

Our Ref: 08/073g

7 April 2025

**Attention: Jerom Hurley, Manager Planning Services**

City of Karratha  
PO Box 219  
Karratha WA 6714

Dear Jerom

## **APPLICATION FOR DEVELOPMENT APPROVAL – LOT 103 WICKHAM DRIVE, WICKHAM.**

Please find enclosed an application for Development Approval to extend the use of the 'Workforce Accommodation' until December 2035, partially change the use from 'Workforce Accommodation' to 'Office' and 'Recreation Private', install new boundary fencing, reconfiguration of the parking area and upgrade internal landscaping and the façade of the 'Wickham Village' building on behalf of our Client, Rio Tinto Iron Ore (Rio Tinto). Rio Tinto is the proponent of the existing approved development at Lot 103 Wickham Drive, Wickham, known as Wickham Village.

In support of this application please find enclosed:

- **Attachment A** – Completed and Signed Form 1 – Application for Development Approval.
- **Attachment B** – Copy of the current Certificate of Title for Lot 103 on Deposited Plan 175534.
- **Attachment C** – Development application plans
- **Attachment D** – Copy of the Landscaping Plans prepared by Plan E.
- **Attachment E** – Wickham Village Social Impact Management Plan (SIMP) prepared by Creating Communities.
- **Attachment F** – Copy of previous development approval (DA16153).

The value of the proposed development is \$15.5 million and our client have opted to have the application determined by the Development Assessment Panel (DAP). Based on the City of Karratha and DAP Fee schedule 2024/25, the application fee is \$25,548 for the City of Karratha and \$10,952 for the DAP. The combined fee will be paid by Rio Tinto to the City of Karratha following issue of an invoice.

### **Background**

Taylor Burrell Barnett on behalf of Rio Tinto, lodged an application on 12 December 2016 with the City of Karratha for an extension of the existing Transient Workforce Accommodation use at Wickham Village, as well as redevelopment of part of the site. This included the removal of 18 accommodation blocks (72 rooms) and 2 laundry units, addition of 36 new accommodation blocks (144 rooms) with 3 laundry units, car park works, conversion of the central mess building to office and gym and other associated support facilities.



The development application received conditional approval by the City on 23 January 2017 (DA Ref. 16153). Condition 2 of this approval required that the development cease operations by 20 December 2022 and rehabilitation of the site be completed by 20 December 2023 (refer **Attachment F**).

In March 2022, Taylor Burrell Barnett wrote to the City of Karratha regarding DA16153 for Wickham Village. TBB informed the City of an intent to lodge an application to amend Condition 2 of the development approval, recognising the ongoing need for Wickham Village to support an expected large increase in projected FIFO demand over the next 5 years. This correspondence was accompanied by a Rio Tinto report of deliverables against the 2011 Social Impact and Mitigation Plan (SIMP) which was prepared for the development of Wickham Lodge and Cajuput Village FIFO developments.

On 30 August 2022, TBB on behalf of Rio Tinto submitted an application to amend the original development application by modifying Condition 2 to request continuing use of the site for an additional 5-year term, until 20 December 2027 and complete rehabilitation of the site by 20 December 2028. The application was approved subject to Condition 2 being amended to only allow operation of the site until 20 December 2025 and rehabilitation by 20 December 2026. New Conditions 8b and 8c were also added to include the requirement of a footpath being installed along Wickham Drive and Mulga Way and a reduction in the soft landscaping along Mulga Way.

These two conditions were required to be implemented within six (6) months of approval, however issues arose with the design and location of the footpath along Mulga Way due to the width of the verge along the southern boundary of the subject site and the existing swale. These issues at the detailed design stage have resulted in the footpath and verge landscaping along Mulga Way not yet being implemented. This is proposed to be resolved through a revised landscaping and footpath response in this new application.

### Subject site

The subject site is located at Lot 103 Wickham Drive, Wickham, and is known as Wickham Village. The predominant use on the site is 'Workforce Accommodation'. The site comprises accommodation buildings and a main building containing a publicly accessible gym, communal facilities for the workforce and Sodexo laundry and store. The site is located south of Wickham Drive, north of Mulga Way, and west of vacant land. The lot details are as follows:

Table 1: Lot details

Lot No	Deposited Plan	Volume	Folio	Ownership
103	175534	1843	817	Robe River Mining Co Pty Ltd; Nippon Steel Australia Pty Ltd; North Mining Ltd; Sumitomo Metal Australia Pty Ltd; Mitsui Iron Ore Development Pty Ltd

### Proposed Application

In recognition of the significant role that Wickham Village continues to play in accommodating Rio Tinto's workforce within the Town, approval is being sought to:

- Extend the approval for 'Workforce Accommodation' at Wickham Village for an additional 10 years from the date of this new approval. Prior to the end of the 10-year period, Rio Tinto understands it will be required to submit for approval a Transition Plan in accordance with the requirements of LPP10 to the satisfaction of the City, or rehabilitate the land. No increase in the number of rooms is proposed.
- Undertake upgrades to site facilities for the benefit of the overall Wickham Community.
- Incorporate several additional community benefits that relate to the ongoing operation of Wickham Village both onsite and offsite.

The application has been informed by a Social Impact Assessment/Mitigation Plan (SIA/SIMP) as required by Local Planning Policy 20 – Social Impact Assessments and to ensure Wickham Village's ongoing contribution to the broader Wickham community (refer



**Attachment E).** The SIMP considers the proposed Wickham Village use and license to operate extension, proposed onsite upgrades and potential investment in offsite community facilities as offsets. The engagement process for the SIMP included stakeholder interviews, a City of Karratha Council and Officer workshop, Community Survey, and a FIFO resident survey. The engagement with stakeholders and community members sought feedback on the proposed facility upgrades, as well as seeking input on the potential social impacts and associated management strategies needed to optimise positive impacts and limit negative impacts of the proposed continued operation of Wickham Village.

The improvement works and additional community benefits are intended to demonstrate Rio Tinto's ongoing commitment to the local economy and community. The components of the proposed application are outlined in more detail below:

#### Extension of time for 'Workforce Accommodation' Use

An extension of the predominant use of the subject site for 'Workforce Accommodation' is being sought until December 2035. Most of the subject site is proposed to continue to be used as 'Workforce Accommodation' with no planned alterations to accommodation buildings. Importantly, there will be no increase in the number of rooms to be installed at Wickham Village.

#### Upgrade Works

The development application proposes various upgrades and the inclusion of various facilities required for the ongoing use of the subject site as Workforce Accommodation and to ensure the buildings and use make a positive contribution to the locality and broader Wickham community. These are outlined below:

- Expansion to the floor area of the Wickham Village Building to be leased to the private Wickham Gym that is independently operated and provides gym services to both local and FIFO residents.
- Refitting the existing Building to accommodate Sodexo's office, building maintenance and linen storage operations at the front of the premises, with a flexible design that allows for potential future commercial repurposing.
- Enhancing recreational spaces for Wickham Village residents, who currently have limited indoor recreational facilities.
- Redeveloping internal green spaces to provide improved outdoor respite areas for FIFO residents.
- Upgrading the village laundry facilities.
- Changes to car parking and street frontage to improve street connections and enhance streetscape appearance.
- New awnings, signage and 'shop fronts' designed to enhance appearance and entry points to the gym and Sodexo office, whilst also contemplating other uses for the Building in the future, when Wickham Village ceases operation.
- Façade and fencing treatment to minimise the visual impact of the donga style accommodation from street view and provide an opportunity for Indigenous designed public art.
- Increased landscaping around the subject site.
- Footpath continuing down Mulga Way.
- Changes/upgrades to the Loading zone.
- New Bus Shelter, covered walkway, pedestrian crossing and entry roof.

These upgrades are proposed to be completed throughout 2025/2026 after approval is granted and are designed to ensure that the facility remains fit for purpose, can accommodate the evolving needs of the Rio Tinto workforce, make a positive contribution to the streetscape and locality, and serve the existing and future needs of the Wickham community.

#### Additional Community Benefits

A change of use is also proposed for a portion of the existing Wickham Village Building, converting part of the building from 'Workforce Accommodation' to 'Recreation – Private' (318m<sup>2</sup>) and 'Office' (26.96m<sup>2</sup>). An extension to the existing Wickham Gym is proposed by repurposing the portion of the building immediately to the south of the existing gym and leasing this area to the existing gym operator. This extension will provide services to both residents and FIFO workers, fostering greater community engagement and benefits.

The front portion of the building is also proposed to be refitted to accommodate Sodexo's office, building maintenance and linen storage operations, with a flexible design that allows for potential future commercial repurposing.



Approval is sought for these uses to not be time-limited (temporary) as the intention is that they continue as community benefits beyond the 10 year time limit of the 'Workforce Accommodation' use.

The SIMP proposed three offsite community benefits for Wickham resident feedback to determine appropriate community benefits. Rio Tinto is proposing to deliver the two most supported community benefits as part of this development application through conditions of approval:

- Upgrading the Wickham oval with new lights and drainage to improve the safety and extended use of the ovals.
- Redevelopment of the existing Wickham Sports Courts into a fully shaded facility with installation of a permanent roof structure.

The plans that comprise the development application package, including the site plan, floor plan and elevations are provided in **Attachment C**.

## Planning Justification

### Zoning and Land Use Permissibility

Zoning is prescribed by the City of Karratha Local Planning Scheme No.8 (LPS8). Under LPS8 the subject site is zoned 'Town Centre' and located in the Wickham Precinct. LPS8 does not include any zone objectives, however Precinct Objectives for the Wickham Precinct indicate the City's preferred land use and development outcomes within the precinct.

The proposal supports the relevant precinct objectives in clause 4.13 of LPS8. The proposed change of use to office and the extension of the Wickham Village gym will increase the economic diversity of the townsite by contributing to a greater diversity of uses that will benefit the residents of Wickham Village and the broader Wickham community. The proposed upgrade works will enhance the appearance of the Wickham Town Centre, particularly the new fence screening incorporating public art and building façade treatments which will improve the site's appearance from the street and contribute to a better streetscape along Wickham Drive.

The land use permissibility in the 'Town Centre' Zone is prescribed in LPS8. Furthermore, the Wickham Townsite Structure Plan (Structure Plan) also provides guidance on the intended land use and development direction for the Wickham Townsite.

The land uses applied for and their associated LPS8 definitions and permissibility are detailed in **Table 2** below.

Table 2: Proposed Land Use Permissibility

Land Use	LPS8 Definition	Permissibility
<b>Workforce Accommodation</b>	<i>Primarily for the accommodation of workers engaged in construction, resource, agricultural or other industries on a temporary basis; and for any associated catering, sporting and recreational facilities for the occupants and authorised visitors.</i>	A
<b>Office</b>	<i>premises used for administration, clerical, technical, professional or other like business activities.</i>	P
<b>Private Recreation</b>	<i>land or buildings used for parks, gardens, playgrounds, sports arenas, or other grounds which are not usually open to the public without charge and includes health clubs squash courts and other indoor sports facilities.</i>	D



We note that under the zoning table in LPS8 the 'Office' use does not require approval and that there is discretion to approve both the 'Workforce Accommodation' and 'Private Recreation' uses. Both of these discretionary uses are considered appropriate on the subject site. It is noted that Local Planning Policy No.10 – Workforce Accommodation (LPP10) includes a number of matters to be considered when exercising discretion for an application for workforce accommodation, including extensions to existing approvals and matters related to time limited approvals, need, location design, and community integration.

The approval of the 'Workforce Accommodation' use will support both the maintenance of the necessary accommodation for Rio Tinto's FIFO contractor workforce and continuing fluctuating operational needs of Pilbara mining activities (particularly port and rail maintenance and projects). It will also alleviate pressure on the other workforce accommodation in the area and the local Wickham and Karratha housing stock by ensuring adequate and fit-for-purpose accommodation for the workforce. The continuation of the 'Workforce Accommodation' use will be supported by the onsite upgrades and Rio Tinto's commitment to contributing towards the offsite community benefits identified in the SIMP.

The purpose of the extension of time for the use of 'Workforce Accommodation' for an additional 10 years is to ensure the maintenance of the necessary accommodation for Rio Tinto's FIFO contractor workforce and support the operational needs of Pilbara mining activities for expected major projects at the nearby port as well as accommodation for shutdown maintenance campaigns..

The current average utilisation of the site is 37% but it is often at full capacity at certain times during the year when large site maintenance shutdowns occur and to support discrete projects. There is a proposed average utilisation of 64% of the site over the next decade to meet predicted surplus demand. This will increase to 91% if proposed projects which are yet to be funded are approved.

There is currently an existing gym facility located within the Wickham Village Building. An expansion of the floor area will be leased to the private Wickham Gym which is independently operated and provides gym services to local residents and FIFO residents. It is expected that the gym will expand by approximately 50% in floor area which will increase the offer to its users and allow for the Wickham Village Gym to continue beyond the life of the site as 'Workforce Accommodation'.

Noting that all the uses are capable of approval on the subject site, the proposal warrants support by the City and DAP accordingly.

### Upgrade Works – Fencing and Screening

The existing fencing along the entirety of the Wickham Drive frontage adjacent to the car park is proposed to be replaced. Four (4) types of panelling are proposed.

Table 3: Proposed Fencing Details

Screen Type	Description	Location on Plan
Screen Type 1	2.7m x 1.42m panels that are predominantly solid coreten. With the top 900cm of it being perforated coreten panel.	7.8m in length along Mulga Way to the Wickham Drive intersection.  49.5m in length between the Wickham Village Building and the Mulga Way boundary.  48.91m between the entry gate and western site boundary.
Screen Type 2	Perforated solid coreten panels 2.7 x 1.4m for the purpose of the sliding vehicle gate	15.7m length adjacent to the loading zone.



Screen Type	Description	Location on Plan
Screen Type 3	Vertical battens at 150mm spacing surrounding the double gate to the FIFO accommodation.	<p>3.88m length between the new service entry gate and the bus stop.</p> <p>6.12m length between the bus stop and the new entry gate for residents of the Wickham Village workforce accommodation.</p> <p>3.49m length between new resident entry gate and remaining fencing.</p>
Screen Type 4	Perforated panel 2.45m x 1.1m for the bus stop fencing	<p>8.2m length adjacent to the new bus stop.</p> <p>2.15m length as a double gate on the new resident entry gate.</p>

The variation in fencing types provides an appropriate level of articulation that reduces the impact of the fencing on the Wickham Drive streetscape and results in a design outcome that makes a positive contribution. Provisions for landscaping, screening and fencing are included in clause 5.12 of LPS8. Supplementary to these provisions, Section 4.1.7 of Local Planning Policy No 9. – Town Centre Zone Development Requirements (LPP9) includes aesthetic considerations for development, including feature perimeter fencing where development fronts major roads.

The proposed fencing is consistent with these requirements and will minimise the visual impact of the donga style accommodation on the streetscape and improve the visual aesthetic and interaction of the subject site with the primary streetscape. Overall, it will improve the interaction between the subject site and the streetscape through the provision of high quality, visually interesting screening for the donga style buildings on site.

The fencing and screening also provide the opportunity to integrate public art into the development which is considered to provide a community benefit. A local indigenous artist has been commissioned to prepare designs which are capable of reproduction and use within the fencing panels. A final design is yet to be selected. It is expected that a condition will be imposed on the approval to require the final design, materials and finishes for the fencing to be approved to the satisfaction of the City.

### Car Parking

Car parking requirements for the subject site are included in LPS8 with supplementary provisions provided in section 4.5 of LPP9. There are currently 77 bays provided on site with an additional 9 bays being proposed as part of this application. The increased number of bays will facilitate broader community use of Wickham Village gym and the proposed number of bays is considered appropriate for the uses on the subject site.

### Landscaping

As part of this proposal, the existing landscaping along the Wickham Drive verge is proposed to be retained, whilst the landscaping along Mulga Way verge is proposed to be upgraded. Upgrades to the internal landscaping are also proposed, including upgrades to the communal courtyard and additional trees and native ground cover adjacent to the car bays and proposed fencing. In support of the proposed application, landscaping plans have been prepared by Plan E and are provided as **Attachment D**. The upgrades proposed to the landscaping demonstrate Rio Tinto's commitment to significantly improve the visual appearance and streetscape of the development and ensuring the amenity of the surrounding area is not adversely impacted by the continued operation of Wickham Village.



A summary of the landscaping upgrades proposed for the site are outlined below.

- Landscaping on the eastern boundary of the site along the Mulga Way verge, including gravel surfacing, pedestrian footpath, screening shrubs in front of the permeable metal fence and bands of native tree and shrub planting.
- Native trees next to parking bays for shading.
- Pedestrian entrance along the northern boundary upgraded with new footpath to be constructed directing pedestrians to the shopping centre and away from existing crossovers.
- Shaded shelter and seating for bus waiting area.
- Internal site landscaping to increase the benefit for FIFO residents including grass areas for the use of FIFO residents, occasional outside seating, large rocks to be used as decorative features, small group gathering break-out spaces.

### Community Benefits

As part of the application for development approval and to offset the perceived negative impact of 'Workforce Accommodation' facilities in regional town centres, the City of Karratha's local planning framework promotes the inclusion of community benefit/s to facilitate the integration of the workforce residing at the facility with the surrounding local community.

There are several community benefits that are proposed on site as part of this application:

- Upgrades to the Wickham Village Building on site including an expansion of the existing gym. The expanded area will be leased to the Wickham gym and therefore will be publicly accessible. Improvements to the gym are likely to lead to an increase in usage by the townsites residents, providing a wider community benefit to offset any perceived negative impacts of continuing the workforce accommodation use at the subject site.
- Other upgrades to the Wickham Village Building including new façade and architectural treatments which will serve to improve the street appeal and presentation of the building and site and facilitate future uses when the workforce accommodation use ceases.
- More significant upgrades to the landscaping along Mulga Way and aesthetically pleasing perimeter fencing to screen the existing dongas and enhance the site's overall presentation, streetscape, and amenity.
- A refit of the existing buildings to allow Sodexo to operate its office, building maintenance and linen stores at the front of the buildings. This leased space will be designed in such a way to contemplate future re-purposing as a commercial space available in the future when the workforce accommodation use ceases.

