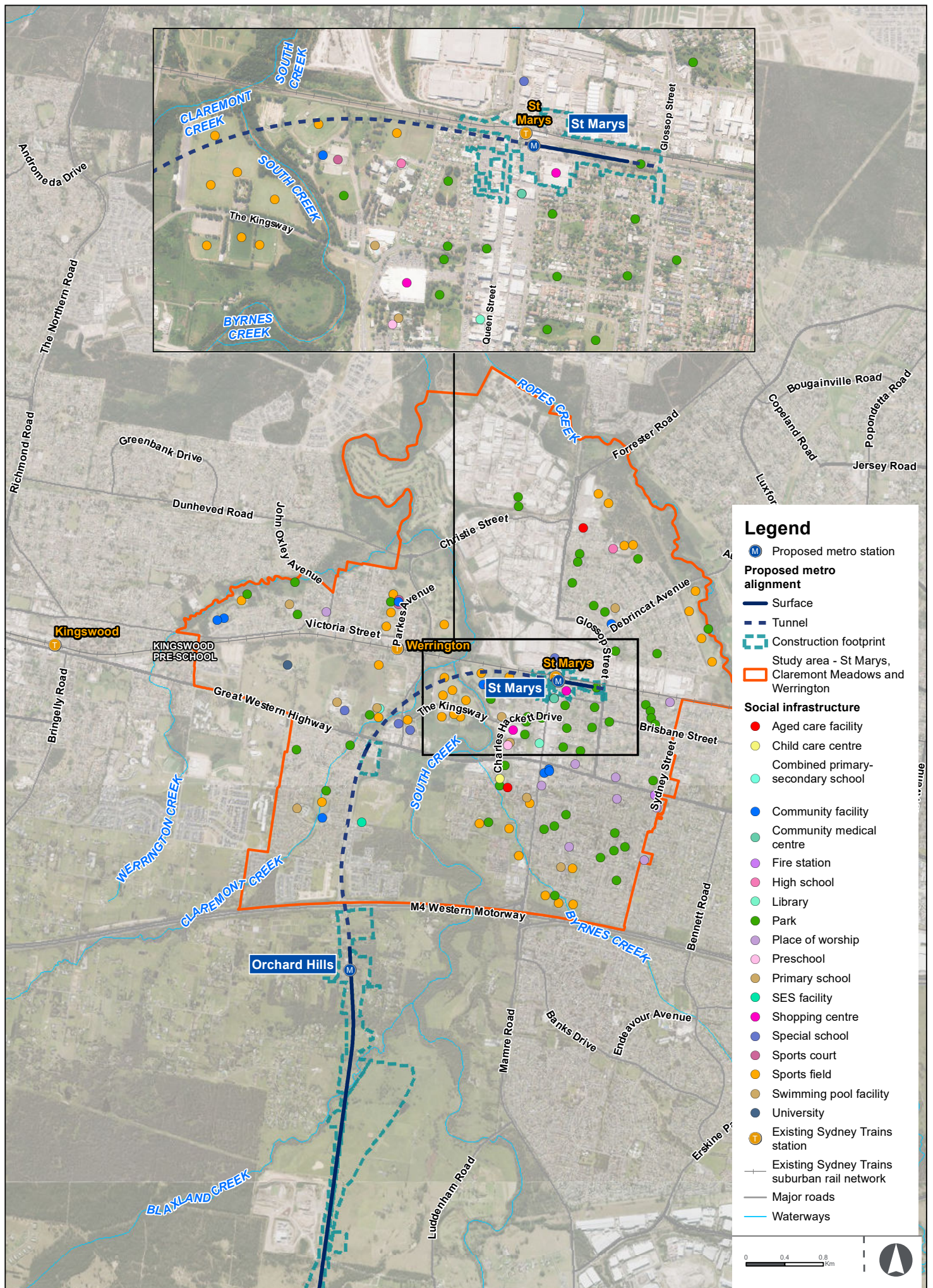
Badgerys Creek and Bringelly are identified for further development under the Western Sydney Aerotropolis Plan, and form part of the Aerotropolis Core precinct. The Aerotropolis is expected to comprise mixed use and flexible employment zones in Bringelly and Badgerys Creek. These areas will attract globally significant defence and aerospace activities and have significant freight and logistics strengths. The development of the Aerotropolis will have the potential to agglomerate the economic activities of the Western Parkland City.

### **Erskine Park and Kemps Creek**

Land uses adjacent to the permanent power supply route within the suburb of Erskine Park include industrial businesses and a child care centre on Mandalong Crescent, as well as South Creek.

Land uses adjacent to the temporary construction power supply route within the suburb of Kemps Creek comprise land almost entirely zoned for rural or industrial uses, with primary production lands to the north and primary production small lots to the south. Businesses in the vicinity of the project include a mix of small to medium scale agricultural businesses, with logistics and materials businesses.



