Environment Report

Attachments

Inland Rail - Beveridge to Albury

Attachment H

Social Impact Baseline Assessment Report

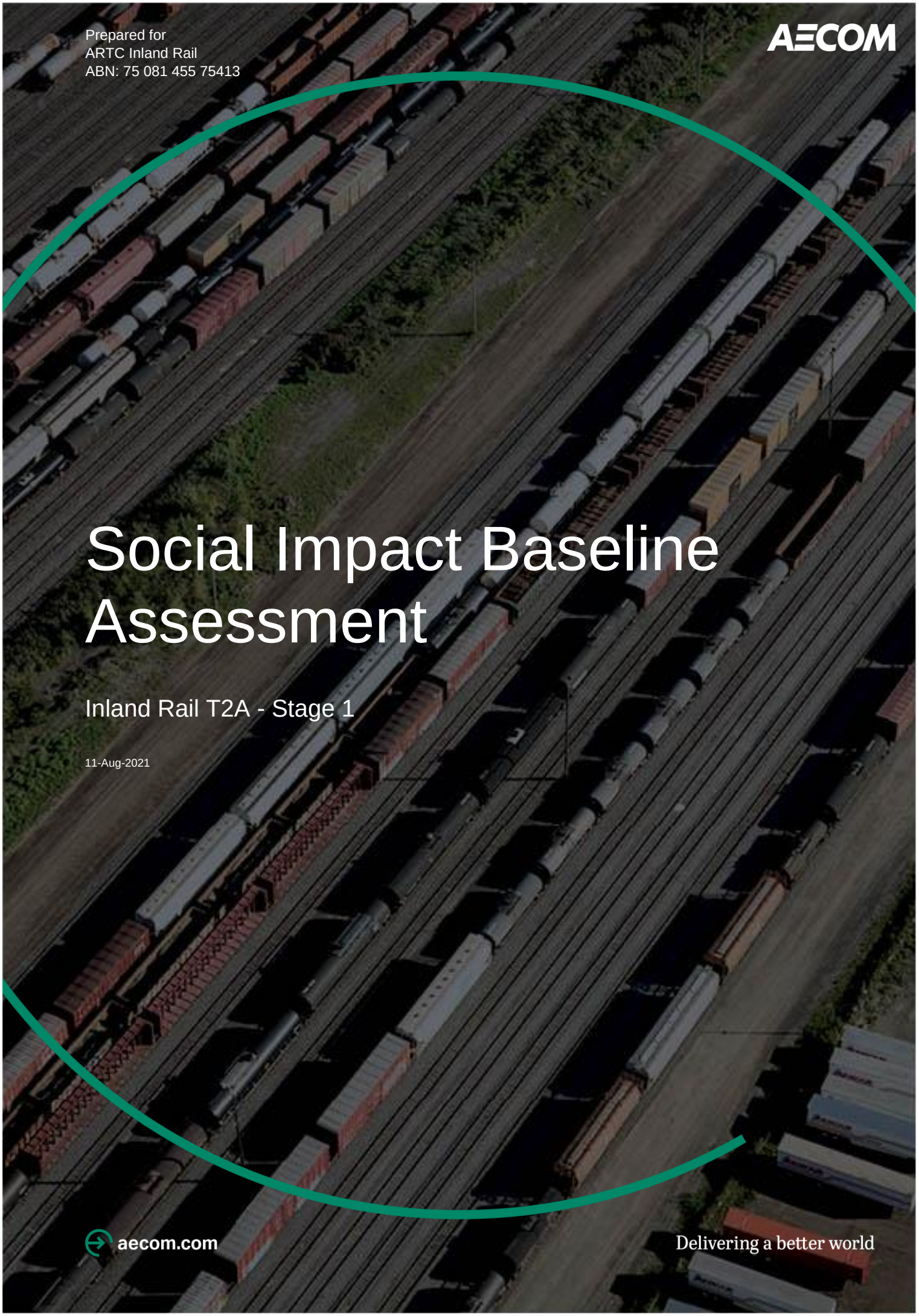
Prepared for
ARTC Inland Rail
ABN: 75 081 455 75413

AECOM

Social Impact Baseline Assessment

Inland Rail T2A - Stage 1

11-Aug-2021



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Social Impact Baseline Assessment

Inland Rail T2A - Stage 1

Client: ARTC Inland Rail

ABN: 75 081 455 75413

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Table of Contents

List of Tables

Executive Summary

This Social Impact Baseline Assessment (SIBA) has been prepared to assist the Australian Rail Track Corporation (ARTC) to deliver the Inland Rail Project in a way which maximises the benefits to local communities and effectively manages potential impacts.

Social Impact Baseline Assessment is a social research process for the identification, analysis, assessment, management and monitoring of the social impacts of a project, both positive and negative. Social impacts can affect individuals and their communities at all stages of the project lifecycle.

ARTC is the proponent for the Project which involves upgrade works along the existing North East Rail Line corridor from Beveridge to Albury. The Project will utilise the existing corridor and modify or replace existing infrastructure at discrete locations where there is not adequate clearance for double-stacked freight trains.

The project area includes 12 discrete 'enhancement sites' from Beveridge to Albury where road and rail interfaces do not provide the required horizontal and vertical clearance for double-stacked freight trains. The design solutions to achieve the required clearance at the road and rail interfaces at these enhancement sites are currently at reference design stage. During detailed design, further design development and assessment will be undertaken in consultation with relevant stakeholders and the community.

In addition to the enhancement sites, the Project includes works to signal gantries, track slews and overhead powerline works to ensure that appropriate horizontal and vertical clearances are achieved for double-stacked freight trains along the alignment from Beveridge to Albury.

Inland Rail is a nation building project that will enhance supply chains and complete the backbone of the national freight network by providing for a transit time of 24 hours or less for double stacked freight trains between Melbourne and Brisbane via regional Victoria, New South Wales and Queensland. This SIBA relates to Stage 1 of the Victorian section of Inland Rail. The railway that stretches along an existing rail corridor from the north of Beveridge to Albury.

Landowners, neighbours and communities along the alignment have provided valuable feedback to ARTC's engagement team and the community feedback has been integrated into the design outcomes. ARTC has been able to identify a preferred reference design solution for all 12 enhancement sites and the project will progress to detailed design phase after a Design and Construct (D&C) contractor is appointed in the mid-late 2021.

Enabling works are scheduled to commence late 2021 and construction work is due to commence in January 2022 at Wangaratta Station Precinct and finish in April 2025 at Broadford-Wandong Road. The construction timeframe varies for each enhancement site depending on the complexity and nature of the works proposed.

The SIBA Study Area encompasses the six Local Government Areas (LGAs) from Beveridge to Albury comprising: Mitchell Shire Council, Strathbogie Shire Council, Rural City of Benalla, Rural City of Wangaratta, Indigo Shire and Wodonga Shire.

The SIBA uses a risk-based approach to evaluate the likelihood and consequence of potential impact of the project on adjacent communities. The assessment methodology follows guidelines established by the Queensland and NSW governments. These guidelines have been used for this study to ensure a consistent approach to SIBA is used for all stages of the Inland Rail project.

The findings of the socio-economic analysis indicate that the two LGAs that bookend the Study Area (Mitchell and Wodonga) contain a younger population, more families, more children, higher educational attainment, higher household incomes and lower socio-economic disadvantage compared to the central LGAs (although there are a few exceptions, such as Indigo LGA). The Study Area recorded higher employment levels that the Victorian average (ABS 2016).

Potential impacts during the construction phase include a loss of amenity, increase in demand for short term accommodation, impacts on heritage, changes in travel patterns and concern the community will become disengaged from over-consultation. During the operational phase, the enhancement projects

are anticipated to deliver improved access across the rail corridor through improved pedestrian access at Wangaratta Station Precinct and Hamilton Street, Broadford bridge in particular.

Continued stakeholder engagement will be essential to ensure communities and businesses are aware of the construction schedule with long lead times to plan for potential impacts and capture the benefits from the project.

The Social Impact Management Plan (SIMP) provides a tailored approach to the future management and monitoring of social impacts as the Inland Rail project moves from the approvals phase through construction and into operations.

The five action plans which form the SIMP have been developed to guide the mitigation and management actions to ensure a consistent approach to management and monitoring of social impacts and benefits. The five action plan categories are management of the workforce, housing and accommodation, local business and industry procurement, health and community wellbeing and community and stakeholder engagement. Monitoring and reporting on the implementation of the SIMP by responsible parties will be essential over the life of the project.

1.0 Introduction

1.1 Report purpose

Social Impact Baseline Assessment (SIBA) is a social research process for the identification, analysis, assessment, management and monitoring of the social impacts of a project, both positive and negative. The social impacts of a project are the direct and indirect impacts that affect people and their communities at all stages of the project lifecycle.

This SIBA has been prepared to provide an understanding of the social environment in which the Inland Rail project will operate, impacts of the project on the social environment and measures to enhance the benefits and minimise any negative impacts to the community. The Social Impact Management Plan (SIMP) is derived from the socio-economic assessment and impact assessment. The SIMP comprises five action plans that provide a tailored approach to the future management and monitoring of social impacts identified, as the Inland Rail project moves from the approvals phase through construction and into operations.

1.2 Background

Australia is heavily reliant on efficient supply chains to provide competitive domestic freight links and gateways for international trade. Freight transport services between major population centres, particularly our capital cities, deliver millions of tonnes of freight each year and provide for the distribution of goods throughout the country. With travel speeds of up to 115km/h, train lengths of 1,800m, and containers double-stacked, Inland Rail will significantly reduce freight transport costs for industries, provide a real alternative to road transport for interstate freight, be a catalyst for growth for regional businesses, and help to reduce transport-related fuel consumption, carbon emissions and the road toll.

Spanning 1,700km between Melbourne and Brisbane, Inland Rail is the largest freight rail project in Australia. It is broken up in to 13 individual projects across Victoria, New South Wales and Queensland. Each section can be independently delivered and operated. Once operational, Inland Rail will become part of Australian Rail Track Corporation Ltd (ARTC) freight rail network and complete the missing link in Australia's supply chain.

Inland Rail will enhance supply chains and complete the backbone of the national freight network by providing for a transit time of 24 hours or less for freight trains between Melbourne and Brisbane.

The Victorian Beveridge to Albury project area includes 12 discrete 'enhancement sites' from Beveridge to Albury where road and rail interfaces do not provide the required horizontal and vertical clearance for double-stacked freight trains. The design solutions to achieve the required clearance at the road and rail interfaces at these enhancement sites are currently at reference design stage. During detailed design, further design development and assessment will be undertaken in consultation with relevant stakeholders and the community.

In addition to the enhancement sites, the project includes works to signal gantries, track slews and overhead powerline works to ensure that appropriate horizontal and vertical clearances are achieved for double-stacked freight trains along the alignment from Beveridge to Albury.

There is the potential that future works may be required to the rail line south of Beveridge, and although some investigations have been carried out between Tottenham and Beveridge, whether any works will be required between Tottenham and Beveridge will only be determined once it has been decided whether an intermodal freight terminal will be developed at Beveridge. If an intermodal freight terminal is developed at Beveridge, works between Tottenham and Beveridge may not be required and, accordingly, these works do not presently form part of the Victorian section of Inland Rail.

1.3 Legislation, policy, and guidelines

This SIBA has been prepared in general accordance with the Queensland Government Social Impact Assessment Guideline (2018). There is no impact assessment matrix in the Queensland guideline and for this reason the social risk matrix provided in the NSW SIA Guideline (2017) was adopted. The matrix enables assessment of the likelihood and consequence of impacts to determine a risk rating from minimal through to catastrophic.

An SIBA can be required in Victoria under the Environmental Effects Act 1978. If the Minister for Planning ('the Minister') decides that an Environmental Effects Statement (EES) is required, the proponent is responsible for preparing an EES which often includes a mandatory SIBA.

In April 2020, the Australian Rail Track Corporation (ARTC) submitted an EES referral and supporting documents to the Minister for his consideration and to determine if an EES was required. The Minister determined that an EES was not required subject to conditions. Accordingly, this SIBA is not a mandatory document, however, ARTC has decided to proceed with the preparation of an SIBA baseline assessment to better understand the communities near the rail-corridor, the anticipated social impacts associated with the project, and the potential mitigation and management opportunities available to reduce the negative impacts and enhance the positive impacts. This document serves as a high-level SIBA to assist ARTC with delivery of the project.

1.4 Study Area

The Study Area consists of two components; a 'Regional Study Area' that includes relevant Local Government Area's (LGA's), and 'Local Study Area' that focus on key communities along the railway that are likely to be most impacted by the project, due to their proximity to enhancements sites. The two Study Area components are defined further below.

1.4.1 Regional Study Area

The Regional Study Area catchment is displayed in Figure 1, as well as the location of the 12 enhancement sites along Stage 1 of the T2A project.

The intent of the Regional Study Area boundary is to capture the overall community characteristics within the broader region in which the Inland Rail project is proposed.

The Regional SIBA Study Area encompasses the six Local Government Areas (LGAs) from Beveridge to Albury comprising:

- Mitchell Shire Council ("Mitchell").
- Strathbogie Shire Council ("Strathbogie");
- Rural City of Benalla ("Benalla");
- Rural City of Wangaratta ("Wangaratta");
- Indigo Shire ("Indigo"); and
- Wodonga Shire ("Wodonga").

A socio-economic analysis of the social environment across the Regional Study Area has been undertaken and is discussed in section 4.4.

1.4.2 Local Study Area

The townships along the alignment are classified according to their size and function as follows:

- Regional centres: Wangaratta and Wodonga.
- District centres: Broadford, Seymour, Benalla, and Euroa
- Local centres: Glenrowan and Wandong

Enhancement sites, including track lowering or bridge replacement works, are proposed within the townships listed above, excluding Wodonga and Seymour. Accordingly, the Local Study Areas comprise the immediate communities surrounding the enhancement sites within the townships of

Wandong, Benalla, Euroa, Glenrowan, Wangaratta, and Broadford. Broadford includes two Local Study Areas as two enhancement sites are proposed within the residential areas of the township. The third enhancement site at Marchbanks Road, Broadford is primarily located to the east of the residential areas, as indicated in Figure 3.

More wide spread Impacts have been captured through the Regional Study Area, being defined by a 50km travel distance from each enhancement site. Township level impacts were not included as the workforce, economic, accommodation impacts were considered to extend beyond each township to its hinterland. The remaining enhancement sites outside township have less people living in proximity to the enhancement sites due to pattern of land division comprising larger, more rural allotments outside townships and the associated lower residential density.

The ABS defined Statistical Area 1 (SA1) catchments that surround each enhancement site were selected to provide localised community information near the enhancement sites within existing townships. This includes the following enhancement sites:

- Broadford-Wandong Road, Wandong;
- Hamilton Street, Broadford;
- Short Street, Broadford;
- Anderson Street, Euroa;
- Benalla Station Access, Benalla;
- Beaconsfield Parade, Glenrowan; and
- Wangaratta Station Precinct, Wangaratta.

The Local Study Area catchments are displayed in Figure 2 – Figure 7.

The remaining enhancement sites are located outside of existing townships and do not form part of the Local Study Area. The likely impacts of these enhancement sites on surrounding communities is limited due to less people living in proximity to the enhancement sites outside townships. That is not to say some people who reside or work outside townships may not be impacted by the project, rather that the focus on the Local Study Area assessment is on the areas where the impacts are likely to be affected a higher number of people to due higher residential densities within townships. Understanding the characteristics of the communities most likely to be impacted by the project will assist to provide targeted mitigation and management solutions were necessary.

A socio-economic analysis of the social environment within the Local Study Areas is provided in 4.7.

Figure 1 Regional SIBA Study Area – Six LGAs

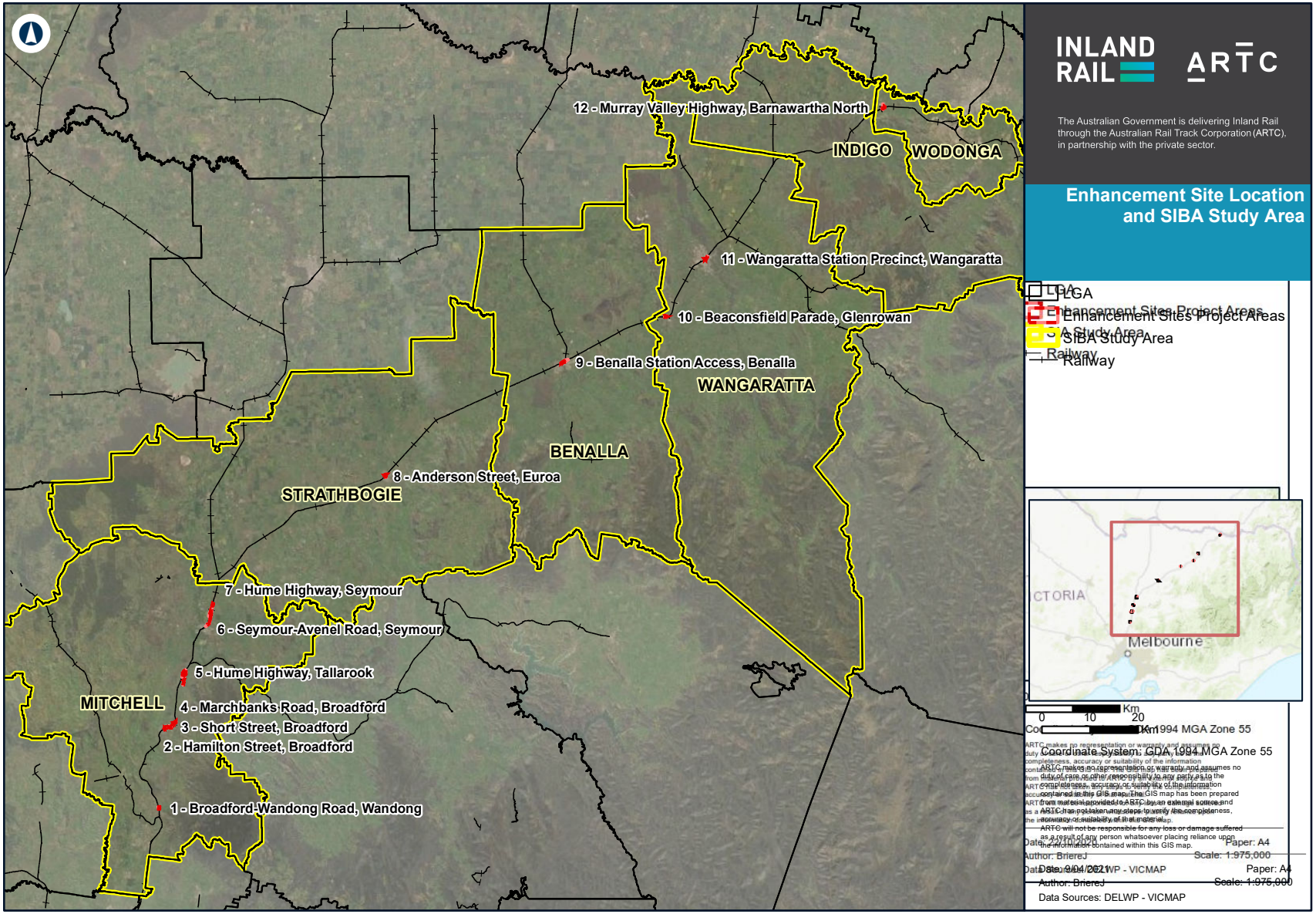

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Figure 2 Wandong – Local Study Area

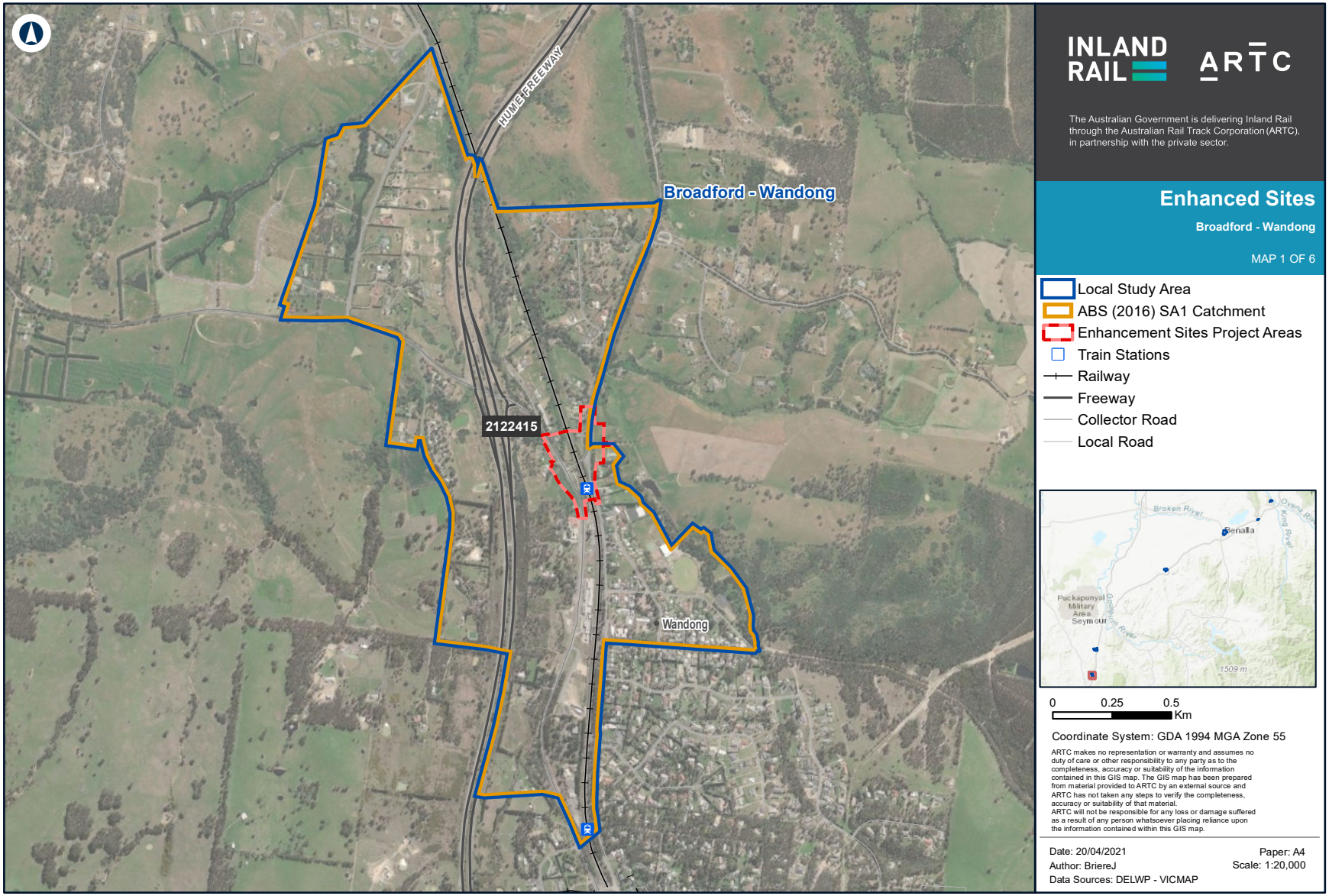

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Figure 3 Broadford – Local Study Areas

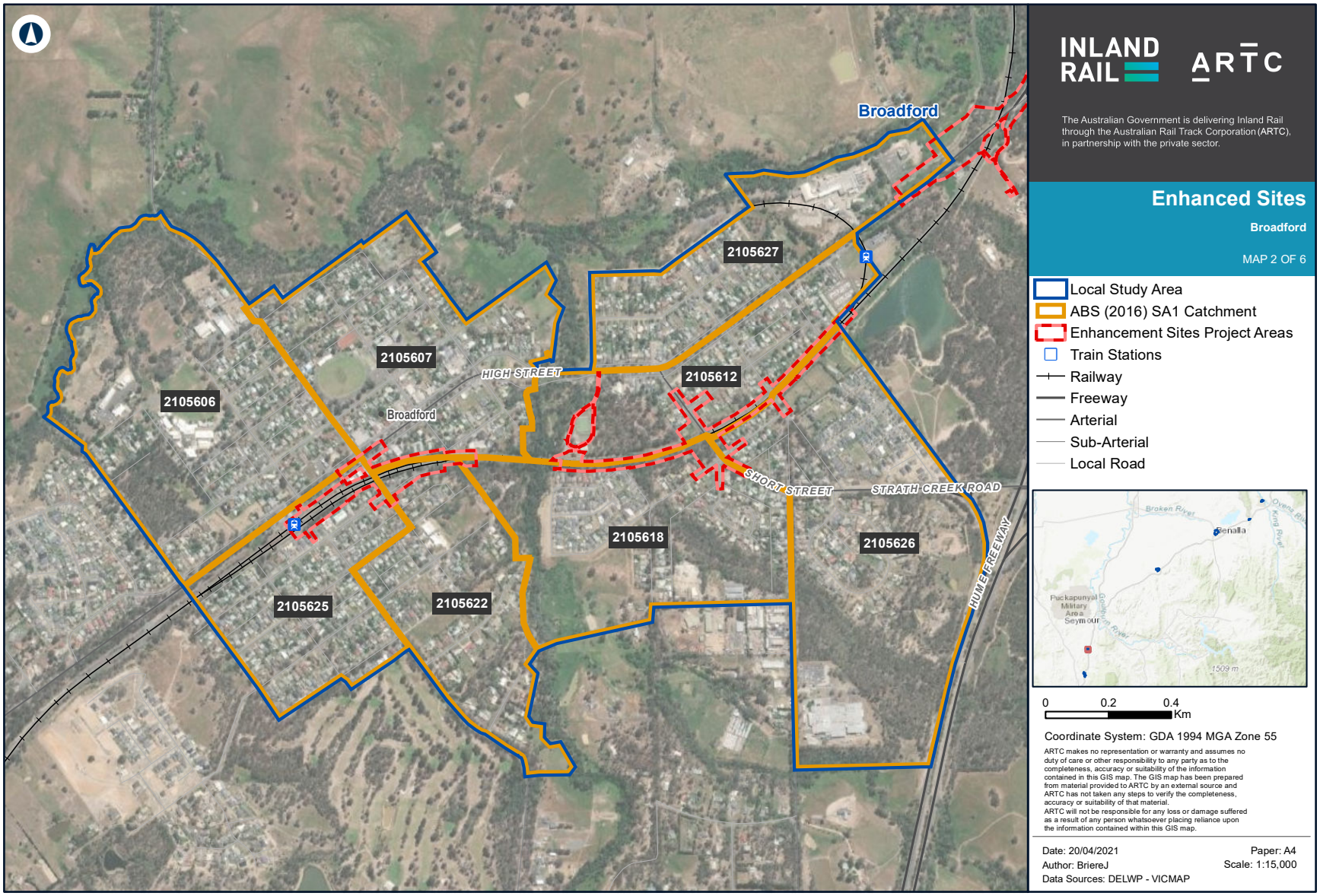

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Figure 4 Euroa – Local Study Area