Further, the SIMP asked community members to comment on three potential off-site community benefits to be provided in support of this proposal. The off-site benefits were selected at the Wickham Recreational Precinct in recognition that Wickham FIFO residents use facilities at the centrally located recreational precinct, the SIMP found that 47 % of surveyed FIFO residents used the sports ground/oval at Wickham. In recognition of Rio Tinto's ongoing commitment to the broader Wickham community and townsites, it is requested that the two most supported community benefits are included as a condition of this approval:

- Upgrading the Wickham Oval with new lights and drainage to improve the safety and extended use of the ovals. The upgrades will include:
  - 300mm imported topsoil;
  - Grading to achieve an approximately 1% Crossfall on all playing fields;
  - New drainage swale and additional pipes under Carse Street;
  - A new irrigation system;
  - Shade trees scattered around the oval and car park; and



- Retention of the existing clubhouse and changeroom building and cricket practice nets.
- Redevelopment of the existing Wickham Sports Courts into a fully shaded facility with installation of permanent roof structure. The redevelopment will comprise:
  - Permanent shade cover over the multi-purpose courts that meets all relevant Australian Standards, and complies with AS1170.2 for Region D, Terrain Category 2 Cyclonic Conditions;
  - Removal of all existing court lighting and associated infrastructure and installation of new integrated court lighting to meet a minimum of 200 lux across the courts and meet all requirements as outlined in the current version of the AS 2560 Sports Lighting and specifically AS 2560.2.4 Netball and Basketball Australian Standards for Lighting;
  - The inclusion of a chilled water fountain and a water supply to one storeroom;
  - LED lighting and electrical supply to the storerooms, minimising the impact on the court surface;
  - Purchase and installation of basketball backboards, netball posts and scoreboards;
  - Rectification of court surfaces resulting from removal and installation of lighting and sporting equipment;
  - Demolition of the existing storage shed and the provision of 3 storage sheds on site; and
  - The provision of a maintenance vehicle access point on the western side of the courts, suitable to accommodate access for an elevated work platform.

Importantly, the results of engagement undertaken as part of the SIMP indicate that 90% of respondents were supportive of the proposed development application and 0.1% were not supportive.

We propose that the two community benefits outlined above be included as conditions of approval for this application, with the scope of works consistent with that which is outlined above and agreed with the City, to a maximum contribution by Rio Tinto of \$5m for Wickham Oval project and \$8.03m for the Wickham Sports Courts (redevelopment to a fully shaded structure). The maximum contribution for both projects represents the Order of Probable Costs (OPC) for each project as provided to Rio Tinto by the City of Karratha in late 2024.

### Transition Plan

We note that a transition plan for 'Workforce Accommodation' is a requirement under clause 5.5.2 of LPS8 and Local Planning Policy 10 – Workforce Accommodation. The proposed Transition Plan is intended to provide a strategy for the transition of the use of the site from the 'Workforce Accommodation' use to other uses which would support and benefit the wider Wickham community, taking into consideration the site's location at the entry to town and adjacent to the shopping centre, as well as the potential for reuse and repurposing of existing building(s) and facilities on-site. **Figure 3** below outlines a potential Transition Plan for the subject site.





Figure 3. Wickham Village Upgrade Potential Transition Plan.

The majority of the existing modular buildings would be removed to provide adequate space for implementation of the development, as outlined in the transition plan. The central facilities building is proposed to remain.

The proposed transition plan has three key components:

- Retaining and upgrading the Central facilities building (Wickham Village Building) including:
  - Enhanced landscaping to create a green arrival statement at the corner of Wickham Drive and Mulga Way;
  - Corten street screening and additional landscaping softening the visual impact;
  - Access and egress points maintained with reciprocal rights for the proposed building upgrade and Tourist Park sites;
  - Central facilities building upgraded for potential office/administration uses as part of a potential Tourist Park, convenience retail shop front and other multipurpose community uses.
- Convert the eastern portion of the site to service worker accommodation with a range of dwelling types to cater to a range of individual needs. All lots are proposed to be front-loaded and aim to provide activation for the Mulga Way streetscape.
- Convert the western portion of the site to a Tourist Park including:
  - Access/egress points to the Tourist Park site and parking;



- Retention, repurposing, and modification of some of the existing transportable buildings along the western boundary for use as chalets;
- Potential caretakers' accommodation;
- Central open space area for guest use and potential for utilisation for overflow camping as required;
- Children's playground facilities for guests
- Repurposed buildings for BBQ and kitchen facilities, and ablutions;
- Southern grassed area for camping tents; and
- Landscaped buffer area screening chalets from Mulga Way and secondary access/egress to Mulga Way.

The transition plan outlines a strategic framework for the subject site, highlighting its potential for future redevelopment. It ensures that the redevelopment meets future trends, offering flexibility for a range of uses that can adapt to changing circumstances over time. It is one option for a potential transition of the site to other uses when the workforce accommodation use ceases. We expect that a condition of this approval would include the preparation and approval of a Transition Plan in accordance with the requirements of LPP10 to the satisfaction of the City at the conclusion of the 10-year approval timeframe or rehabilitation of the site.

### Conclusion

We trust the information provided constitutes a valid and compliant planning application. We believe that the proposal will make a positive contribution to the Wickham community and townscape and ensure the maintenance of the necessary accommodation for Rio Tinto's FIFO contractor workforce and support the operational needs of Pilbara mining activities. We look forward to assisting the Shire as required and receiving its favourable consideration of the proposal.

Should you have any questions or require additional information please do not hesitate to contact the undersigned on (08) 9226 4276.

Yours faithfully,



RACHEL CHAPMAN  
DIRECTOR

CC: Louise Thomas, Rio Tinto





# Attachment A

Application for Development Approval –  
Form 1 and Checklist and DAP Form 1



# APPLICATION FOR DEVELOPMENT APPROVAL

## Local Planning Scheme No.8



The City of Karratha is committed to working towards a paperless environment and reducing our environmental footprint, therefore we encourage you to complete and submit your application electronically. **Please lodge your Development Application via email to: [development.admin@karratha.wa.gov.au](mailto:development.admin@karratha.wa.gov.au)**

PROPERTY DETAILS		
Street / House No:	Lot No: 103	Diagram or Plan No: 175534
Street Name: Wickham Drive		Suburb: Wickham
Title Encumbrances (e.g. easements, restrictive covenants):		
OWNER DETAILS (if more than two owners, please complete the multiple owner form at <a href="https://karratha.wa.gov.au/planning-forms">https://karratha.wa.gov.au/planning-forms</a> )		
Company Name: Please refer to multiple owner form		ABN (if applicable):
Owner Name: Please refer to multiple owner form		Owner Name:
Position Title: YVETTE BEAR - ROBE TJ MANAGER AUTHORISED OWNER REPRESENTATIVE (only required when signing on behalf of a Company)		Position Title: (only required when signing on behalf of a Company)
Signature: <i>[Signature]</i>	Date: 25.3.25	Signature: _____ Date: _____
The application will <b>NOT</b> proceed without the signature of <b>ALL</b> owners. Please refer to the checklists for requirements relating to signing as Owner at <a href="https://karratha.wa.gov.au/planning-forms">https://karratha.wa.gov.au/planning-forms</a> .		
APPLICANT DETAILS		
Name/Company Name: Taylor Burrell Barnett		
Contact Person: Elyse Saraceni	Phone Number: 9226 4976	
E-mail Address: <a href="mailto:elyse@tbbplanning.com.au">elyse@tbbplanning.com.au</a>		
Postal Address: PO Box 7130, Cloisters Square, Perth WA 6850		
<input checked="" type="checkbox"/> I have referred to the relevant checklists at <a href="https://karratha.wa.gov.au/planning-forms">https://karratha.wa.gov.au/planning-forms</a> <input checked="" type="checkbox"/> If required to be publicly advertised, I understand that the information provided with this development application may be made available to the public for advertising purposes and that an additional fee will apply, in accordance with the City's fees and charges.		
Signature: <i>[Signature]</i>		Date: 25-3-25
APPLICATION DETAILS		
Description of proposed works and/or land use: Extension of the 'Workforce Accommodation' use until December 2035, installation of new boundary fencing, reconfiguration of the parking area and upgrades to internal landscaping and the façade of the 'Wickham Village' building, and partial change of use from workforce accommodation to 'Office' and 'Recreation - Private'		
Estimated cost of proposed development (ex. GST): \$15.5 million (\$15,500,000)		
Nature of any existing buildings and/or land use: Workforce Accommodation		
Is this application an amendment to an existing development approval? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>		
Has development and/or use commenced? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> (If yes and your application is not for an amendment, retrospective fees will apply)		
Is this an application to vary the Residential Design Codes and/or Local Planning Policy DP7? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If yes, written justification is <b>specifically required</b> to demonstrate how the proposal meets the relevant design principles of the R-Codes. Forms for the provision of written justification and neighbour consent can be found at <a href="https://karratha.wa.gov.au/planning-forms">https://karratha.wa.gov.au/planning-forms</a> .		

Applications are not considered formally lodged and accepted for consideration until all required information is received, the application form is completed and signed and the required fee has been paid. Failure to lodge a complete application will delay a decision. Applicants are encouraged to contact or arrange an appointment with a Planning Officer, by phoning 9186 8555 or alternatively attending the Administration Building at 7-17 Welcome Road, Karratha, as discussing your proposal at an early stage can avoid unnecessary delays. Visit [www.karratha.wa.gov.au](http://www.karratha.wa.gov.au) for further information.



# APPLICATION FOR DEVELOPMENT APPROVAL



## MULTIPLE OWNER APPLICATION FORM

This form to be completed when submitting an application for development approval where there is more than two owners and is to be signed by each registered proprietor/s as shown on the certificate/s of title.

- Where the landowner/s cannot sign, an authorised agent can sign and attach evidence of the authority.
- If the subject land is owned by a company, you must confirm whether it is a sole proprietorship company and state the full name/s and position/s of the company signatory/ies.
- Appropriate company signatory/ies include one director and the company seal, two directors, or one director and one secretary.

Eg: \_\_\_\_\_  
John F. Smith - Director

Peter S James - Director

Or \_\_\_\_\_  
John F. Smith - Sole Director

**Smith Pty Ltd**

**Smith Pty Ltd**

**Smith Pty Ltd**

If the subject land is owned by a strata company, consent can be signed by the strata company secretary or by an elected person of the strata company providing proof of authority either by letter of delegated authority, signed by all strata owners or minutes showing delegated authority.

## PROPERTY DETAILS

Street / House No:	Lot No: 103	Diagram or Plan No: 175534
Street Name: Wickham Drive		Suburb: Wickham
Title Encumbrances (e.g. easements, restrictive covenants):		

## OWNERS DETAILS

Company Name: Robe River Mining Co. Pty Ltd	ABN (if applicable): 50 416 068 429
Owner Name:	
Position Title: (only required when signing on behalf of a Company)	
Signature:	Date:
Company Name: Sumitomo Metal Australia Pty Ltd	ABN (if applicable): 50 416 068 429
Owner Name:	
Position Title: (only required when signing on behalf of a Company)	
Signature:	Date:
Company Name: North Mining Ltd	ABN (if applicable): 50 416 068 429
Owner Name:	
Position Title: (only required when signing on behalf of a Company)	
Signature:	Date:
Company Name: Mitsui Iron Ore Development Pty Ltd	ABN (if applicable): 50 416 068 429
Owner Name:	
Position Title: (only required when signing on behalf of a Company)	
Signature:	Date:



# APPLICATION FOR DEVELOPMENT APPROVAL



## MULTIPLE OWNER APPLICATION FORM

This form to be completed when submitting an application for development approval where there is more than two owners and is to be signed by each registered proprietor/s as shown on the certificate/s of title.

- Where the landowner/s cannot sign, an authorised agent can sign and attach evidence of the authority.
- If the subject land is owned by a company, you must confirm whether it is a sole proprietorship company and state the full name/s and position/s of the company signatory/ies.
- Appropriate company signatory/ies include one director and the company seal, two directors, or one director and one secretary.

Eg: \_\_\_\_\_  
John F. Smith - Director

\_\_\_\_\_   
Peter S James - Director

Or \_\_\_\_\_  
John F. Smith - Sole Director

**Smith Pty Ltd**

**Smith Pty Ltd**

**Smith Pty Ltd**

If the subject land is owned by a strata company, consent can be signed by the strata company secretary or by an elected person of the strata company providing proof of authority either by letter of delegated authority, signed by all strata owners or minutes showing delegated authority.

## PROPERTY DETAILS

Street / House No:	Lot No: 103	Diagram or Plan No: 175534
Street Name: Wickham Drive		Suburb: Wickham
Title Encumbrances (e.g. easements, restrictive covenants):		

## OWNERS DETAILS

Company Name: Nippon Steel Australia Pty Ltd		ABN (if applicable): 50 416 068 429
Owner Name:		
Position Title: (only required when signing on behalf of a Company)		
Signature:	Date:	
Company Name:	ABN (if applicable):	
Owner Name:		
Position Title: (only required when signing on behalf of a Company)		
Signature:	Date:	
Company Name:	ABN (if applicable):	
Owner Name:		
Position Title: (only required when signing on behalf of a Company)		
Signature:	Date:	
Company Name:	ABN (if applicable):	
Owner Name:		
Position Title: (only required when signing on behalf of a Company)		
Signature:	Date:	



# APPLICATION FOR DEVELOPMENT APPROVAL

## Application Checklist



### COMMERCIAL/INDUSTRIAL, GROUPED OR MULTIPLE DWELLINGS

(for single dwellings and ancillary development approvals, refer to the checklist at <https://karratha.wa.gov.au/planning-forms>)

Please refer to relevant Local Planning Policies at <https://karratha.wa.gov.au/local-planning-policies> and/or the City's Local Planning Scheme 8 at [https://www.dplh.wa.gov.au/getmedia/c4c52d3d-0ffa-49e6-a3e9-2ff777f6642e/Karratha\\_scheme\\_text](https://www.dplh.wa.gov.au/getmedia/c4c52d3d-0ffa-49e6-a3e9-2ff777f6642e/Karratha_scheme_text) for definitions and provisions.

This checklist has been prepared to ensure that development applications submitted to the City of Karratha are complete and contain all the required information to allow for it to be processed in a timely manner.

Applications are not considered formally lodged and accepted for consideration until all the required information is received, the application form is completed and signed, together with payment of the required fee. Failure to lodge a complete application will delay a decision.

#### Completed Application for Development Approval Form ☐

- The form is to be signed by the registered proprietor/s as shown on the certificate/s of title.
- Where the landowner/s cannot sign, an authorised agent can sign and attach evidence of the authority.
- If the subject land is owned by a company, you must confirm whether it is a sole proprietorship company and state the full name/s and position/s of the company signatory/ies.
- Appropriate company signatory/ies include one director and the company seal, two directors, or one director and one secretary.

Eg:

John F. Smith - Director  
Smith Pty Ltd

Peter S James - Director  
Smith Pty Ltd

Or

John F. Smith - Sole Director  
Smith Pty Ltd

If the subject land is owned by a strata company, consent can be signed by the strata company secretary or by an elected person of the strata company providing proof of authority either by letter of delegated authority, signed by all strata owners or minutes showing delegated authority.

#### Application Fee/s – Refer to the Planning Fee Schedule <https://karratha.wa.gov.au/planning-forms> ☐

The application fees are based on the estimated cost of development, which includes, costs based on industry recognised/market value prices, including cost for materials and labour for construction.

#### Written submission; addressing any relevant objectives and/or provisions of the Local Planning Scheme, Local Planning Policies, State Planning Policies or other planning instruments. ☐

#### A copy of the site, floor and elevation plans drawn to a scale of 1:200 or 1:100.

Existing plans may be available from the City of Karratha to use as reference for future proposed development.

#### Site Plan (Drawn to scale, at not less than 1:200) ☐

- Street name(s) and lot number;
- Lot dimensions north point and scale;
- Existing and proposed buildings and uses;
- Existing and proposed ground and finish levels (relative to a nominated datum point or Australian Height Datum (AHD));
- Driveways/access points;
- Setbacks;
- Lot boundaries (existing and proposed), including strata boundaries;
- Details and location of any fencing;
- Location & layout of any car parking areas; and
- Location of Septic Tanks, Leach Drains and Soakwells related to Sewerage Treatment Systems.

#### Floor Plan (Drawn to scale of 1:100 or 1:200) ☐

- A plan of every storey with floor levels (Relative Level (RL) or Australian Height Datum (AHD));
- Room layout including walls, doors, windows and proposed use of each room; and
- Dimensions of buildings.

#### Elevation Plan (Drawn to scale of 1:100 or 1:200)

- View of every face or proposed building(s)/ Structure(s) detailing all openings (door and windows) and architectural features;
- Materials and colours (if known); and
- Show floor levels (Relative Level (RL) or Australia Height Datum (AHD)).

#### Site Survey Feature Plan (Drawn to scale of 1:100 or 1:200) ☐

- Including street verge, drawn to scale and endorsed by licensed surveyor.