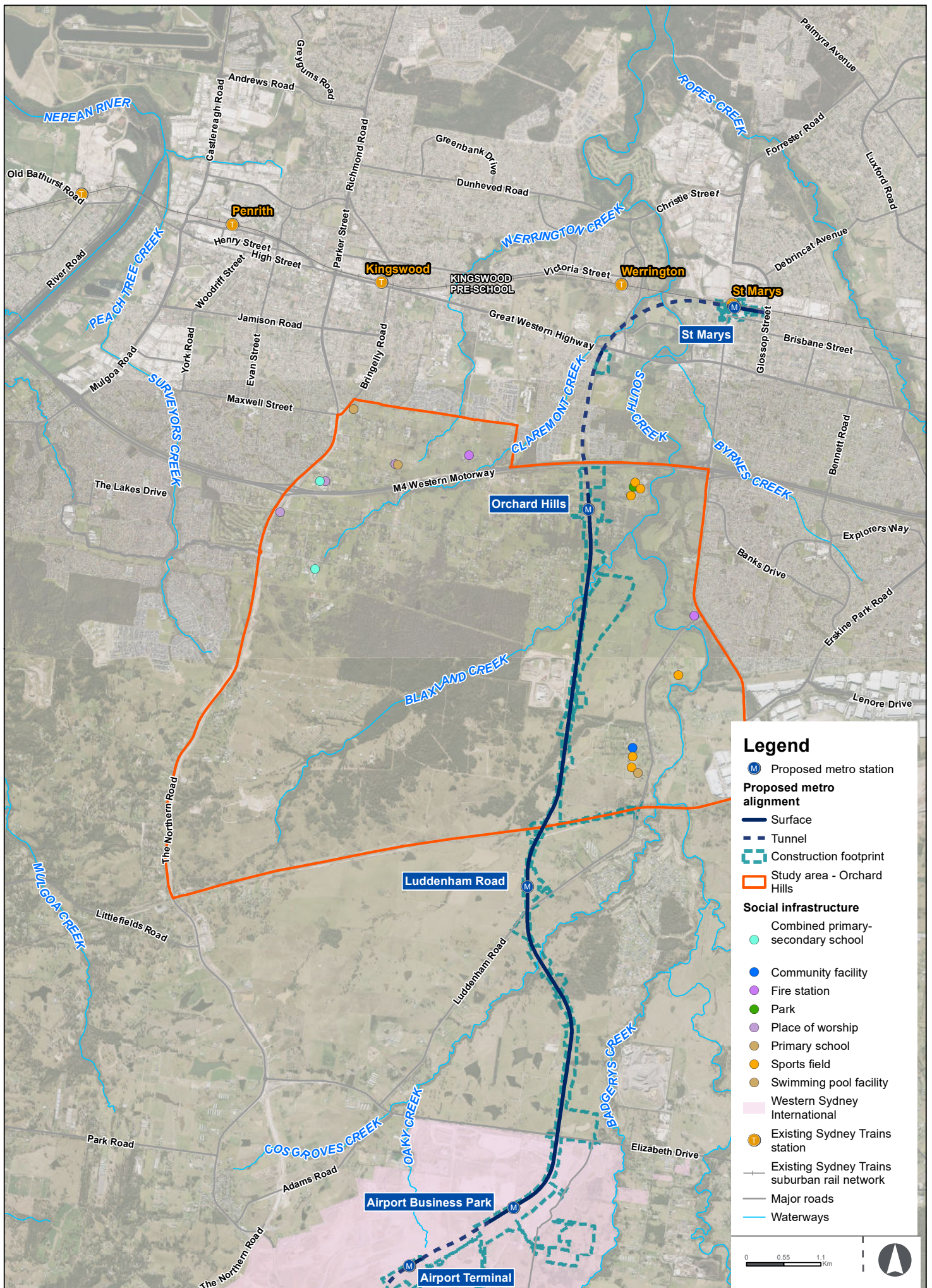


Social infrastructure along the project alignment - St Marys, Claremont Meadows and Werrington

Figure 21-1a

Indicative only, subject to design development

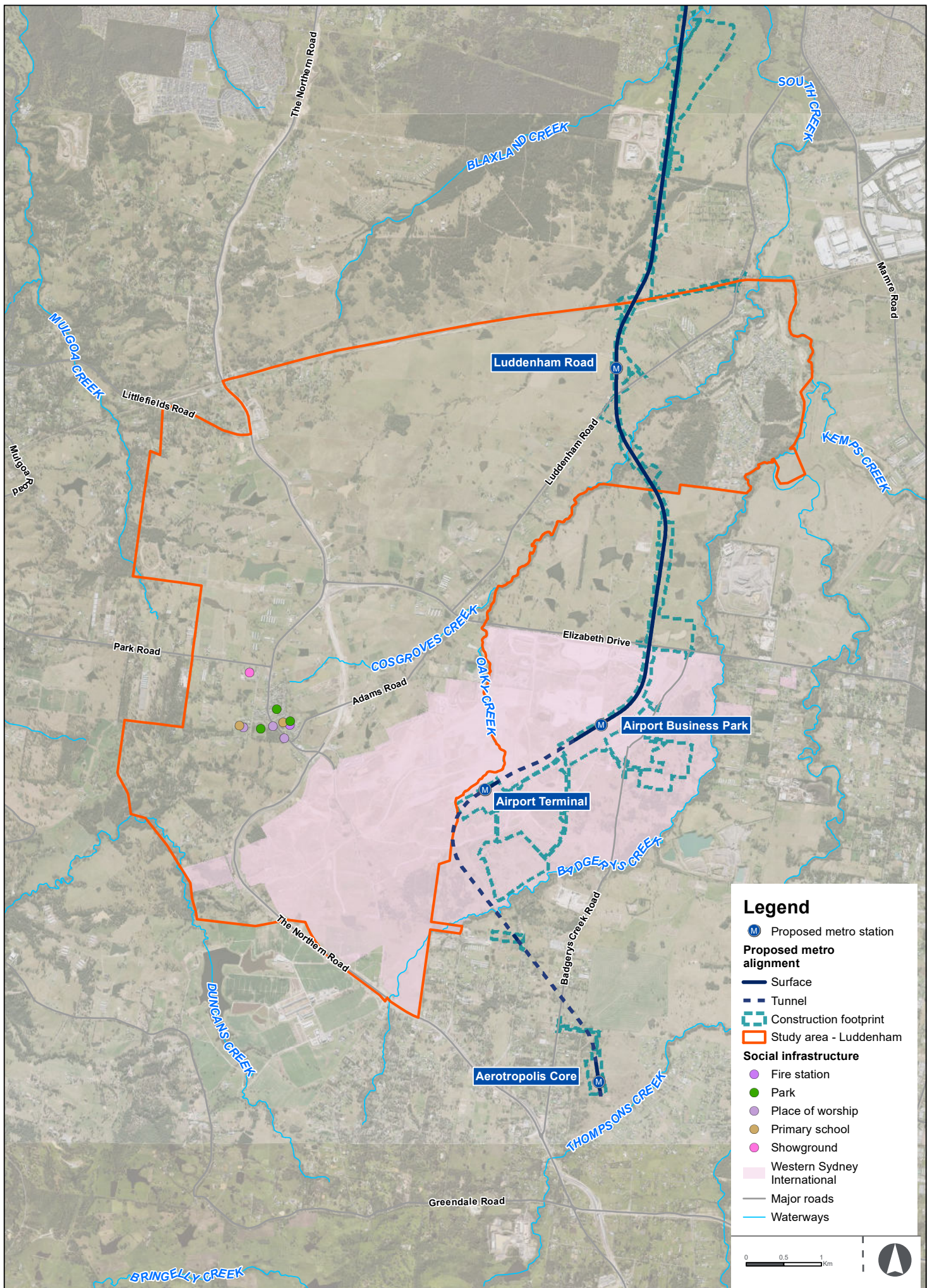




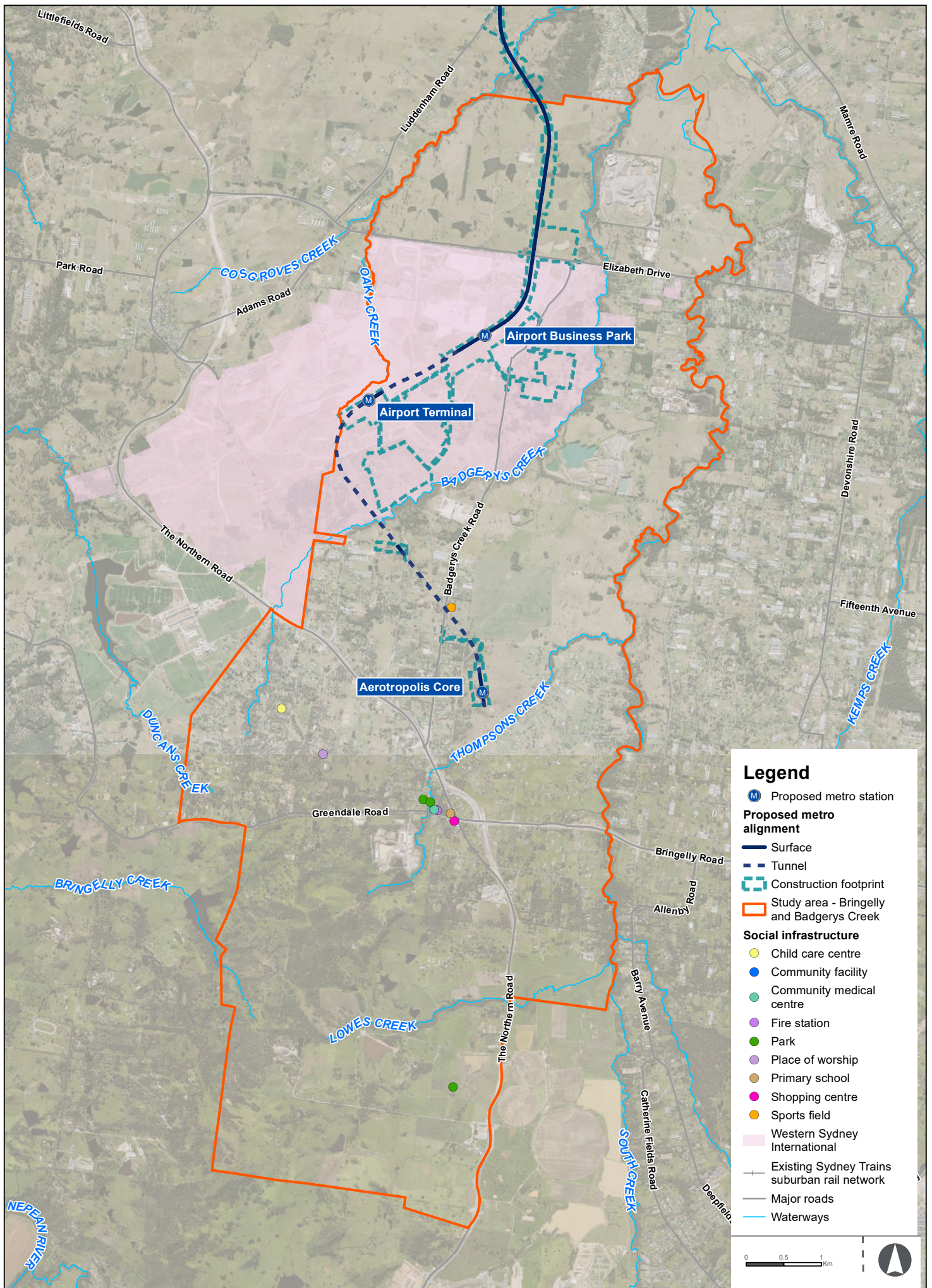
Social infrastructure along the project alignment - Orchard Hills