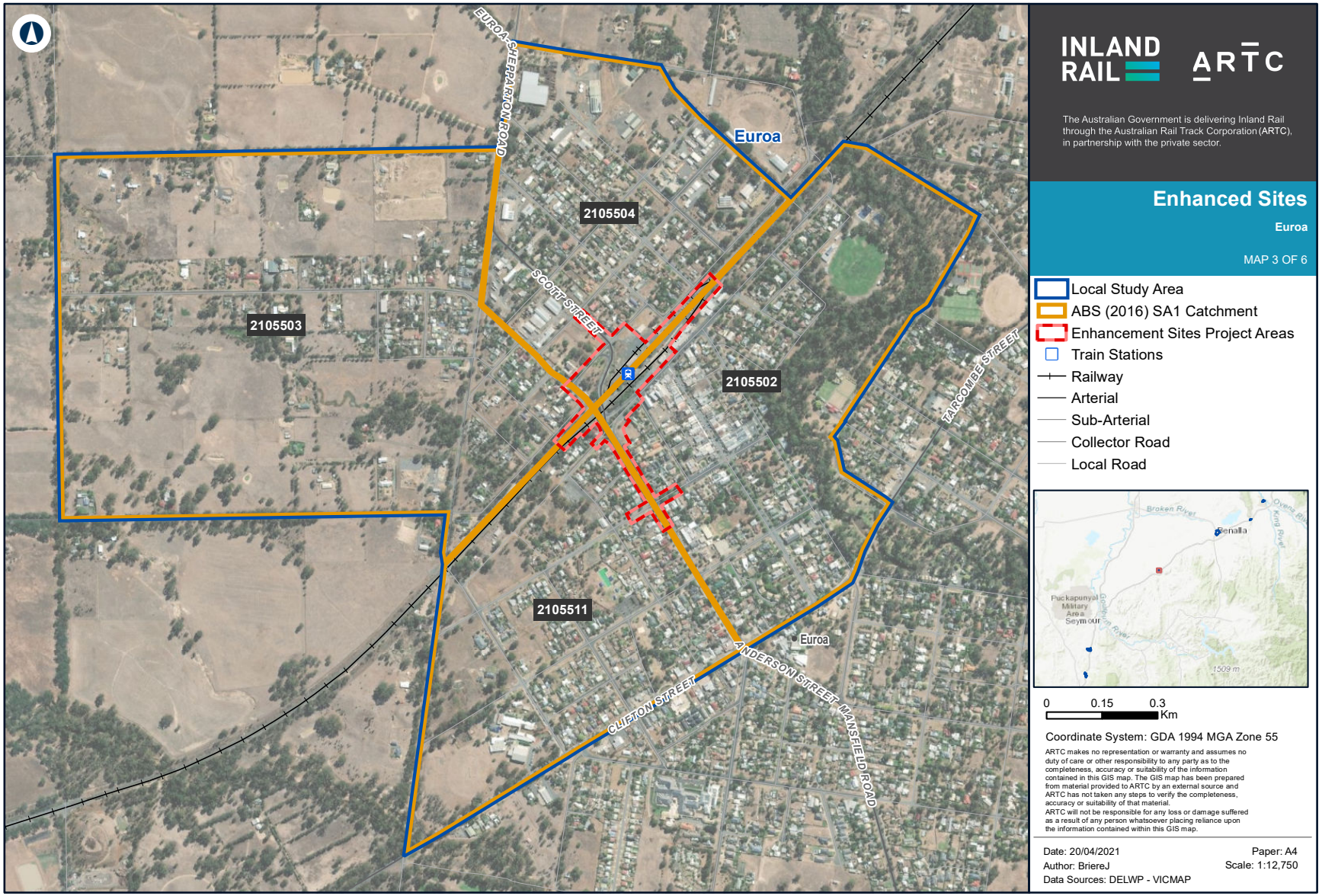

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Figure 5 Benalla – Local Study Area

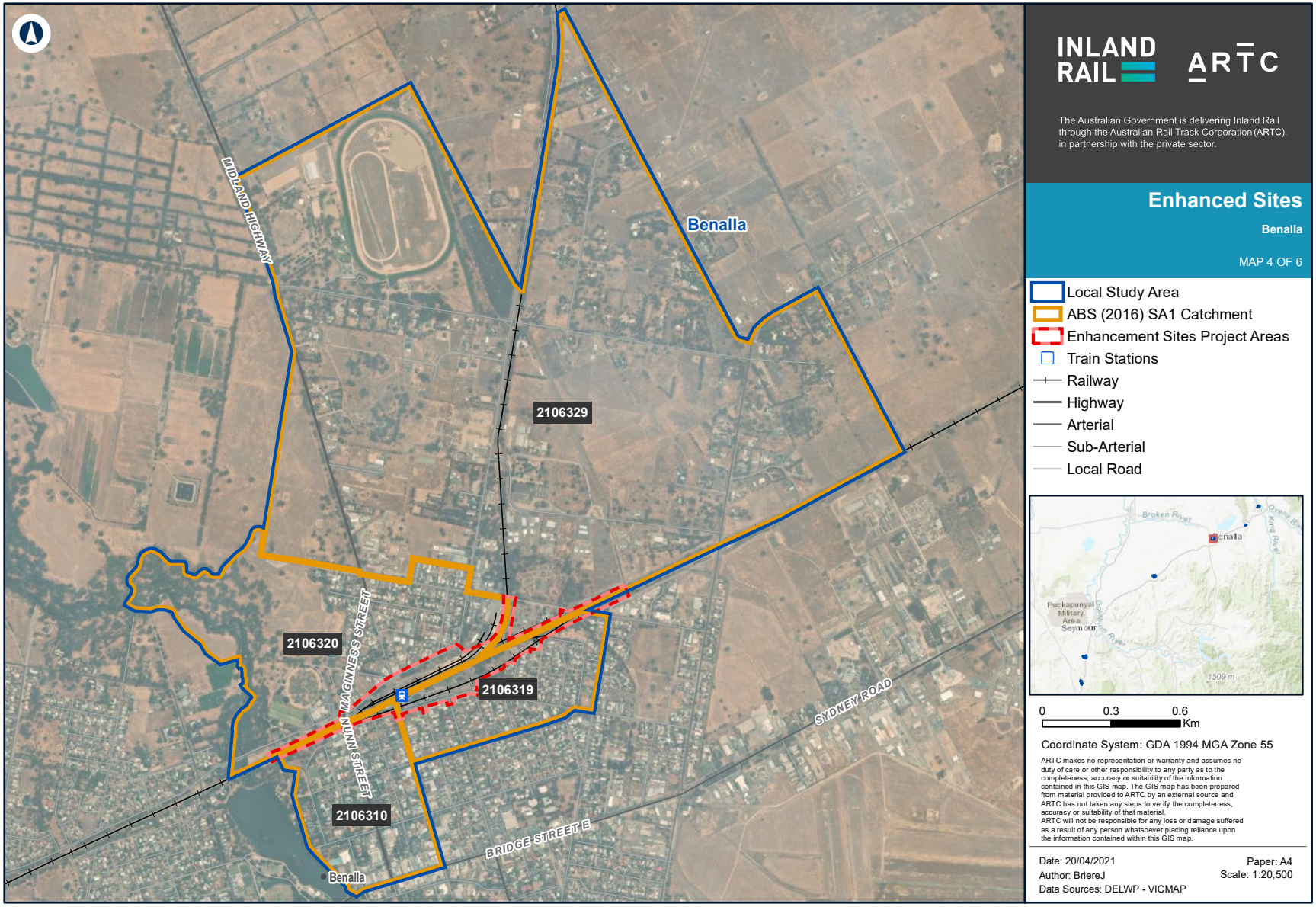

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Figure 6 Glenrowan – Local Study Area

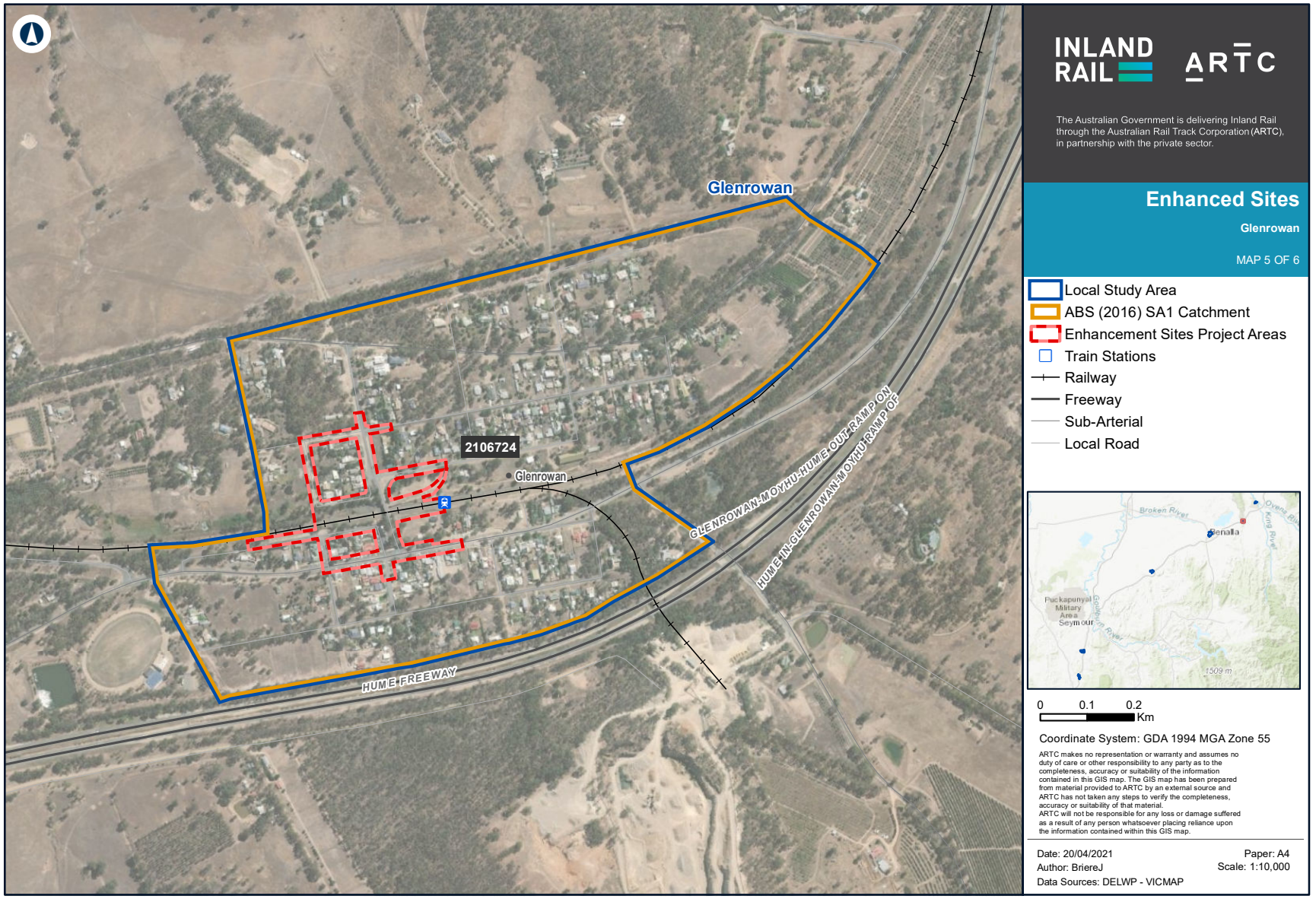

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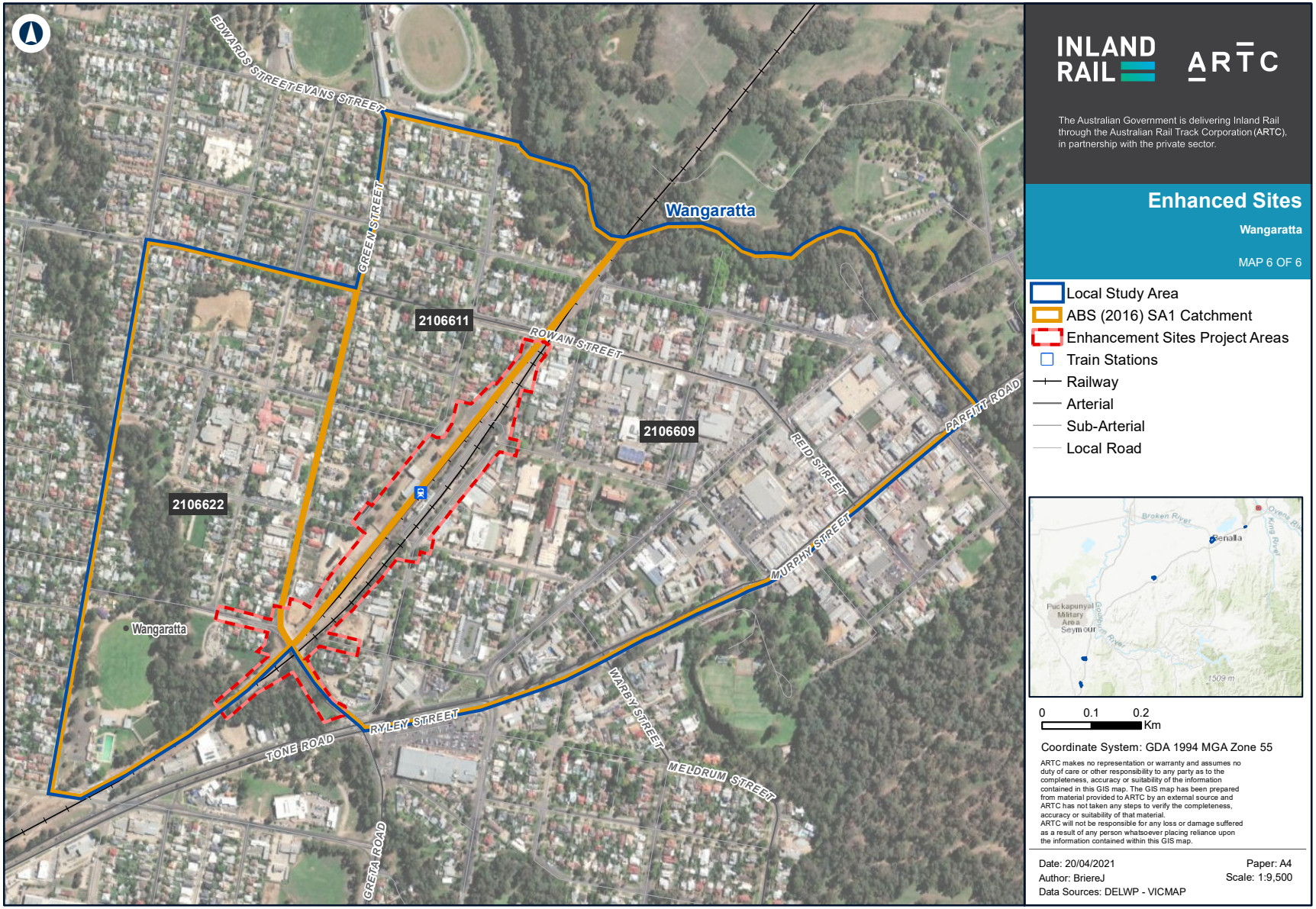
Figure 7 Wangaratta – Local Study Area



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1.5 Assessment methodology

This SIBA has been prepared in general accordance with the Queensland Government Social Impact Assessment Guideline (2018). The SIBA has used also used the social risk matrix provided in the NSW SIA Guideline (2017) to determine the risk rating of impacts, as mentioned in section 1.3.

The SIBA has five main components: scoping, baseline analysis, impact identification and assessment, mitigation and management measures, and reporting. The SIBA adopted a risk-based approach to evaluate the likelihood and consequence of potential impact resulting from the proposed project, on the community, as per the NSW guidelines (2017).

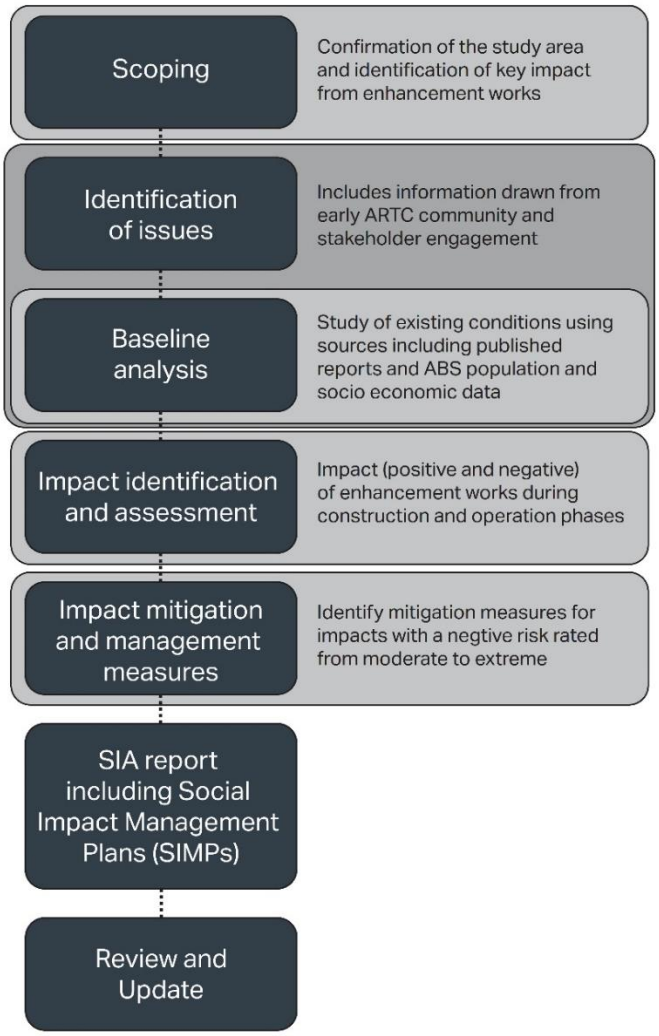
The potential areas of social impact were identified through initial scoping activities which involved review of the enhancement sites, location and nature of the works, characteristics of affected communities and information derived from ARTC stakeholder and community engagement. Potential impacts were identified both during the construction phase and the operational phase.

The potential areas of social impact are assigned a risk rating which is revised once mitigation strategies have been applied, and a residual level of risk is recorded.

Social Impact Management Plans provides an action plan for the implementation of the mitigation strategies and monitoring social outcomes throughout the project.

The methodology for the assessment of this project is outlined in figure 8.

Figure 8 ARTC Inland Rail SIBA methodology



1.6 Data sources used to inform the assessment

Data sources used to inform the SIBA baseline assessment include:

- ABS Census data
- ARTC Engagement and Communications Action Plans (ECAPs)
- ARTC Consultation Summary Report
- ARTC EES Referral Form
- ARTC Internal PowerPoint Slides:
- ARTC Fact Sheets (i.e. Managing noise and vibrations)
- ARTC Social Performance Strategy (Redacted Version)
- Local Government websites for the Study Area (see section 1.4).
- Local Government community and strategic plans
- Queensland Government Social Impact Assessment Guideline

A complete list of references is provided in section 9.0 of this report.

2.0 Description of the project

Trains travelling on the Inland Rail route in Victoria will share the rail corridor with V/Line passenger operations (region Victoria rail public transport), the Sydney-Melbourne XPT (express public transport), and suburban trains closer to Melbourne. Works and modifications associated with Inland Rail will also affect roads and bridges managed by VicRoads.

Enhancement works to the existing rail infrastructure across Stage 1 of T2A include:

- lowering rail track under road bridges
- removing existing bridges and replacing with new bridges
- removing footbridges
- building a pedestrian underpass
- moving track in some places (horizontally, referred to as track slews)
- signal gantry modification (raising or relocating)
- modifying or relocating overhead power poles

This SIBA has focused on the major civil construction works associated with the project being track lowering and bridge replacement activities (termed “enhancement sites”). There are 12 enhancement sites within Stage 1 of the T2A Inland Rail project. Some of the enhancement works listed below are based on the preferred design for the site and still within the concept stage. There are also a number of sites which have multiple options that remain under consideration with ongoing community and stakeholder discussions

The enhancement sites from South to North are:

- Broadford-Wandong Road bridge, Wandong (bridge replacement)
- Hamilton Street bridge, Broadford (bridge replacement)
- Short Street bridge, Broadford (track lowering)
- Marchbanks Road bridge, Broadford (bridge replacement)
- Hume Highway bridge, Tallarook (track lowering)
- Seymour-Avenel Road bridge, Seymour (bridge replacement)
- Hume Highway bridge, Seymour (track lowering)
- Anderson Street bridge, Euroa (bridge replacement)
- Benalla Station Approach Road, Benalla (bridge replacement)
- Beaconsfield Parade bridge, Glenrowan (bridge replacement)
- Wangaratta Station Precinct, Wangaratta (track lowering and bridge replacement)
- Murray Valley Highway, Barnawartha North (track lowering)

2.1 Track Lowering and Bridge Replacements

The primary design solutions selected to provide the required vertical clearance to accommodate double-stacked freight trains include:

- Lowering or realigning the track; and/or
- Replacing the bridges above the track (road and pedestrian footbridges).

Civil construction works will occur over a period of several months at each enhancement site, with duration of works varying dependent on the complexity and scale of works required.

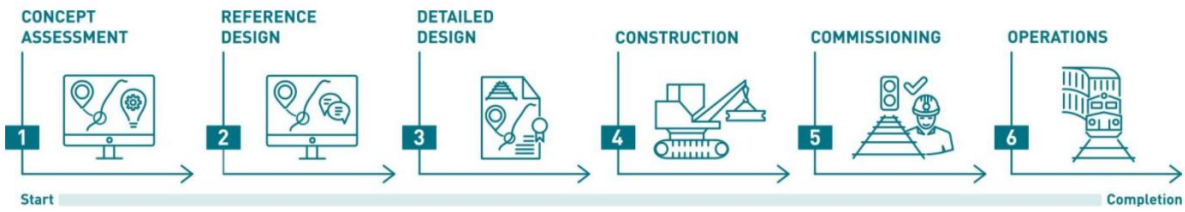
2.2 Footbridge removals

Within the Wangaratta Station precinct, removal of two footbridges is proposed (near Cusak Street and Docker Street) as a part of the broader precinct works due to the vertical clearances beneath the existing footbridge being insufficient. Consultation with stakeholders and advice from heritage advisors has informed the design solution to replace the two pedestrian footbridges with an underpass for cross-corridor and platform access.

2.3 Project status

Stage 1 of the T2A is currently in the reference design stage. During this stage, the ARTC team has undertaken investigations, field studies and consultation with communities and stakeholders to try to determine the preferred design for the works required. The reference design phase is the second of six phases as outlined in Figure 9.

Figure 9 Inland Rail project stages



Source: ARTC Inland Rail website, 2020

ARTC is undertaking extensive field studies across all 12 sites enhancement sites to gain an understanding of the environmental features, technical challenges, and opportunities for each site. These include studies into:

- ecology
- built heritage
- historic heritage
- Indigenous heritage
- noise and vibration
- surface water and groundwater
- air quality
- traffic
- sustainability
- contaminated land

Landowners, neighbours, and communities along the rail corridor provide feedback to ARTC's engagement team and this has been integrated into the design outcomes. This process is ongoing.

ARTC has a preferred design solution for most of the 12 enhancement sites and will continue to work with communities and stakeholders for those sites which still require a preferred design.

2.4 Construction schedule

The construction schedule is indicative only at this reference design phase of the project and will be further refined during the detailed design phase (see Figure 9).

The construction schedule for the enhancement sites indicates that enabling works are due to commence in late 2021, construction work is due to commence in early 2022 and construction work is due to be completed by mid-2025.

The construction timeframe varies for each enhancement site depending on the complexity and nature of the works proposed.

The indicative construction provided by ARTC (as at September 2020) is provided in Appendix D.

2.5 Construction workforce

The construction workforce is anticipated to be in the order of 30 people for bridge replacement works and 65 people for track lowering works. During peak construction periods, up to 65 people may be required for a day or two for bridge replacement work and up to 110 people for track lowering work.

Table 1 Estimated construction workforce personnel requirements

Type of works	Standard workforce numbers	Peak workforce numbers
Bridge replacement	30	55
Track lowering	65	110

More precise workforce requirements will be determined later in the project in consultation with the construction contractor. The estimated personnel numbers were determined following consultation with AECOM's rail engineers and with ARTC staff who used the current North East Rail Line (NERL) project workforce as a basis for comparison.

Track lowering works require a larger construction workforce compared to bridge replacement works. Track lowering projects are often able to utilise the local workforce to assist with labouring jobs associated with earth-moving works.

ARTC seeks to use local business suppliers and create local jobs to bring economic benefits to regional Australia. It is anticipated that some skilled labour will need to be sourced from outside the region. Where possible, ARTC will continue to adopt an equal opportunity approach to recruitment and actively support a diverse workforce that includes vulnerable population groups including people from culturally and linguistically diverse backgrounds, Indigenous peoples, women, school leavers, the unemployed and underemployed.

No other major projects have been identified for regional Victoria during the construction phase for Inland Rail T2A. The NERL works are due to cease prior to Inland Rail T2A works, as will the construction of the Winton Solar Farm which is anticipated to create up to 150 jobs during the construction phase, scheduled to finish mid-2021.

3.0 Strategic Planning

The state, regional and local strategic planning provisions relevant to the Inland Rail project are discussed below.

3.1 State

The strategic planning policies at the state level relevant to the Inland Rail project are outlined in Table 2. These policies highlight the economic benefit of the project to Victoria through the efficient movement of freight and improved road congestion and safety.