# APPLICATION FOR DEVELOPMENT APPROVAL

## Application Checklist



<b>Landscaping Plan</b> (Drawn to scale, at not less than 1:200) <ul style="list-style-type: none"><li>• The location of existing and proposed buildings and structures including onsite services, e.g. overhead power lines, sewers, drains and underground power;</li><li>• The location and species of plants to be retained or removed including within the street verge;</li><li>• The areas subject to landscaping works;</li><li>• The areas to be reticulated and the systems to be used;</li><li>• A species schedule stating height upon maturity;</li><li>• Other materials to be imported, arranged and/or constructed on the site (e.g. the preparation of garden beds and location of retaining structures or water features); and</li><li>• The proposed staging, if any, of works.</li></ul>	<input type="checkbox"/>
<b>Storm Water Management Plan</b> The minimum information required: <ul style="list-style-type: none"><li>• Contours and/or levels for the site (existing and proposed);</li><li>• Direction of stormwater flow;</li><li>• Method of disposal of stormwater at the drain/road;</li><li>• Method of erosion protection of City of Karratha assets/verge areas; and</li><li>• A more detailed Stormwater Management Plan may be required depending on the type and scale of proposal.</li></ul>	<input type="checkbox"/>
<b>Other information as required by the City,</b> <ul style="list-style-type: none"><li>• Construction Environmental Management Plan;</li><li>• Operational Environmental Management Plan;</li><li>• Acoustic Assessment;</li><li>• Waste Management Plan;</li><li>• Traffic Impact Assessment; and</li><li>• Any other technical report relevant to the proposal.</li></ul>	<input type="checkbox"/>
<b>Lodgement</b> The City of Karratha is committed to working towards a paperless environment and reducing our environmental footprint, therefore we encourage you to complete and submit your application electronically. Please lodge your Development Application via email to: <a href="mailto:development.admin@karratha.wa.gov.au">development.admin@karratha.wa.gov.au</a>	






## DAP FORM 1

### Notice of Development Application to be Determined by a Development Assessment Panel

*Planning and Development Act 2005*

*Planning and Development (Development Assessment Panel) Regulations 2011 – regulations 6, 7, 10 and 21*

#### Part A – Applicant Details

<ul style="list-style-type: none"><li>By completing this notice, I declare that all the information provided in this application is true and correct.</li><li>I understand that the information provided in this notice, and attached forming part of the development application will be made available to the public on the Development Assessment Panel and local government websites.</li></ul>		
Name/Company		
Contact Person		
Address	<i>Street Number/PO Box number, street name, suburb, state, postcode</i>	
Contact Details	<i>Email</i>	<i>Phone</i>
Signature		<i>Date</i>
<b>Please note: unless otherwise requested, the DAP Secretariat will contact you via your nominated email address provided above.</b>		

#### Part B - Application Details

Responsible Authority	<i>Name of local government and Western Australian Planning Commission (if applicable)</i>	
Planning Scheme(s)	<i>Name of planning scheme(s) that applies to the prescribed land</i>	
Land	<i>Lot number, street number, street name, town/suburb</i>	
Certificate of Title (provide copy)	<i>Volume Number</i>	<i>Folio</i>
	<i>Location Number</i>	<i>Plan / Diagram Number</i>
Details of development application made to responsible authority	<i>Summary of Proposal</i>	
Development Use	<i>Residential / Commercial / Industrial / Rural / Mixed Use / Community Housing/ Other</i>	
Estimated cost of development (GST Exc)	\$	





### Part C – Election as DAP Application or Delegated Application

DAP Application	<input type="checkbox"/> I give notice that I have elected to have the development application that accompanies this form determined by a Development Assessment Panel ( <i>regulation 6 &amp; 7</i> )
Delegated Application	<input type="checkbox"/> I give notice that I understand that this is an application of a class delegated to a Development Assessment Panel for determination ( <i>regulation 19</i> )

### Part D – Community Housing Provider

By completing this notice, I declare that the development is or includes community housing that is to be provided by a registered community housing provider as defined by Regulation 3.	
Provider's Name	
Contact Details	
DAP Community Housing Provider Register Reference	

### Part E – Acknowledgement by Local Government

Responsible Authority	<input type="checkbox"/> Local Government (LG) <input type="checkbox"/> * Dual – Local Government and Western Australian Planning Commission	
* DUAL reporting details	If DUAL is selected, please provide details of relevant provision (or within covering letter)	
Fees for applications (DAP Regulations - Schedule 1)	\$ Amount that has been paid by the applicant  \$ Amount to be paid by local government ( <i>delegated applications only - regulation 22</i> )	
Statutory Timeframe ( <i>regulation 12</i> )	<input type="checkbox"/> 60 days (advertising not required) <input type="checkbox"/> 90 days (advertising required or other scheme provision)	
LG Reference Number		
Name of planning officer ( <i>Report Writer</i> )		
Position/Title		
Contact Details	Email	Phone
Date application accepted as per Clause 63A of the deemed provisions		
Planning Officer's Signature		

Please note that Landowner(s) details are no longer required on this form. The landowner(s) consent as provided on the local government development application form is taken as agreement from the landowner(s) for the applicant to make this election for the subject application.





# Attachment B

Certificate of Title



WESTERN



AUSTRALIA

TITLE NUMBER

Volume

Folio

1843

817

## RECORD OF CERTIFICATE OF TITLE

UNDER THE TRANSFER OF LAND ACT 1893

The person described in the first schedule is the registered proprietor of an estate in fee simple in the land described below subject to the reservations, conditions and depth limit contained in the original grant (if a grant issued) and to the limitations, interests, encumbrances and notifications shown in the second schedule.

*BGRoberts*  
REGISTRAR OF TITLES



### LAND DESCRIPTION:

LOT 103 ON DEPOSITED PLAN 175534

### REGISTERED PROPRIETOR: (FIRST SCHEDULE)

ROBE RIVER MINING CO PTY LTD  
IN 30/100 SHARE  
MITSUI IRON ORE DEVELOPMENT PTY LTD  
IN 20/100 SHARE  
NORTH MINING LTD  
IN 35/100 SHARE  
NIPPON STEEL AUSTRALIA PTY LTD  
SUMITOMO METAL AUSTRALIA PTY LTD  
MITSUI IRON ORE DEVELOPMENT PTY LTD  
AS JOINT TENANTS IN 5/100 SHARE  
NIPPON STEEL AUSTRALIA PTY LTD  
SUMITOMO METAL AUSTRALIA PTY LTD  
AS JOINT TENANTS IN 10/100 SHARE  
ALL OF 9TH FLOOR, 12-14 ST GEORGE'S TERRACE, PERTH  
AS TENANTS IN COMMON

(T 1131101) REGISTERED 7/6/2002

### LIMITATIONS, INTERESTS, ENCUMBRANCES AND NOTIFICATIONS: (SECOND SCHEDULE)

Warning: A current search of the sketch of the land should be obtained where detail of position, dimensions or area of the lot is required.  
Lot as described in the land description may be a lot or location.

-----END OF CERTIFICATE OF TITLE-----

### STATEMENTS:

The statements set out below are not intended to be nor should they be relied on as substitutes for inspection of the land and the relevant documents or for local government, legal, surveying or other professional advice.

SKETCH OF LAND: 1843-817 (103/DP175534)  
PREVIOUS TITLE: 1343-67

END OF PAGE 1 - CONTINUED OVER



RECORD OF CERTIFICATE OF TITLE

REGISTER NUMBER: 103/DP175534

VOLUME/FOLIO: 1843-817

PAGE 2

PROPERTY STREET ADDRESS:

LOT 103 WICKHAM DR, WICKHAM.

LOCAL GOVERNMENT AUTHORITY:

CITY OF KARRATHA





# Attachment C

Location Plan and Development Application  
Plans





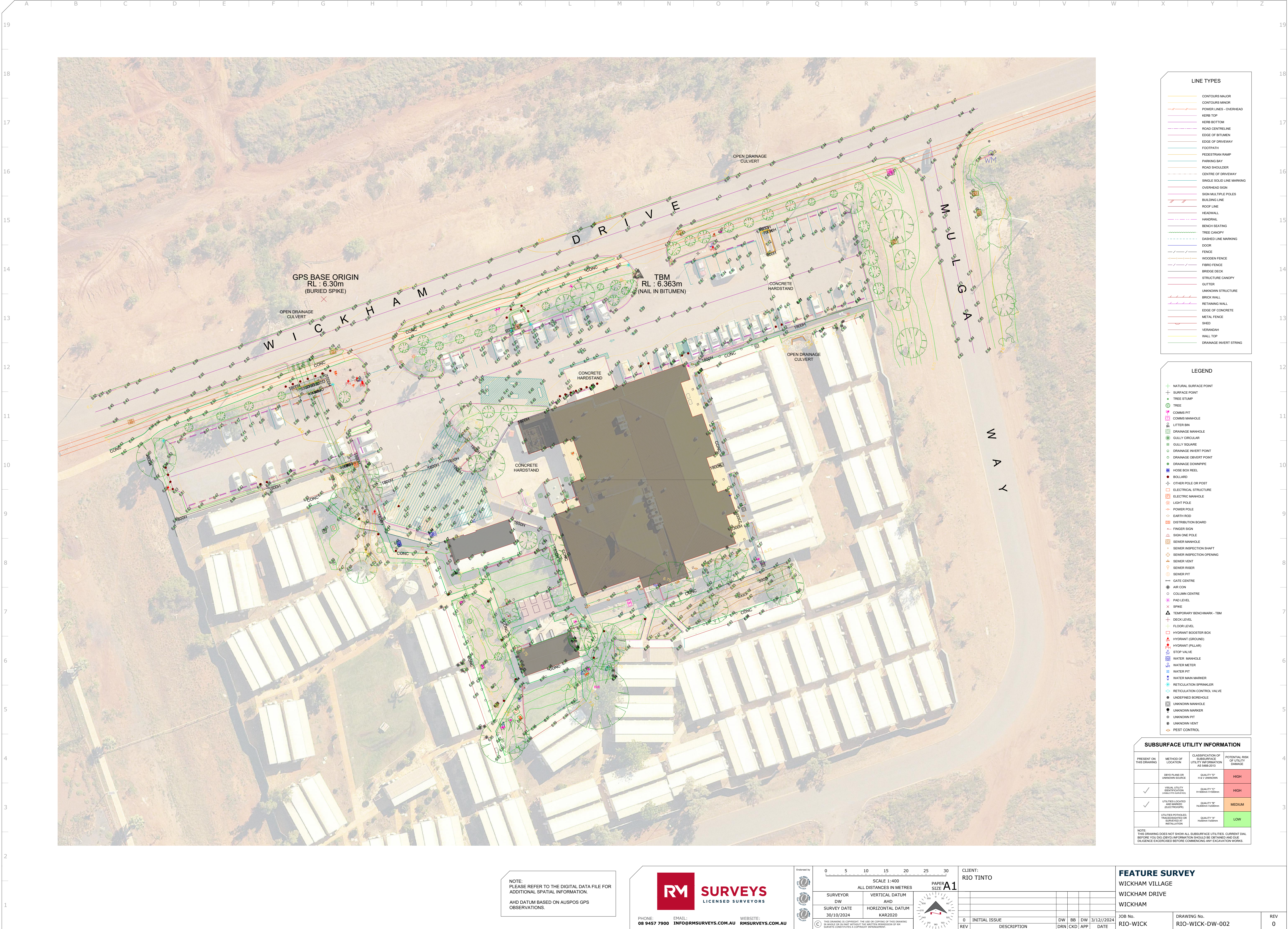


WICKHAM VILLAGE UPGRADES - DEVELOPMENT APPLICATION



DRAWING LIST- DEVELOPMENT APPLICATION	
Sheet Number	Sheet Name
SD100	COVER SHEET
SD101	SITE SURVEY PLAN
SD102	SITE DEMOLITION PLAN
SD103	PROPOSED SITE PLAN
SD104	STREET ELEVATIONS
SD200	EXISTING GENERAL ARRANGEMENT PLAN
SD201	BUILDING DEMOLITION PLAN
SD202	PROPOSED GENERAL ARRANGEMENT PLAN
SD210	ROOF PLAN
SD212	PROPOSED ELEVATIONS
SD300	QUIET RECREATION ROOM FLOOR PLAN
SD401	BUS SHELTER - DETAILS
SD403	SCREENING TYPE 1
SD404	SCREENING TYPES 2-4





- LINE TYPES**
- CONTOURS MAJOR
  - CONTOURS MINOR
  - POWER LINES - OVERHEAD
  - KERB TOP
  - KERB BOTTOM
  - ROAD CENTRELINE
  - EDGE OF BITUMEN
  - EDGE OF DRIVEWAY
  - FOOTPATH
  - PEDESTRIAN RAMP
  - PARKING BAY
  - ROAD SHOULDER
  - CENTRE OF DRIVEWAY
  - SINGLE SOLID LINE MARKING
  - OVERHEAD SIGN
  - SIGN MULTIPLE POLES
  - BUILDING LINE
  - ROOF LINE
  - HEADWALL
  - HANDRAIL
  - BENCH SEATING
  - TREE CANOPY
  - DASHED LINE MARKING
  - DOOR
  - FENCE
  - WOODEN FENCE
  - FIBRO FENCE
  - BRIDGE DECK
  - STRUCTURE CANOPY
  - GUTTER
  - UNKNOWN STRUCTURE
  - BRICK WALL
  - RETAINING WALL
  - EDGE OF CONCRETE
  - METAL FENCE
  - SHED
  - VERANDAH
  - WALL TOP
  - DRAINAGE INVERT STRING

- LEGEND**
- NATURAL SURFACE POINT
  - SURFACE POINT
  - TREE STUMP
  - TREE
  - COMMS PIT
  - COMMS MANHOLE
  - LITTER BIN
  - DRAINAGE MANHOLE
  - GULLY CIRCULAR
  - GULLY SQUARE
  - DRAINAGE INVERT POINT
  - DRAINAGE OVERT POINT
  - DRAINAGE DOWNPIPE
  - HOSE BOX REEL
  - BOLLARD
  - OTHER POLE OR POST
  - ELECTRICAL STRUCTURE
  - ELECTRIC MANHOLE
  - LIGHT POLE
  - POWER POLE
  - EARTH ROD
  - DISTRIBUTION BOARD
  - FINGER SIGN
  - SIGN ONE POLE
  - SEWER MANHOLE
  - SEWER INSPECTION SHAFT
  - SEWER INSPECTION OPENING
  - SEWER VENT
  - SEWER RISER
  - SEWER PIT
  - GATE CENTRE
  - AIR CON
  - COLUMN CENTRE
  - PAD LEVEL
  - SPIKE
  - TEMPORARY BENCHMARK - TBM
  - DECK LEVEL
  - FLOOR LEVEL
  - HYDRANT BOOSTER BOX
  - HYDRANT (GROUND)
  - HYDRANT (PILLAR)
  - STOP VALVE
  - WATER MANHOLE
  - WATER METER
  - WATER PIT
  - WATER MAIN MARKER
  - RETICULATION SPRINKLER
  - RETICULATION CONTROL VALVE
  - UNDEFINED BOREHOLE
  - UNKNOWN MANHOLE
  - UNKNOWN MARKER
  - UNKNOWN PIT
  - UNKNOWN VENT
  - PEST CONTROL

SUBSURFACE UTILITY INFORMATION			
PRESENT ON THIS DRAWING	METHOD OF LOCATION	CLASSIFICATION OF SUBSURFACE UTILITY INFORMATION AS PER AS 4845-2013	POTENTIAL RISK OF UTILITY DAMAGE
	DRYED PLANS OR UNKNOWN SOURCE	QUALITY 'D' H & V UNKNOWN	HIGH
✓	VISUAL UTILITY IDENTIFICATION (ONLY FOR SURVEYS)	QUALITY 'C' H & V UNKNOWN	HIGH
✓	UTILITIES LOCATED AND MARKED (ELECTROGPR)	QUALITY 'B' H & V UNKNOWN	MEDIUM
	UTILITIES POHOLED, TRANSDUCED OR SURVEYED AT INSTALLATION	QUALITY 'A' H & V UNKNOWN	LOW

NOTE:  
THIS DRAWING DOES NOT SHOW ALL SUBSURFACE UTILITIES. CURRENT DAL BEFORE YOU DO. DRYD INFORMATION SHOULD BE OBTAINED AND DUE DILIGENCE EXERCISED BEFORE COMMENCING ANY EXCAVATION WORKS.


NOTE:  
PLEASE REFER TO THE DIGITAL DATA FILE FOR ADDITIONAL SPATIAL INFORMATION.  
AHD DATUM BASED ON AUSPOS GPS OBSERVATIONS.