Figure 21-1b









Social infrastructure along the project alignment - Bringelly and Badgerys Creek

Figure 21-1d



#### 21.4.2 On-airport

While the airport site itself historically comprised a dispersed rural residential community, the land was vacated prior to commencement of airport construction, and as such there is currently no on-airport community. The on-airport project would have broader social and economic effects beyond the airport boundary, as well as impacts on the future airport and associated future land uses within the airport site (refer to Chapter 19 (Property and land use)).

The northern portion of the airport site along Elizabeth Drive and Bringelly Road is currently undergoing extensive site preparation, clearing and earthworks associated with the construction of Stage 1 of Western Sydney International. There is also land outside of the Western Sydney International Stage 1 Construction Impact Zone which has not been cleared of vegetation, as well as an Environmental Conservation Zone along Badgerys Creek, within the airport site.

### 21.5 Potential impacts – construction

The assessment of potential social and economic impacts are presented in Table 21-1, outlining the potential impacts and the residual ‘post-mitigation’ risk rating for each potential impact. The residual risk rating is based on the implementation of performance outcomes and mitigation measures identified in this Environmental Impact Statement which aim to avoid, minimise, manage and mitigate impacts.

Potential temporary social and economic impacts associated with the project during construction would generally be managed through appropriate mitigation of other aspects such as noise, traffic, visual and air quality. Section 21.7 provides consideration of the interaction between mitigation measures for other environmental aspects which are relevant to the management of social and economic impacts. Additional social and economic project-specific proposed mitigation measures have been identified in Section 21.7.1.

Further detail regarding the proposed mitigation measures for the project are provided in Chapter 27 (Synthesis). The environmental management framework for the project is included in Chapter 25 (Environmental management and mitigation). For reference, key mitigation plans and frameworks that relate to social and economic impacts of the project during construction include:

- Construction Environmental Management Framework (CEMF) (Appendix F)
- Construction Traffic Management Framework (Appendix G)
- Construction Noise and Vibration Standard (Appendix H)
- Overarching Community Communications Strategy (Appendix C)
- Construction Environmental Management Plans (CEMPs).

While the residual risk rating of a small number of the predicted construction impacts remain high, impacts are predominantly temporary and would be minimised through the implementation of the plans listed above and proactive consultation. This provides a conservative estimate of the potential social and economic impacts associated with construction of the project.

A full assessment and presentation of the unmitigated risk rating and proposed mitigation for each risk (if applicable) is provided in Chapter 5 and 6 of Technical Paper 10 (Social and economic).

#### 21.5.1 Off-airport

Construction activities have the potential to temporarily impact the existing social and economic environment of the study area. People who would be affected by impacts include individuals living, working in or visiting the study area as well as community groups, organisations and businesses.

Impacts vary depending on specific locations and some impacts apply across multiple social impact categories which are identified in the DPIE Guidelines. These social impact categories, and how they may be relevant to the project, are outlined in the following sections.



Potential off-airport impacts across these social impact categories with a moderate or high residual risk following mitigation are summarised in Table 21-1, while an outline of all risks (i.e. including low-risk issues) considered off-airport are presented in Section 5.1 of Technical Paper 10 (Social and economic).

### **Way of life**

Construction activities have the potential to impact on way of life through disruptions to the established routines of residents and businesses in areas surrounding construction sites. Construction activities can also change the way that people interact with each other and the way that residents and businesses interact with their surrounding environment. Reduced amenity arising from noise and vibration, traffic and visual impacts associated with construction activities can impact on the enjoyment of everyday activities and social interactions in the local area.

### **Community**

Community impacts are those that affect community composition, cohesion and character, as well as how community's function and their sense of place. Community composition may be affected by an influx of a large construction workforce to the study area as well as property acquisitions that result in the relocation of community members and businesses. The presence of culturally diverse communities, as well as concentrations of Aboriginal and Torres Strait Islander residents along the project alignment, highlights the need for the project to be cognisant of the unique needs of particularly sensitive community groups.

### **Access to and use of infrastructure, services and facilities**

Construction of the project may temporarily impact on people's ability to use and access social infrastructure, services and facilities provided by the local, State or Australian government, for-profit or not-for-profit organisations and volunteer groups. This may include changes to the operation of services, changes in amenity and changes in access.

### **Culture**

The potential for the project to impact on culture includes a consideration of how construction works could impact on shared beliefs, customs, values and stories, connection to the land, places and buildings including Aboriginal culture and connection to country.

### **Health and wellbeing**

Construction of the project may impact on the health and wellbeing of sensitive receivers surrounding the construction footprint. This may include potential impacts to physical and mental health, such as sleep disturbance due to noise and vibration impacts or stress during construction.

### **Surroundings**

Impacts to the surroundings include access to and use of ecosystem services, public safety and security, access to and use of the natural and built environment, and its aesthetic value and/or amenity.

### **Personal and property rights**

This includes potential impacts to economic livelihood (as a result of property acquisition) and whether people, businesses or households experience a personal disadvantage or have their civil liberties affected, including the right to earn a living in the same way.

A high proportion of people (56 per cent) in the study area did not change residential address between 2011 and 2016. In general terms, residents who have lived at the same address for an extended period would likely have stronger ties and attachment to the local area.

All off-airport acquisition would be carried out in consultation with landowners and in accordance with the requirements of the *Land Acquisition (Just Terms Compensations) Act 1991* (NSW).

### **Decision-making systems**

This includes potential impacts to the extent to which receivers can have a say in decisions that affect their lives, and have access to complaint, remedy and grievance mechanisms.