Table 2 Strategic planning provisions

Document reference	Relevant provisions
Victorian Transport Plan (2008)	Strategy 4.2 seeks to improve national, regional and cross-town freight connections whereby the Victorian Government aims to improve inter-regional and interstate connections. Priority actions identified within the Victorian Transport Plan include to upgrade the interstate rail network, as agreed with the Federal Government and Australian Rail Track Corporation, to reduce travel times between Melbourne and Sydney. One of the Plan's six overarching priorities is linking communities by closing gaps, reducing congestion and improving road safety. The Plan also recognises that investment in infrastructure such as rail lines, drive jobs and opportunities, link communities and are the building blocks of economic growth.
Freight Futures: Victorian Freight Network Strategy (2008)	Key goals identified within the Freight Futures document include maintain and improve the efficiency of the freight network – ensuring that the road and rail links, ports, terminals and related facilities for handling and moving goods around our cities, towns and State are operating to their maximum efficiency to support Victoria's continued economic growth. Key strategies applicable to the Inland Rail project include: • Improve the freight and logistics network to optimise freight handling and maintain the efficiency and effectiveness of the network. • Plan for improved freight connections that are adaptable to commodity, market and operating changes. • Facilitate increased capacity of Interstate Freight Terminals, both in regional areas and Metropolitan Melbourne. • Minimise negative impacts of freight movements on urban amenity
Victoria's 30-year Infrastructure Strategy (Infrastructure Victoria, December 2016, updated 2019) Victorian Infrastructure Plan (Department of Premier and Cabinet, September 2018)	Increase the capacity and connectivity of Victoria's freight network and outlines the following priorities: • The Inland Rail project is expected to be completed between 2026 and 2031. • Potential benefits include productivity improvements from double-stacked freight trains (noting that construction of an intermodal facility for double-stacked freight trains would be required). • Another benefit would be decreased transit time between Melbourne and Brisbane and reduced reliance on road-based haulage. In terms of transport priorities, the Victorian Infrastructure Plan identifies the following project under Priority 3 – Connecting regional Victoria: • Continued collaboration with the Commonwealth on the delivery of the Inland Rail project to upgrade freight lines between Melbourne and Albury as part of the high-capacity inland rail route being constructed between Melbourne and Brisbane.

3.2 Regional

There are 48 regional and rural council areas across the state of Victoria that are grouped together to form five regions. The Inland Rail corridor is located within the Hume Region. The Hume Region comprises 12 Local Government Areas (LGAs) and includes the six LGAs that form the Regional Study Area being Mitchell, Strathbogie, Benalla, Wangaratta, Indigo and Wodonga.

The Hume Region is spatially outlined in Figure 10. The region is divided into two subregions, the Ovens Murray region (outlined in blue) and the Goulburn region (outlined in green).

Hume Regional Growth Plan

The Hume Regional Growth Plan (2014) published by the Victorian Government, provides a broad direction for regional land use and development. The Growth Plan seeks to provide a high-level planning framework addressing matters such as strategic land use and infrastructure directions.

The vision for the Hume Region is to be a resilient, diverse and thriving region. The Hume region is the fastest growing region in Victoria and seeks to capitalise on the strengths and competitive advantage of the sub-regions, to harness growth for the benefit of the region and to develop liveable and sustainable communities.

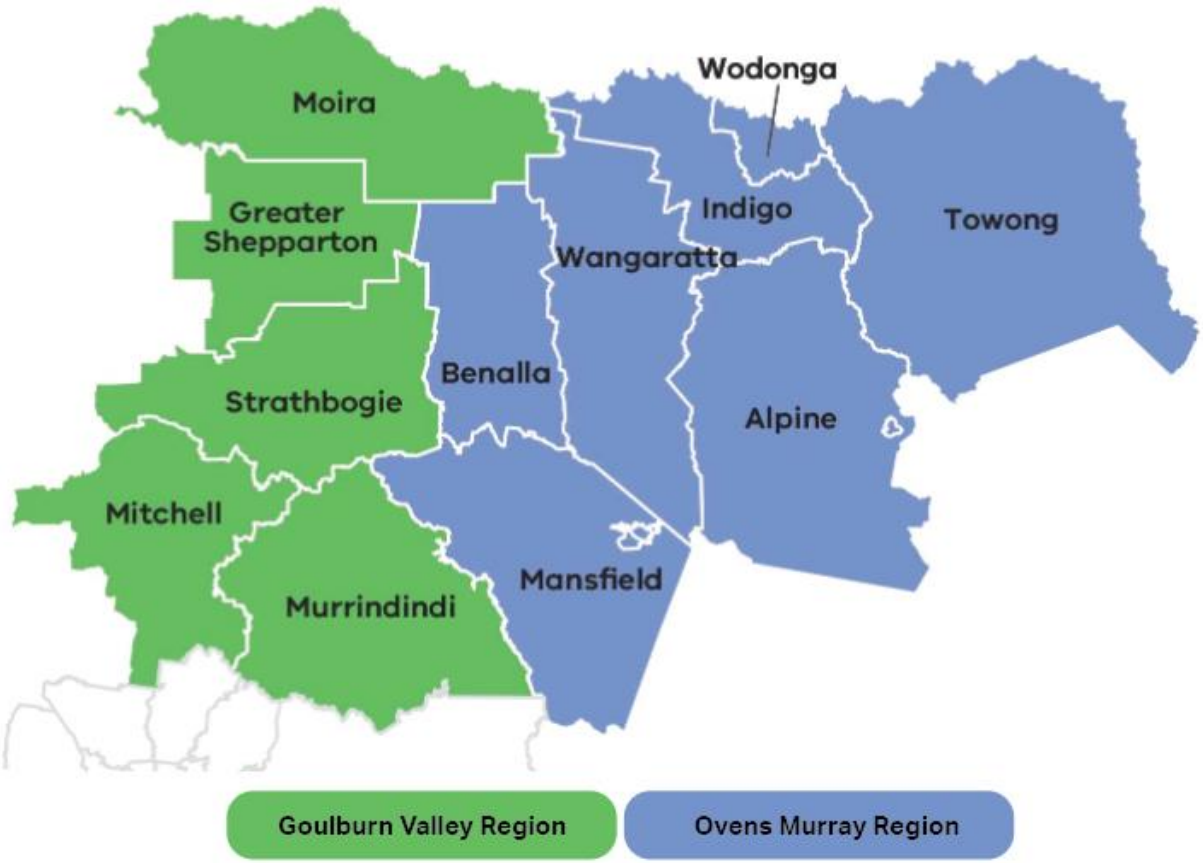
Principles to achieve the vision are:

- Efficient and sustainable settlements
- Sustainable rural communities
- A healthy environment and a celebrated heritage
- Healthy, vibrant, resilient communities
- A thriving and dynamic economy
- A mobile and connected region

The Hume Regional Growth Plan acknowledges that freight and logistics represent a major opportunity to capitalise on national and intrastate transport links. In addition, maintaining liveability and access to transport, communications, technology, education and lifestyle choices will be important to ensure the region remains attractive to businesses and individuals.

The Hume Region Growth Plan also acknowledges that '*regardless of the chosen alignment, the proposed Inland rail link to Brisbane will provide benefits to the region'.*

Figure 10 Victoria's Hume Region



Source: Regional Development Australia (RDA)

3.3 Local

The six LGAs within the Regional Study Area have produced a range of community and strategic planning documents including the following:

- Benalla Council Plan 2016-2021 (2020 Update);
- Benalla Rural City Community Plan 2016-2036;
- Indigo Shire Council Plan 2017-2021 (2020 Update);
- Indigo Shire Council Economic Development Strategy 2018;
- Mitchell Shire Council 2020 Community Plan;
- Mitchell Shire Council Plan 2017-2021;
- Strathbogie Shire Liveability Plan 2017-2021;
- Strathbogie Shire Council Plan 2017-2021 (2020 Update);
- Rural City of Wangaratta, Our Roadmap for the Future – Council Plan 2017-2021;
- Rural City of Wangaratta, Rural City of Wangaratta 2030 Community Vision, 2018;
- City of Wodonga, Council Plan 2017-2018 to 2020-2021; and
- City of Wodonga (Vic) and Albury City (NSW), Two Cities One Community – Community Strategic Plan 2017 – 2021.

The local government plans provide a blueprint for the future development of the regions. Broadly speaking, the objectives of the community plans relevant to the inland rail project are:

- To grow greater interstate and international connections for businesses within the region;
- Protect the natural environment and scenic qualities of the region;
- Support community social connections and foster an inclusive and diverse culture;
- Retain and enhance the mixed-use historic centres of townships; and
- Maintain access to community services and facilities to keep the community active, healthy and engaged.

From a land use perspective, Stage 1 of T2A will utilise an existing railway corridor and accordingly minimal changes to the existing zoning or land uses are proposed.

4.0 Existing socio-economic environment

4.1 Data sources and Benchmarks

The socio-economic environment data has been primarily sourced from Australia Bureau of Statistics (ABS) census data. It is important to note that the most recent ABS census occurred in 2016. The data represents a snapshot in time and changes to the community may have occurred post-census. Where more recent data has been obtained, the date is stated below (i.e. 2020 population estimates and 2018 Vic Roads data).

The Regional Study Area socio-economic environment has been assessed against two benchmarks:

- Benchmark A - Regional Victoria
  - refers to the state of Victoria, excluding the Greater Melbourne. This is an ABS defined area.
  - on occasion the Hume SA4 region (see Figure 10) was used as a substitute benchmark, providing a more specific comparison to the north-eastern region of Victoria.
- Benchmark B – Victoria
  - refers to the state of Victoria.

The socio-economic environment within the communities of interest identified within the Local Study Areas were benchmarked against the relevant LGA information. Local community characteristics compared to the wider LGA is discussed in section 4.7.

4.2 Regional Study Area characteristics

ARTC's Inland Rail project follows the existing Melbourne to Albury rail corridor. Stage one of the ARTC Inland Rail crosses through six LGA areas and several townships which service the surrounding communities. The undulating landscapes to the east of the railway raises to the alpine region and the agricultural plains to the west help frame the regional communities which the Inland Rail track runs through across Victoria. The agricultural lands are delineated by strips of vegetation segregating cropland and bordering the Hume Highway and road reserves.

Prior to European settlement the Indigenous People of the Taungurung Clans and the Yorta Yorta Nation managed the land where the railway is located.

Many of the towns along the railway were established in the mid-19th century to support the growing populations spreading out from the major coastal cities and to support agricultural practices.

The historical co-dependency of these townships and the railway lines led to the structure of the towns developing along either side of the railway tracks, with road-connection provided from a range of at-grade crossings, underpasses and bridges. The historic road network extends from the railway stations into the surrounding area and many roads are still named after the two townships which they connect.

The established, mixed-use centres of townships are built around the railway and include businesses that provide everyday goods and services to local communities and tourists. Moving away from the railway, the built form transitions to low density detached residential homes on large allotments that then transition to homesteads and agricultural land within primary production areas.

The northern extent of the Hume Region is a historically fertile area, with 44% of the land used for agricultural purposes (Australian Government Department of Agriculture, Water and the Environment, 2020)

V/Line connects people and tourists in regional Victoria to the capital cities of Melbourne, Canberra and Sydney. Regional townships within the Regional Study Area also benefit from the V/Line coach services that further assist to connect regional areas to capital cities. The Hume Highway is a key transport network that is located roughly parallel to the Inland Rail corridor.

Major regional hubs such as Wangaratta and Wodonga townships recoded a population close to 20,000 (18,102 and 18,948 respectively (ABS, 2016). Glenrowan, the smallest township along the rail corridor to include an enhancement site, recorded a population of 963 in 2016 (ABS, 2016). Local communities

of interest including those located near enhancement sites within existing townships, are discussed further in section 4.7.

Although the overarching economic driver of the region is agriculture, other industries also prosper within the region such as health services, defence and tourism. Benalla is a hub for defence industries utilising its proximity to Puckapunyal Military Area to assist in the production of munitions. Glenrowan, as the location of the Kelly Gang's last stand, serves as a tourist destination and a place of cultural heritage.

4.3 Population and demography

Table 3 Historic, current and future population projections

LGA / Benchmark	2006	2011	2016	2020	2026	2036
Mitchell	30,929	34,637	40,918	47,237	62,423	97,688
Strathbogie	9,295	9,486	10,274	10,781	11,353	12,009
Benalla	13,522	13,643	13,861	14,037	14,331	14,659
Wangaratta	26,391	26,816	28,310	29,187	30,519	32,165
Indigo	14,798	15,178	15,952	15,952	17,428	18,515
Wodonga	33,007	35,519	39,351	42,083	49,174	58,901
Combined LGAs	127,942	135,279	148,666	160,036	185,228	233,937

2006 -2016 data source: ABS (2016), 2020-2036 projections data source: Regional Development Victoria – regional snapshot portal (2020).

All LGAs identified experienced population growth between 2006 to 2020 and population growth is predicted to continue for all LGAs as shown in Table 3. Some LGAs are forecast to experience modest growth in the next 16 years (Strathbogie, Benalla and Indigo), other LGAs (Wangaratta and Wodonga) are predicted to experience more substantial population growth. Mitchell Shire experienced a substantial 150% population increase from 2006 to 2020 (additional 16,514 people), and the 2006 population is forecast to more than triple by 2036 to approximately 97,688 residents.

Table 4 Population and demography overview

LGA / Benchmark	Population estimate (2020)	Median age (years)	Children and young people children (age 0-17 years) 2016 (%)	Indigenous (%)	People born overseas (%)
Mitchell	47,237	37	25.1	1.6	11.5
Strathbogie	10,781	52	18.1	1.2	8.9
Benalla	14,037	49	19.3	1.6	7.8
Wangaratta	29,187	45	21.7	1.3	8
Indigo	16,701	46	N/A	1.3	8.5
Wodonga	42,083	36	24.6	2.5	10

LGA / Benchmark	Population estimate (2020)	Median age (years)	Children and young people children (age 0-17 years) 2016 (%)	Indigenous (%)	People born overseas (%)
Combined LGA Aggregate	160,036	44	21.8	1.6	9.1
Benchmark A – Regional Victoria	170,194* (2016)	44*	21.9	1.6	11
Benchmark B – Victoria	5,926,624 (2016)	37	21.7	0.8	28.3

**Hume SA4 data used as a substitute*

Stage 1 of the T2A section of the Inland Rail project is bookended by LGAs with a younger median age population compared to the Regional Victoria (44). The median age of Mitchell LGA and Wodonga LGA was 37 and 36 respectively, notably younger than Strathbogie (52), Benalla (49), Wangaratta (45) and Indigo (46) LGAs.

The proportion of children and young people aged between 0-17 years old was higher in Mitchell (25.1%) and Wodonga (24.6%) LGAs, relative to Regional Victoria (21.9%) and Victoria (21.7%). A higher proportion of the population were aged 0-4 years old in Mitchell shire and Wodonga (7.0% and 6.9% respectively) higher than the Victorian average of 6.3%. The remaining four LGAs recorded a lower proportion of 0-4-year-olds (ranging from 5.4% to 4.4%) indicating a lower number of young families.

Benalla (4.7%), Strathbogie (3.7%) and Wangaratta (3.6%) LGAs recorded a high proportion of people aged 85 and over, higher than the Victorian average (2.2%). People aged over 85 are less likely to drive and be more dependent on pedestrian infrastructure in their daily living.

A higher proportion of Indigenous peoples live in Wodonga LGA (2.5%) compared to Regional Victoria (1.6%) and Victoria (0.8%). The remainder of the Regional Study Area includes a similar proportion (1.2% to 1.6%) of Indigenous people compared to Regional Victoria.

Most people in the Regional Study Area were born in Australia and those who were born overseas are primarily from English speaking countries. The majority of overseas born residents in Mitchell LGA were born in the United Kingdom (3.2%), followed by New Zealand (1.1%), India (0.7%), which is comparable to Wodonga LGA.

A smaller proportion of people living in the Regional Study Area were born overseas (average of 9.1%), compared to Regional Victoria (11%), and substantially lower than Victoria (28.3%). Mitchell (11.5%) and Wodonga (10%) LGAs have a similar proportion of people born overseas, compared to Regional Victoria.

Table 5 household structure summary

LGA / Benchmark	Average people per household	Couples with children (%)	Lone person households
Mitchell	2.7	33.3	20.2
Strathbogie	2.2	19.1	30.3
Benalla	2.2	19.3	30.1
Wangaratta	2.3	24.8	28.5
Indigo	2.4	40.1	25.4
Wodonga	2.5	27.6	24.6
Combined LGA aggregate	2.4	27.4	26.5
Benchmark A – Regional Victoria	2.4*	25.3	27
Benchmark B – Victoria	2.6	31.4	23.3

**Hume SA4 data used as a substitute*

The average number of people per household in the Regional Study Area was similar to the Hume SA4 benchmark (2.4) with a slightly higher average in Mitchell LGA (2.7) and slightly lower in Strathbogie and Benalla LGAs (2.2). Fewer people live alone in Mitchell LGA. More people live alone in Strathbogie and Benalla LGAs compared to the rest of the Regional Study Area, Regional Victoria and Victoria. Single person households are likely to be associated with the higher proportion of elderly residents in Benalla and Strathbogie.

There was a higher proportion of couples with children in Mitchell, Indigo and Wodonga LGAs compared to rest of the Regional Study Area, Regional Victoria and Victoria. Indigo's proportion of couples with children was 40.1%, notably higher than the Regional Victoria benchmark (25.3%).

Table 6 Housing vacancy, housing cost and tenure

LGA / Benchmark	Vacant private houses (%)	Tenure – rented private dwellings	Median weekly rent ($)	Median monthly mortgage repayments ($)
Mitchell	9.4	22.4	265	1,582
Strathbogie	21.4	19.6	190	1,170
Benalla	12.2	24.1	200	1,192
Wangaratta	11.1	23.0	210	1,300
Indigo	11.0	18.3	210	1,400
Wodonga	8.7	35.6	250	1,430
Combined LGA Aggregate	12.3	23.8	221	1346
Benchmark A – Regional Victoria	16.9*	24.9*	225*	1,300*
Benchmark B – Victoria	11.7	28.7	261	1,728

**Hume SA4 data used as a substitute*

There was a higher proportion of unoccupied private dwellings in Strathbogie LGA (21.4%) compared to the Hume SA4 benchmark (16.9%) and the combined LGA aggregate (12.3%). However, the rest of the Regional Study Area had a lower proportion of unoccupied private dwellings compared to the Hume SA4 benchmark.

Wodonga LGA recorded a higher proportion of private rental (35.6%) compared to the rest of the Regional Study Area LGAs, all of which had a lower proportion of private rentals compared to the Hume SA4 benchmark of 24.9%. The combined LGA aggregate of 23.8% private rentals was slightly lower than the Hume SA4 region as well as the State of Victoria (28.7%).

The median weekly rent in Mitchell and Wodonga LGAs was higher than the Hume SA4 benchmark of $225 per week being $265 and $250 respectively, and much lower in the rest of the Regional Study Area ($190-$210 per week). Similarly, the median monthly mortgage repayment was higher in Mitchell and Wodonga LGAs compared to the rest of the Regional Study Area ($1,345). This indicates that there may be greater demand for housing in Wodonga and Mitchell than in the central four LGA's along the Inland Rail route. It is consistent with a trend in Australia for regional centres to grow and smaller rural townships to lose population.

4.4 Socio economic indications (SEIFA)

Socio-Economic Indexes for Areas (SEIFA) measure the relative level of socio-economic disadvantage based on a range of census characteristics. SEIFA indexes are a useful measure to obtain a general view of the relative level of disadvantage in one area compared to others.

The index score provided in Table 7 is the Index of Relative Socio-Economic Disadvantage (IRSD). This index contains only disadvantage indicators (e.g. unemployment, low incomes or education levels, low skill occupations, lack of internet access, etc.). A higher score on the index means a *lower* level of disadvantage and correspondingly a lower score on the index means a *higher* level of disadvantage. Across Australia's LGAs, SEIFA scores range from 188 (most disadvantaged) to 1186 (least disadvantaged).

The SEIFA decile column in Table 7 indicates the approximate position of the area in a ranked list of Australia's suburbs and localities, within the range of 1-10. It provides an indication of a relative disadvantage compared with Australia as a whole. A higher number indicates a higher socio-economic status. For instance, a decile of 7 indicates that area recorded a lower level of disadvantage than an area with a decile score of 3 (more disadvantaged).

Table 7 Relative index of disadvantage

LGA / Benchmark	SEIFA Score	SEIFA Decile (1-10)
Mitchell	997	7
Strathbogie	974	5
Benalla	951	4
Wangaratta	983	6
Indigo	1,016	8
Wodonga	977	6
Benchmark A – Regional Victoria	977	6
Benchmark B – Victoria	1010	8

The Regional Victoria SEIFA relative disadvantage score was 977 in 2016. Mitchell, Wangaratta and Indigo LGAs received a score above the regional benchmark, being 997, 983 and 1016 respectively. Indigo LGA in particular, has a low level of disadvantage when compared with Regional Victoria.

Benalla in contrast, was more disadvantaged than most areas of Regional Victoria, with a decile score of four.

Pockets of greater disadvantage exist within each LGA. People living near the railway where enhancement sites are proposed, recoded a lower SEIFA score than the respective LGA SEIFA score, indicating greater disadvantage, as discussed further in section 4.7 of this report.

4.5 Travel behaviour

Table 8 Travel behaviour summary

LGA / Benchmark	Households with no motor vehicles registered (%)	Households with 3 or more motor vehicles registered (%)	Journey to work – cycling or walking (%)	Journey to work – car (as driver or passenger) (%)	Total number of crashes (2018)
Mitchell	3.5	22.6	3.1	73.2	124
Strathbogie	3.8	22.4	6.3	65.5	37
Benalla	6.0	20.4	5.3	71	27
Wangaratta	5.2	20.3	5.7	72.1	68
Indigo	3.0	27.1	N/A	N/A	31
Wodonga	5.4	17.5	4.6	78.9	48
Combined LGA Aggregate	4.5	21.7	5	72.1	56
Benchmark A – Regional Victoria	4.6	21.7	4.6	71.9	693*
Benchmark B – Victoria	7.9	17.7	4.4	65.8	11,429

**Hume SA4 data used as a substitute*

A higher proportion of households in the Regional Study Area have three motor vehicles, and there is a lower proportion of households without motor vehicles, compared to Victoria. However, the combined LGA aggregate suggests the proportion of households with no vehicle and those with three or more vehicles was near identical to Regional Victoria benchmark (4.6% and 21.7% respectively).

Most people in the Regional Study Area travelled to work using a car, which was also the primary journey to work method for Regional Victoria and Victoria. However, walking or cycling to work was relatively popular way of traveling to work in Strathbogie (6.3%), Wangaratta (5.7%) and Benalla (5.3%), more popular than the Regional Victoria benchmark (4.6%) and Victoria (4.4%).

VicRoads crash data (2018) suggests that a higher number of crashes occurred in Mitchell LGA compared to the rest of the Regional Study Area, which could be associated with a higher population and proximity to Greater Melbourne resulting in higher number of people using the roads and higher likelihood of crashes compared to central Victoria.

4.6 Labour force, income and employment

Table 9 Labour force, income and employment summary

LGA / Benchmark	Median weekly household income ($)	Proportion of the workforce that is unemployed (%)	Employment Industry: construction (%)	Occupation: Technicians and Trades Workers (%)	Occupation Labourers (%)
Mitchell	1,391	5.7	12.5	17.5	11.9
Strathbogie	962	4.6	8.0	14.1	15.7
Benalla	946	5.3	8.3	15.6	13.2
Wangaratta	1,085	4.6	7.6	14.0	11.7
Indigo	1,265	4.3	7.4	14.3	12.5
Wodonga	1,273	6.0	8.6	16.6	11.2
Combined LGA Aggregate	1,154	5.1	8.7	15.4	12.7
Benchmark A – Regional Victoria	1,124*	6.0	8.8	14.8	12.4
Benchmark B – Victoria	1,728	6.6	8.3	13.1	9.0

**Hume SA4 data used as a substitute*

The combined LGA aggregate median weekly household income was $1,154, being $30 more than the Hume SA4 benchmark. The median weekly household income in Mitchell ($1,391), Indigo ($1,265) and Wodonga ($1,273) LGAs was higher than the Hume SA4 regional benchmark ($1,124). Conversely Benalla and Wangaratta LGAs had a lower median weekly income of $962 and $946 respectively.

The Regional Study Area recorded lower unemployment (5.1%) compared to Regional Victoria (6.0% and Victoria (6.6%). Indigo and Wangaratta recorded the lowest employment rate of 4.6% and 4.3% respectively, significantly lower than Regional Victoria (6.0%) and Victoria (6.6%). The highest levels of unemployment in the Regional Study Area were in Wodonga (7.2%) and Benalla (6.3%).

Information regarding the dominant industries of employment has been drawn from the 2016 ABS Census which indicated that the dominant industry sector of employment across all six LGAs was the health care and social assistance sector ranging between 10% and 16% of total employment. This is consistent with Regional Victoria where 14.3% of the workforce were employed in the health care and social assistance sector during the 2016 census. Agriculture was also a major employer in the central four LGAs along the rail corridor, employing between 7-19% of the local workforce. The public administration and safety industry sector employed 6.3% of the workforce in Benalla to 15% in Mitchell Shire. This is a greater proportion than in Regional Victoria (6.1%) and the state of Victoria (5.3%). Manufacturing was also a predominant source of employment in the north eastern three LGAs (Indigo, Wangaratta and Wodonga) with employment in the sector ranging from 10% to 26%, much higher than the regional Victorian average of 8.1%. There was also a consistent 7% - 11% of the population across all 6 LGAs which were employed in the retail sector, which is consistent with the Regional Victorian average (10.6%).

There was a higher proportion of people employed in the construction industry in Mitchell LGA (12.5%) compared to Regional Victoria (8.8) and the rest of the Study Area (8.7%). In addition, a higher proportion of technicians and trades workers reside in Mitchell LGA (17.5%) compared to Regional Victoria (14.8%). Wodonga (16.6%) and Benalla (15.6%) LGAs recorded a higher proportion of people in these occupations compared to the Regional Victoria benchmark.

The construction industry is generally a male-dominated field of employment and this holds true in Regional Victoria. across the Regional Study Area, on average 11% of people who work in the construction field identified as female and 89% male (ABS, 2016).

4.6.1 Indigenous Peoples workforce and employment considerations

Note on Indigenous People data sets: information within the Indigenous Peoples datasets is likely to have been randomly adjusted by the ABS to avoid the release of confidential data. Limited reliance should be placed on small numbers within the datasets due to this random adjustment.

Table 10 Indigenous Peoples employment status

LGA / Benchmark	Total Indigenous Peoples population	Un-employed, looking for full time work	Un-employed, looking for part-time work	Not in the labour force	Employed, work part-time	Employed, work full time
Mitchell	653	5	0	77	24	81
Strathbogie	116	6	0	50	28	26
Benalla	218	22	10	139	62	109
Wangaratta	380	0	0	34	8	29
Indigo	204	11	14	93	42	44
Wodonga	981	32	21	232	94	155
Total	**2,552**	**81**	**40**	**629**	**269**	**444**

Source: ABS, 2016

Table 10 indicates that in 2016, approximately 81 people within the Regional Study Area who identify as being Indigenous were looking for full time employment and 40 people were looking for part- time employment. The Inland Rail project provides employment opportunities for Indigenous people through the Inland Rail Indigenous Participation Plan, both through direct employment and through supporting Indigenous businesses being contracted through the operations supply chain.

A summary of Indigenous household incomes within the Study Area is provided in Table 11.