RM SURVEYS  
LICENSED SURVEYORS

PHONE: 08 9457 7900  
EMAIL: INFO@RMSURVEYS.COM.AU  
WEBSITE: RMSURVEYS.COM.AU

Endorsed by



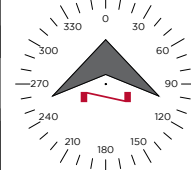
0 5 10 15 20 25 30

SCALE 1:400  
ALL DISTANCES IN METRES

PAPER SIZE **A1**

SURVEYOR DW  
SURVEY DATE 30/10/2024

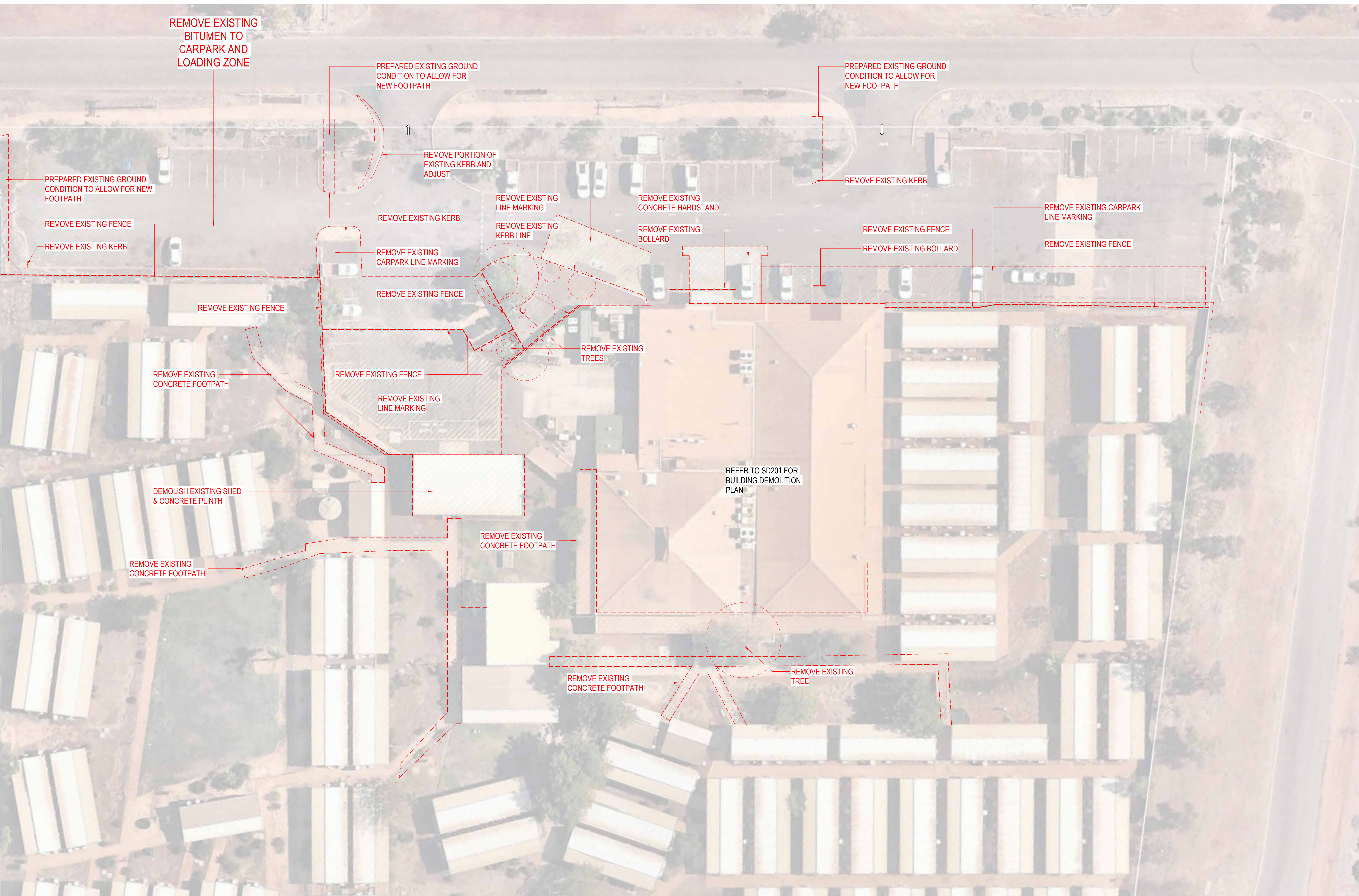
VERTICAL DATUM AHD  
HORIZONTAL DATUM KAR2020



CLIENT: RIO TINTO			
0	INITIAL ISSUE	DW	BB
REV	DESCRIPTION	DRN	AKD

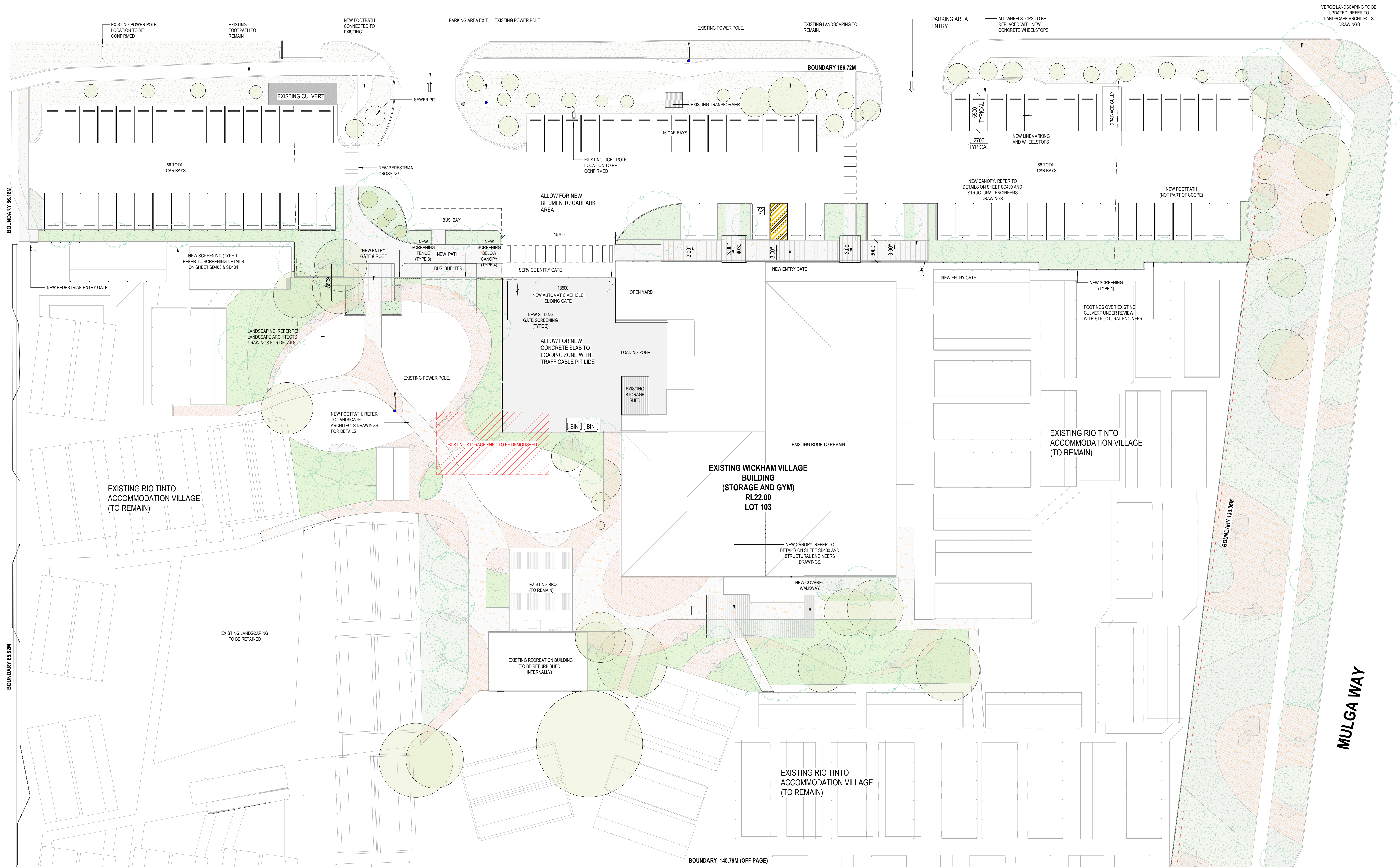
FEATURE SURVEY			
WICKHAM VILLAGE WICKHAM DRIVE WICKHAM			
JOB No.	DRAWING No.	REV	
RIO-WICK	RIO-WICK-DW-002	0	



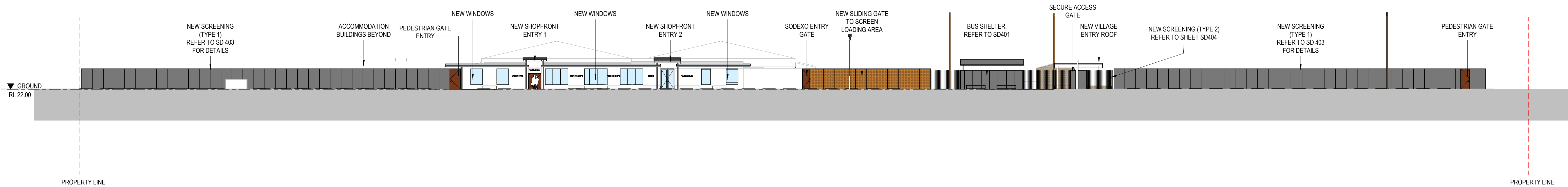




# WICKHAM DRIVE







EXISTING WICKHAM DRIVE ELEVATION

- NEW SIGNAGE AND ELEVATED CANOPIES TO ENTRY POINTS
- NEW CANOPY TO BE ADDED
- NEW SHOPFRONT WINDOWS TO BE ADDED
- BOLLARDS TO BE REMOVED
- NEW BITUMEN AND LINEMARKING TO CARPARK



EXISTING WICKHAM DRIVE - BIN STORAGE

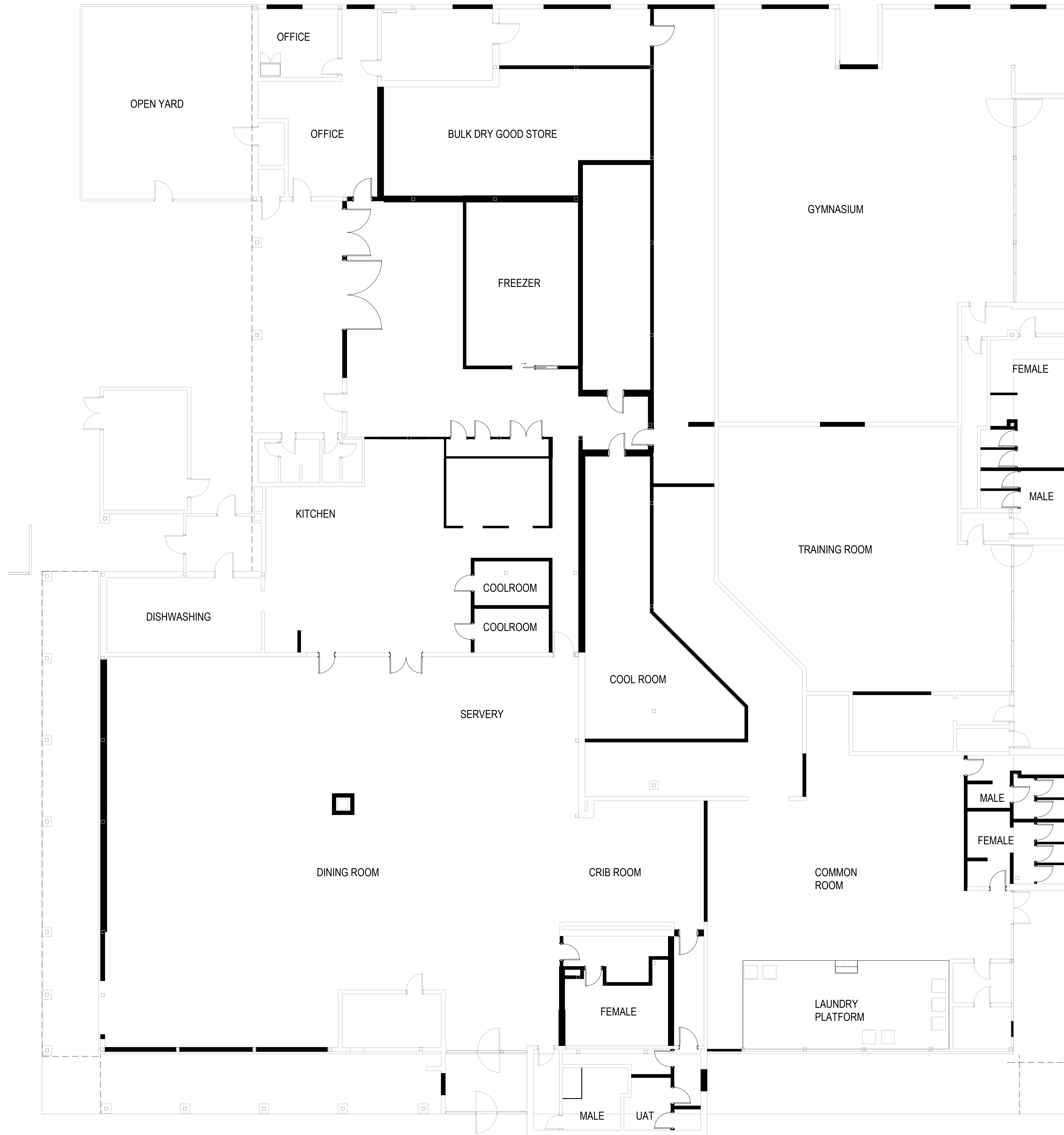
- BINS WILL BE REPOSITIONED AND CONCEALED FROM STREET
- NEW DECORATIVE SCREENING TO VEHICLE LOADING