The proponent for the project is Sydney Metro, a NSW Government agency which is responsible for developing and delivering metro railways and managing their operation. Community engagement has been undertaken through the development and release of strategic planning and transport policies, and through the development of the project. The decision-making systems of the government aim to provide the mechanisms for people to have their say, and provide for complaint, remedy and grievance mechanisms. As such, decision-making systems have only been addressed broadly within other social factors. Further information regarding how the community and other stakeholders have been, and would continue to be, consulted and involved in the development of the project is provided in Chapter 5 (Stakeholder and community engagement).

### Fears and aspirations

This includes potential impacts related to fears and/or aspirations about the future for the community and businesses. The project has potential to have negative impacts associated with fear of disruption to local community character, and perceptions about potential long-term changes to the fabric of the community. Community stakeholders may feel uncertain about urban renewal and the planned development along the proposal metro corridor, of which the project is an enabling part. In general, the potential for construction work to impact on fears and aspirations would be different for individuals within the study area.

No moderate, high or extreme residual risks were identified for this category and therefore is not included in this chapter in Table 21-1. An assessment of all risks considered for the fears and aspirations category is included in Section 5.1.9 of Technical Paper 10 (Social and economic).

### Economy

This includes potential localised impacts to the economy through changes in the investment environment, passing trade, productivity and property acquisition. Regional economic impacts for the project are discussed separately in Section 21.5.3.

**Table 21-1 Potential construction impacts**

Pre-mitigation impacts	Residual risk rating
<b>Way of life</b>	
Temporary construction noise, dust, vibration, and traffic contributing to potential temporary reduced local amenity, particularly for sensitive receivers including residents and community facilities.	Moderate
Temporary construction noise, dust, vibration, traffic contributing to potential temporary reduced local amenity for businesses, which may result in reduction in passing trade and change in customer behaviour. Dust may also result in temporary impacts on agricultural-related businesses, or reduction in trade for those that rely on the existing rural character of the area to attract visitors (e.g. holiday accommodation and recreation).	Moderate
Potential reduced access to retail services and employment through property acquisitions which may impact on shopping convenience and routines. In and around the St Marys construction site, construction of the project would require acquisition of approximately 10,000 square metres of the retail/services employment area adjacent to the existing St Marys Station.	Moderate
Temporary changes in access to work, recreation, services and shopping facilities due to potential temporary road network congestion from construction vehicular movements and/or changes and detours on the active transport network.	High

Pre-mitigation impacts	Residual risk rating
<p>Temporary local transport network changes (road, public transport, cycling and pedestrian) around major commercial and service centres may result in temporary changes in routine for residents, visitors and businesses. A community survey undertaken for the project (refer to Section 5.3.1) indicated that traffic management and associated construction-related road and traffic changes were a concern for some respondents. Receivers potentially impacted include sensitive groups, such as those relying on essential social services (e.g. Centrelink – Services Australia or other government/non-government services) would be more acutely affected, particularly at the St Marys commercial precinct and station where traffic, parking and access changes and the demolition of station plaza would impact on the routines for residents and businesses.</p> <p>Due to the relatively high proportion of vulnerable residents in St Marys who need assistance with core activities (e.g. self-care, mobility and communication), potential impacts may be disproportionately felt by some users.</p>	Moderate
<p>Potential temporary impacts on sense of place and community belonging due to construction activities and property acquisition affecting everyday activities and loss of connections to existing places.</p>	Moderate
<p>Temporary changes to loading areas, increased traffic congestion and road alterations, increased travel time and costs affecting supply chain efficiencies and business revenue, particularly for businesses that rely on passing trade and efficient access for deliveries and customers and to premises for day to day operations (e.g. at St Marys Town Centre).</p>	Moderate
<b>Community</b>	
<p>Potential temporary reduced amenity from changes to the urban fabric of a place, disruptions to the way spaces are used (e.g. formal and informal community meeting places) and the function and character of the community, including:</p> <ul style="list-style-type: none"> <li>alteration of the streetscape of St Marys, with the demolition of established buildings and loss of commercial and retail businesses. This would change the character of the environment and potentially reduce community cohesion as established connections with businesses and places would potentially be affected</li> <li>privately owned open space near construction areas in the rural and semi-rural areas south of the M4 Western Motorway, where public community spaces are scarce.</li> </ul>	High
<p>Creation of barriers which impact on access and potentially divide surrounding communities including along the project alignment where land severance and fragmentation occurs during construction, particularly between Orchard Hills and Western Sydney International.</p>	Moderate



Pre-mitigation impacts	Residual risk rating
<p>Temporary changes in the character of place and communities, and potential changes in peoples' sense of place and belonging associated with increased construction activity and changes to the streetscape, as result of:</p> <ul style="list-style-type: none"> <li>• construction traffic along Badgerys Creek Road and The Northern Road</li> <li>• changed access to the entry points of the existing St Marys Station and changes to the streetscape along Station Street due to the removal of street trees and placement of hoardings</li> <li>• removal of scattered mature trees</li> <li>• removal of vegetation and buildings within the acquisition properties to the east of Kent Road in Orchard Hills and establishment of a construction site with hoarding and fencing which is a significant change to the current semi-rural setting</li> <li>• construction of the surface and viaduct sections of the project and associated construction areas which would be visible across the rural setting</li> <li>• removal of vegetation near Cosgroves Creek, and establishment of a temporary work site to construct a bridge crossing would impact on rural character.</li> </ul>	High
<p>Individuals may have to change working or living patterns/locations which potentially impacts on community structure. Risks associated with this may arise through property acquisitions.</p>	Moderate
<p>Construction work and acquisition would result in the loss or relocation of some community meeting spaces (including local shops and cafes) and relocation of organisations providing social services or social enterprises, causing potential disruption of the wider community.</p>	Moderate
<b>Access to and use of infrastructure, services and facilities</b>	
<p>Temporary reduced access to and use of existing services within the existing St Marys Station precinct as a result of:</p> <ul style="list-style-type: none"> <li>• temporary closure or diversion of streets and pedestrian routes reducing ease of access and making it more difficult for mobility impaired people to access infrastructure</li> <li>• additional traffic congestion, reduction in car parking and construction works around the station would temporarily reduce the desirability of the station for users, potentially resulting in less patronage on the rail network</li> <li>• track possessions where train services would be temporarily unavailable while construction activities within the rail corridor are undertaken. Track possessions would generally occur on weekends and at night and replacement services (i.e. buses) would be provided.</li> </ul>	Moderate
<p>Temporary removal of parking, changing access and usage patterns of businesses, public transport and essential services. Permanent and temporary changes to car parking and access are outlined in Section 8.9.7. Permanent parking and access impacts would continue to be experienced into the operational phase.</p>	Moderate
<p>Property acquisitions resulting in community facilities and services unusable or less accessible including acquisition of approximately 10,000 square metres of the retail and services area directly around the existing St Marys Station.</p>	High
<b>Culture</b>	
<p>Potential impacts on items of Aboriginal heritage significance near or within the construction footprint. This would affect the community's record of the past with the potential to reduce the community's connections to the past and reduce learnings from the past for future generations. Chapter 13 (Aboriginal heritage) identified that the project would impact known sites and may impact unidentified sites, damaging the cultural values at these discrete site locations.</p>	Moderate