Table 11 Indigenous Peoples median household income comparison

LGA / Benchmark	Number of households with at least 1 Indigenous person	Median weekly household received income ($) for household with at least 1 Indigenous person	Difference between Indigenous household received incomes and wider community median household received income
Mitchell	365	1,223	-12%
Strathbogie	68	1,104	+14.8%
Benalla	108	734	-22.4%
Wangaratta	197	973	-10.3%
Indigo	106	1,156	-8.6%
Wodonga	299	1,104	-13.3%

LGA / Benchmark	Number of households with at least 1 Indigenous person	Median weekly household received income ($) for household with at least 1 Indigenous person	Difference between Indigenous household received incomes and wider community median household received income
Combined LGA Aggregate	190	1,049	-8.6%
Benchmark A – Regional Victoria	11,263	1,061	-5.6%
Benchmark B – Victoria	23,783	1,200	-30.6%

The Indigenous Household Indicator (INGDWTD) is defined as '*households who have at least one person who identified as being Aboriginal and/or Torres Strait Islander who is usually resident at that dwelling and was present on Census night. This variable is applicable to all occupied private dwellings enumerated in the 2016 Census'.* – ABS 2016

Table 11 highlights that Indigenous households recorded lower household incomes than the LGA wide median. Strathbogie is an outlier in the Regional Study Area as Indigenous households received on average a higher median income then the rest of the LGA.

Table 12 Indigenous Peoples skilled workforce

LGA / Benchmark	Construction Trades Workers	Technicians and Trades Workers	Engineering ICT and Science Technicians	Other Technicians and Trades Workers	Occupational Labourers
Mitchell	0	0	0	0	11
Strathbogie	0	0	0	0	9
Benalla	8	0	0	5	33
Wangaratta	0	0	0	0	9
Indigo	3	0	0	0	23
Wodonga	4	0	9	4	35
Total	**12**	**0**	**6**	**9**	**116**

Source: ABS, 2016

The data listed in Table 12 indicates that there were approximately 116 Indigenous labourers in the Regional Study Area and approximately 12 Indigenous peoples with construction trades.

Table 13 Aboriginal and/or Torres Strait Islander unemployment data compared to LGA and regional averages.

LGA / Benchmark	Unemployment 2006 % (LGA)	Indigenous unemployment % (LGA) 2006	Unemployment 2011 % (LGA)	Indigenous unemployment % (LGA) 2011	Unemployment 2016 % (LGA)	Indigenous unemployment % (LGA) 2016
Mitchell	4.8	4.6	5.1	4.4	5.7	14.7
Strathbogie	6.9	4.2	4.1	0	5.3	17.5
Benalla	5.7	3.3	5.1	5.2	5.3	0
Wangaratta	4.6	7.1	5.4	4	4.6	18.0
Indigo	3.7	0	3.9	2.2	4.3	4.0
Wodonga	5.3	5.5	5.6	7.5	6.0	14.8
Combine LGA aggregate	5.1	4.1	4.8	3.8	5.2	11.5
Regional Victoria	N/A	N/A	4.8	6	5.0	13.8
Victoria	5.4	5.4	5.4	4.9	6.6	14.0

Source: ABS, 2006, 2011, 2016

Table 13 shows the long-term unemployment of Indigenous Peoples within each LGA between the 2006, 2011 and 2016 Australian census and the comparison to the respective LGA population. The data demonstrates a rise in unemployment in all LGAs (excluding Strathbogie) over the 10-year period.

There is a fluctuation between 2011 and 2016 with unemployment data. The Hume Region boundaries were altered between 2006 and 2011 which may also account for some discrepancy between the census records.

Indigenous Peoples summary

The data shows that in 2016 there was a number of Indigenous peoples within the Regional Study Area that could likely be employed with either the existing skill set or are in a position to be upskilled for future work associated with the Inland Rail project. Though it must not be assumed that all labourers in the region are able to be employed immediately, the seasonal nature of their profession may allow some to join the project.

4.7 Local Study Area Considerations

A socio-economic analysis of the immediate communities near the enhancement sites within existing townships is summarised in Table 14 to Table 19. The Local Study Area boundaries include the SA1 catchments closest to the enhancement sites, as discussed and mapped in Section 1.4.2.

The Local Study Area socio-economic analysis for each of the selected townships has been benchmarked against the relevant LGA data to understand how the communities closest to the enhancement sites may differ from the wider LGA characteristics discussed in Sections 4.3- 4.6.

The Local Study Areas socio-economic analysis indicated that all communities of interest (those living in existing townships in proximity to the enhancement sites) are more disadvantaged than the majority of residents within the respective LGA. All of the SA1 catchments within each of the Local Study Areas recorded lower SEIFA (IRSD) scores compared to the respective benchmark LGA SEIFA score.

In particular, the Local Study Area for Benalla, which included four SA1 catchments, recorded a median SEIFA percentile of 18; approximately half of the Benalla LGA SEIFA percentile of 33. The Benalla Local Study Area recoded the lowest SEIFA score percentile, followed by Euroa Local Study Area (19) and the Hamilton Street, Broadford Local Study Area (20).

The Local Study Area with the highest proportion of households with no registered motor vehicle was Wangaratta (14.7%) with one SA1 (2106609) recording nearly one quarter of all households (103 households) were without a registered motor vehicle (24.2%).

All Local Study Areas recorded a higher proportion of unemployment, compared to the respective LGA, excluding Glenrowan, and Short Street, Broadford. The Hamilton Street, Broadford Local Study Area recorded the highest proportion of workforce unemployment (9.1%). However, the nearby Short Street, Broadford Local Study Area recorded the second lowest workforce unemployment of 5.0%, second to Glenrowan (4.0%). The Short Street, Wandong and Glenrowan Local Study Area unemployment was also below the Regional Victoria benchmark of 6.0%, discussed in Section 4.6.

The median age of the population within the Local Study Areas was generally similar or slightly older than the median age for the respective LGA. The greatest discrepancy in median age between the Local Study Area and the associated LGA was the Hamilton Street, Broadford Local Study Area, where the median age recorded in 2016 was 46, nine years above the Mitchell LGA average.

The highest number of Indigenous Peoples across the Local Study Areas was recorded in the Hamilton Street, Broadford bridge replacement Local Study Area were 43 Indigenous Peoples represented 3.3% of the population, more than double the Mitchell LGA (1.6%) and the Regional Victoria benchmark (1.6%) discussed in Section 4.3.

In summary, the Local Study Area communities are more likely to be disadvantaged, unemployed and looking for work, and without access to a vehicle compared to the respective LGA. In particular, the level of disadvantage is notably high in the Benalla, Euroa and Broadford Local Study Areas.

Table 14 Wandong Study Area Characteristics

Wandong SA1 7-digit Identification Code	Usual Resident Population	Median Age	Proportion of the workforce which is Unemployed (%)	Households with no registered motor vehicles (%)	Indigenous population	SEIFA SCORE (IRSD)	SEIFA Decile (1-10)	SEIFA Percentile (1-100)
2122415	348	44	5.8	2.2	0	1026	6	53
Mitchell LGA	**40,918**	**37**	**5.7**	**3.5**	**653**	**997**	**7**	**67**

Table 15 Broadford Study Area Characteristics

Broadford SA1 7-digit Identification Code	Usual Resident Population	Median Age	Proportion of the workforce which is Unemployed (%)	Households with no registered motor vehicles (%)	Indigenous population	SEIFA SCORE (IRSD)	SEIFA Decile (1-10)	SEIFA Percentile (1-100)
Short Street Track Lowering Enhancement Site								
2105627	246	37	5.1	3.3	0	946	3	25
2105612	174	42	6.5	5.1	4	892	2	13
2105618	402	32	4.1	4.4	3	973	4	32
2105626	475	31	4.6	3.7	4	991	4	39
Average (A) or Total (T)	**1,297 (T)**	**35.5 (A)**	**5.0 (A)**	**4.1 (A)**	**11 (T)**	**950 (A)**	**3 (A)**	**27 (A)**
Hamilton Street Bridge Replacement Enhancement Site								
2105607	341	48	9.0	11.2	13	905	2	16
2105606	297	42	12.5	3.2	6	913	2	17
2105625	432	45	6.4	5.3	14	910	2	17
2105622	201	49	4.9	3.9	10	965	3	30
Average (A) or Total (T)	**1,271 (T)**	**46 (A)**	**9.1 (A)**	**5.9 (A)**	**43 (T)**	**923 (A)**	**2 (A)**	**20 (A)**
Mitchell LGA	**40,918**	**37**	**5.7**	**3.5**	**653**	**997**	**7**	**67**

Table 16 Euroa Study Area Characteristics

Euroa SA1 7-digit Identification Code	Usual Resident Population	Median Age	Proportion of the workforce which is Unemployed (%)	Households with no registered motor vehicles (%)	Indigenous population	SEIFA SCORE (IRSD)	SEIFA Decile (1-10)	SEIFA Percentile (1-100)
2105504	289	42	10	6.6	0	829	1	6
2105502	325	56	7.8	13	4	897	2	14
2105511	331	59	3.4	8	0	903	2	15
2105503	248	46	2.8	4.0	8	992	4	39
Average (A) or Total (T)	**1,193 (T)**	**51 (A)**	**6 (A)**	**7.9 (A)**	**12 (T)**	**905 (A)**	**2 (A)**	**19 (A)**
Strathbogie LGA	**10,274**	**52**	**4.6**	**3.8**	**116**	**974**	**5**	**49**

Table 17 Benalla Study Area Characteristics

Benalla SA1 7-digit Identification Code	Usual Resident Population	Median Age	Proportion of the workforce which is Unemployed (%)	Households with no registered motor vehicles (%)	Indigenous population	SEIFA SCORE (IRSD)	SEIFA Decile (1-10)	SEIFA Percentile (1-100)
2106319	443	45	9.4	9.8	5	880	2	12
2106320	327	46	9.2	11	7	821	1	6
2106310	272	52	5.2	13	0	896	2	14
2106329	258	49	7.5	0	10	991	4	38
Average (A) or Total (T)	**1300 (T)**	**48 (A)**	**7.8 (A)**	**8.5 (A)**	**22 (T)**	**897 (A)**	**2 (A)**	**18 (A)**
Benalla (RC) LGA	**13,861**	**49**	**5.3**	**6**	**218**	**951**	**4**	**33**

Table 18 Wangaratta Study Area Characteristics

Wangaratta SA1 7-digit Identification Code	Usual Resident Population	Median Age	Proportion of the workforce which is Unemployed (%)	Households with no registered motor vehicles (%)	Indigenous population	SEIFA SCORE (IRSD)	SEIFA Decile (1-10)	SEIFA Percentile (1-100)
2106609	428	55	5.1	24.2	7	900	2	15
2106622	303	44	5.6	12.1	0	959	3	28
2106611	477	44	6.1	11.4	9	955	3	27
Average (A) or Total (T)	**1,208 (T)**	**48 (A)**	**5.6 (A)**	**15.9 (A)**	**16 (T)**	**938 (A)**	**3 (A)**	**23 (A)**
Wangaratta (RC) LGA	**28,310**	**45**	**4.6**	**5.2**	**380**	**983**	**6**	**56**

Table 19 Glenrowan Study Area Characteristics

Glenrowan SA1 7-digit Identification Code	Usual Resident Population	Median Age	Proportion of the workforce which is Unemployed (%)	Households with no registered motor vehicles (%)	Indigenous population	SEIFA SCORE (IRSD)	SEIFA Decile (1-10)	SEIFA Percentile (1-100)
2106724	301	46	4.0	0.0	3	961	3	29
Wangaratta (RC) LGA	**28,310**	**45**	**4.6**	**5.2**	**380**	**983**	**6**	**56**

4.8 Community values

Community values were derived from review of the local government community plans within the Regional Study Area along with the results of ARTC community engagement. The community values for the Regional Study Area include the following overarching themes:

- Amenity - quiet, green, liveable area with lots of open space
- Heritage - the unique look and feel of the townships;
- Connectivity - the ease of pedestrian access in many townships;
- Feeling safe and familiar faces – knowing other community members by name;
- Environment – high quality farming land and the ability for the community to producer their own food through agriculture and community gardens;
- Sustainability – protection of the unique landscapes of the Hume region; and
- Local businesses -employment of the local workforce.

In addition to the above, social research undertaken by market research company IPSOS in early-mid 2019, on behalf of ARTC, in key communities along the rail line including Benalla, Glenrowan and Euroa provides further insight into community values. The purpose of the research was to provide a forum to engage with the community in relation to local connectivity issues and ascertain community values, priorities and concerns of relevance to any upgrades that will form part of the Inland Rail project.

IPSOS research involved speaking directly with local community members. The research indicates that there is generally a strong sense of community and sense of safety in these townships. For example, children ride their bikes to school and feel safe to do so. In Glenrowan, the heritage and history of the area is valued by community members as well as the quiet and peaceful nature of the town.

The IPSOS Euroa Community Research internal Qualitative Report of Findings noted that community was keenly aware of the contributions older residents made to the community through various interest groups and volunteer groups. Community connectedness is considered to be the backbone of Euroa and accessibility is an important community value for the elderly, particularly those with mobility issues or unable to drive.

4.9 Social infrastructure

The Regional Study Area contains social infrastructure which supports the delivery of services to the community. This SIBA considers whether the Inland Rail enhancement project will improve or disrupt the community's access to social infrastructure. The social infrastructure identified in the ARTC Engagement and Communication Action Plans (ECAPs) has been extracted and consolidated in Appendix B. An ECAP was not prepared by ARTC for Indigo Shire, likely because no enhancement site is proposed for this LGA. The Tables in Appendix B highlight the social infrastructure provisions available within the following areas:

- Rural City of Benalla;
- Mitchell Shire;
- Strathbogie Shire Council;
- Wangaratta Rural Shire;
- Wodonga Council; and
- The township of Glenrowan.

The Social infrastructure provisions are provided for the following sub-categories:

- Medical facilities;
- Schooling and higher education;
- Sporting clubs and facilities;

- Community and cultural facilities;
- Indigenous groups and;
- Business chambers.

It is useful to consider the hierarchy of townships when describing the social infrastructure of the region. Township hierarchies are a common urban and regional planning concept used to describe the role of a town and the type and level of services which would typically be provided by a town with this role.

Higher order towns provide a greater level of service than lower order towns. A hierarchy in regional areas would comprise a regional centre, district centre, local centre and settlements.

Regional centres provide the widest range of services to a region and often include hospital, allied health, tertiary education, regional government department offices, arts and cultural services, major retail, bulky goods, specialty stores. District centres provides services to a wider community including primary and secondary schools, grocery store, hospital or health clinic, hospitality, municipal services, post office. Local centres provide day to day services to the local community examples such as include a small shop, hotel, café. Settlements can provide few services such as small shops.

The regional centres of Wodonga and Wangaratta (with populations of 18,948 and 18,102 respectively) provide hospital services, a range of commercial and retail industries and cultural services to their communities and their wider regional catchments. Residents of Glenrowan (963) are a 15-minute drive from Wangaratta and have access to the regional services available there.

Benalla (9,298) is a well-resourced district centre, and many of the services not provided in the township are available in Wangaratta half an hour away by car. With infrastructure such as the Hume Highway servicing those with cars, and the V/line coaches and trains running through the region, there is reasonable connectivity for those along these major routes.

The district centres of Broadford (4,319) and Seymour (6,327) sit within Mitchell Shire and are well serviced between the two townships for daily life. Any unique requirements such as specialist medication appointments, and training and tertiary education can be accessed from the northern suburbs of greater Melbourne, with Seymour being an approximate 1-hour drive from Craigieburn in Melbourne's north or Shepparton (31,197) to the townships north. These two townships experience the greatest isolation of from regional centres, with a 2-hour return trip required for any larger retail and commercial needs, specialised medication and treatments, requiring travel to Shepparton or Craigieburn.

Wandong (1,340), a local centre, also sits within the southern extent of Mitchell Shire, and is an estimated 1-hour drive from the centre of Melbourne and within serviceable distance of the norther hubs such as Craigieburn which can be reached by car in approximately 30 minutes.

Euroa (3,275) is a half an hour from Shepparton, a well serviced regional centre. The township of Euroa is serviced by one supermarket, a health clinic, and has a primary and secondary school and manages the day to day activities of the township.

The townships that will experience enhancement site upgrades (those identified in Local Study Areas in section 1.4.2) are well serviced internally or by regional centres close by. Broadford and Euroa experience the greatest isolation from regional centres but are relatively well serviced internally.

4.10 Summary of the Socio-economic baseline

The townships along the T2A railway corridor, including those experiencing proposed enhancement works (identified as Local Study Areas in section 1.4.1) were established and flourished because of the services that the rail line provided them when it was first built in the 19th century. The rail infrastructure built the economies of the region, both by exporting the agricultural produce of the region and delivering other requirements needed for living. The rail infrastructure is still the core of these townships and is still a significant feature of the urban landscape.

The central part of the Regional Study Area is less culturally and ethnically diverse than the regional Victorian averages. The central four LGAs also have a larger ageing population, and smaller infant population, and more people living alone than the Victorian average. The LGAs of Mitchell and Wodonga, which sit at either end of the Beveridge to Wodonga stretch of the Inland Rail project, have

similar socio-economic characteristics to the rest of Regional Victoria. A possible explanation is that Wodonga combines with adjacent Albury in NSW to form a significantly larger regional centre. Mitchell also borders the north of Greater Melbourne and its proximity to a capital city of four and a half million (ABS, 2016) may provide a greater base for job opportunities and attract a far greater range of diversity in family composition and ethnic backgrounds. Mitchell and Wodonga also have a younger working aged population and higher household incomes. There are more families and young children in these communities.

The socioeconomic status of people living in the Regional Study Area is better than regional Victoria as a whole, however there are pockets of disadvantage. The Local Study Area communities are more likely to be disadvantaged, unemployed and looking for work, and without access to a vehicle compared to the respective LGA. In particular, the level of disadvantage is notably high in the Benalla, Euroa and Broadford Local Study Areas

Indigenous People have a lower level of participation in the workforce and this is reflected in low levels of household income.

5.0 Stakeholder and community engagement

5.1 Overview

ARTC has engaged extensively with community and stakeholders impacted by, or interested in, the Inland Rail project and the wide-spread engagement will continue over the coming years.

Engagement methods are varied and include door knocking, phone calls, meetings, letters, emails, attendance at community events, interactive website, emails and feedback forms. Targeted engagement activities have occurred across the Regional Study Area.

ARTC has attended existing community events such as farmers markets, community Christmas parties, library and community centres to engage with community members in informal settings. ARTC has also presented directly to the community at public meetings and social groups throughout the region.

There has also been engagement with a range of stakeholders from local, state and federal tiers of government, as well as emergency services, public transport providers, ARTC customers and freight operators, peak bodies, transport groups and users, utility providers, traditional owners, unions, local businesses, traders, industry groups, historic societies, education providers and the media.

The engagement to date has been thorough, rigorous and tailored to specific needs and preferences of stakeholders. The stakeholders, engagement messages, issues, opportunities and feedback are well documented in the supporting information provided by ARTC as outlined below.

5.1.1 Supporting documents

Community and stakeholder engagement information relevant to the SIBA has been drawn from the relevant ARTC engagement documents which include:

- The ECAPs for Benalla, Glenrowan, Mitchel, Strathbogie, Wangaratta and Wodonga (2020);
- Consultation Summary report – Tottenham to Albury Project (2017 to September 2019); and
- Inland Rail Program Tottenham to Albury, Engagement Implementation Plan (2020).

5.1.2 Working Groups

Two community working groups have been established, based in Euroa and Benalla following strong interest in the project from these communities. The purpose of the working group is to:

- Facilitate broader community involvement in the project;
- Capture local knowledge, issues, concerns and opportunities;
- Increase project understanding and awareness; and
- Coordinate response to community feedback.

The working groups are made up of 12 members, two representatives from local council, and a mixture of local residents and community group representatives. The working group members and their representation (i.e. individual, council, etc.) are listed publicly on the ARTC website.

The Euroa working group has produced a ‘Creating a Civic Presence’ document outlining the communities’ expectation of ARTC’s investment into the community and most specifically the civic precinct.

Further context is provided in the Strathbogie (Euroa) ECAP that notes the following key messages from the ARTC engagement team:

> *“We have heard loud and clear that the community see this as an opportunity to enhance the station precinct more broadly and it is great to have a clear understanding of community expectations for the design of the bridge.*
>
> *While we may not be able to deliver everything, the community is asking for, we are committed to doing as much as we can to incorporate community feedback. We want to ensure that what we build compliments the Euroa Township Strategy and supports opportunities for future development of the area”.*

Working group meetings are held regularly, as determined by the members. While the meetings are closed to the public, the meeting minutes and presentations are published on the ARTC website once finalised.

5.2 Identification of risks and opportunities

The ARTC ECAPs for Benalla, Glenrowan. Mitchel, Strathbogie, Wangaratta and Wodonga have highlighted risks and opportunities arising from community and stakeholder engagement. These include:

- Design
  - existing pedestrian bridges at Wangaratta Station Precinct are steep and slippery in certain conditions. The proposed underpass solution to replace the pedestrian bridges raised some community concern regarding perception of safety;
  - visual impact of the proposed new bridges, some two metres higher than the existing bridge;
  - the impact of the proposed works on the heritage aspects of certain townships such as Glenrowan; and
  - division in the community regarding different preferences for different design options.
- Access
  - severance caused by the rail infrastructure will be exacerbated;
  - opportunity to bring improvements to towns through better design and place making;
  - road closures, road detours and the impact these requirements might have on emergency service access as well as community access to services;
  - potential loss of on-street parking at High Street, Broadford and potential business impacts for local businesses;
  - accessibility for elderly residents and those with mobility aids;
  - coach access and turning circles arrangements for large vehicle; and
  - disruption to the V/Line service (regional public transport).
- Amenity
  - concerns regarding increased noise and vibration during the operational phase and the construction phase; and
  - increased dust, particularly during the construction phase.
- Heritage
  - concern regarding the potential removal of heritage aspects of existing infrastructure and township assets, including signage.
- Social infrastructure
  - Potential loss of the community garden near the Broadford-Wandong bridge.

The above matters have been considered as part of the impact assessment in Section 6.0 and form part of the detailed risk assessment provided in Appendix A.

6.0 Assessment of social impacts and mitigations

6.1 Overview

The NSW Department of Planning, Industry and Environment's Social Impact Assessment Guideline (2020 Draft) recommends the following categories are used to identify potential social impacts:

- **Way of life**: including how people live, work and play, how they interact each day
- **Community**: including composition, cohesion, character and people's sense of place
- **Accessibility**: including how people access and use public or private infrastructure, services and facilities
- **Culture**: both Indigenous Peoples and non-Indigenous Peoples, shared values, customs and connections to the environment
- **Health and wellbeing**: including physical and mental health, especially for vulnerable people, psychological stress resulting from financial or other pressures and changes to overall health
- **Surroundings**: including ecosystem and environmental considerations such as shade, public safety and security, access to and use of the natural and built environment and aesthetic value and amenity.
- **Livelihoods**: including people's capacity to sustain themselves through employment or business, whether they experience personal breach or disadvantage, and the distributive equity of impacts and benefits.
- **Decision-making system**: including whether people can make informed decisions, can meaningly influence decisions and access compliant, remedy and grievance mechanisms.

The following section describes the social impacts according to these categories which have been assessed to have a risk rating of moderate to extreme. The full social impact baseline assessment is shown in Appendix A.

6.1.1 Way of life

Enhancement works will have the most impact on daily life during the construction phase. Impacts during construction phase include noise, dust and vibrations as well as road closures, which will require people to change their travel patterns during the construction phase. These are addressed further in section 6.1.7.

The visiting construction workforce will increase demand for local services including retail, hospitality, and medical services in townships where enhancement sites are proposed (see Section 1.4.2). Demand for services can bring positive economic benefits to the towns but could potentially place pressure on services such as medical and hospitality. Implementing ARTC's Business Capability Development Program and providing businesses and service providers with information about the construction schedule and workforce numbers will enable them to meet anticipated increase in demand minimise the impact on the community.

Prolonged works along the rail line may risk community members becoming frustrated and agitated by continued disruptions to the status quo of the towns. The construction of the North East Rail is expected to be completed in 2021 prior to construction of Inland Rail beginning. In their entirety both construction phases of the project will take 7 years of work. The impact of prolonged construction work can be mitigated by the ARTC communicating the construction schedule for each component of the project so community members know when construction works will affect their town. This impact is linked to Decision Making Systems in Section 6.1.4. It is important that ARTC ensure stakeholders are aware of project completion of the North East Rail Line upgrades and celebrate this achievement together.

The Community garden in Wandong may be removed during the construction phase and will impact the activities of people who use the garden. If this is a necessary outcome to accommodate the preferred bridge replacement design, ARTC are to provide a new community garden nearby, in consultation with Mitchell Shire and the local Wandong community.

As of June 2021, approximately 22 properties may require permanent land acquisition by ARTC to facilitate the project. The owners of these properties have been involved in extensive one-on-one consultation with ARTC to determine the need for the acquisition, alternatives, and suitable compensation.

6.1.2 Community

The construction workforce will bring new people to townships within the Regional Study Area, particularly those where enhancement sites are proposed near town centres; identified as communities of interest within Section 1.4.2.

The presence of the construction workforce will have a small but noticeable impact the composition of communities along the railway, particularly smaller townships such as Euroa. The number of construction workers associated with the bridge replacement or track lowering works at any one time is anticipated to be in the order of 30-65 people respectively per enhancement site (with a peak construction workforce potentially increasing to 110 people during shutdowns).

The visiting construction workforce will represent only a small change to the overall population of the study area. In Euroa, the visiting workforce will vary between 1% and 3% of the town's population of 2,900 people (ABS, 2016 Census data). The visiting construction workforce will be more noticeable in smaller towns or where workers gather in in public places such as local hotels or shopping centres. The construction workforce will be predominantly male, and their presence may have an impact on community cohesion and create perceptions of feeling unsafe in the community. The construction workforce will use commercial accommodation providers in locations accessible to the enhancement sites. Potential locations are detailed further in Section 6.1.8 Livelihoods.

The community may perceive visiting construction workers will not uphold the community values and this may have an impact on community cohesion and contribute to an 'us' (locals) and 'them' (outsiders/visitors) mindset. Behaviour by the construction workforce that is negatively perceived (creating rubbish, inappropriate language, excessive drinking) could exacerbate this impact if it were to occur.

The impact of a temporary construction workforce can be reduced through ARTC's objective to use local contractors and workforce who already live in the community and through implementation of ARTC's objective to employ a more diverse workforce.

Other mitigation measures include ARTC prepare and conduct tailored construction workforce community culture and behaviour training to ensure the workforce are aware of the communities they are entering and associated behavioural expectations and consequences. In addition, the primary contractor to develop a community engagement and inclusion program during the construction period.

A further mitigation measure involves ARTC prioritising short-term accommodation options for large workforce groups in larger towns such as Shepparton where the impact will be less. Such a measure needs to be balanced against the economic benefits the construction workforce would bring to accommodation and hospitality providers in smaller townships.