EXISTING WICKHAM DRIVE - WESTERN SIDE

- NEW DECORATIVE SCREENING TO CONCEAL EXISTING DONGAS
- UPGRADED LANDSCAPING WORKS TO STREET EDGE





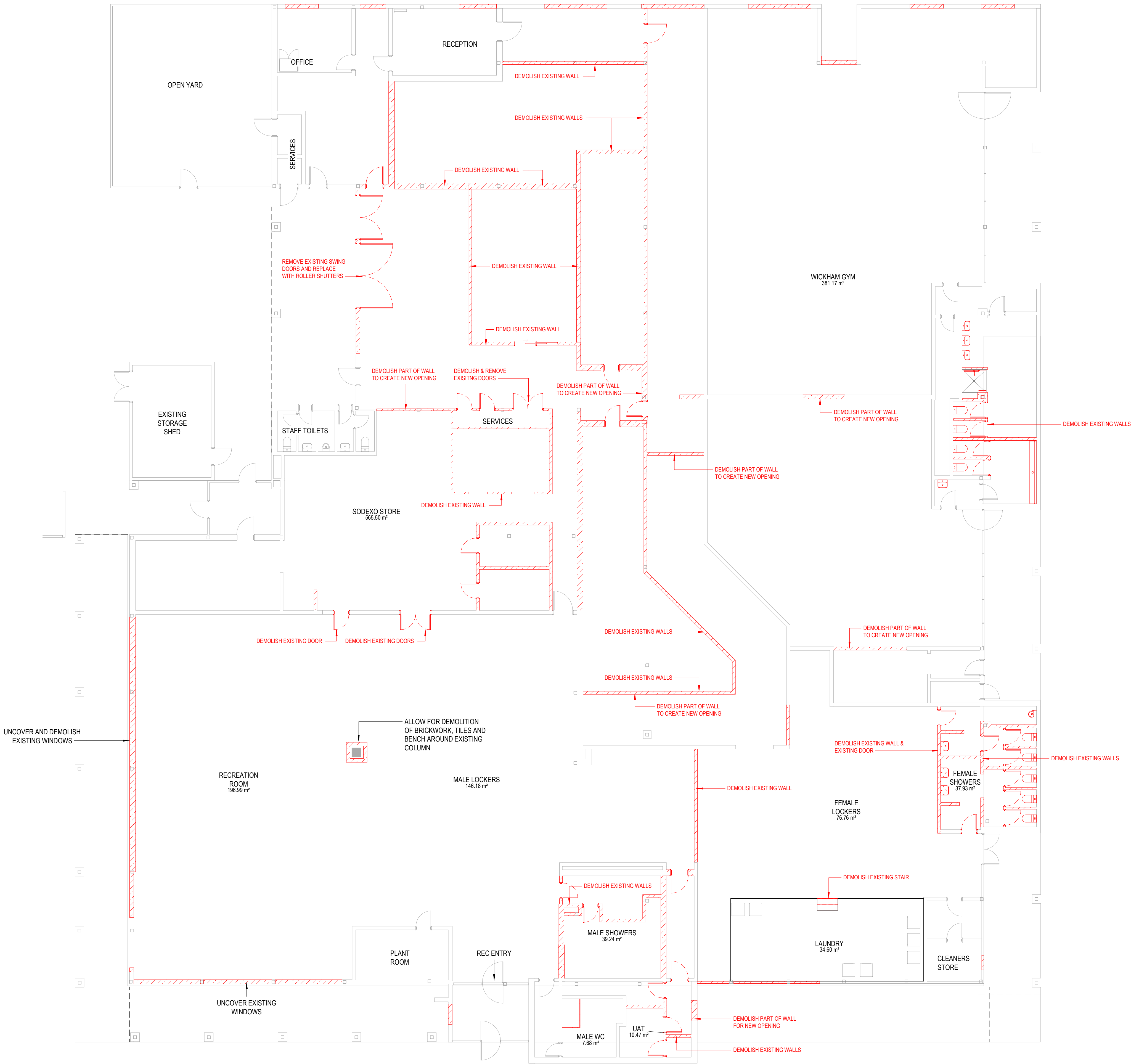


WALL TYPES LEGEND

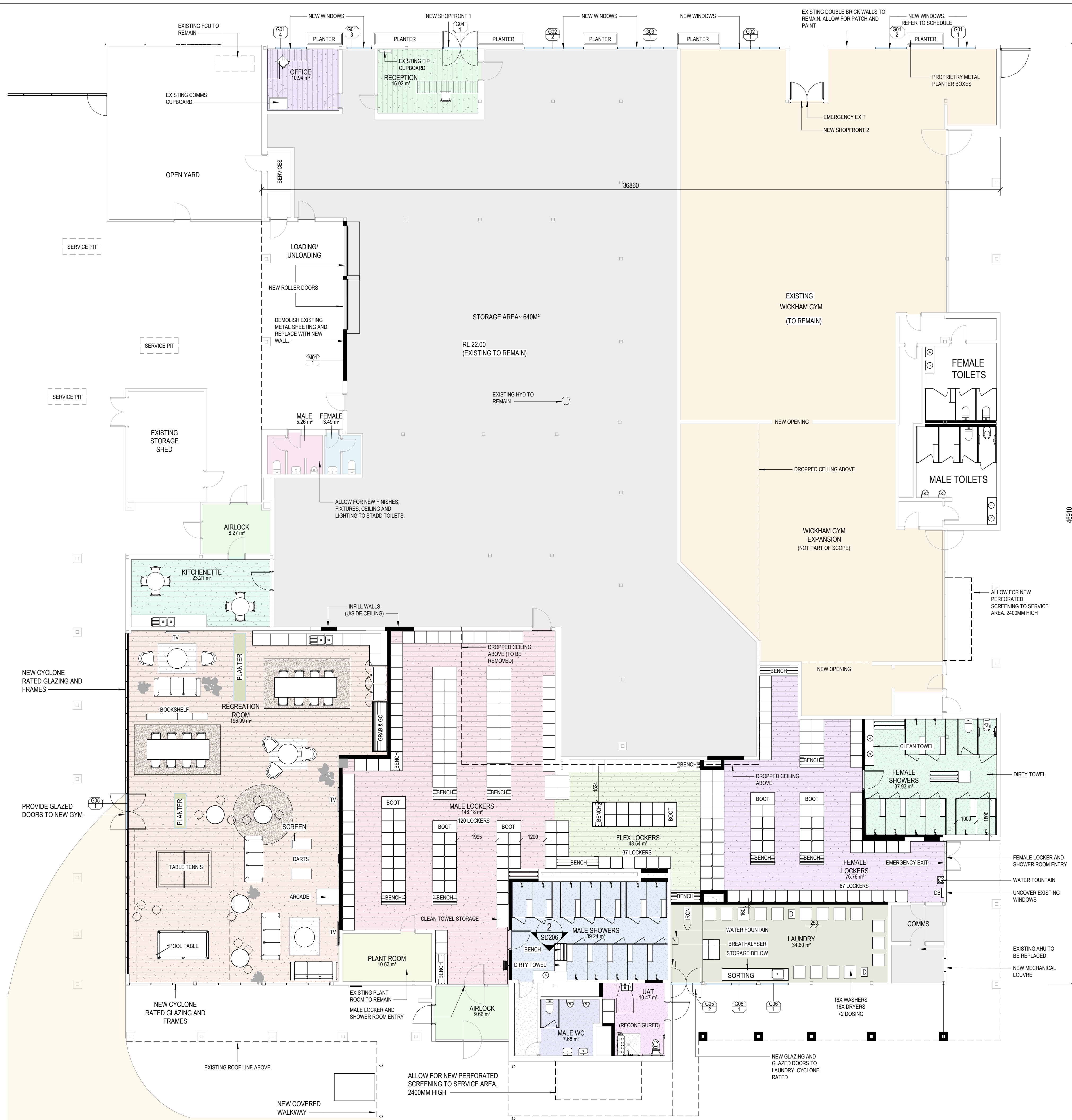
EXISTING WALLS TO BE RETAINED

EXISTING WALLS TO BE DEMOLISHED

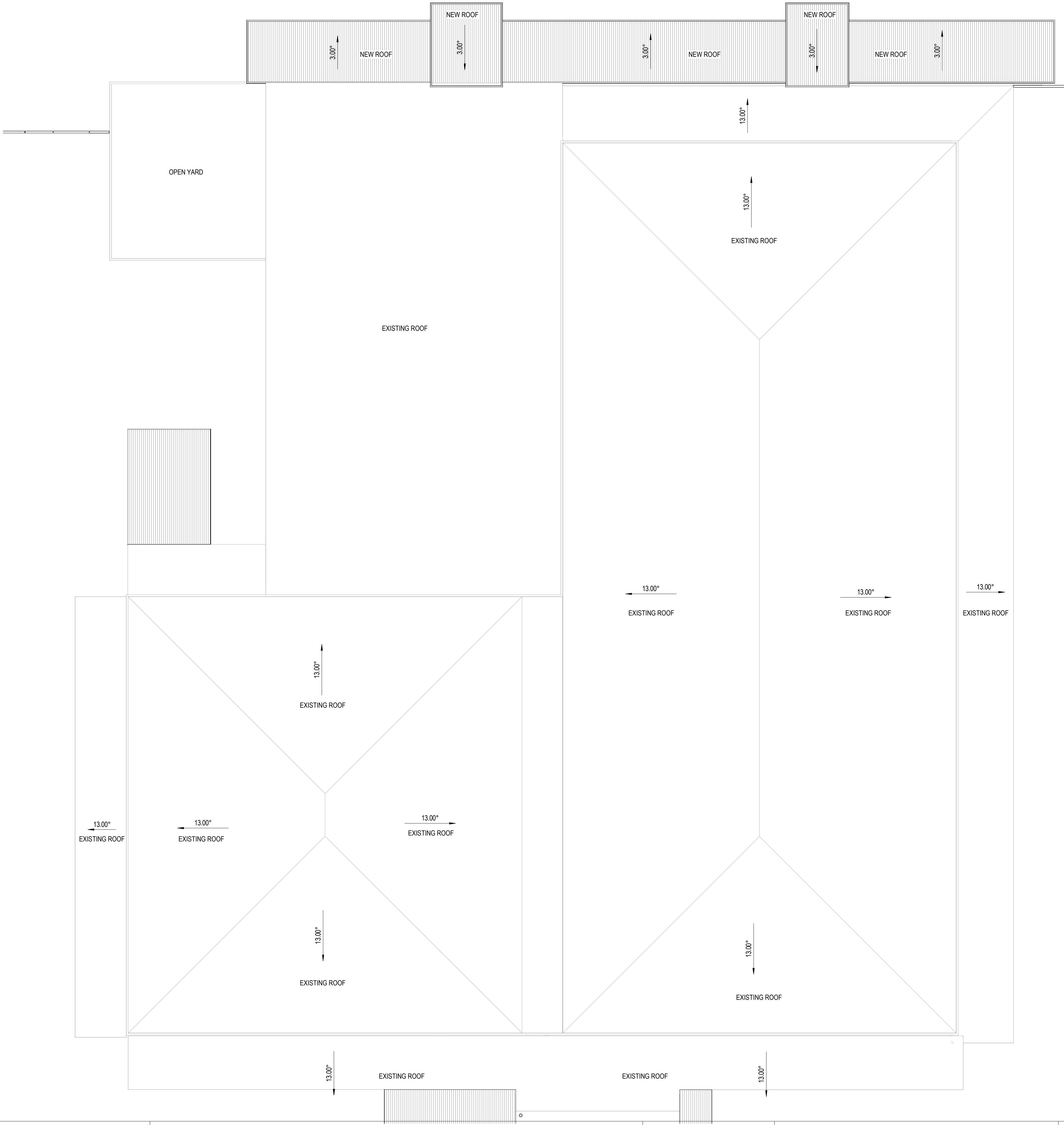
EXISTING COLUMNS



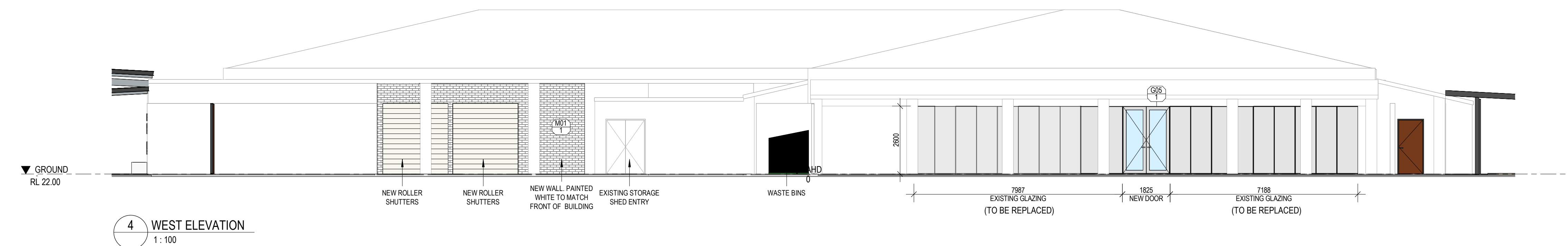
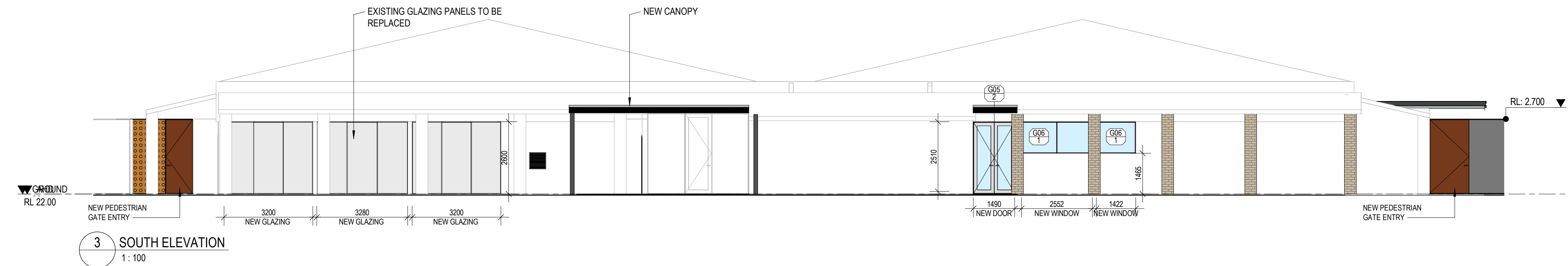
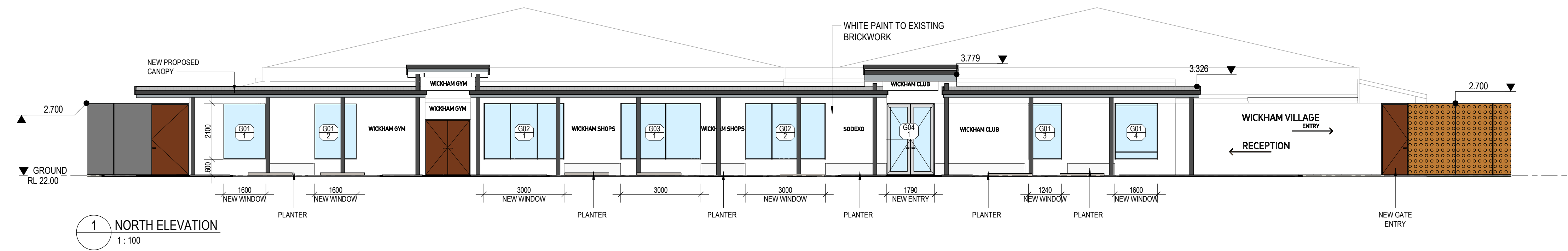