Pre-mitigation impacts	Residual risk rating
<p>Indirect and direct impacts on non-Aboriginal heritage items nearby or within the construction footprint, potentially impacting on cultural value or capacity for that value to be appreciated by the broader community (refer to Chapter 12 (Non-Aboriginal heritage)). Potential impacts on non-Aboriginal heritage items in the study area include:</p> <ul style="list-style-type: none"> <li>alteration of heritage elements and heritage setting at St Marys Railway Station Group (State heritage listed) that most likely contributes to the local community's sense of place, providing a connection to the local community's past</li> <li>partial demolition and alteration of heritage setting of the McMaster Farm which is a potential heritage site with community ties, located to the north of Elizabeth Drive in Luddenham, within the off-airport corridor construction site</li> <li>partial demolition and alteration of heritage setting of the McGarvie-Smith Farm, a relatively intact and locally significant heritage item, west of Badgerys Creek and north of Elizabeth Drive</li> <li>partial demolition and alteration of heritage setting of potential local heritage item, Kennett's Airfield.</li> </ul>	Moderate
<b>Health and wellbeing</b>	
<p>Potential temporary exceedances of noise management levels, particularly outside of standard construction hours, leading to sleep disturbance, stress and impeding on personal productivity.</p>	Moderate
<p>Noise potentially temporarily impacting the way people use public spaces (e.g. recreation, retail areas), their ability to communicate and the way they undertake daily activities. Noise exceedances for extended duration can cause heightened annoyance and stress. This would be particularly felt by people working from home, shift workers, the elderly or households with young children who are more dependent on quieter environments to work, rest and relax.</p>	Moderate
<p>A potential temporary increase in dust associated with demolition, earthworks, construction works and traffic movements. This would reduce the cleanliness of an environment and would require residents to spend more time cleaning, causing annoyance and additional household expense. Higher levels of dust in residential properties would also potentially heighten the incidence of allergies, asthma and other respiratory issues.</p> <p>Increased dust on and around social infrastructure, particularly active recreation spaces, would reduce the capacity of the community to enjoy the environment and/or increase health risks.</p>	Moderate
<p>Some residents and communities near the project may experience a level of stress due to uncertainty about potential property acquisitions, potentially impacting the health and wellbeing of some individuals. Responses to the community survey indicated that concern regarding property acquisitions associated with the project already exists, suggesting that this impact may already be taking place in the community.</p> <p>Acquisition of residential and business properties may cause some individuals to experience impacts on health and wellbeing associated with disruptions to social networks and personal relationships associated with relocation of neighbours. These impacts are likely to have the greatest effect on groups such as the elderly, people with a disability, longer term residents and people on lower incomes, who are often more reliant on personal and community networks.</p>	High

Pre-mitigation impacts	Residual risk rating
<p>Construction activities would result in changes to the physical and cultural landscape, potentially resulting in stress resulting from change in character, including:</p> <ul style="list-style-type: none"> <li>• removal or impacts on non-Aboriginal heritage items at the existing St Marys Station</li> <li>• potential impacts on known or unknown Aboriginal heritage items, with potential for archaeological and cultural impacts</li> <li>• change in the visual landscape across sensitive views in the rural areas of Orchard Hills, Luddenham and Bringelly, and the residential character of Claremont Meadows.</li> </ul>	Moderate
<p>Cumulative impacts over the construction period may result in potential construction fatigue for residents and businesses surrounding the construction footprint, resulting in increased stress over time. This is due to the extended and varied works planned for over five years, and the potential for overlapping cumulative impacts including St Marys Intermodal, Western Sydney International and the future M12 Motorway (refer to Chapter 24 (Cumulative impacts)).</p>	Moderate
<b>Surroundings</b>	
<p>Visual amenity and landscape character throughout the study area has the potential to be affected temporarily by factors such as the removal of established vegetation, installation of construction hoardings, installation of acoustic sheds, construction equipment and/or visual appearance of construction sites. This may change the way residents access and use private residences, backyards and surrounding public spaces.</p>	High
<p>Changes to local amenity due to potential temporary noise and vibration impacts may temporarily affect the ability of receivers close to construction sites (e.g. residents, visitors or the community) to enjoy or undertake activities (e.g. hanging washing outdoors, opening windows, going for walks, using public space) within their residential property or local area.</p>	Moderate
<p>Demolition of buildings and relocation of facilities would alter the way people use and interact with places including:</p> <ul style="list-style-type: none"> <li>• demolition of station plaza resulting in significant changes to the built environment of St Marys</li> <li>• demolition of semi-rural and rural dwellings and outbuildings in Orchard Hills and Luddenham resulting in changes to the rural built environment.</li> </ul>	High
<p>Direct impacts and alterations to heritage items in semi-rural and rural areas that are locally significant and represent heritage character.</p>	High
<p>Physical and visual access to heritage items, causing people to feel disconnected from the heritage item and reduce their sense of place and identity.</p>	High
<p>Temporary perceived and potential safety impacts associated with changes in sightlines around construction areas due to establishment of hoardings, changes to wayfinding and reduced passive surveillance.</p>	High
<p>A temporary increase in construction traffic and heavy vehicles in the study area, changed traffic conditions and introduction of construction sites may temporarily affect community safety around roads and active transport connections.</p>	High



Pre-mitigation impacts	Residual risk rating
<p>Temporary reduced amenity conditions may reduce business passing trade, customer experience and return customers, affecting business, residents and the livelihood of owners and employees, including:</p> <ul style="list-style-type: none"> <li>• temporary changes to local amenity surrounding the existing St Marys Station which may temporarily impact local retail businesses and services that rely on pleasant conditions to attract and retain customers</li> <li>• temporary changes to local amenity in the semi-rural and rural areas of Orchard Hills, Luddenham and Bringelly which may temporarily impact local recreation and accommodation-based businesses that rely on retention of rural character and existing conditions to attract and retain customers.</li> </ul>	Moderate
<p>The majority of local businesses that offer retail and convenience services would experience an increase in construction worker spend in the area. This would be beneficial in improving the livelihood of business owners and employees during the construction period, which is anticipated to extend over five years.</p>	High (positive)
<b>Personal and property rights</b>	
<p>Access from a property to public road infrastructure. Construction of the project alignment would result in land severance and fragmentation for some properties in Orchard Hills and Luddenham, potentially constraining access to portions of affected properties. The size of the remaining parcels would prevent the continued use of the site or restrict redevelopment capacity.</p>	High
<p>Property acquisitions affecting economic livelihood of people, businesses or households:</p> <ul style="list-style-type: none"> <li>• partial property acquisitions at Orchard Hills and Luddenham may fragment rural residential properties, reducing accessibility and operational capacity</li> <li>• property acquisitions and construction impacts over an extended period of time in the St Marys Town Centre (around 10,000 square metres) would reduce the operational capacity of the centre, as businesses close or relocate. Depending on whether a business can relocate, this can cause a loss of jobs (around 430 jobs) reduced revenue and financial hardship for businesses and employees.</li> </ul>	High
<b>Decision-making systems</b>	
<p>Potential for concern among community and business owners that local communities feel powerless or excluded from decision-making processes, associated with a fear that the project would proceed regardless of individuals' viewpoints. These concerns are often associated with large scale infrastructure projects offering regional benefits.</p> <p>The project has been recognised in many recent strategies for Western Sydney. While this would reduce the potential for people to be 'caught off guard' by the project, it may also create a perception that the project is a foregone conclusion, regardless of impact. Consultation undertaken for the project is discussed in Chapter 5 (Stakeholder and community engagement).</p>	Moderate
<p>Residents, workers and visitors who experience negative impacts may feel that they are unable to request that impacts be reduced to their satisfaction.</p>	Moderate

### 21.5.2 On-airport

The main social and economic impacts associated with construction on-airport are impacts to communities beyond the airport site on way of life and health and wellbeing relating to traffic, noise and air quality. Substantial earthworks and construction activities would be carried out within the on-airport environment. These would be associated with the manufacture of pre-cast tunnel and viaduct segments, construction of the Western Sydney International tunnel portal, Airport Business Park Station and Airport Terminal Station and excavation of large volumes of spoil.