6.1.3 Culture

The culture of an area includes the shared values between community members, and connections to the environment and place.

ARTC is committed to identifying and preserving Indigenous cultural heritage along the Inland Rail alignment. ARTC is working with Indigenous Peoples where there is the potential to identify cultural heritage in proximity to the proposed works. Indigenous cultural heritage investigations are occurring presently and where relevant, outcomes are to be integrated into the enhancement site design to manage and preserve Indigenous heritage, in consultation with Indigenous Peoples and with Heritage Victoria to ensure acceptable outcomes are achieved.

Towns along the railway were originally built with the railway as their core feature, heritage buildings and heritage vistas are often located along the rail corridor. The enhancement site works could impact cultural heritage values by altering the look and feel of the Ned Kelly Heritage Precinct surrounding Glenrowan railway station (further described in Table 20).

ARTC has sought to mitigate the impact on non-Indigenous cultural heritage by selecting designs that respect and where possible enhance the heritage features of the townships. In Glenrowan, the enhancement works have been located away from the Ned Kelly Heritage Precinct. Further consultation by ARTC with heritage experts and the relevant government departments will ensure a holistic design process that ensures positive outcomes for the historic centres.

6.1.4 Decision making systems

ARTC undertakes extensive community consultation for both Inland Rail and the North East Rail Line projects. Consultation with landholders and local communities' feeds into ARTC decision making systems for Inland Rail. Prolonged engagement for the projects which extend over seven years may lead to consultation fatigue.

Consultation fatigue can be mitigated through ARTC's community engagement planning process. Coordinated engagement activities which combine topics and focus on the quality not quantity of engagement events.

ARTC can further mitigate the risk of consultation fatigue by making information about each project, including construction schedule, readily available through the Inland Rail website and other platforms. The community should be aware of the difference between the Inland Rail and the North East Rail Line projects. This will allow the community time to celebrate the completion of the North East Line Project before the commencement of Inland Rails construction works.

ARTC can maintain a positive relationship with the community by ensuring that stakeholders and the community as whole are regularly thanked for their continued involvement with the project. Providing the community with a reminder of the long-term benefits of each project will help to maintain support during construction and operations.

6.1.5 Surroundings

Impacts on amenity surrounding the 12 enhancement sites between Tottenham and Albury will occur during construction however the amenity impacts will affect more people where enhancement sites are proposed within existing townships (Local Study Areas identified in Section 1.4.2). Noise, dust and vibrations will create short term discomfort for people who live close to the enhancement sites or regularly use the areas nearby.

The towns identified in section 4.8 have quiet neighbourhoods, clean air and peaceful environments which will be affected during construction. Measures to manage impacts from noise and dust pollution as well as vibrations will need to be implemented. ARTC anticipates disruption from noise and vibration will be short term and localised in specific work areas (ARTC Inland Rail *Fact Sheet: managing noise and vibration).* ARTC will need to undertake regular monitoring of any impacts on the local amenity of their sites to ensure that adequate mitigation measures are undertaken. Additional consultation and notice to the community will be required if the level of impact is likely to increase. The community will require access to information drawn from construction management plans which explain how noise and dust will be managed.

The effects on amenity will extend into the operational phase of Inland Rail. The operational noise impacts have been assessed by ARTC to be minimal except in Wangaratta Station Precinct. Noise mitigation strategies will be implemented in consultation with property owners to reduce the operational noise impacts near Wangaratta Station precinct to manageable levels.

Mitigation measures to manage the visual impact of new infrastructure, most notably bridges will be required. Changes to the height or location of new bridges will have an impact on the amenity of an area particularly if the structure is more visually imposing or consists of different materials or finishes which are not in keeping with the surrounding area.

6.1.6 Health and wellbeing

The health and wellbeing of communities in the Local Study Area could be impacted by construction noise, dust and vibration. These impacts may cause nearby residents to experience agitation and mental health implications. The possible mental health implications is likely to be greater for people living with disadvantage. These include people with pre-existing physical and mental health conditions, people on low incomes, and poor mobility. Such people are more vulnerable and will have less

resources to reduce their discomfort (such as purchasing noise cancelling headphones, going to work during the day or moving away during high impact periods which will include 24/7 works).

The most vulnerable communities are identified in the Local Study Areas of Benalla, Euroa and Hamilton Street, Broadford. People in these communities fall into the bottom 20% of the SEIFA disadvantage index (IRSD). Mitigation measures to reduce the impact of construction works on these communities include regular direct contact to determine the level of impact and engage community support services if additional support is needed. Further mitigation measures include the provision of noise reduction measures to those households adjacent the enhancement sites.

ARTC to provide information about the corporation's procedure for handling complaints and the 'Enviroline' feedback reporting system.

The health and wellbeing of people living in townships where cycling and walking will be enhanced through the provision of new infrastructure may be improved. In Wandong, the new bridge will include a new shared cycling and walking path to promote active travel and recreation. In Broadford, a new shared path is proposed on the southern side of the Hamilton Street bridge replacement which will notably improve pedestrian and cycling connectivity and access to services.

6.1.7 Accessibility

The bridge replacement construction activities may restrict or (temporarily) prevent movement from one side of a township to another. Cross-town access is important for community members, tourists, businesses and is also important for emergency service providers. Pedestrian and vehicle access restrictions may occur during bridge replacement works, particularly around the time the new bridge is connected to the existing road network ('tie-in' phase), where traffic detours may occur, and pedestrians may be expected to walk greater distances to access key community facilities. Access to certain bridges will be maintained through the enhancement site works, as outlined in Table 20.

Any rail enhancements which reduce access to services are likely to have a disproportionately higher impact on older and vulnerable communities. Conversely, any enhancements which improve access to services have the potential to significantly benefit these communities.

Reduced access due to construction works will have more severe impact on older members of the community who may not drive and other people with restricted mobility. As outlined in section 4.7, the Local Study Area with the highest proportion of households with no registered motor vehicle was Wangaratta (14.7%) with one SA1 (2106609) recording nearly one quarter of all households (103 households) did not have a registered motor vehicle (24.2%).

Euroa Local Study Area also recorded a high proportion of households with no registered motor vehicle (7.9%) above the rate for Euroa LGA (3.8%). Benalla Local Study area also recorded a higher proportion of households without access to a vehicle compared to the LGA. Maintaining pedestrian access during construction will be important, particularly to those community members without access to a vehicle.

Mitigation measures to manage reduced access across the rail corridor include limiting the duration of the road closure to the shortest possible time to minimise loss of access to communities. Road closure and scheduled detours need to be communicated with stakeholders before and during these activities to allowing stakeholders to plan accordingly. ARTC will need to prepare an emergency services access plan in consultation with emergency service providers.

An impact assessment of the bridge replacement enhancement sites is provided in Table 20.

A property owner near the site of the Barnawartha North track lowering under the Murray Valley Highway bridge has expressed concern about loss of a level crossing which facilitates stock movements and is the only access between different parts of the property. Historically, there was another access point, but this was severed by the establishment of the new freight and industrial area just north of the site (includes the Woolworths logistics centre and Wodonga TAFE Logic Campus).

A brief overview of the access considerations for the bridge replacement works is provided in Table 20. In addition, the Strathbogie ECAP notes that road safety is a key concern and as part of the design development process, the road safety of all new bridges will be independently assessed by a road safety expert who will consider the need for initiatives such as rumble strips and surface treatments.

Table 20 Community access considerations for bridge replacement works

Enhancement site	Bridge replacement overview	Construction phase access considerations	Operational phase access consideration
Broadford-Wandong Road	To provide clearance for double-stacked freight trains, the preferred solution is to replace the Broadford-Wandong Road bridge with a higher bridge which is newer, safer and improves line of site to the north of the existing structure. There is still work to be done to determine how a new bridge would be built, the extent and look of structures and landscaping.	Building a new bridge adjacent to the existing structure will minimise the impacts on traffic during construction until the new structure is tied into the existing road alignment.	A new shared path on the southern side of the bridge will improve pedestrian and cycling connectivity and access to services.
Hamilton Street, Broadford	The preferred option involves replacing the existing bridge with a higher bridge along the same alignment that will provide the necessary clearance for double-stacked freight trains and improve safety for motorists. This structure will be built in stages to allow traffic to continue to flow during construction. Key features of the design are: • Installation of a roundabout at the intersection of Hamilton Street and Ferguson Street to slow traffic coming on and off the new bridge. • A shared user path on one side of the bridge • Creation of a cul-de-sac at the intersection of Ferguson Street North and Hamilton Street. • Potential realignment of the service road off High Street to support safer turning movements at the intersection with Hamilton Street.	This would be a positive outcome as the worksite is in the middle of the Broadford township. Maintaining access through construction will ensure the community will continue to access services throughout the construction phase.	The traffic calming measures will assist to improve long-term road safety for vehicles and a slower vehicle speed will also assist to improve the safety of pedestrians and cyclists in the area

Enhancement site	Bridge replacement overview	Construction phase access considerations	Operational phase access consideration
Marchbanks Road, Broadford	The preferred design involves replacing the existing bridge with a new, higher bridge slightly to the north of the existing structure. The new bridge would be built as close as possible to the existing bridge to minimise the impact on native vegetation. Retaining walls would be installed to support the new bridge.	Building a new bridge adjacent to the existing structure will minimise traffic impacts during construction until required to tie the new structure into the existing road alignment. Any access impacts during construction would be limited to vehicles and managed through detours. This is not a commonly used pedestrian or cyclist environment.	Marchbanks Road bridge is near the Hume Highway on-ramp /off-ramp infrastructure for Broadford, at the out-skits of the township. This is not a pedestrian or cyclist environment.
Seymour-Avenel Road	The preferred design involves replacing the Seymour-Avenel Road bridge with a new bridge. Retaining walls would be used, instead of embankments, to minimise vegetation loss and any impacts on adjacent landowners.	Building a replacement bridge at the same location will require some road closures to support construction, which will result in some traffic disruptions. Any access impacts during construction would be limited to vehicles and managed through detours, in consultation with the community. This is not a commonly used pedestrian or cyclist environment.	The Seymour-Avenel Road bridge is located to the north of Seymour township and is not a commonly used pedestrian or cyclist environment.
Anderson Street, Euroa	ARTC is continuing to work with the members of the Euroa working group and Council to develop the bridge replacement plans. Council have provided a list of requirements that includes traffic considerations (vehicle, pedestrians and cyclists). Strathbogie LGA recorded a higher proportion of people who walk or cycle to work, compared to the Regional Victoria and Victoria benchmark (see section 4.5).	The Anderson Street bridge is located near the centre of Euroa, minimising construction phase impacts on access to community services. There will be further refinement of design which will determine the exact impacts. Nearby road detour options are available for vehicles. Community busses may be needed during construction to assist with people movement across town for people without private vehicle arrangements.	The Anderson Street bridge is located near the centre of Euroa, and a high proportion of the community cycle or walk to work, the continued access to the existing bike and pedestrian underpass will allow for the townships continued connectivity.

Enhancement site	Bridge replacement overview	Construction phase access considerations	Operational phase access consideration
Benalla Station Approach Road, Benalla Station	In Benalla there is not enough clearance under the existing station overpass off Benalla Station Approach Road for double-stacked freight trains. While consultation with the community continues, viable options identified include demolishing the existing bridge and providing a replacement road approach to the station to allow for greater vehicle connectivity. A new road bridge will involve building a bridge east of the existing structure, 2.1m higher than the existing bridge. The works occupy approximately 700m of the rail corridor. Benalla LGA recorded a higher proportion of people who walk or cycle to work, compared to the Regional Victoria and Victoria benchmark (see section 4.5).	There is an existing underpass for cyclist and pedestrian access that will be maintained during the construction phase.	There is an existing underpass for cyclist and pedestrian access that will be maintained. The project specific requirements do not include a shared path on the bridge as it would not be DDA compliant.
Beaconsfield Parade, Glenrowan	From late 2018 to early 2019 ARTC consulted with the Glenrowan community on a design option to lower the track under the Beaconsfield Parade bridge by up to 2.3 metres. Feedback from stakeholders, community members, heritage specialists and Heritage Victoria about the potential impacts on the community and the Glenrowan Heritage Precinct of lowering the track led Inland Rail to look at other options. The proposed design being progressed is now a bridge replacement in a new location at Beaconsfield Parade. This option has undergone technical and heritage assessments and is considered the best option for protecting the precinct's heritage.	Vehicle and pedestrian access will be maintained across the current bridge until the new bridge is open	A shared path will be developed on one side of the bridge.

Enhancement site	Bridge replacement overview	Construction phase access considerations	Operational phase access consideration
Green Street bridge, Wangaratta Station	Combination of track lowering, track realignment and bridge replacement. Track lowering works required under Green Street bridge, and track realignment would occur over 950m through Wangaratta Station precinct. Green Street road bridge will be replaced to accommodate the various track realignments required in this precinct. The bridge deck and abutments will be replaced to provide an upgraded bridge structure on the same alignment and to the same elevation/height as the existing structure. Rail related works also include providing an additional station platform on the western side of the station precinct and decommissioning the platform on the eastern side of the precinct. Removal of the Cusack Street and Docker Street pedestrian footbridges is also proposed, and these will be replaced by an underpass for cross corridor and platform access at Wangaratta Station precinct.	The proposed works are near the centre of Wangaratta township. Alternative road transport routes are available. Preferable the pedestrian overpasses should not be removed until the underpass is constructed, to avoid limiting pedestrian access. Further engagement with locals recommended to understand their ability to move around town during the construction phase. While road alternatives are available, many community members do not have access to a vehicle. Community transport may be needed during construction to assist with people movement across the town for people without private vehicle arrangements.	The pedestrian underpass is likely to be located in-between the existing overpasses. This may result in a change to in the distance travelled to provide cross corridor and platform access. The distance is dependent on individual journey patterns and may increase slightly for some movement patterns and decrease slightly for others (to be considered further once the design has been finalised). Given a high proportion of the community cycle or walk to work, improvements to cycling and walking infrastructure will be an important long-term outcome for the community

Information derived from: ARTC interactive map, October 2020, ECAPs (2020).

6.1.8 Livelihoods

The Inland Rail T2A project will positively impact livelihoods through direct and indirect employment opportunities and increased business activity in the Regional Study Area.

During the construction phase, there will be opportunities for local businesses to supply goods and services to the construction workforce. These businesses are likely to include local accommodation providers, retail, food and fuel outlets, health and recreation businesses, earthmoving, lighting and traffic management businesses. ARTC has prepared the Inland Rail Program – Australian Industry Participation Plan (IRAIPP) which will provides how it, and its procurement entities, will provide full, fair and reasonable opportunity for Australian businesses to supply the program and further contribute to local economic benefit.

The possible removal of on-street car parking near High Street, Broadford may negatively impact some local businesses who have expressed concern about loss of street parking (ARTC Summary of directly affect properties – consultation document). Mitigation measures include replacement car parking nearby

or upgrades to the streetscape with improved walking and cycling infrastructure to encourage alternative methods of travel.

Businesses within the Regional Study Area will benefit from improvement to the supply of goods and services between Melbourne and Brisbane, resulting from the Inland Rail project.

Indigenous Peoples livelihoods

The Inland Rail project will positively impact the livelihoods of Indigenous Peoples within the Regional Study Area. ARTC applies the Commonwealth Government's Indigenous Procurement Policy and application of its own Inland Rail Indigenous Participation Plan (IPP) to encourage the participation of Indigenous enterprises and workers in the ongoing work undertaken on Inland Rail. The IPP aims to improve Indigenous participation and reach its goals by:

- providing information and access to support in a range of formats, including ARTC website, industry and employment events and a network of regional and project offices. The range of communication methods will assist to reach as many people as possible in the community, including those with limited internet access or those with limited English reading and writing skills.
- working in project planning stages to understand the opportunities that will come from Inland Rail and the capacity of local Indigenous communities to take up these opportunities. This will assist to increase engagement and involvement of local Indigenous Peoples in the Inland Rail project.
- working with Indigenous communities, industry and government agencies to support the design and delivery of training and development programs to improve local capacity where this is needed and ensure long term opportunities through partnerships with other projects and local industries to guarantee a long-term regional benefit; and
- ensuring Indigenous participation is a key element of tender assessments; and to make sure Indigenous participation targets are included in contracts.

Engaging with Indigenous Peoples and business regularly and assisting with project awareness, job readiness and skills development will enhance the benefits of the Inland Rail project on Indigenous Peoples.

However, it is important to note that due to the small datasets, the ABS likely adjusted Indigenous employment information in some instances to protect the privacy of individuals and therefore suitable workforce information should be supplemented with tailored engagement with Indigenous groups, to obtain more current data.

Accommodation
During the construction phase, demand for accommodation in the Regional Study Area will increase. The ARTC internal Social Impact Management Framework notes the following in relation to housing and accommodation:

> *"ARTC expects its contractors and operators to seek local workers for Inland Rail to reduce the need for non-resident workers. Where accommodation is required for the workforce, it will be delivered in ways that avoid adverse social impacts for communities"*

ARTC will provide the contractor with a set of requirements relating to housing and accommodation and the contractor will determine how these requirements will be achieved. The requirements will include the Inland Rail Program Accommodations Principles and desired outcomes that include the following matters detailed in ARTC internal *Social Performance Strategy*:

- Desired outcomes:
  - Accommodation solutions minimise negative social and economic impacts to potentially affected communities
  - Accommodation solutions contribute social and economic value to potentially affected communities
  - Potentially affected communities are consulted on accommodation solutions prior to them being decided.

- Management principles
  - Assessment social impacts of proposed accommodation solutions are undertaken
  - Consult with stakeholders
  - Avoid negative impacts to housing markets by maximising local workforce participation
  - Use commercial accommodation for short-term accommodation needs
  - Avoid using private rental accommodation for long-term workforces
  - Maximise benefits to local economies by locating accommodation villages close to town (where required)
  - Use local providers for accommodation services where feasible
  - Manage non-local workforce behaviour
  - Report on accommodation solutions

ARTC's general housing and accommodation guidelines indicate that where worksites are within 50km of towns or settlements and suitable accommodation is available, non-resident workers will be housed in these areas. Where suitable accommodation is not available within 50km of worksites, works camps will be considered to house workers as well as bus transportation arrangements

Figure 11 displays the 50km travel distance from the enhancement sites with the Regional Study Area via the road network in regional Victoria. The mapping analysis highlights that the 50km accommodation buffer includes a larger area and several townships providing multiple accommodation options for a construction workforce ranging from approximately 30 (standard) to 110 (peak) people (see section 2.5). In particular, the 50km buffer includes Shepparton, Wangaratta and Wodonga. Classified as Regional Cities by Regional Australia, these large townships provide a range of accommodation options and reduce the pressure on small providers in smaller townships such as Benalla, Euroa and Glenrowan.

It is assumed that accommodation camps will not be required given the prevalence of accommodation facilities within established townships within 50km of the enhancement sites.

Given the short to medium-term nature of the construction schedule for the enhancement sites, (see section 2.4), and low construction personnel numbers (see section 2.5) and prevalence of nearby established townships, it is assumed that the contractors will utilise commercial short-term accommodation to support the construction workforce. The private rental market generally seeks minimum 12-month lease arrangements which would be difficult to manage efficiency noting the stop-start nature of construction work and pauses during the construction schedules. Consequently, the accommodation needs of the construction workforce are not anticipated to impact the private housing market, consistent with ARTC's accommodation management principles.

Targeted consultation with selected short-term accommodation providers occurred in mid-late October 2020 via phone to assist with understanding the accommodation facilities available for the construction workforce, peak demand and local issues. The engagement also sought to understand how the accommodation providers operate, to understand how to best maximise the economic benefits of the construction workforce to improve the livelihoods of accommodation business owners and employees.

Conversations with accommodation providers in Broadford, Seymour, Benalla and Euroa occurred. Broadford includes three enhancement sites and Seymour is also located near multiple enhancement sites and therefore accommodation demand from the project is likely to be high in these areas. Benalla and Euroa communities have displayed a strong interest in the project, noted by the development of Working Groups (see Section 5.1.2) to assist with communications and relationship building.

Wangaratta, Wodonga and Shepparton are large regional centres with a large range of services and facilities and are less likely to notice the increase in accommodation demand as this can be spread across several providers. Construction workers at the Glenrowan enhancement site are anticipated to

be based in Wangaratta given the proximity and limited facilities in Glenrowan. The following observations were made by accommodation providers:

- Construction workers generally prefer to stay in self-contained facilities (i.e. cabins within caravan parks) compared to motels, due to the kitchen facilities available in self-contained facilities. This provides the workers with more flexible meal options should they wish to prepare their own food.
- COVID-19 social distancing requirements resulted in restrictions to the number of workers able to stay in the same cabin or motel room and accordingly a greater number of accommodation rooms were required.
- On an average year, there is usually slightly less demand to for accommodation during the week (Monday night check in, Friday morning check out) compared to the weekend (Friday night check in, Sunday night check out) and therefore easier to accommodate the workforce during the week if they are able to return home on the weekend (should workers live in the wider region or beyond).
- Demand for accommodation in the area is steady throughout the year without obvious peak times. The exceptions are Christmas holidays and weekends with key community events.
- Christmas holidays are usually quiet times for accommodation providers in the area. This may be due to the perceived lack of activities for tourists compared to the nearby alpine region which provides a range of physical activities including, hiking, camping and water sports in the summer months. The exception being Euroa, where accommodation providers noting Christmas can be a busy time, as Euroa may be considered a destination in its own right within the region.
- Giving the accommodation providers as much notice as possible will assist with securing accommodation for the construction workforce and making sure enough support staff (cleaners, etc) are available.
- Many of the caravan parks or holiday parks include caravan sites (in addition to self-contain cabins) which are available to the construction workforce should individuals own their own caravan and prefer to use their independent accommodation.

The accommodation providers indicated that the times of peak demand coincide with major events for the region. Short-term accommodation in the Study Area can be booked in advance for the following events:

- Seymour Alternative Farming Expo
  - Held at Kings Park, Seymour, the 3-day expo features around 500 exhibitors and attracts over 20,000 visitors.
  - Scheduled to occur on 16-18th April 2021, usually occurs around the same time each year although the event was cancelled in 2020 due to COVID-19.
- Taste of Goulburn
  - The festival is held at Seymour and brings together the best of the Goulburn Valley Region (food, wine, beer, etc).
  - 2021 date TBC.
- Seymour Cup
  - Horse racing event usually held in October in Seymour, annual event.
- Benalla festival
  - Usually celebrated in November and includes a program packed with street entertainment, music, theatre, art, dance, exhibitions, fireworks and more.
  - Due to the COVID-19 pandemic, Council has decided to cancel the 2020 Festival.
- Winton Motor Raceway
  - Calendar of events for the raceway is released in October each year for the next calendar year. The calendar is available online at the Winton Motor Raceway website.

- Weekend events at the raceway place high demand on accommodation at the Benalla caravan park (Big 4 tourist park)

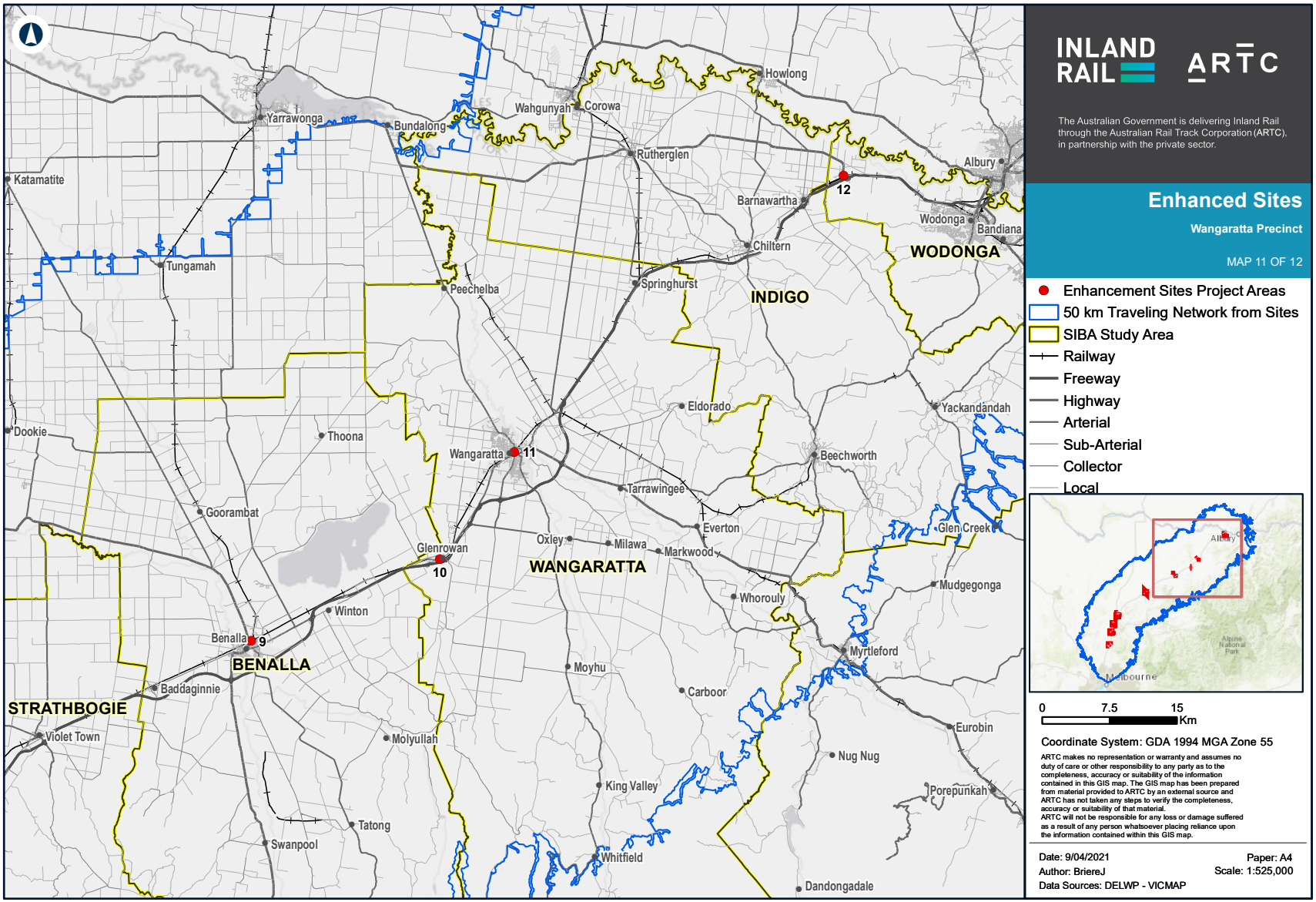
The above reflects early information from accommodation providers within the Regional Study Area. Primarily caravan parks or holiday park providers were contacted noting the preference for self-contained cabins that include modest kitchen facilities. Further consultation with accommodation providers closer to enabling work is recommended to occur by ARTC's engagement team.