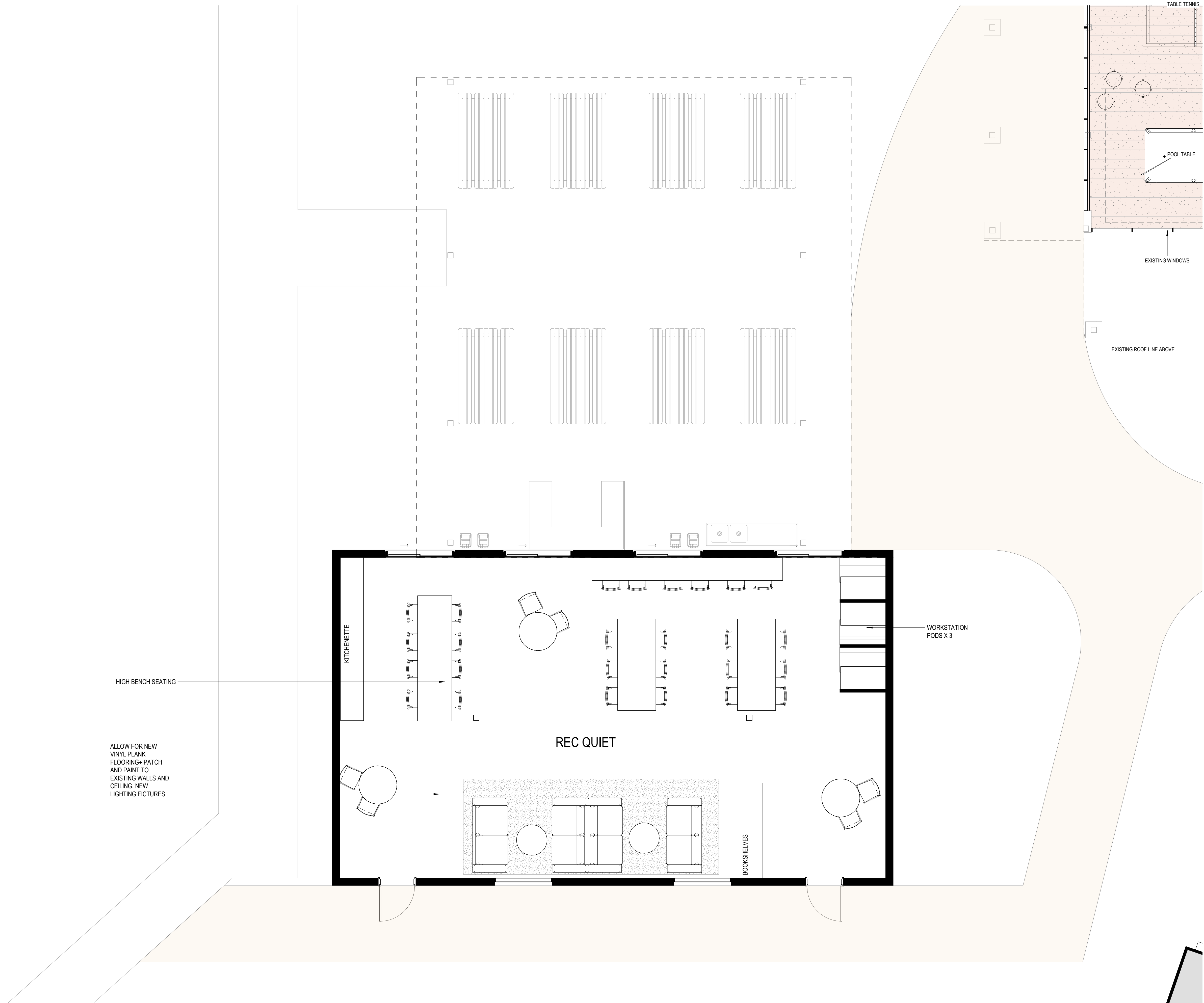




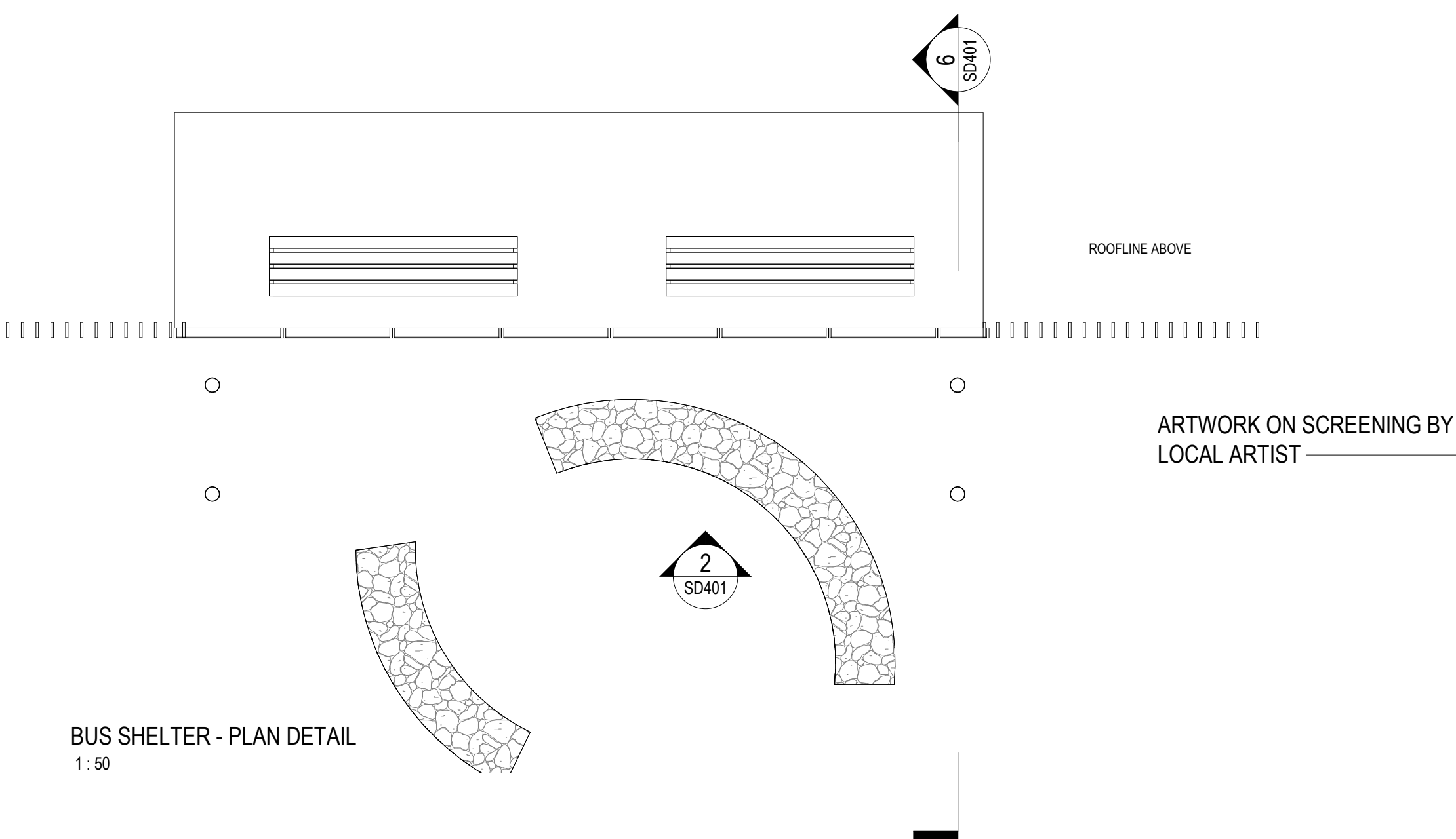




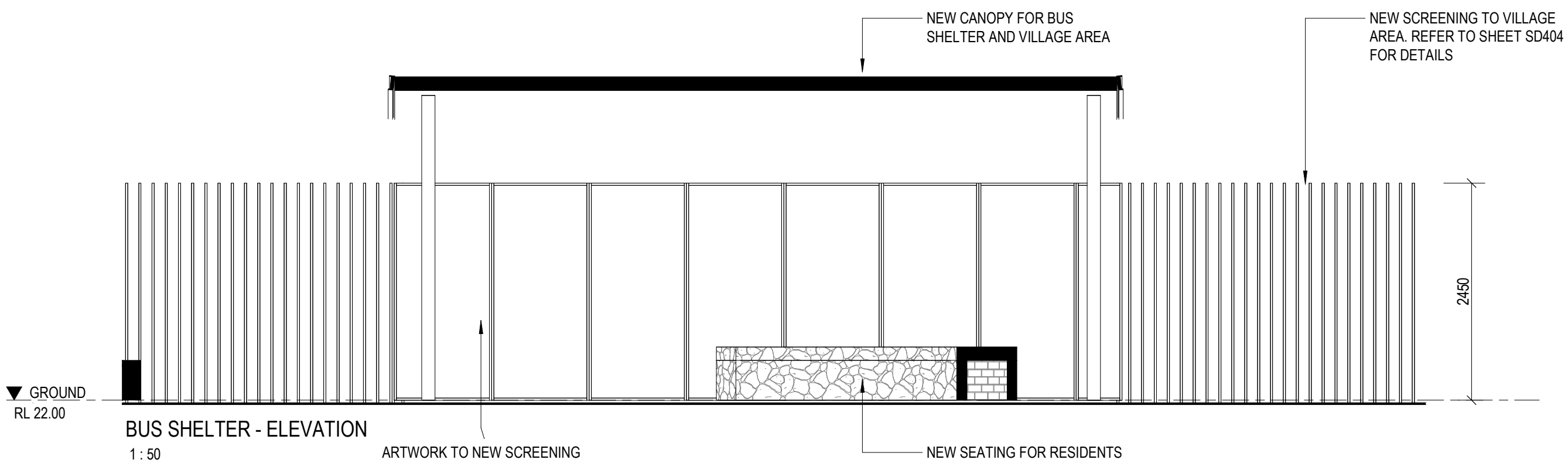
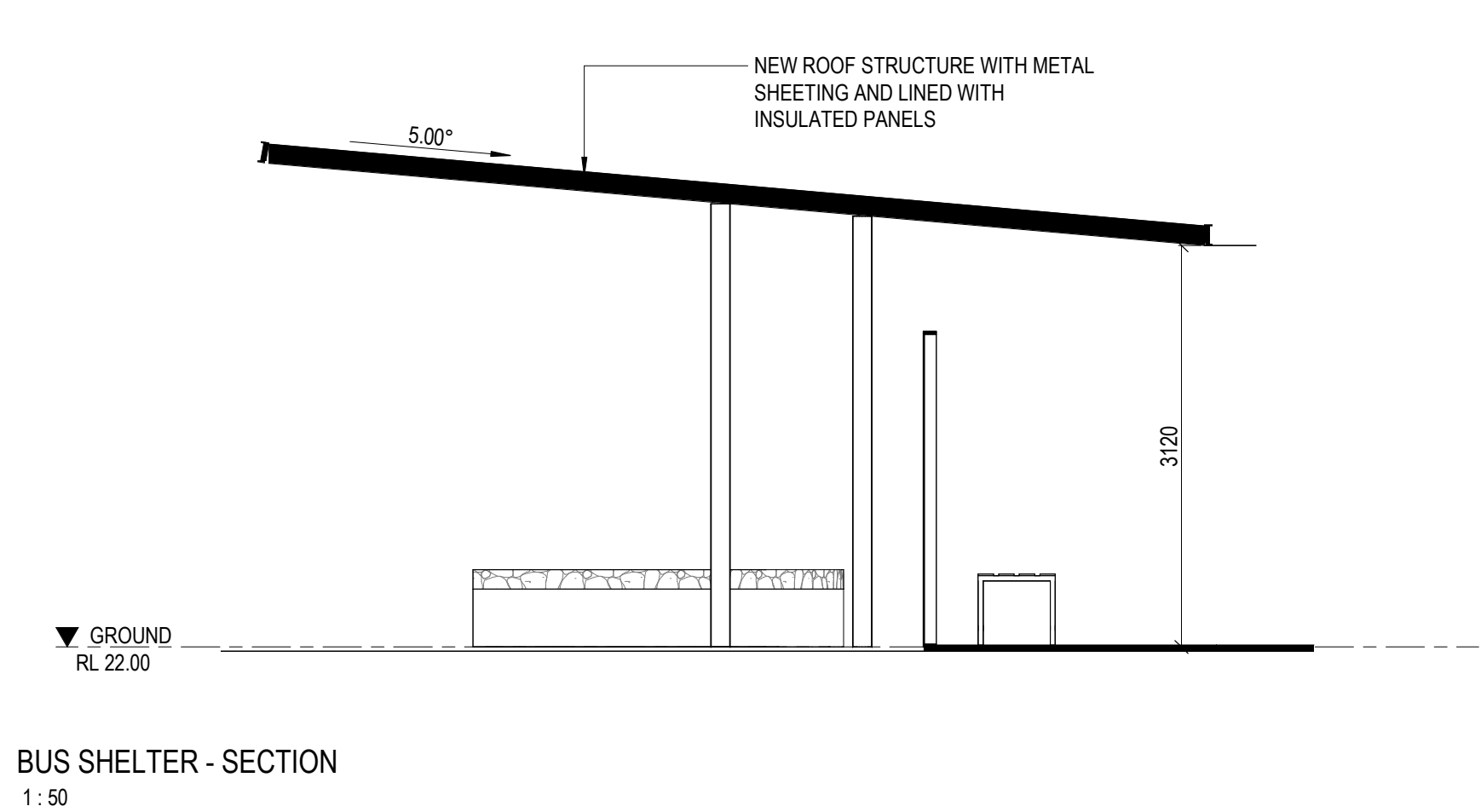




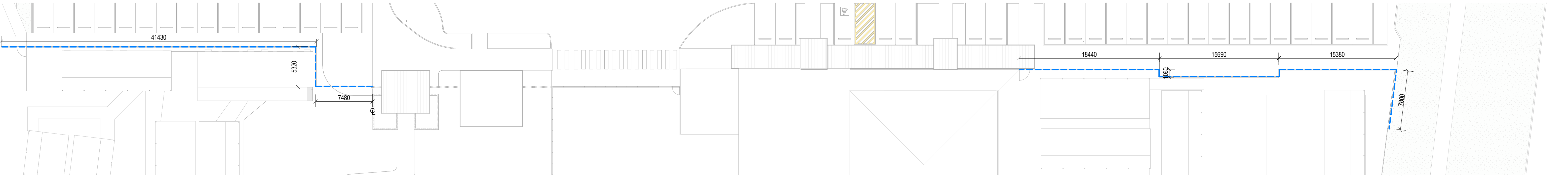




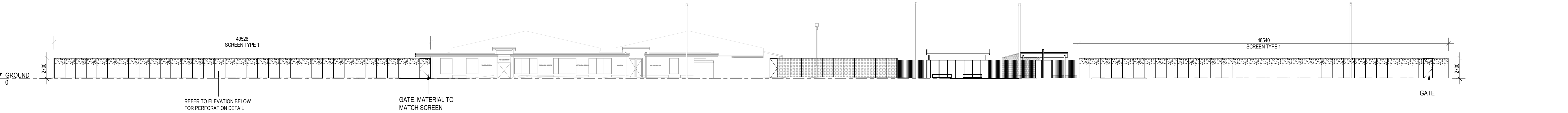
INDICATIVE IMAGERY FOR BUS SHELTER







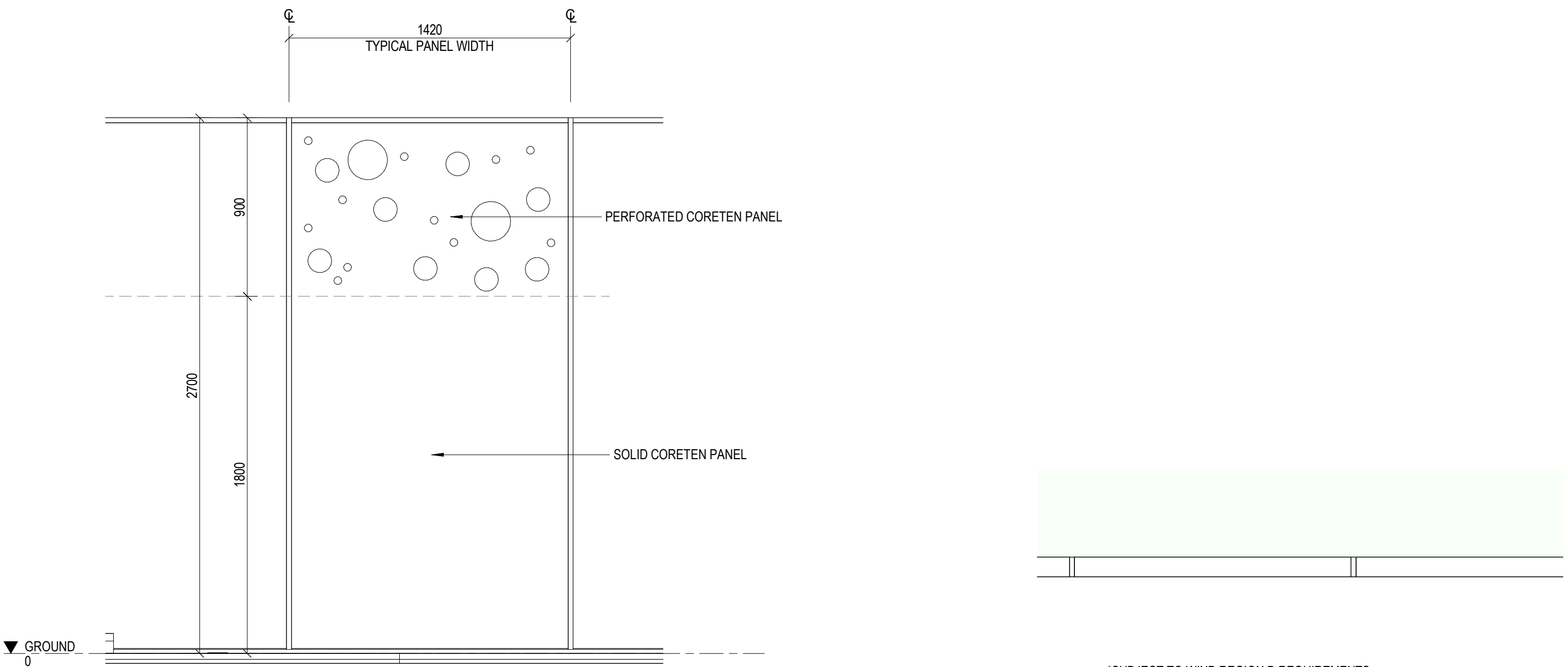
4 SCREENING TYPE 1- PLAN EXTENT  
1 : 250