Stockpiling activities would be carried out at the permanent spoil placement area. The potential for dust emissions from earthworks, construction and track-out is considered to be high.

There are no sensitive receptors within the on-airport environment and limited sensitive receptors within the study area outside the on-airport environment that would be potentially affected by on-airport construction activities. The sensitivity of the on-airport environment to traffic, noise, visual and air quality impacts is considered to have a low risk rating.

Potential impacts on receivers outside the on-airport environment would be mitigated through transport, visual, air quality and noise mitigation measures and result in a low risk rating.

As minimal businesses were identified within the on-airport local business study area, the on-airport project is not expected to impact business during construction. However, the on-airport portion of the project may result in a benefit to nearby business clusters on regional roads leading to the area, particularly those along The Northern Road and Elizabeth Drive, resulting from increased passing trade of construction workers.

Cumulative construction impacts of the project and Western Sydney International are assessed in Chapter 24 (Cumulative impacts).

Ongoing consultation with Western Sydney Airport has ensured the construction strategy for the project also considers the temporary infrastructure required for construction of the Western Sydney International Stage 1 project.

There would be continued consultation between Sydney Metro and Western Sydney Airport as part of the ongoing development of the construction approach for the two projects. Opportunities for the construction of the project to integrate with construction activities for Western Sydney International would be developed as the project design and construction planning is refined.

### **21.5.3 Regional economic impacts**

The project would have construction impacts that are not specific to the study area or certain construction sites. These regional impacts would likely affect a broader area and represent wider positive impacts of the project.

The main broader economic impact during construction is the provision of temporary construction jobs. The project would have positive local and regional economic and employment impacts, supporting around 14,000 jobs during construction which would contribute to economic recovery. This includes over 250 new apprenticeships, as well as tradespeople, tunnellers, and truck drivers. As discussed in Section 21.6.1, this would result in an increase of passing trade during the construction period for local businesses (such as retail and convenience services).

Sydney Metro has developed a Workforce Development and Industry Participation Plan and an Aboriginal Participation Plan which includes objectives to support jobs and skills for a more diverse and inclusive workforce and supply chain (refer to Chapter 17 (Sustainability, climate change and greenhouse gas)).

## **21.6 Potential impacts – operation**

### **21.6.1 Off-airport**

Social and economic impacts vary depending on specific locations and some impacts apply across multiple social impact categories which are identified in the DPIE Guidelines. These social impact categories and how they generally relate to the project during operation are outlined in the following sections.

Potential off-airport impacts across these social impact categories with a moderate or high residual risk rating following mitigation are summarised in Table 21-2, while an outline of all risks considered off-airport are presented in Section 6.1 of Technical Paper 10 (Social and economic).

The environmental management framework for the project is included in Chapter 25 (Environmental management and mitigation). A consolidated list of mitigation measures proposed to mitigate or minimise identified impacts for the project is provided in Chapter 27 (Synthesis). Section 21.7 provides the social and economic mitigation measures for the project, as well as consideration of the interaction between mitigation measures for other environmental aspects which are relevant to the management of social and economic impacts.

### **Way of life**

Operation of the project has implications for the way of life of residents, workers and visitors to the study area, as well as community groups, organisations and businesses

The project would enhance accessibility and connectivity for the Western Parkland City and to the future Western Sydney International, Airport Business Park, and Aerotropolis Core. Changes to the urban fabric through the new built structures, particularly at the station precincts, would influence changes in the regular function of individuals and communities.

### **Community**

Operation of the project may result in changes to the function and form of communities, including cohesion and character, how it functions and sense of place. Enhanced connectivity through more accessible and affordable transport options would strengthen the reach and cohesion of communities.

### **Access to and use of infrastructure, services and facilities**

Access to and use of infrastructure, services and facilities describes the capacity for residents and businesses along the alignment to utilise natural and built assets. Existing and potential future users of the station catchments would have new or additional access to a public transport network and associated connectivity to major infrastructure.

The project includes safeguarding provisions for future transport infrastructure, including for potential future extensions north and south of the project by providing underground tunnel stubs beyond the St Marys and Aerotropolis Core Stations, which would allow for minimal disruption of the operating line during construction of the extensions.

### **Culture**

Potential impacts during operation of the project includes changed context for non-Aboriginal heritage items, potentially impacting the capacity of the community to benefit from or partake in their significance, as well as possible loss of connection to place as a result of changes to urban form or community.

No moderate, high or extreme residual risks were identified for this category during operation and therefore information on culture is not included in Table 21-2. An assessment of all risks considered for the culture during operation is included in Section 6.1.4 of Technical Paper 10 (Social and economic).

### **Health and wellbeing**

Operational impacts of the project on health and wellbeing would be associated with direct impacts on the physical and mental health of the surrounding communities (e.g. noise and vibration, air quality) or through changed access to services required to keep people in good health. Concentrations of at risk populations, like older residents or children along the project alignment, will influence the sensitivity with which these impacts or benefits are felt.

### **Surroundings**

Potential impacts during operation include changes (positive and negative) in aesthetic value and amenity due to new stations and associated facilities.

### **Personal and property rights**

This includes positive impacts, such as the project's potential to provide increased access for residents, workers and visitors, including the increase in desirability for development and improvements in the vicinity of station precincts.



## Decision-making systems

Residents, workers and visitors who experience negative impacts associated with the project, such as noise or visual amenity, may feel that they are unable to request that impacts be reduced to their satisfaction.

The proponent for the project is Sydney Metro, a NSW Government agency which is responsible for developing and delivering metro railways and managing their operation. Community engagement has been undertaken through the development and release of strategic planning and transport policies, and through the development of the project. The decision-making systems of the government aim to provide the mechanisms for people to have their say, and provide for complaint, remedy and grievance mechanisms. As such, decision-making systems have only been addressed within other social factors. Further information on how the community and other stakeholders have been, and will continue to be, consulted and involved in the development of the project is provided in Chapter 5 (Stakeholder and community engagement).

## Fears and aspirations

The project has potential to have negative impacts associated with concern about possible disruptions to local community character and community fabric. Community stakeholders may feel uncertain about urban renewal and the planned development along the proposal metro corridor, of which the project is an enabling part. The issues giving rise to these fears and aspirations include potential transport, noise and vibration and land use and property impacts which are addressed in Chapter 9 (Transport), Chapter 10 (Noise and vibration) and Chapter 19 (Property and land use).

## Economy

This includes potential localised impacts to the economy through changes in the investment environment, connectivity and productivity. Regional economic impacts for the project are discussed separately in Section 21.6.3, which includes a number of positive economic outcomes.