Where possible, contractors are to avoid high intensity work periods that conflict with key community events due to possibility of the construction workforce booking out local accommodation. Alternatively, the contractors seek to locate the workforce in larger regional towns during key community events to allow for local accommodation to service the surrounding communities.

In addition, contractors seek to employ local contractors and upskill the local workforce to reduce demands on the short-term accommodation sector. In particular, track lowering work, which requires a larger construction workforce than bridge replacements, but less technical work can utilise the skills of local earth movers and labourers.

Further, a project specific workforce housing and accommodation plan (or similar) will be prepared by the Contractor who is required to have a methodology to monitor change and response. Consideration given to maintaining the 'usual' accommodation needs for the community and avoiding work during local events that create increased demand for accommodation.

Figure 11 50km network from enhancement sites



6.2 Risk assessment overview

The findings of the existing social environment and stakeholder and community engagement assessment have been utilised to assess potential social impacts and benefits associated with the project.

The framework and headings within the impact assessment reflect the structure within the NSW Government Department of Planning and Environment SIA Guideline (2020).

The risk assessment for the impacts described in Section 6.1 is provided in Appendix A. Each impact was assigned a risk rating ranging from low, medium, high to extreme. This risk rating is derived from the likelihood and consequence of the impact occurring, utilising the risk- based assessment outlined in table 21. The risk ranking was then revised following the identification of mitigation or management actions to determine the residue risk.

The risk-based assessment utilised the NSW Government Department of Planning and Environment SIA Guideline (2017). The risk matrix is displayed Table 21 and includes a consequence and likelihood rating to produce an overall risk rating. This risk rating is then used to determine if mitigation or management actions are required to address or enhance the social impact.

Impacts with a risk rating of medium or above require mitigation or management actions. Mitigation measures are not recommended for low impact risk ratings as these impacts are generally unlikely to occur or if they do occur, the consequence of the impact prior to mitigation is minor or minimal.

Table 21 Risk matrix

			Consequence				
			1	**2**	**3**	**4**	**5**
			Minimal	Minor	Moderate	Major	Catastrophic
Likelihood Level	**A**	Almost Certain	A1	A2	A3	A4	A5
	B	Likely	B1	B2	B3	B4	B5
	C	Possible	C1	C2	C3	C4	C5
	D	Unlikely	D1	D2	D3	D4	D5
	E	Rare	E1	E2	E3	E4	E5
Social Risk Rating							
	Low		**Moderate**		**High**		**Extreme**

NSW Government Department of Planning & Environment, (2017)

In addition to the above, positive impacts are shown in **purple** to delineate between positive and negative impacts.

7.0 Social Impact Management Plans

This section outlines the five action plans that form the Social Impact Management Plan (SIMP) which have been developed to guide the mitigate and manage social impacts and benefits.

The SIMP action plans group together the social impacts, outcomes and affected stakeholders and corresponding mitigation measures in the form of actions, key performance indicators (KPIs), responsibilities and timeframe. A monitoring framework is provided to enable reporting against the mitigation measures and management actions.

The SIMP is intended to be a flexible document that can be adjusted as the project progresses. Most actions are to be undertaken during the construction phase and enabling works for this phase are scheduled to commence in September 2021. In the interim, changes to the project may occur due to internal or external factors and accordingly the action plans should be reviewed and revised as required.

The action plans draw upon existing ARTC plans and policies ARTC has adopted and indicate where they can be applied to manage areas of social impact and opportunity. Such plans include the Australian Industry Participation Plan, Indigenous Participation Plan, Stakeholder Engagement Plan, and Accommodation Principles.

Whilst implementation of the SIMP will be led by ARTC, their success relies on ARTC working in collaboration with other agencies, regional organisations and with construction partners.

7.1 Workforce Management

Table 21 Workforce Management Action Plan

SIMP Action Plan	Workforce management						
Benefit / Impact	Creation of training and employment opportunities for residents of the Regional Study Area through the construction and operation phases of the Inland Rail project. Regional economic benefits from workforce participation and stimulus from visiting workforce.						
Outcomes	• Local contractors and workforce are engaged in construction of the T2A rail enhancement works. • Local job seekers are aware of employment opportunities to work on the project • The construction workforce includes people from diverse backgrounds, including Indigenous Peoples, women, school leavers, and people who have been unemployed or underemployed. • Training and skills development opportunities are offered • Safe work practices and a healthy workforce • Management of workforce behaviour						
Impact Assessment (before mitigation)							
Affected Stakeholders	**Nature**	**Phase**	**Extent**	**Duration**	**Severity**	**Probability**	**Significance**
• Local residents • Project workforce	Positive	Primary - construction Secondary - operation	Local, State	Short – medium term	Medium	Probable	Medium
Management Plan							
Actions			**Key Performance Indicator (KPI)**			**Responsibility**	**Timeframe**
• Place job advertisements in a central website location and use social media to promote further. • Place job advertisements on community notice boards, local newspapers, information centres, and with local businesses.			• Jobs are advertised though online media • Jobs are advertised in local places			ARTC Contractors	Pre-construction and Construction

Management Plan			
Actions	**Key Performance Indicator (KPI)**	**Responsibility**	**Timeframe**
Engage with representatives from diverse communities to encourage community members to apply for employment and training opportunities.	• Events which provide targeted engagement with people from diverse backgrounds • Conversations to be recorded in consultation manager • Maintain preference clauses for employment of local Indigenous peoples • Maintain preference clauses for women to increase the support for women in non-traditional roles	ARTC	Pre-construction
• Work with contractors and operators to seek workforce from within the Regional Study Area. • Inland Rail Skills Academy is promoted to school leavers (i.e. year 11 and 12 students)	• Jobs are advertised in local places • Contractors and operators report on local employment outcomes	ARTC and contractors	Pre-construction
Provide further training and skills development for ARTC employees	Upskill local employees through the provision of structured training programs.	ARTC and contractors	Pre-construction through to construction
Hold community and behavioural expectations training sessions (workshops or information handouts, etc.) with construction staff who will be living in the community to assist with behavioural management and positive relationships	ARTC effectively manages any complaints or reports of disorderly behaviour by construction workforce. Mandatory reporting and response timeframes are met. Any inappropriate behaviour is effectively managed by the contractor.	ARTC and contractors	Construction

Monitoring Framework				
Overall Performance Goals	**Target**	**Evidence Requirements**	**Data Collection Source**	**Frequency**
To maximise the local community awareness of, and access to, job opportunities	• Construction workforce includes people who live in the Regional Study Area. • Local community aware of job opportunities during the operational phase	Contracted construction companies' employment records	Employment statistics reports	Monthly

Monitoring Framework				
Overall Performance Goals	**Target**	**Evidence Requirements**	**Data Collection Source**	**Frequency**
To facilitate awareness of job opportunities for people from diverse backgrounds	Employment of people from diverse backgrounds during the construction phase	Human Recourses employment records	Records of attendance at community and behavioural	Ongoing

7.2 Housing and Accommodation

Table 22 Housing and Accommodation Action Plan

SIMP Action Plan	Housing and accommodation						
Benefit / Impact	• Increased financial opportunities for short-term accommodation providers • Potential increase in housing costs • Potential impact on the supply of short-term accommodation						
Outcomes	• Minimise the potential for the project to impact housing affordability for locals • Minimise the potential for the project to unreasonably impact the availability of short-term accommodation for family and visitors and tourists • Maximise the business opportunities for local short-term accommodation providers						
Impact Assessment (before mitigation)							
Affected Stakeholders	**Nature**	**Phase**	**Extent**	**Duration**	**Severity**	**Probability**	**Significance**
• Local short-term accommodation providers • Local residents (renters, landlords and prospective homeowners) • Project workforce	Neutral	Primary – construction Secondary – operation	Local	Short - medium term	Low	Possible	Low
Management Plan							
Actions			**Broad Key Performance Indicator (KPI)**			**Responsibility**	**Timeframe**
Maximise employment of local residents			• Local recruitment commitments communicated to hiring and management staff • Local employment targets are met (where relevant)			ARTC & contractor	Ongoing

Management Plan			
Actions	**Broad Key Performance Indicator (KPI)**	**Responsibility**	**Timeframe**
Prioritise and encourage the use of short-term accommodation providers rather than the private housing market to minimise pressure on the housing affordability in the local rental market	• Contractors and employees informed of the local short-term accommodation providers near work sites • Continued engagement with local short-term accommodation providers to share knowledge of project needs and schedule	ARTC & contractor	Ongoing
Liaise with local real estate agents to understand and monitor pressures on the private housing market	• Continued engagement with local real estate agents to share knowledge of project needs and schedule and monitor if the project is impacted the local rental market undesirably	ARTC & contractor	Quarterly
Undertake early consultation with local accommodation providers to discuss peak demand periods and capacity to absorb the workforce and provide the opportunity to meet requirements locally	Continued engagement with local short-term accommodation providers to share knowledge of project needs and schedule and understand how opportunities can be maximised by the project. Contractor workforce accommodation plan to be developed and report to ARTC management Share the accommodation demand across the region and use accommodation facilities in larger towns to supplement the facilities in smaller towns (see section 6.1) the 50km accommodation buffer (as per ARTC general housing and accommodation guidelines) includes Shepparton, Wangaratta and Wodonga, classified as Regional Cities by Regional Australia, these large townships provide a range of accommodation options and can reduce the pressure on small providers in smaller townships such as Benalla, Euroa and Glenrowan.	ARTC & contractor	• Pre-construction phase • Biannual updates to ARTC

Monitoring Framework				
Overall Performance Goals	**Target**	**Evidence Requirements**	**Data Collection Source**	**Frequency**
Maximise employment of local people with housing arrangements, to minimise the number of new workers moving into the area and placing demand on the accommodation market	• Construction workforce sourced locally where possible • Operational workforce is sourced locally where possible	• Employee records	• Employee statistics report that includes usual place of residence	• Quarterly review during construction • Annual review during operation
Maximise business opportunities for local short-term accommodation providers	Construction contractors and visiting ARTC employees are accommodated in the SIBA Regional Study Area where possible, prioritising short-term accommodation options	• Travel and accommodation records • Consultation with local accommodation providers	Accommodation reimbursement claims recipes, vehicle mileage claims (where relevant) consultation records (consultation manager and/or separate reports)	Quarterly review during construction

7.3 Local Business and Procurement

Table 23 Local Business Procurement Action Plan

SIMP Action Plan	Local Business and Industry Procurement
Benefit / Impact	• Creation of local and regional supply chain opportunities • Local businesses and communities' benefit from the Inland Rail project through supply of goods and services to ARTC
Outcomes	• To provide fair opportunity for local businesses to tender on contracts • To support increased capability for local suppliers and contractors to tender, including indigenous businesses

Impact Assessment (before mitigation)							
Affected Stakeholders	**Nature**	**Phase**	**Extent**	**Duration**	**Severity**	**Probability**	**Significance**
Local businesses	Positive	Primary - construction Secondary - operation	Local, State	Long-term	High	Definite	Very High

Management Plan			
Actions	**Broad Key Performance Indicator (KPI)**	**Responsibility**	**Timeframe**
Procure goods and services using smaller parcels	Local SME's form part of the Inland Rail supply chain	ARTC	Pre-construction
Implement the Inland Rail procurement process which aims to improve opportunities for medium and small businesses to participate in the project.	Local SME's form part of the Inland Rail supply chain	ARTC	Pre-construction
Implement the Indigenous Participation Plan	• Indigenous businesses form part of the supply chain • Progress of Indigenous participation is documented	• ARTC • Contractors • Procurement entities • Aboriginal Victoria • Kinaway Chamber of Commerce	Pre-construction Phase

Management Plan			
Actions	**Broad Key Performance Indicator (KPI)**	**Responsibility**	**Timeframe**
Implement participation plan for local industry to ensure local business has equitable access to the project supply chain	• All tender assessments include Indigenous employment	• ARTC • Contractors • Procurement entities	Pre-construction Construction Post-construction
Procurement process is clearly communicated to local businesses via ARTC website supplier portal and regional news media	• Procurement process advertisements on ARTC website • Procurement process advertisements in regional news media, pamphlets or notice boards	• ARTC • Procurement entities	Pre-construction
Provide regional industry briefing, particularly SMEs timely information about procurement opportunities	• Information is provided on ARTC websites • Staging of business information sessions or open days • Regional councils stage information events and provide information to business in their regions	• ARTC • Local government • Business Groups including: Business Wodonga, Euroa Chamber of Business and Commerce, Wangaratta Business Network	Pre-construction Construction
Implement ARTC Business Capability Development Program to develop the capacity of local and Indigenous SMEs and social enterprises to supply to Inland Rail	Staging of Business Capability Workshops in major regional towns: Wangaratta, Wodonga, Euroa, Benalla	• ARTC • Business Victoria • Local councils • Business peak bodies	Pre-construction
Traffic management plans are developed to minimise disruption to business during construction	Traffic management plans include measures for peak business periods	• ARTC • Contractors	Construction

Monitoring Framework				
Overall Performance Goals	**Target**	**Evidence Requirements**	**Data Collection Source**	**Frequency**
Indigenous businesses form part of the Inland Rail supply chain	To be determined with ARTC using the Indigenous Participation Plan prepared for the Inland Rail project.	Contracts with Indigenous business	Inland Rail Indigenous Participation Plan reporting	Annually
Local SMEs form part of the Inland Rail supply chain	To be determined with ARTC using the Australian Industry Plan (IAP) prepared for the Inland Rail project.	Contracts with SME's in the region	Attendances at business capability events	Half yearly

7.4 Health and Community Wellbeing

Table 24 Health and community wellbeing Action Plan

SIMP Action Plan	Health and community wellbeing
Benefit / Impact	• Amenity related impacts – noise, dust, vibration and visual etc. • Change in travel patterns or behaviours • Increase demand for local health and community services
Outcomes	• Protect community values by minimising amenity relate impacts and fostering positive integration of the workforce to maintain community cohesion • Ensure amenity impacts are minimised through monitoring, engagement and mitigation techniques • Minimise demand to existing social and community infrastructure • Neutral impact on local emergency services and health services • Maintain community access to services and specialised emergency response personnel

Impact Assessment (before mitigation)							
Affected Stakeholders	**Nature**	**Phase**	**Extent**	**Duration**	**Severity**	**Probability**	**Significance**
• Local residents • Emergency service providers • Health and social services providers	Negative	Primary – construction Secondary – operation	Local	• Medium term • Long term	Low	Possible	Low

Management Plan			
Actions	**Broad Key Performance Indicator (KPI)**	**Responsibility**	**Timeframe**
Maintain locally based Community Liaison Officer (or similar) who is an Inland Rail employee who focuses on community engagement and acts as a central point of contact for ongoing landholder issues and concerns (i.e. amenity issues)	Appointment of Community Liaison Officer (or similar) to hold regular meetings and engage with the local communities. This may be amended by ARTC after mitigation workshops.	ARTC & contractor	Ongoing
Ensure construction mitigation activities address the most disadvantaged local communities.	Construction Management Plan specifically addresses noise, dust and vibration impacts in Benalla, Euroa and Broadford Hamilton Street bridge replacement.	ARTC and contractor	Ongoing
Maintain a community grievance mechanism to allow landholders and other stakeholders to lodge issues, concerns, questions or suggestions and have them responded to in a timely manner	Community grievance mechanism is maintained and regularly reviewed, and comments resolved	ARTC & contractor	Ongoing
Develop and maintain workforce education programs on diversity and tolerance to minimise negative interactions in the community	All employees participate in cultural diversity and community behavioural expectations training during induction.	Contractor	Once off – induction draining for construction workforce
Maintain access to community infrastructure and services where possible.	• Access to community infrastructure maintained. • No net loss in community infrastructure as a result of the project	ARTC	ongoing

Management Plan			
Actions	**Broad Key Performance Indicator (KPI)**	**Responsibility**	**Timeframe**
• Minimal impact to travel patterns or behaviours • It is critical that the underpass at Wangaratta is perceived to be safe by community users, given the reduce visibility compared to the existing pedestrian overpasses. Once operational, community feedback on the underpass should be sought and where necessary, changes made to improve community satisfaction and usership	• Prepare and implement effective detour traffic solutions, such as utilising other bridges or underpasses to maintain cross-rail connection within townships at all times • Community surveys on the Wangaratta underpass satisfaction undertaken and the majority of responses are neutral -positive • Road closure and scheduled detours should be communicated with stakeholders before and during these activities to allow stakeholders to plan accordingly • Safety management training for staff involved in implementing traffic solutions	ARTC	Ongoing
No impact on emergency service provisions and response times for emergency service which result in reduced community health and wellbeing	Engage with emergency services to understand where the key emergency access routes are, and potential risks associated with the project to ensure works can be managed so that the project will not exacerbate any risks with regards to access (to and from) areas during construction and operation.	ARTC	Ongoing
Engage with local schools to provide specific curriculum assistance through specialist visits to site or career days at Schools	ARTC and contractor personnel to attend and provide input to relevant lessons with a particular focus on STEM career pathways and outcomes.	• ARTC • Local schools • Victorian Department of Education and Training	Annually
Where possible, provide community support through the contractor program and the ARTC Community Sponsorship and Donation Program. The program operates on an application bases and supports individuals and organisations in regional areas along the railway that contribute to local and regional prosperity, well-being and sustainability	Continued operation of the ATRC Inland Rail Community Sponsorship and Donation Program.	ARTC	Ongoing

Monitoring Framework				
Overall Performance Goals	**Target**	**Evidence Requirements**	**Data Collection Source**	**Frequency**
Minimise disruption to local landholders including impacts to amenity	All community complaints and issues responded to in accordance with the relevant ARTC engagement guidelines	Records of community complaints received, and response recorded including response times	• Consultation manager • Grievance mechanism reporting	Construction, post-construction

7.5 Community and Stakeholder Engagement

Health and Community Wellbeing Statement

Safety is everything to ARTC and it continues to focus on creating a safe environment for all. ARTC also recognises its role in supporting community wellbeing during the changes that Inland Rail will bring.

Table 25 Community and Stakeholder Engagement Action Plan

SIMP Action Plan	Community and stakeholder engagement
Benefit / Impact	• Involve the community in the project so they feel a part of the process and contribute to outcomes • Minimise disruption to local communities and stakeholders
Outcomes	• Facilitate open and transparent engagement with local communities and stakeholders • Build relationships with local community members, local service providers, government agencies, employment and training groups, businesses • Enable local knowledge to contribute to enhanced design outcomes • Identify and manage consultation fatigue if it occurs • Provide an avenue for community members to understand the project and their possible involvement • Engage with nearby landholders and residents

Impact Assessment (before mitigation)							
Affected Stakeholders	**Nature**	**Phase**	**Extent**	**Duration**	**Severity**	**Probability**	**Significance**
• Local landowners • Local community members • Local government representatives	Positive	Construction	Local	Medium	Medium	Probable	Medium

Management Plan			
Actions	**Broad Key Performance Indicator (KPI)**	**Responsibility**	**Timeframe**
Provide information to local businesses regarding construction program and business capacity building programs	Small-scale targeted business survey indicates local business are aware of the project and how to be involved	ARTC	Pre-construction
Develop community working groups as required to assist with communication information, decision making and receiving feedback from the community	Document working group meeting minutes and ensure the wider community can access the minutes to remain informed	• ARTC • Local Government • Local communities	Pre-construction, construction
Provide advanced communication (i.e. signage, advertisements in local papers, consultation materials, website updates, community newsletters) regarding notable traffic and transport matters associated with the project (i.e. changes to local access, road closures, road hazards, detours, reduced speed limits etc.)	Design and distribution of appropriate signage and communication materials	ARTC	Pre-construction
Facilitate open and transparent engagement with local communities and stakeholders	• Positive comments and perceptions around Project communications materials and events • Continued engagement with the community through a Community Liaison Officer (or similar role within ARTC), this may be amended by ARTC in the mitigation workshop • Continued community support provided through the project phone line, website queries and email contact points	ATRC	Pre-construction, construction, post-construction
Engage with nearby landholders and residents and develop relationships to encourage regular reporting on concerns and opportunities for nearby land holders.	• Regular monitoring and reporting on complaints/concerns from nearby landowners • Obtaining Land Access Agreements / leases / land acquisitions arrangements as needed to assist with project delivery	ARTC	Pre-construction, construction,

Monitoring Framework				
Overall Performance Goals	**Target**	**Evidence Requirements**	**Data Collection Source**	**Frequency**
To facilitate open and transparent engagement with local communities	• Majority positive community perceptions • Implement stakeholder engagement strategy	• Positive comments received regarding level and method of community engagement • The stakeholder engagement strategy is reviewed and revised internally	• Community working group minutes • Community grievance procedure • ARTC website interactive map feedback	Annual

8.0 Conclusion

Enhancement works to the existing rail infrastructure across Stage 1 of T2A will take place at 12 sites along the North East Rail Line from Beveridge to Albury. This SIBA has been prepared to identify potential impacts and suggested mitigations to manage social impacts and benefits from the Inland Rail project. Inland Rail enhancement works will take place in several towns along the railway, as well as at key intersections. ARTC has undertaken extensive consultation with the communities where these enhancement works will take place.

The socio-economic profile of the region is varied. The LGAs of Mitchell and Wodonga, which bookend the Tottenham to Albury alignment, have a younger working aged population, more families, higher educational attainment, higher household incomes and lower socio-economic disadvantage compared with the central LGAs which take in smaller, more rural townships. The community of Benalla is particularly vulnerable with an older population, with lower incomes and less car ownership.

Indigenous people have greater levels of social economic disadvantage than non-Indigenous people throughout the six LGAs in the Regional Study Area than non-Indigenous people.

Unemployment is relatively low in the Regional Study Area. Wodonga has a higher proportion of people employed in the construction industry. The region overall has a relatively high proportion of skilled workers and labourers able to work on the Inland Rail project. Most skilled workers and people with experience in the construction industry are male. Opportunities should be created for women and Indigenous people to access training and skills needed to benefit from Inland Rail jobs. Procurement of local businesses into the supply chain will provide indirect job opportunities for women and Indigenous people.

Enabling works are scheduled to commence in September 2021 and construction finish in April 2025 at Broadford-Wandong Road. The construction timeframe varies for each enhancement site depending on the complexity and nature of the works proposed.

Changes in access will be a key factor in the community's acceptance of the project. Most people rely on transport by private vehicle and so road closures will have an impact on travel times, albeit the road closures during the construction phase are temporary and will not result in long-term negative effects.

The SIMP provide a tailored approach to the future management and monitoring of social impacts as the Inland Rail project moves from the approvals phase through construction and into operations.

Impacts during the construction phase include a loss of amenity, increase in demand for short term accommodation, impacts on heritage, changes in travel patterns and concern that the community will become disengaged from over-consultation. During the operational phase, the enhancement projects are anticipated to deliver improved access across the rail corridor, in particular improvements to pedestrian access at Wangaratta Station Precinct and Hamilton Street, Broadford bridge.

Continued stakeholder engagement will be essential to ensure communities and businesses are aware of the construction schedule with long lead times to plan for potential impacts and capture the benefits from the project.

The SIMP has been developed to guide the mitigation and management actions to ensure a consistent approach to management and monitoring of social impacts and benefits. The SIMP has been divided into the five categories of management of the workforce, housing and accommodation, local industry and Indigenous participation, health and community wellbeing and community and stakeholder engagement. Monitoring and reporting on the implementation of the SIMP by responsible parties will be essential over the life of the project.