3 STREET ELEVATION - SCREEN TYPE 1  
1 : 250



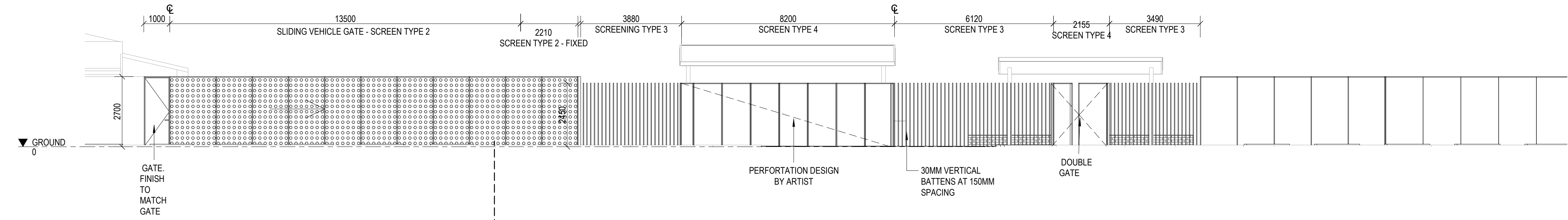
3D VIEW -DESIGN INTENT



1 SCREENING TYPE 1 --TYPICAL PANEL  
1 : 20

2 INDICATIVE PLAN DETAIL  
1 : 20





1 STREET ELEVATION - SCREEN TYPES 2 - 4  
1:100



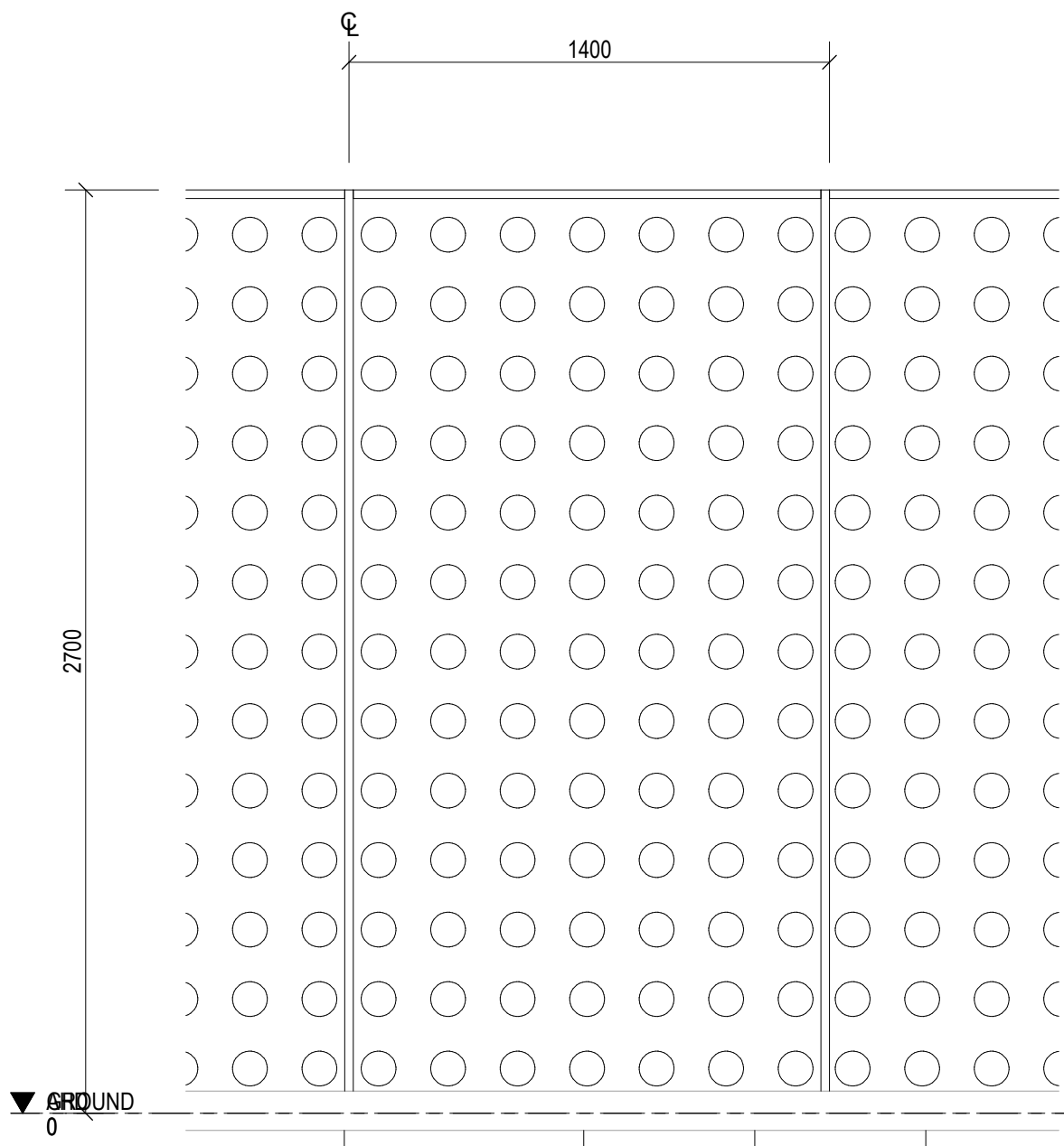
SCREEN TYPE 2- DESIGN INTENT 3D VIEW



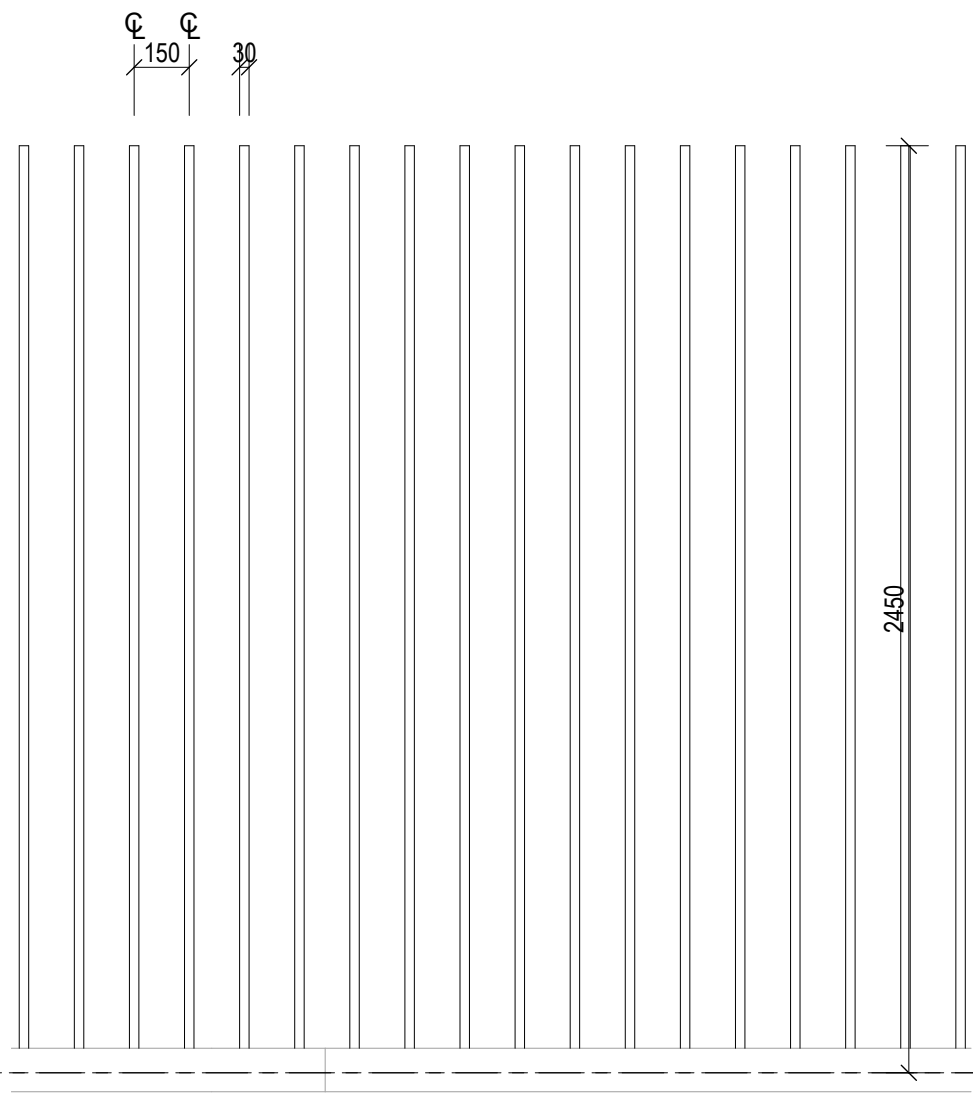
SCREEN TYPE 3- DESIGN INTENT 3D VIEW



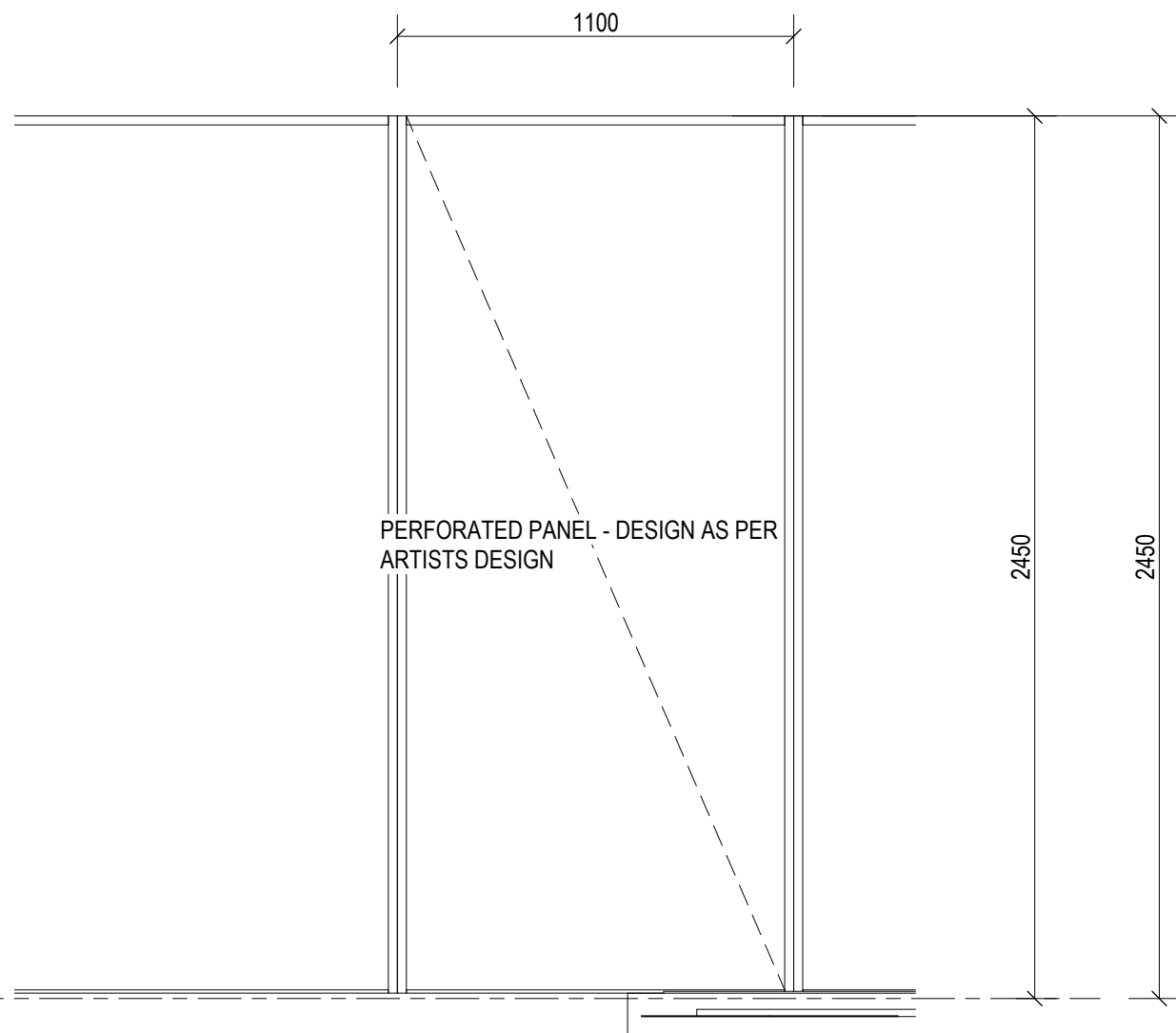
SCREEN TYPE 4- DESIGN INTENT 3D VIEW



SCREEN TYPE 2- TYPICAL PANEL



SCREEN TYPE 3- TYPICAL PANEL



SCREEN TYPE 4- TYPICAL PANEL





















SODEXO

SODEXO

WILKHAM VILL  
RECEPTION















Old



New





Old



New





Old



New





Old



New



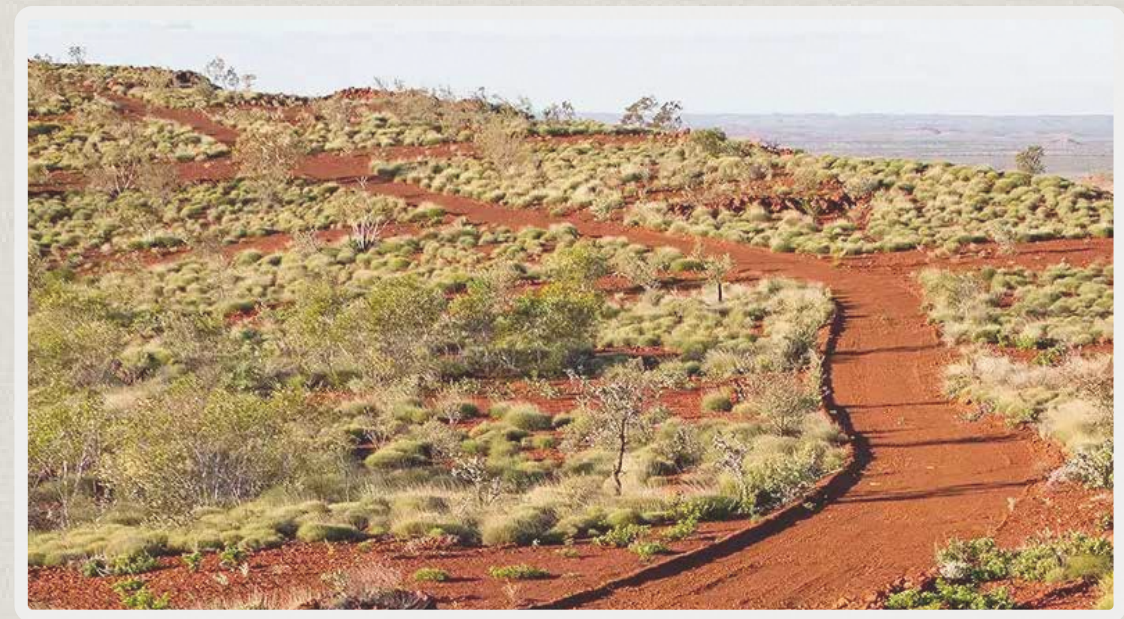




# Attachment D

Landscaping Plan





00

## Wickham Village

landscape concept | december 2024 [D]  
issued for DA



00

## CONTENTS

- 01 Introduction and Project Background
- 02 Design Narrative and Theming
- 03 Landscape Masterplan
- 04 Verge Landscape Masterplan
- 05 Communal Courtyard Landscape Masterplan
- 06 Material Palette
- 07 Plant Palette



01



## Wickham village

Hames Sharley have appointed Plan E, as part of a multi-disciplinary team to develop a landscape concept design for a mining village redevelopment in Wickham.

This response has been developed as part of the initial concept design and planning of the site.





## FORMAL

Referencing the rock formations, shapes and forms carved by waterways - the formal design language creates a dynamic space through various nooks organized along the main loop.











## LEGEND

- 01 GRAVEL SURFACING WITH FEATURE BOULDERS.
- 02 BANDS OF NATIVE TREE AND SHRUB PLANTING FORM PERIMETER TO ALL PAVED AND GRASS AREAS.
- 03 EXISTING TREES TO BE RETAINED.
- 04 LARGE ROCKS USED AS DECORATIVE FEATURES OR INFORMAL SEATS.
- 05 TALL SCREENING SHRUBS IN FRONT OF PERMEABLE METAL SLAT FENCE
- EXISTING TREES TO BE RETAINED AND PROTECTED



KEY PLAN / NTS







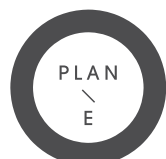


## LEGEND

- 01 SHADE SHELTER AND SEATING FOR BUS WAITING AREA.
- 02 GRASS AREAS.
- 03 GRAVEL SURFACING WITH OCCASIONAL GABION SEATING.
- 04 COLOURED CONCRETE FOOTPATH FORMS CENTRAL PEDESTRIAN SPINE.
- 05 OPPORTUNITY TO SCREEN TO INCORPORATE CINEMA SCREEN.
- 06 BANDS OF NATIVE TREE AND SHRUB PLANTING FORM PERIMETER TO ALL PAVED AND GRASS AREAS.
- 07 OCCASIONAL SEATING AT KEY JUNCTIONS.
- 08 SMALL GROUP GATHERING/BREAK-OUT SPACE NEXT TO ICE ROOM
- 09 PAVED AREA CONNECTS THE MESS WITH THE OUTDOOR BBQ SPACE.
- 10 ENTRY PORTICO.
- 11 EXISTING TREES TO BE RETAINED.
- 12 LARGE ROCKS USED AS DECORATIVE FEATURES OR INFORMAL SEATS.
- EXISTING TREES TO BE RETAINED AND PROTECTED.



KEY PLAN / NTS



## LANDSCAPE ARCHITECTS

LEVEL 1 278 RAILWAY PDE WEST LEEDERVILLE WA 6007  
T: (08) 9388 9566 E: mail@plane.com.au

## WICKHAM VILLAGE / LANDSCAPE CONCEPT - ISSUED FOR DA

PREPARED FOR HAMES SHARLEY  
JANUARY 2025

C1.108

REV E  
1:200@A3











COLOURED CONCRETE



EXPOSED AGGREGATE CONCRETE



ROCK SALT CONCRETE



STABILIZED RED GRAVEL



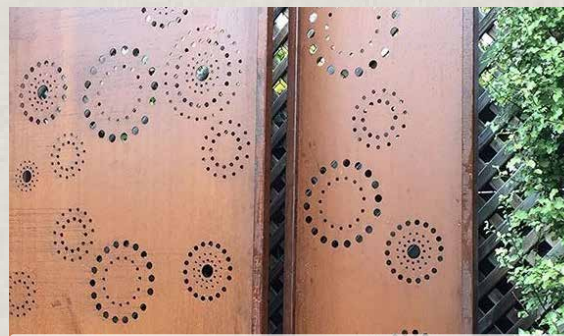
LOCAL STONE FEATURE BOULDER



LOCAL STONE



GASCOYNE GRAVEL



PERFORATED SCREENS



STEEL EDGING / RETAINING



GABBION WALL



FIXED FURNITURE



SHADE STRUCTURE





**Melaleuca leucadendra**  
WEeping PAPERBARK  
MATURE SIZE: 12 X 6 M



**Eucalyptus victrix**  
WESTERN COOLIBAH  
MATURE SIZE: 12 X 8 M



**Melaleuca argentea**  
SILKY-LEAVED PAPERBARK  
MATURE SIZE: 10 X 4 M



**Corymbia hamersleyana**  
BLOODWOOD  
MATURE SIZE: 8 X 4 M



**Acacia aneura**  
MULGA WATTLE  
MATURE SIZE: 6 X 3 M



**Delonix regia**  
POINCIANA  
MATURE SIZE: 12 X 10 M



**Melaleuca viridiflora**  
BROAD LEAFED PAPERBARK  
MATURE SIZE: 8 X 4 M



**Pelthophorum pterocarpum**  
YELLOW POINCIANA  
MATURE SIZE: 20 X 20 M



**Acacia pruinocarpa**  
WESTERN GIDGEE  
MATURE SIZE: 10 X 5 M





***Grevillea wickhamii***  
WICKHAMS GREVILLEA  
MATURE SIZE: 5 X 2 M



***Grevillea refracta***  
SILVER LEAF GREVILLEA  
MATURE SIZE: 6 X 4 M



***Grevillea juncifolia***  
HONEYSUCKLE SPIDER FLOWER  
MATURE SIZE: 3 X 2 M



***Melaleuca bracteata***  
BLACK TEA-TREE  
MATURE SIZE: 3 X 2 M





**Swainsona formosa**  
DESERT PEA  
MATURE SIZE: 0.75 X 3 M



**Eremophila maculata**  
EMU BUSH  
MATURE SIZE: 2 X 1 M



**Russelia equisetiformis**  
CORAL PLANT  
MATURE SIZE: 1.5 X 1.5 M



**Grevillea thelmanniana**  
SPIDER NET GREVILLEA  
MATURE SIZE: 1.5 X 1.5 M



**Grevillea 'Gin Gin Gem'**  
SPIDER FLOWER  
MATURE SIZE: 0.3 X 2 M



**Senna artemisioides**  
SILVER CASSIA  
MATURE SIZE: 1.5 X 1.5 M



**Acacia wickhamii**  
WICKHAM'S WATTLE  
MATURE SIZE: 1 X 1.5 M



**Acacia gregorii**  
GREGORY'S WATTLE  
MATURE SIZE: 0.7 X 2 M



**Chrysocephalum apiculatum**  
YELLOW BUTTONS  
MATURE SIZE: 0.6 X 1 M



**Acacia hilliana**  
HILL'S TABLETOP WATTLE  
MATURE SIZE: 0.8 X 3 M



**Eremophila glabra**  
EMU BUSH  
MATURE SIZE: 1.5 X 1.5 M



**Atriplex cinerea**  
COAST SALT BUSH  
MATURE SIZE: 1.5 X 1.5 M



**Echylaena tomentosa**  
RUBY SALT BUSH  
MATURE SIZE: 1 X 1 M



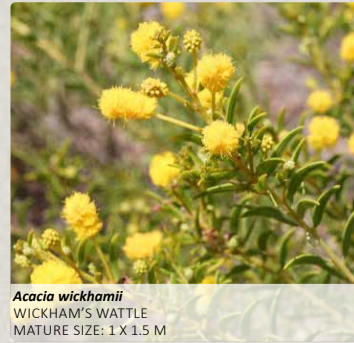
**Eremophila 'Kalbarri Carpet'**  
EMU BUSH  
MATURE SIZE: 0.2 X 2 M



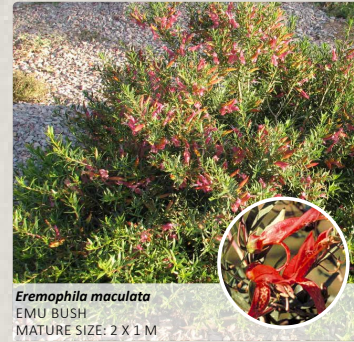
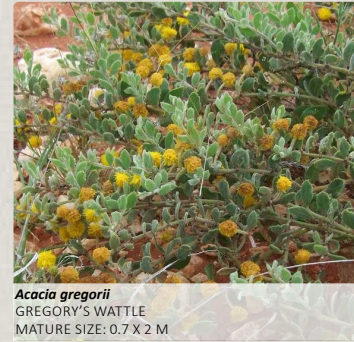
**Ptilotus obovatus**  
SILVER MULLA MULLA  
MATURE SIZE: 1.4 X 1.5 M



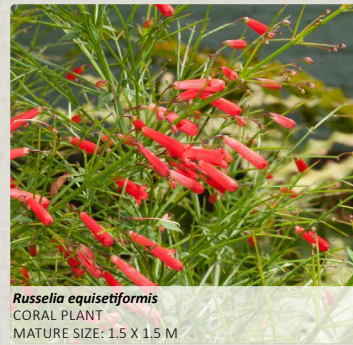
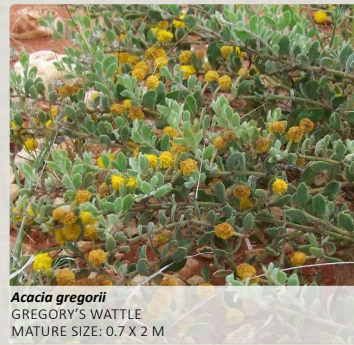
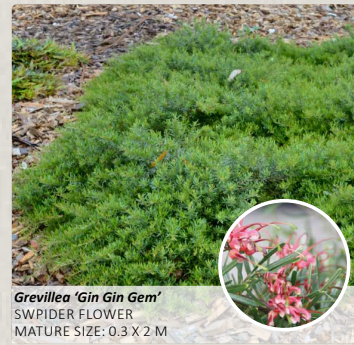
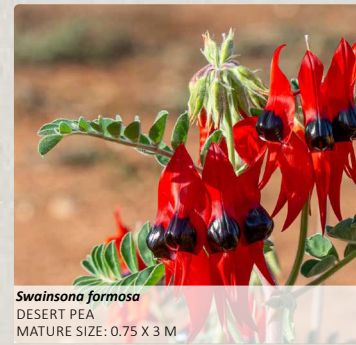
MIX 1



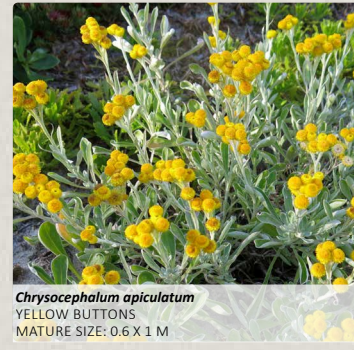
MIX 2



MIX 3



MIX 4







**LANDSCAPE ARCHITECTS**

LEVEL 1 278 RAILWAY PDE WEST LEEDERVILLE WA 6007  
T: (08) 9388 9566 E: mail@plane.com.au

**LANDSCAPE CONCEPT**

PREPARED FOR HAMES SHARLEY  
JANUARY 2025





# Attachment E

Wickham Village Social Impact Management  
Plan



RIO TINTO IRON ORE (RTIO)

# Wickham Village

License Renewal, Central Facilities  
Upgrade and Investment in  
Community Facility Offsets.