**Table 21-2 Potential operation impacts**

Pre-mitigation impacts	Residual risk rating
<b>Way of life</b>	
Increased amenity and opportunities for socialising and community activities through new station precincts and associated facilities, improved station concourse, station retail and other station activation opportunities.	High (positive)
Potential for increased access to a broader range of facilities and services in St Marys arising from the proposed metro supporting the transition of St Marys to a strategic centre.	High (positive)
Improvements to local transport facilities, improving way of life for residents, commuters and visitors across the study area, including: <ul style="list-style-type: none"> <li>St Marys Station precinct and interchange elements offering secure bicycle parking close to the station entrance (supporting healthy lifestyles), improved pedestrian access with new pedestrian crossings and upgrades to existing road reserves, increased convenience through reconfigured bus interchange and shelters, and convenience from the location of safe drop off and pick up points</li> <li>enabling future opportunities for development at all stations, and opportunities to extend station catchment through transport integration with other modes.</li> </ul>	Extreme (positive)
Improved traffic facilities and ease of movement to residents, workers and visitors. Changed road and traffic conditions including new pedestrian crossings and intersections, bus priority measures.	High (positive)
Improved way of life through better access to infrastructure (existing infrastructure across Greater Sydney as well as future infrastructure along the alignment, specifically within Western Sydney International and the Aerotropolis) throughout the wider region via improved and more available transport networks.	High (positive)

<b>Pre-mitigation impacts</b>	<b>Residual risk rating</b>
Improved way of life through better access to employment across Greater Sydney via improved and more available transport networks, as well as employment to be generated along the alignment throughout Western Parkland City, for example Aerotropolis Core, Sydney Science Park and broader Northern Gateway precinct. Improved way of life would also apply at St Marys which would become a major transport interchange between the project and the Sydney Trains suburban rail network.	High (positive)
Increased connectivity to jobs, services, recreation facilities, and cultural events due to the new stations and connections to the Sydney rail and metro transport network.	High (positive)
Improved community way of life through better connections across the Greater Sydney region.	Moderate (positive)
Improved access for consumers across Greater Sydney to businesses in the area of the metro stations, bringing increased economic activity within the local area and improving way of life for local businesses and residents.	High (positive)
<b>Community</b>	
Improvements to local transport facilities, improving way of life for residents, commuters and visitors.	Moderate (positive)
Potential improvements to community cohesion through improved access to employment and services.	Moderate (positive)
Improved community function through better connections across the station precincts	Moderate (positive)
<b>Access to and use of infrastructure, services and facilities</b>	
Existing and potential future users in station catchments would have new or additional access to the regional rail network and associated connectivity to major infrastructure including the Western Sydney International and Aerotropolis Core.	Extreme (positive)
The new stations would create opportunities to shape and create vibrant and attractive pedestrian environments around each station, promoting greater public transport use and improved access. New stations would include access walkways, cycle paths and other facilities such as bike storage.	High (positive)
Improved transport interchanges can enhance the appeal of using the public transport network and can create greater connectivity between places of residence and employment. The new metro would deliver transport interchange points (such as connection to the existing Sydney Trains suburban rail network), potential park-and-ride and kiss-and-ride facilities, bus stops and bus priority measures, point-to-point vehicle facilities and cycle storage areas improving access for all users.	High (positive)
Improved transport infrastructure connectivity can enhance access to and use of community facilities and services for a larger proportion of the population. The new stations would connect existing and future communities to the established local and regional infrastructure at St Marys and in other centres.	High (positive)
Improved or new transport infrastructure can encourage the revitalisation or growth of areas surrounding the stations, creating additional opportunities for community facilities and services to be delivered in accessible walking catchments of major rail infrastructure.	Extreme (positive)

Pre-mitigation impacts	Residual risk rating
<b>Health and wellbeing</b>	
<p>Expanding a public transportation network can provide benefits across the network associated with more users choosing public transportation, and increased access to the Greater Sydney rail network.</p> <p>This would reduce private vehicle traffic, compared to if the project did not occur. Reduced private vehicle traffic would result in a positive impact on air quality and reduce greenhouse gas emissions.</p>	Moderate (positive)
<p>Public transportation options that are well connected to pedestrian and active transport networks can encourage people to walk or ride for part of their commute and experience associated health benefits. The project would provide high quality station precincts that would encourage physical activity by integrating with the surrounding existing and proposed active transport environment, including bicycle facilities.</p>	Moderate (positive)
<p>Operation of the new stabling and maintenance facilities would result in noise exceedances in Orchard Hills during shoulder, evening and night time periods, as detailed in Technical Paper 2 (Noise and vibration). Responses to the community project survey indicated that increases in noise associated with the project were a concern for some respondents. This impact has the potential to result in stress for nearby residents.</p>	Moderate
<b>Surroundings</b>	
<p>New stations and associated assets, such as plazas, streetscape works and landscaping can contribute to positive amenity impacts. Community survey responses indicated that opportunities for positive urban design outcomes were seen as a benefit by some respondents, specifically:</p> <ul style="list-style-type: none"> <li>• upgrades associated with St Marys Station would have the potential to incorporate and enhance the visual amenity of the Station Street and Queen Street local environments</li> <li>• new stations in Luddenham, Orchard Hills and Aerotropolis Core would have the potential to make positive contributions to the future character of areas anticipated to experience significant uplift, as outlined in the Western Sydney Aerotropolis Plan.</li> </ul>	High (positive)
<p>Noise associated with the stabling and maintenance facility is predicted to result in exceedances against noise criteria, which represent noise levels substantially above the existing environment. This would represent a substantial change to the amenity of the area around the stabling and maintenance facility and potentially deter people from accessing and using the area. However the wider area would also be subject to land use changes and urbanisation as part of strategic planning, and this is expected to reduce the consequence of this impact over time.</p>	Moderate
<p>Modifications to public transport facilities present an opportunity to address existing shortcomings and incorporate best practice design elements that can benefit the community. Community survey responses indicated crime around the existing St Marys Station and new stations associated with the project was a concern for some respondents. The area around the existing St Marys Station has a relatively high crime rate. This would potentially be improved by increased lighting, surveillance infrastructure and passive surveillance associated with additional foot traffic.</p>	High (positive)
<p>The project would increase the permanent workforce in the areas around stations, service facilities and the stabling and maintenance facilities. This would potentially increase trade in nearby areas and improve the economic livelihood of business owners and employees.</p>	Moderate (positive)