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Appendix A

Risk Assessment Tables

Construction phase

The potential construction phase impacts, risk rating, mitigation and management actions and residual risk rating are provided in the table below

Potential impact overview	Description	Risk rating	Mitigation and management	Residual risk ranking
Accessibility				
Local community experience restricted access to social infrastructure during the construction phase of the project	The bridge replacement construction activities will restrict or (temporary) prevent movement from one side of a town to another. The severance will result in some members of the community travelling further distances to access services on the other side of townships while the construction work is undertaken. Where bridge replacements are proposed within townships, there are generally alternative route options that allow cross-rail connections (i.e. other bridges nearby or underpasses).	High (B3)	Construction work is proposed to be undertaken in such a way to allow traffic to continue to flow over the bridge during construction wherever possible (i.e. the Broadford-Hamilton Street bridge replacement). Where access over bridges is restricted during construction, ARTC reduce the community severance impacts (and associated access to social infrastructure impacts) by: • Preparing and implementing effective detour traffic solutions, such as utilising other bridges or underpasses to maintain cross-rail connection within townships at all times. • Where road closure is required, ARTC limit the duration of the road closure to the shortest possible time and utilising night work construction shifts as needed to minimise access disruptions to communities. • Road closure and scheduled detours be communicated with stakeholders before and during these activities to allowing stakeholders to plan accordingly. ARTC endeavour to avoid using valued public space and recreational areas (i.e. public ovals etc) as laydown areas for construction material. If these areas need to be utilised temporarily, avoid weekends and times where organised sport (local or district level sporting clubs) may utilise these facilities.	Moderate (C2)

Potential impact overview	Description	Risk rating	Mitigation and management	Residual risk ranking
Local Community experience restricted access to emergency services during the construction phase of the project	The bridge replacement construction activities will restrict or (temporary) prevent movement from one side of a town to another. The severance will result in emergency services travelling further distances to assist the community on the other side of townships while the construction work is undertaken. Where bridge replacements are proposed within townships, there are generally alternative route options that allow cross-rail connections (i.e. other bridges nearby or underpasses).	Extreme (A3)	Construction work is proposed to be undertaken in such a way to allow traffic to continue to flow over the bridge during construction wherever possible (i.e. the Broadford-Hamilton Street bridge replacement). • Where road closure is required, and access to emergency services will be restricted or response times increased due to road detours, ARTC prepare an emergency services access plan in consultation with emergency service providers and the community to protect community health and safety. ARTC has engaged with emergency services to understand where the key emergency access routes are, and potential risks associated with the project to ensure works can be managed so that the project will not exacerbate any risks with regards to access to and from areas during construction and operation. Consultation with the emergency services is ongoing. • Road closure and scheduled detours be communicated with stakeholders before and during these activities to allowing stakeholders to plan accordingly.	Moderate (C2)
The project will change travel patterns, access or behaviours relating to pedestrians or those using prams or mobility scooters, etc.	During the construction phase, access to existing pedestrian infrastructure may be limited. The two pedestrian overpass bridges at Wangaratta are proposed to be removed as they do not meet the vertical clearance requirements for double stacked freight trains. This will restrict pedestrian movements across the rail-line.	High (B3)	ARTC coordinate construction works to minimise impacts on the adjacent road and pedestrian networks. For example, at Anderson Street, Euroa: pedestrian access to the Euroa Train station during construction of the adjacent Anderson Street Bridge will be maintained at all times. Where disturbance to existing pedestrian overpasses are proposed (such as the removal of two pedestrian bridges at Wangaratta), these overpasses are not to be removed, or access restricted, until an alternative pedestrian access solution is identified such as construction of an alternate overpass or underpass.	Moderate (B1)

Potential impact overview	Description	Risk rating	Mitigation and management	Residual risk ranking
The project will negatively change travel patterns, access or behaviours relating to road or rail users.	An increase in traffic volumes during construction will be short term and are not expected to be significant. Road traffic generated during construction, including traffic generated by construction vehicles, will be typical of construction on a linear corridor. Travel patterns will be disrupted by road closures and diversions. Temporary restriction of pedestrian access from one side of town may occur during bridge replacement construction activities.	High (B3)	ARTC seek to maintain access to private properties during the construction phase and engage with impacted landowners regularly so they understand the extent of works near (or within) their property before and during the construction phase (early engagement has already occurred by ARTC as per the *'summary of directly affected properties - consultation'* document). Where possible, the construction and operation of the new bridge will occur prior to the removal of the old bridge. This will reduce the impacts on the existing road networks before the new bridge is connected (tie-in phase) to the existing road network. An assessment of access considerations for each bridge replacement site is provided in Section 6.1. The redistribution of traffic throughout the adjacent road networks at each site is within the capacity of the surrounding roads as identified within the EES referral documentation. Reduced traffic speeds near the construction areas may be necessary, however this will be confirmed as part of the construction traffic management plans which will be prepared in the future. Traffic impacts to public transport networks, general vehicles access and Heavy Vehicles Networks adjacent to the work sites are to be managed through minor detours and construction scheduling. Construction activities can be managed with appropriate traffic management to avoid severance of residential access to community resources, as mentioned within the EES referral documentation. Temporary road diversions or closures and mobilisation of heavy equipment to and from the sites will be managed under a traffic management plan prepared in consultation with relevant road authority and Council. ARTC to share the details of the traffic management plans with interested stakeholders where appropriate (i.e. relevant Council/Shire employees).	Moderate (C2)

Potential impact overview	Description	Risk rating	Mitigation and management	Residual risk ranking
			ARTC provide regular updates to community members and stakeholders and to ensure knowledge of the proposed traffic management strategies (i.e. detours, change in speed limits, road closures, etc.) are understood well in advance. Where Rail Line closures are required, replacement transport will operate during rail closure periods. Where pedestrian access during construction will be impacted, community transport can provide access from one side of the town to the other, utilising the detour routes determined in the traffic management plan. Community members who usually walk around town or are not able to drive, or don't have access to a vehicle will need to be supported through alternative transport arrangements.	
Community				
Change to family structure or housing profile in the Regional Study Area or housing profile	Minimal change to the family structure within the SIBA Regional Study Area is expected due to the relatively small increase in population resulting from the construction workforce. Construction camps are not required (see section 6.1) and therefore no change to the existing housing profile is anticipated due to the availability of short-term accommodation within 50km of each enhancement site.	Low (D1)	Mitigation measure is not recommended due to the low risk rating of the potential impact	Low (D1)

Potential impact overview	Description	Risk rating	Mitigation and management	Residual risk ranking
Change to the demographic profile of the local townships during construction reduces social stability	The construction workforce is predominantly male. Across the 12 enhancement sites, the number of construction workers associated with the bridge replacement or track lowering works is anticipated to be in the order of 30-65 people respectively per enhancement site (with a peak construction workforce potentially increasing to 110 people during shutdowns). During this time, local communities may notice an increase in the number of visitors comprising the construction workforce. However, this change is representing a small population in the Regional Study Area. For example, the construction workforce in Euroa (30 people) will represent a 1% increase to the town's population, rising to 3.3% (110 people) during peak periods.	High (B2)	ARTC employ members of the local population as a priority to mitigate the extent of the change to the demographic profile of the area. This is an existing ARTC objective outlined in Section 6.1). ARTC actively encourage the employment of people from diverse background, women, people with young families, etc. to reduce the increase in any one demographic (i.e. single males). ARTC prioritise short-term accommodation options for large workforce groups (i.e. those associated with 24/7 work or tasks that require increased personnel numbers) in larger towns.(i.e. Shepparton is a 35 minute drive to Euroa, with 15 times the population) This will assist in the reduction of changes to the demographic profile of the area as towns with a higher population are less likely to experience or notice a slight change to the demographic profile that may be influenced by construction workforce. However, this needs to be balanced with the economic benefits the construction workforce would bring to smaller townships.	Moderate (B1)

Potential impact overview	Description	Risk rating	Mitigation and management	Residual risk ranking
Change to the existing culture or way of life of Local Study Area townships resulting from the transient workforce – i.e. local towns value knowing their fellow community members by name, etc.	Due to the transient nature of the construction workforce and lack of long-term commitment to Local Study Area townships compared to local communities, there may be a perceived risk that the construction workers may not uphold the existing values or culture of the community and create tension in townships. The construction workforce may change the existing community dynamic of small community towns and may contribute to an 'us' (locals) and 'them' (outsiders/visitors) mindset. There may be a perceived risk that the construction workforce may create negative social impacts on the community (create rubbish, inappropriate language etc.) and act in antisocial ways, impacting community atmosphere and way of life including feelings of safety where locals know each other by name in a quiet, peaceful regional setting.	High (B2)	ARTC prepare and conduct tailored construction workforce community culture and behaviour training to ensure the workforce are aware of the communities they are entering and associated behavioural expectations and consequences. ARTC implement community working bee days where the construction workforce and the community work together on a community project to foster positive relationships. ARTC staff volunteer to join community programs or events such as tree planting days or participating in a career's day at a nearby school to expand the students understanding of jobs in the construction / STEM fields and spend time giving back to the local communities.	Low (C1)

Potential impact overview	Description	Risk rating	Mitigation and management	Residual risk ranking
Culture				
Heritage components of the built environment diminished during construction and associated community values regarding pride in historic elements of townships reduced	Heritage is a key community value across the townships, and it is important this value is maintained and enhanced where possible. As towns along the railway were originally built with the railway as their core feature, heritage buildings and heritage vistas are often centralised along the rail corridor. The heritage centre of these townships is often the hub of these country towns and provides the country town aesthetic which is outlined in section 4.8 as a core community value for the region. It is important heritage elements are not diminished during construction as this would conflict with existing community values.	High (C3)	ARTC has undertaken extensive consultation with the community and government bodies relating to heritage to ensure that the enhancement designs respect and where possible enhance the heritage feature of the townships. ARTC continue engagement with community during pre-construction and the construction phases. This will help ensure that the community is involved with the design, can foster a sense of ownership and are familiar with the proposed works during the construction phase. Consultation with heritage experts and the relevant government departments will assist with ensuring a holistic design process that ensures positive outcomes for the historic centres in these townships. Selecting a design that respects, and where possible enhances, the heritage elements of the built environment and integrates the advice of heritage expects within government departments and community feedback, will foster a positive outcome for all parties and provide transparency during the construction phase.	Moderate (D3)
Decision making systems				
People experience fatigue and become disengaged from participating in decision making processes due to the cumulative impact of consultation and construction from multiple rail projects.	The Australian Government has committed $235 million to the North East Rail Line which will upgrade the entire rail line from Melbourne to Albury/Wodonga. The improvements will bring the North East line up to a 'Victorian Class 2' track performance standard, in line with other long-distance regional rail lines in Victoria.	High (C3)	Strategically engage with stakeholder as needed and combine engagement topics to reduce the frequency of engagement to focus on quality not quantity. Ensure stakeholders and the community are aware of the difference between the two projects (North East Rail Line upgrades and Inland Rail) and the importance of each project. Ensure stakeholders are aware of the construction schedule for each component of the projects so community members know when construction works will affect their town and when things are back to normal.	Moderate (D3)

Potential impact overview	Description	Risk rating	Mitigation and management	Residual risk ranking
	The project timeline indicates that the works will be complete in 2021, prior to the Inland Rail construction works commencing in 2022. There is some risk of consultation fatigue and construction fatigue of communities along the railway given the combined project duration is over 7 years.		Ensure stakeholders are aware of project completion of the North East Rail Line upgrades and celebrate this achievement together. Ensure stakeholders are regularly thanked for their involvement and patience and where possible, reinforce the long-term benefits of each project to reinstate the positive outcomes.	
Health and wellbeing				
Impacts on mental health and wellbeing due to construction phase impacts (i.e. noise disturbance)	The health and wellbeing of Local Study Area communities near enhancement sites could be impacted by construction noise, dust and vibration. The construction impacts may cause nearby residents to experience reduced mental health due to increased frustration or agitation resulting from amenity impacts including noise disturbances. The reduced mental health risk is likely to be greater for disadvantaged communities who are more vulnerable and often less likely to have the financial means to reduce discomfort (such as purchasing noise cancelling headphones, installing double glazed windows or temporary choosing to stay with relatives elsewhere during high impact periods including 24/7 works).	High (B3)	Health and wellbeing mitigations targeted at the most disadvantaged Local Study Areas of Benalla, Euroa and Broadford Hamilton Street bridge replacement have the most potential to notably benefit these vulnerable communities that are within the bottom 20% of the SEIFA disadvantage index (IRSD). Mitigations include targeted, regular engagement with these communities to understand how they are coping during the construction phase and to ensure they are aware of intense periods of work such as 24/7 work. The Construction Management Plan to include noise reduction measures to those households adjacent the enhancement sites. Noise mitigations including noise abatements to be installed at Wangaratta Station Precinct (preliminary results of noise assessment indicated this is necessary). Maintain a locally based Community Liaison Officer (or similar) as a central point of contract for ongoing landowner/occupier issues (i.e. amenity concerns impacting health and wellbeing). Maintain a community grievance mechanism to allow landholders and other stakeholders to lodge issues, concerns, questions or suggestions and have them responded to in a timely manner.	Moderate (C2)

Potential impact overview	Description	Risk rating	Mitigation and management	Residual risk ranking
			Where possible, provide community support through the ARTC Community Sponsorship and Donation Program that offers between $1000-$4000 for individuals and organisations in regional areas along the railway that contribute to local and regional prosperity, well-being and sustainability.	
Livelihoods				
Demand for private rentals from the construction workforce reduces housing availability. Reduced housing availability increases housing costs within the Regional Study Area causes housing stress for local residents.	The construction workforce is expected to utilise commercial accommodation, this is an ARTC accommodation management principal outlined in section 6.1.8. Accordingly, the project is unlikely to have any long-term impact on the housing market, rather short-term accommodation solutions will be sought in the commercial sector of the market (caravan parks, etc.), not the residential market sector. Private rental managers often prefer 12-month lease which is longer than the construction schedule for most enhancement sites therefore likely to be an ineffective accommodation solution when compared to the short-term options available through the commercial accommodation sector.	Low (D2)	Mitigation measure is not recommended due to the low risk rating of the potential impact	Low (D2)

Potential impact overview	Description	Risk rating	Mitigation and management	Residual risk ranking
Increase in demand for short-term accommodation leading to a reduced supply and lack of availability of short-term accommodation for tourist, and extended family and friends of community members.	The increased number of construction workers in the area will increase demand for short-term accommodation. This may decrease the amount of short-term accommodation available for tourists, and extended family members and friends of local communities who may be looking to stay in the area for special occasions or events (such as school holidays, Christmas, Easter, weddings, Seymour Alternative farming Expo, etc).	High (B3)	Contractors spread the short-term accommodation demands across different providers and different towns to reduce the impacts on any one provider or local community. This may be particularly important for smaller townships such as Euroa. ARTC discuss leave arrangements with the construction workforce to better understand the Christmas / New Year's Eve / Easter leave requirements or preferences. Accommodation providers indicated demand was generally steady throughout the year, with occasional peaks associated with key community events, and was usually quiet over Christmas as discussed in section 4.3. If the construction workforce strategically continues to work during the quieter times of the year for accommodation providers, such as Christmas (Section 6.1.8), this would allow work to continue with less impact on communities in terms of accommodation availability. Where possible, contractors seek to employ local contractors and upskill the local workforce to reduce demands on the short-term accommodation sector. In particular, track lowering work, which requires a larger construction workforce than bridge replacements, but less technical work can utilise the skills of local earth movers and labourers. A project specific workforce housing and accommodation plan (or similar) will be prepared by the Contractor who is required to have a methodology to monitor change and response. Consideration given to maintaining the 'usual' accommodation needs for the community and avoiding work during local events that create increased demand for accommodation. Liaise with local real estate agents to understand and monitor pressures on the private housing market. Maximise business opportunities for local short-term accommodation providers and continue to liaise with these providers in the lead up to construction commencing.	Moderate (C2)

Potential impact overview	Description	Risk rating	Mitigation and management	Residual risk ranking
Positive impact on local businesses (increase in jobs, different mix in jobs) resulting from an increased demand for local goods and services.	During the construction phase, there will be opportunities for local businesses to supply good and services to the construction contractors. These businesses are likely to include local accommodation providers, retail, food and fuel outlets, health and recreation businesses, earthmoving, lighting and traffic management businesses and the like. The growth in business is likely to increase the income for some businesses during the construction phase and potentially increase employment opportunities such as additional shifts for part-time or causal workers in related businesses and associated increased income for those individuals and businesses.	Extreme (A3)	Implement the ARTC Australian Industry Participation (AIP) Plan which is designed to allow for greater opportunities for Australian industry suppliers to be better placed in the procurement process for work on Inland Rail. The plan ensures greater transparency during the tender process and additional support systems for Australian suppliers and ARTC during the delivery phase of Inland Rail to make sure the best outcome is achieved. The positive impacts for businesses maximised through preparation and implementation of the AIP Plan, on-going engagement with local businesses so they can prepare and best position themselves for the increase in demand for local services and goods stemming from the construction workforce. ARTC hold business capability workshops to assist local businesses better understand key issues for working with Inland Rail including capability statement development, tendering, contract management and health, safety and environmental compliance (as demonstrated in Narriri to North Star section of Inland Rail) Workshops can be supported by one-on-one mentoring sessions which present local suppliers an opportunity to gain professional insights into how best to position themselves for success with Inland Rail. It is important to continue these initiatives prior and during construction to support local businesses.	Extreme (A3)
Positive impact on local Indigenous people relating to employment, income and labour skills	The positive social-economic effect associated with gaining meaningful employment includes (but is not limited to) financial improvement, sense of achievement, positive self-esteem, increased confidence and expanded professional social network.	Extreme (A3)	The ARTC Indigenous Participation Plan outlines the company's commitment to working in partnership with Indigenous communities to create meaningful opportunities that deliver lasting benefits for individuals, families and communities. ARTC has identified that the majority of contracting and employment opportunities for the project design and construction phase are realised in the supply chains established with major contractors. ARTC has publicly stated that they are committed to working closely with these contractors to ensure that Indigenous participation targets are set and achieved.	Extreme (A3)

Potential impact overview	Description	Risk rating	Mitigation and management	Residual risk ranking
			ARTC is committed to working closely with Indigenous community networks to encourage applications and increase the number of Indigenous people applying for vacancies. ARTC has engaged two dedicated Indigenous Participation Advisors in regional towns near the entire alignment to assist Indigenous communities to get ready for Inland Rail by buildings skills and capacity. Implement ARTC Business Capability Development Program to develop the capacity of local and Indigenous SMEs and social enterprises to supply to Inland Rail. It is important to set and achieve Indigenous employment targets however these need to reflect the number of Indigenous people looking for work and Indigenous people with the required skills as discussed in section 4.6.1.	
Positive impact on the local workforce and local businesses – direct employment (increase in jobs, different mix in jobs) resulting from an increased demand for local goods and services.	During the construction phase, there will be opportunities for local businesses to supply goods and services to the construction contractors. These businesses are likely to include local earthmoving, lighting and traffic management businesses and the like. There will be opportunities for employment of locally skilled people who can assist with the delivery of works on site (labourers, heavy machinery operators, etc.)	Extreme (A3)	ARTC has created the Inland Rail Skills Academy, which aims to increase the available workforce in regional communities for the Inland Rail project through upskilling community members and involving local businesses in the projects supply chain. This also allows for greater community resilience once the project is complete. ARTC has also created their own Indigenous Participation Plan (as outlined in section6.3) which ensures greater involvement with the local indigenous community and provides guidelines which ensure certain participation levels. Increase job opportunity awareness in the local community through the placement of job advertisements on ARTC website, community notice board, local newspapers, information centres and within local businesses. Use social media to further promote job opportunities. Engage with representatives from diverse communities to encourage community members to apply for employment and training opportunities.	Extreme (A3)

Potential impact overview	Description	Risk rating	Mitigation and management	Residual risk ranking
			Prepare and implement traffic management plans and safety management training to minimise disruption to businesses during construction.	
Positive impact on the local workforce and local businesses – indirect employment (increase in jobs, different mix in jobs) resulting from an increased demand for local goods and services.	During the construction phase, there will be opportunities for local businesses to supply goods and services to the construction contractors. These businesses are likely to include local accommodation providers, retail, food and fuel outlets, and health and recreation businesses and the like. The growth in business is likely to increase the income for some businesses during the construction phase and potentially increase employment opportunities such as additional shifts for part-time or causal workers in related businesses and associated increased income for those individuals and businesses.	Extreme (A3)	Local businesses are aware of the project schedule (i.e. high-level schedule for each township provided on ARTC website) to enable preparation for the construction workforce	Extreme (A3)
Indigenous participation is not achieved at an adequate level	ARTC has committed to encouraging workforce participation by Indigenous people and businesses.	High (C3)	ARTC adopt and implement at a minimum the targets for Indigenous business participation from the Federal Indigenous Participation Plan.	Moderate (D3)

Potential impact overview	Description	Risk rating	Mitigation and management	Residual risk ranking
Surroundings				
Loss of amenity	Increased noise, dust and vibrations associated with construction, as well as the decrease in visual amenity. Loss of amenity has a negative impact on the characteristics of the townships which enhancement works will take place in. These include quiet neighbourhoods, clear air and peaceful environments. This impact may decrease quality of life for residents and reduce the attractiveness of towns which may negatively impact tourism and businesses. Visual amenity impacts include changes to the height or location of new bridges, which may impact the amenity of an area particularly if the structure is more imposing visually or consists of different materials or finishes. ARTC anticipates disruption from noise and vibration will be short term and localised in specific work areas (ARTC Inland Rail *Fact Sheet: Managing noise and vibration.)*	Extreme (A3)	ARTC take steps to reduce amenity impacts on communities, buildings, structures and sensitive receptors. Regular monitoring of noise, vibration and dust levels and communicating these outcomes with stakeholders. Early and targeted community and stakeholder engagement such as communication with sensitive receivers (business owners and residents) to notify these stakeholders when higher than average noise, vibration or dust levels are anticipated (i.e. increased activity associated with shutdowns, night works or high intensity noisy works). Preparation of a Construction Noise and Vibration Management Plan will guide the delivery of construction works and describe how activities undertaken during the construction phase will be managed to avoid or mitigate impacts on communities. The Management Plan is shared with interested stakeholders where appropriate. Contractors will develop and implement a project Construction Environmental Management Plan (CEMP) which includes measures to minimise dust and other emissions in accordance with EPA Publication 480*, Environmental Guidelines for Major Construction Sites* (EPA 1996) including dust suppression measures.	Moderate (B2)

Potential impact overview	Description	Risk rating	Mitigation and management	Residual risk ranking
Way of life				
Increase in demand for social infrastructure and services from the construction workforce placing strain on the capacity of existing facilities and services	Across each of the 12 enhancement sites, the number of construction workers associated with the bridge replacement or track lowering works is anticipated to be in the order of 30-60 people respectively. Local people are anticipated to represent some of the construction workforce and therefore the demand on social infrastructure is anticipated to be lower than the construction workforce numbers as local people will be already utilising existing social services. Increased demand for police and emergency services is unlikely. There may be some increase in demand for health services (local GP, physio, dentist etc.). However, given the small increase in the construction workforce numbers relative to the population size within the Regional Study Area, as well as the extent of social facilities available (see Appendix B), the slight increase in demand is anticipated to be within the capacity of the existing facilities.	Moderate (C2)	Contractors ensure any pre-employment workforce health checks are undertaken prior to travel to site to reduce demand for local services.	Low (C1)

Operations phase impacts

The potential construction phase impacts, risk rating, mitigation and management actions and residual risk rating is provided in the table below

Impact	Description	Risk rating	Mitigation and management	Residual risk rating
Accessibility				
The project will change travel patterns, access or behaviours relating to pedestrians or those using prams or mobility scooters, etc.	No changes to travel behaviour are anticipated in association with the track lowering works. The bridge replacement works generally involve the construction of a new bridge adjacent or very close to the existing bridge and the new bridge will tie into the existing road network. The long-term changes to travel behaviour for road users over the bridge is anticipated to be relatively minor given the proximity between the new and old bridge. Where bridge replacement works impact the existing road network in ways that include the potential removal of car parking spaces on the road near businesses (as is the case potentially with the proposed design for the Hamilton St, Broadford bridge replacement works which includes a new roundabout the reduction in on-street car parking may change travel behaviour in the sense that people may look for parks elsewhere down the street and may need to walk part of the way to their destination, or people may be more likely to choose an alternative transport method other than driving. .	High (C3)	Removal of car parking spaces associated with the Hamilton Street bridge replacement design be thoroughly considered by ARTC and potentially include a car parking study along High Street to understand if the small loss in car parking numbers can be adequately absorbed by the existing on-street car parking spaces. Ideally the project would not cause a reduction in car parking numbers and where this can be off set through the creation of new car parking spaces nearby (through consultation with Council and potential land acquisition or revised design of existing car parking to produce a greater number of spaces). If the removal of on-street car parking spaces is required and cannot be mitigated through replacement car parking nearby, the immediately impacted area is supported with additional facilities or infrastructure that encourage walking and cycling as an alternative mode of transport and support active travel. This may include urban design solutions such as a small ‘park-let’, additional bike racks, bike path, wider footpath, lighting, pedestrian crossing, signage, landscaping, seating or pedestrian shelter. The urban design enhancements, in consultation with Council, local businesses and the community, seek to improve travel behaviour during the operational phase of the project. It is critical that the underpass at Wangaratta is perceived to be safe by community users, given the reduced visibility compared to the existing pedestrian overpasses. The lack of passive surveillance to areas such as underpasses is a key issue for perceived safety. The underpass design includes a fly-though video and Crime Prevention Through Environmental Design (CPTED) principles appear to have been considered. The lighting and clear line of sight through to the end of the underpass and wide path to assist with the perception of safety. Once operational,	Moderate (C2)

Impact	Description	Risk rating	Mitigation and management	Residual risk rating
	Pedestrian and cycling travel movements may increase in locations where the bridge replacement works result in additional walking and cycling infrastructure (i.e. additional footpaths). In Wangaratta, where the two pedestrian overpasses are proposed to be replaced with an underpass, active transport behaviour is anticipated to change and if managed well may result in an increase in active transport. Similarly, at Euroa, the new bridge will accommodate improved pedestrian and cyclist movements, as well as mobility scooters movements to and greater DDA compliance compared to the limitation of the current bridge.		community feedback on the underpass sought and where necessary, changes made to improve community satisfaction and usership.	
Restricted access to social infrastructure during the operational phase of the project	The operational phase of the project is not anticipated to impact social infrastructure within the Regional Study Area (excluding the community garden consideration mentioned above)	Low (D1)	Mitigation measure is not recommended due to the low-risk rating of the potential impact	Low (D1)

Impact	Description	Risk rating	Mitigation and management	Residual risk rating
Community				
Changes to family structures (i.e. influx of workers without families) housing market or rental costs	During the operational phase of Inland Rail there will be negligible population changes to the Regional Study Area as a result of the project. Consequently, negligible changes to the population and demography of the Regional Study Area are anticipated. There may be temporary maintenance crews working on the railway. However, this occurs presently on the existing railway as needed and therefore this outcome is not considered to be new impact resulting from the Inland Rail project. No changes to the housing market or housing profile are anticipated during the operational phase.	Low (D1)	Mitigation measure is not recommended due to the low-risk rating of the potential impact	Low (D1)
The population and demography of the Regional Study Area is impacted by the operational phase of the Inland Rail project	During the operational phase of Inland Rail there will be negligible population changes to the Regional Study Area as a result of the project. Consequently, negligible changes to the population and demography of the Study Area are anticipated. There may be temporary maintenance crews working on the railway. However, this occurs presently on the existing railway as needed and therefore this outcome is not considered to be new impact resulting from the Inland Rail project.	Low (D1)	Mitigation measure is not recommended due to the low risk rating of the potential impact	Low (D1)

Impact	Description	Risk rating	Mitigation and management	Residual risk rating
Livelihoods				
businesses experience a decline in profit due to reduce nearby car parking.	Most businesses in the Regional Study Area will not experience a negative impact during from the Operation of the Inland Rail. The possible removal of on-street car parking near High Street, Broadford (in proximity to the Hamilton Street enhancement site) may negatively impact some local businesses. For instance, the owner of 'Beckspresso' has expressed concern to the engagement team about this change.	Moderate (C2)	Measures to mitigate the impact of traffic and car parking changes on business are discussed in the operations section.	Moderate (C2)
Impacts on businesses and industry on business and industry	Most businesses are anticipated to experience a positive impact from the project due to improvements and efficiencies in the supply of goods and services associated with the national building project of Inland Rail that will provide the movement of goods between Brisbane and Melbourne in less than 24 hours transit time.	Extreme (A3)	Engage regularly with the business community to ensure readiness to utilise the Inland Rail freight transport services when operational. Communication of key timeframes is critical.	Extreme (A3)

Impact	Description	Risk rating	Mitigation and management	Residual risk rating
Impacts to the labour force, income and employment	During the operational phase of Inland Rail, there will be minimal long-term employment opportunities in the Regional Study Area as a result of the project. However, the upskilling of some locals during the construction phase may improve their long-term employment opportunities for other construction or labour-intensive projects in the area. There may be temporary maintenance crews working on the railway. However, this occurs presently on the existing railway as needed and therefore this outcome is not considered to be new impact resulting from the Inland Rail project.	Low (C1)	Mitigation measure is not recommended due to the low risk rating of the potential impact	Low (C1)
Surroundings				
Negative amenity impacts (noise, dust and vibration)	The project area characteristics include a relatively quiet, peaceful, regional setting with an existing railway and running through the centre of historic townships containing primarily single storey low density dwellings, civic centres, wide country roads and plenty of open space and green space. ARTC has stated that '*operations noise under Inland Rail has been assessed an inconsequential on the North East corridor – a double-stacked train has been found to be generally less than two decibels*	High (B2)	The SLR memorandum includes an initial review of noise mitigation options for the Wangaratta Station precinct which identified that property treatments may be the feasible and reasonable railway noise mitigation option. Noise assessments shared with interested stakeholder were appropriate (i.e. Council / Shire employees) to reduce noise concerns. The SLR memorandum is a public document. The noise mitigation strategies implemented in consultation with property owner(s) to reduce the operational noise impacts near Wangaratta Station precinct to manageable levels. This will assist to reduce the noise impacts associated with the operation phase of the project and seek to maintain the project area characteristics which include a relatively quiet, peaceful regional setting.	Low (D2)

Impact	Description	Risk rating	Mitigation and management	Residual risk rating
	louder than a single-stacked train". As such, the operational noise impacts are considered to be minimal, with the exception of Wangaratta Station Precinct which is the only T2A area the predicated rail noise levels above the criteria. Some stakeholders also raised concerns regarding the increase in noise frequency resulting from the increase in trains. The assessment of road noise from the proposed bridge replacements and other significant road realignments predicts compliance with VicRoads criteria for the applicable work areas. For local roads, the predicted increases in road noise are below the threshold at which mitigation is required to be considered (SLR memorandum 02000-21-110-EMN-00-ME-001). With regards to vibration, recent railway vibration surveys have identified double-stack freight wagons would not necessarily result in higher ground-borne vibration emissions (SLR memorandum 02000-21-110-EMN-00-ME-001). The assessment of vibration levels from railway operations predicts that the criterion is met at all sensitive receptors. The ground vibration levels would also be well within vibration levels for damage to			

Impact	Description	Risk rating	Mitigation and management	Residual risk rating
	building contents and structural (cosmetic) damage to buildings. Dust levels are not expected to differ noticeably from the existing operations.			
Negative amenity impacts (visual amenity)	The majority of the track lowering sites are in regional locations with no immediate residential communities and therefore the visual impact concerns are low. The track lowering works propose the removal of two pedestrian overpasses and new underpass in the Wangaratta Station precinct is within an existing township and therefore visual changes will be observed in the context of the existing rail infrastructure. New bridge works will be between 1.8 m and 2.5 m higher than the existing bridge structures. The new bridges will be constructed to comply with modern engineering standards and will be designed to be sympathetic with the surrounding environment.	High (C3)	Feedback from ongoing consultation with local councils and community is factored into final design treatments. An urban design specialist will also be engaged during the detailed design phase to identify design opportunities to improve on the existing environment and complement the surrounding area. ARTC recognises the importance of urban design and will be commissioning an independent peer review of the initial assessment to ensure that the best visual amenity outcomes are identified. Where visual impact concerns are raised by the community, ARTC engage with the community to understand their preferred mitigation strategy, such as change in materials, colour, increased screening vegetation, revised signage, etc. and empower the community to help shape their built environment where practical for the project.	Moderate (C2)
Way of Life				
Community garden removed during the construction phase	Section 4.8 outlined that community gardens and other sources of food production and self-sufficient activities for the region is a strong community value.	High (B2)	ARTC enable a replacement garden in a nearby location should the community garden near the Broadford-Wandong bridge be removed. Selection of a new site to involve consultation with Mitchell Shire Council and the local community.	Low (D1)

Impact	Description	Risk rating	Mitigation and management	Residual risk rating
	With agricultural being a leading employment sector for the Regional Study Area and local food production forming part of the community's identity, ensuring that continued access to these to community gardens is important to upload the existing community values A land- owner near the Broadford-Wandong bridge replacement site has questioned whether the small community garden near the site may be impacted by the bridge design. While this outcome is to be confirmed and subject to finalisation of the design, removal of the community garden may occur, and this would cause negative impacts on the community during the operational phase.			

Appendix B

Social Infrastructure

Table 26 The Rural City of Benalla Social Infrastructure and Community Organisation

Item	Description
Social infrastructure	
Childcare Facilities	Bernard Briggs Kindergarten Gumnuts resort Ride Avenue Pre-School Benalla Kids Cottage
Hospitals, Medical Centres and Aged Care Facilities	Benalla Carrier Street Clinic Benalla Church Street Surgery Benalla Health (Benalla & District Memorial Hospital) Cooinda Aged Care Benalla Estia Health Benalla Royal Freemasons Benalla
Schools	Australian Christian College Benalla P-12 College Benalla Primary School Edspace FCJ College Saint Joseph's Primary School
Sporting Clubs and Facilities	All Blacks Football Netball Club Benalla Aeroclub Benalla Bandits Baseball Club Benalla Bowls Club Benalla Bushrangers Cricket Club Benalla Golf Club Benalla Gymnastics Club Benalla Hockey Club Benalla Indoor Recreation Centre Benalla Lawn Tennis and Croquet Club Benalla Saints Football Netball Club Benalla Squash Club Benalla Rovers Soccer Club Gliding Club of Victoria Sport Inclusion Australia
Cultural Facilities, Community Facilities and Churches	Benalla Baptist Church Holy Trinity Anglican Church Benalla Seventh-day Adventist Church Life Church Lifestyle Gospel Church St Joseph Catholic Church Benalla Uniting Church Lakeside Community Centre Benalla Community House

Item	Description
	Benalla Senior Citizens Community Centre Yooralla Community Hub Benalla Scout Group Hall Benalla Girl Guides Hall Benalla Performing Arts & Convention Centre Benalla Town Hall Benalla Library
Universities, TAFE, Other Educational Facilities	GOTAFE Benalla campus

Source: Australian Rail Track Corporation, Benalla, Engagement and Community Action Plan, 2020

Table 27 Glenrowan Social Infrastructure and Community Organisation

Item	Description
Social infrastructure	
Childcare Facilities	Glenrowan Occasional Care
Hospitals, Medical Centres and Aged Care Facilities	Nil
Schools	Glenrowan Pre-School
Sporting Clubs and Facilities	Glenrowan Kelly's Football and Netball Club (in recess) Glenrowan Indoor Carpet Bowls Club
Cultural Facilities,	Glenrowan Soldiers Memorial Hall Glenrowan Multipurpose Centre Glenrowan Public Park Reserve

Source: Australian Rail Track Corporation, Glenrowan, Engagement and Community Action Plan, 2020

Table 28 Mitchell Shire Council Social Infrastructure and Community Organisation

Item	Description
Social infrastructure	
Childcare Facilities	Wandong Pre-School Wandong Playgroup Mt Piper Pre-School, Broadford Paisley Park Learning Centre, Broadford Tallarook Playgroup Goodstart Early Learning Seymour Victoria Street Kindergarten, Seymour Seymour Play Group Seymour Flexible Learning Centre Avenel Pre-School / Avenel Pre-School Committee

Item	Description
Hospitals, Medical Centres and Aged Care Facilities	Wandong Medical Centre Kilmore Hospital Kilmore Medical Centre Kilmore Medical Practice Broadford Doctors Broadford Medical Clinic Seymour Hospital Goulburn River Group Clinic, Seymour Seymour Medical Clinic Goulburn River Group Clinic, Avenel
Schools	Wandong Primary School Kilmore Primary School Assumption College Kilmore Kilmore International School Broadford Primary School Broadford Secondary School Tallarook Primary School Seymour College St Mary's College Seymour Avenel Primary School
Sporting Clubs and Facilities	Wandong Tennis Club Wandong Netball Club Wandong Warriors – Junior Football Club Kilmore Football and Netball Club Kilmore Tennis Club Kilmore Golf Club Mitchell Rangers Soccer Club Broadford Basketball Club Broadford Golf Club Broadford Tennis Club Broadford Bowls Club Broadford Riders Club Broadford-Seymour Cycling Club Broadford Football and Netball Club Broadford and District Pony Club Tallarook Cricket Club Seymour Golf Club Seymour Cricket Club Seymour Royals Cricket Club Seymour Pony Club Seymour Tennis Club Seymour Bowls Club Seymour Sharks Swimming Club

Item	Description
	Seymour Spinners and Weavers Club Seymour Youth and Fitness Club Riding for the Disabled Avenel Football and Netball Club Avenel Tennis Club Avenel Bowls Club Avenel Golf Club
Cultural Facilities, Community Facilities and Churches	Save Wandong Action Group (SWAG) Wandong-Heathcote Junction Action Group South Mitchell Neighbourhood Watch Group Wallan-Wandong Lions Club Kilmore and District University of the Third Age (U3A) Mitchell Bicycle Users Group Wandong History Group Mitchell Youth Services Group Broadford Scouts Group Broadford RSL BEAM – Mitchell Shire Environment Group Broadford Land Management Group CWA Broadford Broadford Armature Theatrical Society Broadford Senior Citizens Broadford District and Historical Society Broadford Community Garden Broadford/Seymour Legacy Group Combined Probus Club, Broadford Tallarook Landcare Group Tallarook Recreation Reserve – Committee of Management Rotary Club of Seymour Seymour RSL Seymour Scouts Group Seymour Lions Club Seymour University of the Third Age (U3A) Seymour CWA Seymour We Want Group Seymour Neighbourhood Renewal Residents – Action Group Seymour Men's Shed Seymour Gardens Club Seymour and District Arts Society Seymour Agricultural and Pastoral Society Avenel Action Group Avenel Neighbourhood House Avenel PEDLER Group

Item	Description
Universities, TAFE, Other Educational Facilities	GOTAFE Seymour Campus
Indigenous Group/s	Taungurung Land and Waters Council (Broadford)
Business Chambers	Seymour Tourism and Business Chambers
Key Community Contacts	Wandong Bus and Coaches – Max Perry Free Press: What's News Wandong – Alan Hall Wandong CFA Captain – Yorin Miller Mitchell Shire Communications Coordinator (local resident) Rosemary Scott Ex Broadford Principal - John Patterson Broadford CFA Volunteer – Jay Martin Tallarook Market Manager/Seymour Radio/Blueberry Farm Owner – Cynthia Lim General Manager Seymour Coaches / President Seymour Tourism and Business Chambers – Stuart Locke Avenel Long-time local/well Connected – Anne Douglas Avenel CFA Volunteer – John Tomson Avenel Market Manager – Ella Bradshaw

Source: Australian Rail Track Corporation, Mitchell Shire, Engagement and Community Action Plan, 2020

Table 29 Strathbogie Shire Council Social Infrastructure and Community Organisation

Item	Description
Social infrastructure	
Childcare Facilities	Euroa – Goodstart Early Learning Nagambie Pre-school & Childcare Centre
Hospitals, Medical Centres and Aged Care Facilities	Euroa Medical Family Practice Euroa Health Euroa - The Old Colonists Association of Victoria Nagambie Medical Centre Simply Helping Goulburn Valley Violet Town Nursing Home Violet Town Medical Clinic
Schools	Avenel Pre School Avenel Primary School Euroa Secondary College Euroa Primary School Euroa Kindergarten Longwood Primary School Nagambie Primary School Perabin Primary College Violet Town St Joseph's School Nagambie Violet Town Kindergarten

Item	Description
Sporting Clubs and Facilities	Avenel Bowling Club Euroa Football Club Euroa Golf Club Euroa Lawn Tennis Club Longwood Football Netball Club Nagambie Lakes Regatta Centre Strathbogie Golf Club
Cultural Facilities, Community Facilities and Churches	Avenel War Memorial Euroa Arboretum Euroa Sheila Inc Design Centre Euroa Nomad Art Gallery La Galerie de Nagambie Mitchelton Gallery of Aboriginal Art Violet Town Museum & Art Gallery Violet Town Southern Aurora Memorial Gardens
Universities, TAFE, Other Educational Facilities	N/A
Indigenous Group/s	Taungurung Clans Aboriginal Corporation Yorta Yorta Nation Aboriginal Corporation
Business Chambers	Euroa Chamber of Business and Commerce
Key Community Contacts	Purdey Wikman (Euroa Local/JHG engagement project coordination for NERL)

Source: Australian Rail Track Corporation, Strathbogie, Engagement and Community Action Plan, 2020

Table 30 Wangaratta Rural Shire Social Infrastructure and Community Organisation

Item	Description
Social infrastructure	
Childcare Facilities	Euroa – Goodstart Early Learning Nagambie Pre-school & Childcare Centre
Hospitals, Medical Centres and Aged Care Facilities	Euroa Medical Family Practice Euroa Health Euroa - The Old Colonists Association of Victoria Nagambie Medical Centre Simply Helping Goulburn Valley Violet Town Nursing Home Violet Town Medical Clinic
Childcare Facilities	Country Buddies Childcare and Kindergarten Centres Goodstart Early Learning Centres (Moore Street, Murdoch Road, Williams Road) Nurture One Wangaratta Child Care Centre Wangaratta Family Day Care and Family Services

Item	Description
Hospital and Medical Centres (Excludes individual practisers and allied health providers)	Australian Clinical Labs Cherub Health and Sports Injury Clinic Community Care Centre and Dental Service Dorevitch Pathology Ely Street Clinic Gateway Health I-MED Radiology Network Noah's Ark Disability Services North East Child Adolescent Mental Health Service North East Family Medicine North East Health Wangaratta (Wangaratta District Base Hospital) Ovens and King Community Health Service Ovens Medical Group Phillipson Street Clinic South Wangaratta Medical Centre South Wangaratta Medical Centre Upper Murray Family Care Wangaratta Audiology Wangaratta Cardiology & Respiratory Centre Wangaratta Health and Wellbeing Wangaratta Maternal and Child Health Services Wangaratta Medical Centre Wangaratta Paediatric Clinic Wangaratta Private Hospital Wangaratta X-ray Zenith Medical Centre Docker Street Medical Centre
Aged Care	Do Care Illoura Residential Aged Care Rangeview Private Nursing Home St Catherine's Hostel St John's Retirement Village UnitingCare Neil Stewart House
School and Kindergartens	Appin Park Kindergarten Appin Park Primary School Batchelor's Green Kindergarten Cathedral College Christopher Robin Pre-school Centre Coronation Kindergarten Galen Catholic College James Tilson Kindergarten Our Lady's Primary School St Bernard's Primary School St Patrick's Primary School

Item	Description
	Wangaratta District Specialist School Wangaratta High School Wangaratta Primary School Wangaratta West Kindergarten Wangaratta West Primary School Yarrunga Primary School
Sporting Facilities	Appin Street Athletics Complex Barr Reserve Ovals 1 & 2 Bindall Avenue Reserve HP Multipurpose Centre South Wangaratta Reserve Pitch 1 & 2 Wangaratta Indoor Sport and Aquatic Centre Wangaratta Showgrounds (Norm Minns Oval) Wangaratta Skate Park Wareena Hall Wareena Park Oval Wonga Reserve
Sporting Clubs	North Wangaratta (Rovers Hawks) Football and Netball Club Wangaratta Bowls and Sports Club Wangaratta (Magpies) Cricket Club Wangaratta (Magpies) Football and Netball Club Wangaratta Amateur Swimming Club Wangaratta Amateur Volleyball Association Wangaratta and District Junior Football League Wangaratta Auskick Wangaratta Baseball/Softball Sports Club Wangaratta Basketball Association Wangaratta Bowling Club Wangaratta City Colts Cricket Club Wangaratta City Soccer Club Wangaratta Croquet Club Wangaratta Cycling Club Wangaratta Hardcourt Tennis Club Wangaratta Hockey Club Wangaratta Lawn Tennis Club Wangaratta Netball Association Wangaratta Pickleball Club Wangaratta Squash and Racquetball Club Wangaratta Table Tennis Association Wareena Park Bowls Club

Item	Description
Cultural & Community Facilities	Apex/Merriwa Traffic School CWA Hall Meals on Wheels Pangerang Community House Performing Arts Centre Visitor Information Centre Wangaratta Art Gallery Wangaratta Club Wangaratta Library Wangaratta Masonic Centre Wangaratta RSL Sub-branch
Churches	Church of Christ Church of Jesus Christ of Latter-day Saints Enjoy Church Grace Community Church Holy Trinity Anglican Cathedral Kingdom Hall of Jehovah's Witnesses Our Lady Myrtles Greek Orthodox Church Our Lady's Catholic Church Presbyterian Church St Michael's Anglican Church St Patrick's Catholic Church The Salvation Army Wangaratta Corps Uniting Parish Church Victory Community Church Wangaratta Baptist Church Wangaratta Christian Fellowship Wangaratta Seventh-day Adventist Church Wangaratta Uniting Church Wangaratta Wesleyan Methodist Church Wellspring of Living Water Church Zion Lutheran Church

Source: Australian Rail Track Corporation, Wangaratta, Engagement and Community Action Plan, 2020

Table 31 Wodonga Council Social Infrastructure and Community Organisation

Item	Description
Social infrastructure	
Hospital, Medical Centres and Aged Care Facilities	Wodonga Hospital Albury Wodonga Health Murray Valley Private Hospital BUPA Aged Care Wodonga Generations Aged Care Westmont Aged Care Daintree Medical Centre Wodonga West Medical Clinic Federation Clinic Wodonga West Medical Clinic Elmwood Medical Centre Hospital Street Doctors Gateway Health
Schools	Catholic College Wodonga Belvoir Special School Victorian Lutheran College Wodonga South Primary School Wodonga Primary School Melrose Primary School Albury Wodonga Community College Wodonga Senior Secondary School Wodonga West Primary School Wodonga Middle Years College St Monica's Primary School Wodonga Flexible Learning Centre
Sporting Clubs and Facilities	Wodonga Athletic Club Albury Wodonga Football Association Wodonga Football Netball Club Kart Equip Wodonga Bowling Club Wodonga Tennis Centre Wodonga Golf Club Belvoir Cricket Club Association Inc. Wodonga Raiders Football Club Wodonga Raiders Cricket Clun
Cultural Facilities	Burraja Indigenous Cultural and Environmental Discovery Centre The Cube Wodonga Arts Space Wodonga

Item	Description
Universities, TAFE, Other Educational Facilities	La Trobe University Wodonga TAFE

Source: Australian Rail Track Corporation, Wodonga, Engagement and Community Action Plan, 2020

Appendix C

Issues identified in the ECAP

Table 32 Benalla ECAP - Issues to be considered

Stakeholder interest	Issue	Mitigation measures
Flooding	Some incidents of flooding around the station precinct. Members of the community are eager to see results of flood modelling.	Include information about flooding mitigation on communication materials including fact sheets and project website. Team briefed on flood modelling results.
Design	Scale and bulk of the bridge solution – concerns raised about the retaining wall and impact on nearby properties. Existing bridge already disliked by the community.	Share positive urban design examples from contemporary infrastructure projects.
Operation	Concerns raised about the increased frequency and size of the freight trains – noise and vibration.	Share outcomes of noise studies with the community
Vehicles	Carparking, coach access and turning.	Confirm these issues will be considered throughout design process.
Legacy issue – station precinct	Long-standing sensitivities and concerns with the station precinct and outcomes of previous works	Continue to be receptive to sensitivities around station precinct.
Legacy issue – ARTC & NERL	Addressing long-standing issues with ARTC operations including level crossing failure/down times, unreliable passenger services and ride comfort concerns.	2020 Benalla Activity Plan: Build awareness of, and support for, the project and its opportunities to local communities.
Legacy issue – Broken River Bridge	Recent works to the historic bridge by ARTC is being investigated by Heritage Victoria. The 145-year old bridge has State and National historic significance.	Participate in Heritage Victoria investigation.

Table 33 Glenrowan ECAP – Issues to be considered

Stakeholder interest	Issue	Mitigation measures
Flooding	Geological conditions causing flooding/drainage issues that have impacted past projects	Include information about flooding mitigation on communication materials including fact sheets and project website. Team briefed on flood modelling results.
Design	Division in the community about preferred solution – some supported track lowering while Glenrowan Improvers group supports removal/relocation of bridge	Online engagement to help reach consensus.
Operation	Concern about noise and vibration with Inland Rail use of corridor	Share outcomes of noise studies.

Stakeholder interest	Issue	Mitigation measures
Pedestrian access	Concern that elderly residents use the bridge will not be able to access it in the future	Confirm this will be considered during design process.
Legacy issues – ARTC and NERL	Addressing long-standing issues with ARTC operations including level crossing down times, unreliable passenger services and ride comfort concerns.	2020 Glenrowan Activity Plan: Build awareness of, and support for, the project and its opportunities to local communities.

Table 34 Mitchell Shire ECAP – Issues to be considered

Stakeholder interest	Issue	Mitigation measures
Scope pressure	Several Mitchell Shire Councillors have seen the activation of Inland Rail as an opportunity to deliver more than the scope presented. Additional level crossings, new bridges and upgrades road intersections have all been raised in previous consultations. It is important that expectations of what is possible and not, is clearly defined early in 2020.	Regular Mitchell Shire stakeholder briefings including a planned Site Bus Tour.
Intermodal Terminal Decision	The final destination for Inland Rail on the southern end is yet to be determined however one viable option is the construction of an intermodal terminal in Beveridge. In September 2018, Qube entered an exclusive call option to acquire 1,100 hectares of land at Beveridge located around 60 kilometres north of Melbourne (Beveridge Project). Qube believes that the Beveridge Project has the potential to be a major intermodal logistics hub in the medium term. Beveridge is located in the Mitchell Shire LGA and would bring significant investment and business to the region, a decision is yet to be reached (the other potential option is Tottenham, outside of the Mitchell LGA).	Outside our control, however, keep Mitchell Shire Council updated on progress.
Legacy & Trust	ARTC's challenged record of delivering projects in the region, and continued challenges with operational performance on the North East rail line (NERL) have resulted in an ongoing reputational issue that is routinely raised with the project. The Mitchell Shire is less affected by these issues due to the broad-gauge services available to Melbourne, however the 2020 Wallan derailment has cast increased focus on ARTC.	Mitchell Shire 2020 Activity: *Build awareness of, and support for, the project and its opportunities to local communities.*

Stakeholder interest	Issue	Mitigation measures
Seymour	• Construction will cause an extended road closure to Seymour-Avenel road which will divert traffic. Community have not raised major concerns about this. • One close by abattoir business requires ARTC to maintain access throughout the planned construction period. • Council Engineers have raised early expectations of road reinstatement along the proposed detour route, the current road condition is not great, and they do not believe the road will handle increased traffic and the road con	Consult impacted landowners Community Consultation & Share Feedback Manage expectations through 3rd party agreement?
Broadford	• Design delays due to conflicting agency requirements has limited quality engagement opportunities. Construction methods are still being determined due various limitations (e.g. possession windows) which is also limiting quality engagement opportunities. • Concerns about shortened sightlines on new bridges, speed on existing bridges, desire for treatments to be incorporated into designs, e.g. roundabout, speed bumps • Concern about access during construction – emergency service / community, interest in construction staging, traffic management plans • Grade of new bridges an issue, interest in understanding height of new bridges and impact on surrounding residents	Consult impacted landowners Community Consultation & Share Feedback Brief Local Emergency Services Visualisations
Tallarook	No major engagement related issues at this location have been identified thus far however, there is some local interest.	Consult impacted landowners Community Consultation & Share Feedback
Wandong	• Design delays due to conflicting agency requirements has limited quality engagement opportunities. • Concerns about access during construction – school / emergency services, impact on bus routes, removal / reinstatement of Wandong sign Road Safety	Consult impacted landowners Community Consultation & Share Feedback Brief Local Emergency Services

Stakeholder interest	Issue	Mitigation measures
	• Safety concerns at intersections due sightlines of existing and new bridge, bus turning circles, interest in roundabout on eastern side Interest in materials of screens on new bridge, interest in understanding more about landscaping plans and reinstatement of areas impacted by construction.	

Table 35 Strathbogie ECAP – Issues to be considered

Stakeholder interest	Issue	Mitigation measures
Scope pressure	The Euroa Working group and council see Inland Rail as an opportunity to deliver more outcomes than the project scope provides for. Additional parking, gardens, shades, paths have all been raised in consultation. Council's Position: '*That ARTC need to consider the precinct as a whole, not just the area of their scope of works.'*	Explanations of what is possible and not should be clearly defined and discussed with the Euroa Working Group.
Legacy & Trust	ARTC has previously experienced challenges delivering projects in the region. Continued challenges with operational performance on the North East rail line (NERL) have resulted in concern that ARTC will not successfully deliver the Inland Rail project works. The Euroa community actively opposed ARTC's early design work at a community meeting. This led to changed design to a bridge option and the need to for a working group to be established.	Establishment of the working group and the change to a bridge design in response to community concern has created a degree of goodwill. Continued work with the group is required to achieve a satisfactory solution for Anderson St.
Council and EWG Requirements	The aspirations of the Euroa Working Group and Strathbogie Council are extensive not all can be delivered by the Inland Rail project.	ARTC working closely with the Council and the Euroa Working Group. Ensuring 'Creating a civic presence' township strategy is drawn upon in design reiterations and shown where it has been factored in.
OVGA Standards	A community leader, Edwina from DESIGNeuroa is pushing for ARTC to comply with the Office of the Victoria Government Architect standards. ARTC is not required to meet these standards however Edwina is a strong voice in the community.	Incorporating/Matching OVGA standards in our PSTR

Table 36 Wangaratta ECAP – Issues to be considered

Stakeholder interest	Issue	Mitigation measures
Heritage	Interest expressed in retaining heritage aspects of existing footbridges	Retain footbridges and use for alternative purpose, such as community art installation.
Design	Community has raised concerns about the safety of an underpass	Share positive urban design examples from contemporary infrastructure projects with underpasses. Conduct research into the safety of underpasses and share with community.
Pedestrian access and safety	Existing bridges are steep and get slippery – safety issue	Confirm new structures will align to latest standards. Share positive examples from other projects.
Legacy issues – ARTC and NERL	Perceived problems with V-Line passenger service; strong desire for improved services	2020 Wangaratta Activity Plan: *Build awareness of, and support for, the project and its opportunities to local communities.*

Table 37 Wodonga ECAP – Issues to be considered

Issue	Mitigation measures
Level crossing access needs to be considered – it facilitates stock movement and is the only access to other parts of the property after original access was severed by the establishment of new freight/industrial centre	
The landowner would like new access off Hume Highway. The landowner's son raised the opportunity for compensation.	
At the suggestion of an underpass solution, the landowner raised the issue of flooding issue	

Appendix D

Construction Schedule

Summary of key dates

Worksite	Access From Date	Access End Date
Murray Valley Highway, Barnawartha	October 2021	December 2022
Murray Valley Highway, Barnawartha	July 2022	December 2022
Wangaratta Precinct	November 2021	November 2022
Beaconsfield Parade Bridge, Glenrowan	October 2021	October 2022
Seymour Avenal Rd	November 2021	July 2023
Seymour Avenal Rd (Private Property areas requiring permanent acquisition)	July 2022	July 2023
Hume Highway, Tallarook	December 2021	January 2023
Marchbanks Road	November 2023	April 2024
Short Street, Broadford	April 2023	July 2023
Hume Highway, Seymour	November 2022	March 2023
Anderson Street, Euroa	April 2023	Jul 2024
Benalla Station Approach Road	August 2023	March 2024
Hamilton Street, Broadford	March 2023	July 2023
Broadford Wandong Road	October 2024	April 2025
Overhead Utilities	November 2021	July 2024
Overhead Utilities	February 2022	July 2024
Track Slews	November 2021	July 2022
Signal Gantries	November 2021	July 2022