<b>Pre-mitigation impacts</b>	<b>Residual risk rating</b>
Expanding a public transport network can increase the trade catchments of businesses around new stations. Community survey responses indicated that extensions to the public transport network were highly valued by some respondents. The project would increase trade catchments for areas around stations, potentially increasing trade and the livelihood of businesses owners and employees.	Moderate (positive)
Expanding a public transport network can increase the employment catchments for areas around new stations, driven by people who would otherwise be discouraged from using private vehicles seeking employment near the rail network, as well as enabling a net increase in jobs around stations associated with future uplift.	Moderate (positive)
<b>Personal and property rights</b>	
Operation of the project would improve the capacity of the rail and bus network, providing increased access for existing and future residents, workers and visitors to jobs, facilities and locations across Western Sydney.	Extreme (positive)
The project would increase accessibility and would support the broader strategic planning occurring within the Western Parkland City, such as supporting employment growth in proximity to future stations.	High (positive)
<b>Decision-making systems</b>	
Residents, workers and visitors who experience negative impacts associated with the project, such as noise and safety, may feel that they are unable to request that impacts be reduced to their satisfaction.	Moderate
<b>Fears and aspirations</b>	
Potential feelings that the project is a positive change associated with better transport and access opportunities.	Moderate (positive)
Potential feelings that the project would result in increased investment in local communities and result in associated benefits.	Moderate (positive)
Potential fears that the new rail line may encourage redevelopment and increase densities in station catchment areas, resulting in concerns about associated changes to the local community and character.	Moderate
Potential concerns around changes in the level of traffic, pedestrian movements, growth and development in the vicinity of station precincts. Potential for the perception that station precincts would be too big and busy, and not a pleasant place to spend time in.	Moderate
Potential fears that vibrations from movements of metro trains in tunnels would cause ongoing disturbance to nearby residents. Community survey responses indicated that vibration associated with operation of the project was a concern for some respondents.	Moderate
Potential concerns around the ongoing impact of train noise and vibration on way of life, health and wellbeing and livelihood.	Moderate
Potential fears over the scale of development and uncertainty about the future of community character in the rural and semi-rural areas surrounding new stations. The quiet rural setting would transition to urban development, with the project being the beginning of a transformation.  Community survey responses indicated that increases in density and associated changes in local character, as well as an increase in urban sprawl, were a concern for some respondents.	Moderate
Potential fears that the project would not tie into the existing public transport network sufficiently. Community survey responses indicated that some respondents placed a higher value on connections to other existing stations, or a larger project that connected to Marsden Park to the north.	Moderate

### 21.6.2 On-airport

Operation of the Airport Terminal Station and Airport Business Park Station is not expected to result in significant negative socio-economic impacts on-airport land or in the surrounding area. Potential amenity impacts on future commercial development within the Airport Business Park are likely to be mitigated by design requirements to consider and manage aircraft noise, as discussed in Technical Paper 2 (Noise and vibration).

Potential positive on-airport socio-economic impacts include:

- the addition of the project would create better access for workers, commuters and travellers to Western Sydney International
- the project and associated stations and supporting infrastructure would form an essential part of the community fabric of the future precincts
- the project would reduce pressure of on-airport road networks, improving access for travellers and workers to Western Sydney International
- the project would have significant widespread impacts on the local, regional and national economies and would catalyse early jobs growth associated with the Aerotropolis, Airport Business Park and Airport Terminal
- the project would add value to the Australian Government's investment in Western Sydney International and would enable future stages of an integrated metro network necessary to achieve planned growth for Greater Sydney. It would support the attraction of investment in a new and emerging economic centre for multinational businesses. These investments would, in time, be important to the long-term economic growth of NSW.

The design would also continue to consider the integration of the project with Western Sydney International. The key characteristics of the Sydney Metro network of being a fast and reliable service would ensure sufficient frequency that passengers can turn up and go to Western Sydney International with sufficient time to connect to flights.

### 21.6.3 Regional economic impacts

The project would contribute to broader productivity benefits for the region that are not specific to within the study area or certain station catchments. These regional impacts would likely affect a broader area and represent wider effects of the project including altered trade catchments, freight efficiency and employment connectivity, for example:

- altered trade catchments:
  - the project is anticipated to broaden the trade catchments of businesses along the wider Greater Sydney rail network. Businesses that are reliant on in-person trade would have access to new customers along the project corridor, including those from the development of future transport, education, health and social infrastructure in the region around the station precincts
  - the project would provide a sustainable, low carbon travel mode that would reduce private vehicle use and road congestion in the study area
- freight efficiency:
  - at a regional level, it is anticipated that potential reduced road traffic volumes associated with private vehicle users choosing rail would benefit businesses that are reliant on road freight for supply or dispatch of goods
  - reduced and more predictable travel times would potentially reduce costs associated with freight or allow for additional freight movements

- employment connectivity:
  - the project is anticipated to increase connectivity between businesses and the broader labour market, improved knowledge sharing opportunities between businesses, increased access to suitable workers due to increased direct connections via public transport, potential reductions to private vehicle travel times, and access to future development of transport, education, health and social infrastructure in the region around the station precincts
  - the project would improve access to employment to be generated along the alignment throughout Western Parkland City, for example, to Western Sydney International, the Northern Gateway and Aerotropolis Core precincts and St Marys Town Centre. Business travellers from Western Sydney International would also have access to destinations within and beyond Western Parkland City
  - the project would support local job access and creation, reducing the need for people to travel into Parramatta and the Sydney central business district to access jobs. This is anticipated to improve travel times for road users as well as provide amenity and health benefits associated with increased public transport use.

As discussed in the previous sections, new jobs are also expected at stations and other operational facilities (e.g. stabling and maintenance facility, Claremont Meadows and Bringelly services facilities). It is anticipated around 75 staff members would be required per shift to operate and maintain the project for the initial (day one) operations. The final arrangement of staffing to operate the project would be assessed as part of future operator requirements.

## **21.7 Proposed management and mitigation measures**

Environmental management for the project would be undertaken through the environmental management approach detailed in Chapter 25 (Environmental management and mitigation). The construction and operational environmental management frameworks are discussed in Section 25.2 and 25.3 respectively.

Under these broad frameworks, mitigation and management measures would be applied during construction and operation to manage identified impacts (see Section 21.7.1). There are no specific performance outcomes for social and economic impacts of the project.

### **21.7.1 Mitigation measures**

The CEMF describes the approach to environmental management, monitoring and reporting during construction. Specifically, it lists the requirements to be addressed by the construction contractor in developing CEMP, sub-plans, and other supporting documentation for each specific environmental. An Overarching Community Communication Strategy (Appendix C) contains the strategy for stakeholder and community involvement that has been developed for the project. The strategy outlines the approach for proactive consultation with affected businesses and the community.

The construction mitigation measures to manage potential social and economic impacts of the project are listed in Table 21-3.

Table 21-3 Social and economic mitigation measures

Ref	Mitigation measures	Applicable location(s)
<b>Construction</b>		
SE1	Consultation with the local community and project stakeholders would be undertaken to: <ul style="list-style-type: none"> <li>identify and deliver opportunities for facilitating local creative and cultural activities in appropriate project locations</li> <li>identify and deliver initiatives and opportunities to provide a positive contribution to the potentially affected community and affected locations such as temporary public art and targeted community events and programs</li> </ul>	Off-airport
SE2	Consultation with Penrith City Council and Transport for NSW would be undertaken to identify opportunities for alternative commuter car parking around St Marys if the planned expansion of the multi-level commuter car park does not proceed	St Marys construction site
SE3	Where partial property acquisition has been identified, undertake property liaison and consultation activities to minimise disruption to property owners and activities on impacted sites	Off-airport

### 21.7.2 Consideration of the interaction between measures

Mitigation measures in other chapters that are relevant to the management of potential social and economic impacts include:

- Chapter 9 (Transport), specifically measures regarding community notification and to manage potential access impacts
- Chapter 10 (Noise and vibration), specifically measures to minimise noise and vibration impacts on sensitive receivers in the community during construction and operation
- Chapter 12 (Non-Aboriginal heritage), specifically measures to minimise or avoid direct and indirect impacts on non-Aboriginal heritage items and areas
- Chapter 13 (Aboriginal heritage), specifically measures to minimise or avoid impacts on Aboriginal cultural heritage
- Chapter 19 (Property and land use), specifically measures to manage property and land use impacts, including reinstatement of land following end of lease for the project
- Chapter 20 (Landscape and visual), specifically measures to manage potential amenity impacts
- Chapter 22 (Air quality), specifically measures to manage potential amenity impacts from dust during construction.