## Social Impact Assessment and Social Impact Management Plan

11 February 2025



**Creating  
Communities**



## REPORT DETAILS

PREPARED FOR	Rio Tinto Iron Ore
CONTACT DETAILS	Louise Thomas, Manager – Facilities Strategy, Facilities Division, Iron Ore Shaha Bin Sulaiman, Senior Advisor, Pilbara Communities,
ADDRESS	The Quarter HQ, Shop 8, Sharpe Avenue, Karratha, Western Australia, 6714
PHONE	Louise Thomas +61 (0) 419 960 889 Shaha Bin Sulaiman +61 (0) 467 732 636
EMAIL	<a href="mailto:louise.thomas@riotinto.com">louise.thomas@riotinto.com</a> <a href="mailto:shaha.binsulaiman@riotinto.com">shaha.binsulaiman@riotinto.com</a>
PREPARED BY	Creating Communities Pty Ltd
PROJECT TEAM	Andrew Watt- Director Paul Garbett – Consulting Specialist Lin Malone – Specialist Consultant Candice Rainsford – Senior Consultant Sophia Jacka - Consultant Breana Liddington - Consultant
ADDRESS	100 Jersey Street, Jolimont WA 6014
PHONE	8 9284 0910
EMAIL	<a href="mailto:andrew@creatingcommunities.com.au">andrew@creatingcommunities.com.au</a>
DATE	11 February

### DISCLAIMER

The information contained in this document is confidential, privileged and only for the information of the intended recipient and may not be used, published or redistributed without the prior written consent of Creating Communities Australia Pty Ltd. The opinions expressed are in good faith and while every care has been taken in preparing these documents, Creating Communities Australia Pty Ltd makes no representations and gives no warranties of whatever nature in respect of these documents, including but not limited to the accuracy or completeness of any information, facts and/or opinions contained therein. Creating Communities Australia Pty Ltd, the directors, employees and agents cannot be held liable for the use of and reliance of the opinions, estimates, forecasts and findings in this document.

This document has been prepared by Creating Communities. ©Creating Communities. All rights reserved.

For information or permission to reprint, please contact Creating Communities at:

Email	<a href="mailto:info@creatingcommunities.com.au">info@creatingcommunities.com.au</a>	Phone	+61 8 9284 0910
Mail	100 Jersey Street, Jolimont, WA 6014	Web	<a href="http://www.creatingcommunities.com.au">www.creatingcommunities.com.au</a>

### DOCUMENT CONTROL

VERSION	PURPOSE	CHANGE	AUTHOR	DATE
1	DRAFT		CCA (AW/SJ)	10/12/2024
2 & 3	UPDATES	Updated from RTIO feedback	CCA (AW)	14/01/2024 & 16/01/2024
4	FINAL	Updated from TBB Feedback	CCA (AW)	11/02/25





# Glossary

## ACRONYM

CCA

CoK

CSP

DA

FIFO

GRP

LGA

RDAP

RTIO

SIA

SIMP

SCNO

SWOT

TWA

WRP

## TERM

Creating Communities Pty Ltd

The City of Karratha

Communities and Social Performance

Development Application

Fly-In Fly-Out

Gross Regional Product

Local Government Area

Regional Development Assessment Panel

Rio Tinto Iron Ore

Social Impact Assessment

Social Impact Management Plan

Strength-Challenge-Need-Opportunity

Strength-Weakness-Opportunities-Threat

Transient Worker Accommodation

Wickham Recreation Precinct





# Table of Contents

<b>1. INTRODUCTION .....</b>	<b>7</b>
1.1. Background .....	7
1.2. Purpose of this document.....	9
1.3. Business Case .....	10
<b>2. EXECUTIVE SUMMARY .....</b>	<b>13</b>
2.1. Context .....	13
2.2. Stakeholder and Community Engagement Insights.....	14
2.3. Key Impact Findings.....	23
<b>3. METHODOLOGY .....</b>	<b>32</b>
3.1. Overview of the Process.....	32
3.2. Engagement Details.....	33
3.3. Social Impact Areas Studied .....	37
3.4. Reporting and Communication.....	39
3.5. Limitations of the Methodology .....	39
<b>4. PROJECT BACKGROUND .....</b>	<b>40</b>
4.1. Pilbara Regional Context.....	40
4.2. Transient Worker Accommodation (TWA) – In the City of Karratha .....	44
4.3. Previous Studies and Social Impact Assessments .....	51
<b>5. WICKHAM COMMUNITY PROFILE.....</b>	<b>61</b>
5.1. Demographic Data .....	61
5.2. Contextual Findings (From Previous Reports).....	69
5.3. Dependency Analysis .....	71
5.4. Strength-Challenge-Need-Opportunity (SCNO) Framework .....	73





## 6. ENGAGEMENT KEY FINDINGS.....75

6.1. Key Findings - Stakeholder Interviews.....	75
6.2. Key Findings – City of Karratha Council and Officers Workshop .....	76
6.3. Key Findings – Community Survey.....	78
6.4. Key Findings – FIFO Worker Survey.....	80

## 7. SOCIAL IMPACT ASSESSMENT BUSINESS CASE 1 – IF THE DEVELOPMENT APPLICATION IS APPROVED.....83

7.1. Impact Assessment Ratings Method.....	83
7.2. Impact Area 1: Demographic and Population Change .....	85
7.3. Impact Area 2: Accommodation and Housing .....	90
7.4. Impact Area 3: Built Form Environment .....	95
7.5. Impact Area 4: Accessibility to Community Services, Infrastructure and Facilities.....	99
7.6. Impact Area 5: Social and Recreational Activities and Facilities .....	104
7.7. Impact Area 6: Community Values, Identity and Cohesion.....	109
7.8. Impact Area 7: Health and Wellbeing .....	113
7.9. Impact Area 8: Crime and Public Safety .....	117
7.10. Impact Area 9: Economic Development, Employment and Training .....	120
7.11. Cumulative Impact .....	124

## 8. BUSINESS CASE SCENARIO 2 – IF THE DEVELOPMENT APPLICATION IS NOT APPROVED AND WICKHAM VILLAGE CLOSES IN 2025 ..... 126

## 9. SOCIAL IMPACT MANAGEMENT PLAN (SIMP) ..... 129

9.1. SIMP Approach.....	129
9.2. Changes from the 2022 Wickham FIFO Accommodation Review and the 2024 Wickham Village SIMP .....	129
9.3. SIMP Table 1: New Recommended Social Impact Management Strategies – Relevant to Wickham Village Licence Extension and Facility Upgrades.....	131
9.4. SIMP Table 2: Modified Existing Social Impact Management Strategies – Relevant to Wickham Village Licence Extension and Facility Upgrades.....	135





9.5. SIMP Table 3: Little or No Changes - Social Impact Management Strategies – Relevant to Wickham Village Licence Extension and Facility Upgrades.....	140
--	-----

9.6. SIMP Table 4: Recommended for Removal as Completed or No Longer Relevant - Social Impact Management Strategies – Relevant to Wickham Village Licence Extension and Facility Upgrades.....	146
--	-----

## 10. APPENDICES.....162

10.1. Appendix A: Detailed Stakeholder Interview Findings.....	163
--	-----

10.2. Appendix B: Detailed City of Karratha Council and Officers Feedback .....	173
---	-----

10.3. Appendix C: Detailed Community Survey Feedback.....	181
---	-----

10.4. Appendix D: Detailed FIFO Survey Feedback.....	196
--	-----

10.5. Appendix E: Reference List.....	228
---------------------------------------	-----

10.6. Appendix F: Stakeholder List .....	229
--	-----

10.7. Appendix G: Engagement Tools.....	230
---	-----

10.8. Appendix H: Communication Tools.....	269
--	-----

10.9. Appendix I: Wickham Village Plans and Landscaping .....	283
---	-----





# 1. INTRODUCTION

## 1.1. Background

**Wickham Village, located on Wickham Drive in the Pilbara region, is a Transient Workers Accommodation (TWA) facility** that has supported RTIO's Iron Ore (RTIO) operations for several decades.

With the central building being a former hotel/motel, the donga accommodation buildings were established approximately 20 years ago to accommodate FIFO residents and meet RTIO's increasing operational demands.

Wickham Village currently provides accommodation for Fly-In Fly-Out (FIFO) workers, with the capacity to accommodate around 302 residents at peak capacity. The village has become essential for RTIO's FIFO workforce, which is critical to maintaining the efficiency of its mining operations.

Wickham Village is operated by facilities management company Sodexo on behalf of RTIO and has a current operating license from the City of Karratha (CoK) due to expire at the end 2025.

In response to upcoming license expiration in 2025 and the growing need for modern, sustainable accommodation for FIFO personnel, RTIO is proposing an extension of Wickham Village's operational license for another 10 years, coupled with significant upgrades to its central facilities. In addition, RTIO is considering investment in community facilities and /or amenity options - as additional offsets (community benefits) that relate to the ongoing operation of Wickham Village.

RTIO engaged Creating Communities Australia Pty Ltd to undertake stakeholder engagement and a Social Impact Assessment (SIA) and Social Impact Management Plan (SIMP) that considers the proposed Wickham Village licence extension, facility upgrades and potential investment in community facility offsets. This process has been undertaken prior to their lodgement of a development application and is separate from, and in addition to, statutory advertising of the Development Application for public comment, which the City of Karratha will carry out as part of its development assessment process.

The development of an SIA and a corresponding SIMP, is a requirement of the City of Karratha for the approval of the DA and is the subject of this document. The SIA and SIMP focus on the social impacts and associated management strategies for the local community of Wickham. The SIA and SIMP have been informed by a literature review and social baseline, as well as a comprehensive engagement process that obtained community and stakeholder input in relation to the social impacts and potential management strategies for the future license renewal, central facilities upgrade and investment in community facility offsets.

The engagement process included:

- Stakeholder Interviews
- City of Karratha Council and Officers Workshop
- Community Survey
- FIFO Residents Survey





The engagement with stakeholders and community members sought feedback on the proposed facility upgrades, as well as seeking input on the potential social impacts and associated management strategies needed to optimise the positive impacts and limit negative impacts of the proposed continued operation of Wickham Village.

This assessment aligns with the City of Karratha's (CoK) policies and Rio Tinto (RTIO) standards and focuses on understanding both the positive and negative impacts of continuing operations at Wickham Village and from the upgrading key village amenities and of community facilities as an offset investment.

The rationale for conducting the SIA is driven by several factors, such as:

- **Compliance with CoK requirements:** The SIA is required by the CoK as part of RTIO's Development Application to ensure that the proposed Wickham Village licence extension, facility upgrades and investment in community facility offsets are aligned with local planning schemes, strategic community goals, and development policies.
- **Community impact Analysis:** The SIA will provide critical insights into how the continuation of Wickham Village may affect Wickham residents, key stakeholders, and FIFO workers. It also considers the impact on community values, including local amenities, infrastructure, services, safety and community connection. The analysis also considers the impact of the proposed community offsets, while assessing local service provider capacity to manage potential changes on service demands.
- **RTIO's Commitment to Long-term Community Wellbeing:** As a key employer and partner in the region, RTIO advises that the company is committed to socially responsible operations that contribute to the sustainable development of the local community. The SIA considers RTIO's efforts to integrate FIFO operations with community needs, reduce negative impacts and encourage positive social, economic, and cultural outcomes for Wickham.

The Social Impact Management Plan (SIMP) provides a prioritised, actionable plan that outlines strategies for mitigating any negative impacts and optimising any positive impacts from the proposed Wickham Village licence extension, facility upgrades and investment in community facility offsets .



*Entrance of Wickham. Source: CCA Consultation*



## 1.2. Purpose of this Document

This document is an independent report prepared by Creating Communities Pty Ltd, that provides a SIA and SIMP for the proposed Wickham Village licence extension, facility upgrades and investment in community facility offsets.

The findings in this document have been informed by:

- A review of previous documentation related to Wickham Village and FIFO facilities in Wickham
- A high-level social baseline of the Wickham Village community,
- Community engagement including:
  - Stakeholder interviews
  - City of Karratha Council and Officers Workshop
  - Community Survey (Wickham based)
  - FIFO Worker Survey (Wickham based)
- Review of previous impact studies related to Wickham Village.

This Social Impact Assessment (SIA) in Section 7 describes key community contextual elements, combined with community and stakeholder perceptions of social impacts related to the proposed Wickham Village licence extension, facility upgrades and proposed investment in community facility offsets for both the FIFO workforce and the broader Wickham community.

The Social Impact Management Plan (SIMP) in Section 9 provides recommendations for mitigating negative impacts and maximising positive outcomes. RTIO will use these recommendations to guide their approach to managing community relations and workforce integration during the facility's extended operation.



*Iron ore ship sculpture at the information bay at Wickham's entrance.*

Source: <https://www.aussietowns.com.au/town/wickham-wa>



## 1.3. Business Case

The following business cases have been considered in the completion of this document.

### **Business Case Scenario 1 – The proposed Wickham Village licence extension, facility upgrades and investment in community facility offsets is approved (*This is the focus of this SIA and SIMP*)**

The business case for the continuation of Wickham Village TWA centres on maintaining the necessary accommodation for RTIO's FIFO contractor workforce and supporting the operational needs of Pilbara mining activities, while ensuring RTIO's ongoing commitment to the local economy and community.

The proposed operating license extension of Wickham Village will extend facility operations for a 10-year period, beginning at the end of 2025.

RTIO proposes that there will be no increase in the number of rooms to be installed at Wickham Village.

The village is expected to be at full capacity at certain times of the year when large shuts occur.

The company also proposes that the resident profile of Wickham Village, which is predominantly contractors (working on short term projects including maintenance and plant shuts), is expected to remain the same.

However, RTIO's current average utilisation of 37% (111 rooms) of the 300 rooms at Wickham Village is projected to increase to either:

- 64% (193 rooms) over the next decade to meet predicted surplus demand; or .
- 91% (274 rooms) over the next decade if proposed projects (yet to be funded) are approved.

RTIO also proposes in its Development Application to improve the facilities which include:

- An expansion of the floor area to be leased to the private Wickham Gym that is independently operated and provides gym services to local residents and FIFO residents. It is expected that the gym will expand by approx. 50% in floor area which will increase the offer to its users.
- A refit of the existing buildings to allow Sodexo to operate its building maintenance and linen stores at the front of the buildings. This leased space will be designed in such a way to contemplate future re-purposing as a commercial space available for a post-mining purpose.
- A refit of the site to include some recreational space for Wickham Village residents who currently have minimal on-site indoor recreational space. The free of charge gym available to FIFO residents is ~ 800m walk from Wickham Village at the central facilities JM building (Julutharndu Maya Building).
- A redevelopment of the internal green space to provide greater outdoor respite for FIFO residents.





- Provision of improved laundry facilities on site.
- Changes to carparking and street frontage to improve the street connection of the facility with a design that contemplates future post-mining use of the facility.
- Façade and fencing treatment to minimise the visual impact of the donga style accommodation from street view.

These upgrades are proposed for completion throughout 2025/2026 and are designed to ensure that the facility remains fit for purpose and can accommodate the evolving needs of RTIO's workforce.

In accordance with the City of Karratha's (CoK) local planning scheme and policies, community offsets or contributions can be incorporated into the Development Application proposal to provide community service benefits - should the development approval be provided, and the Village licence is extended.

RTIO proposes to invest in the top two of the following three priorities for community facility upgrades as offsets (benefits). The engagement undertaken in this SIA process was used to inform what that investment will be – for inclusion in the Development Application.

1. Redevelopment of the existing sports courts into a fully shaded facility with installation of permanent roof structure.
2. Repositioning and rebuilding the existing lifeguard office at the Wickham Aquatic Centre.
3. Upgrading the oval with new lights and drainage to improve the safety and extended use of the ovals.

Under current WA State Planning Regulations, as the estimated cost of the proposed works exceeds \$2 million, the applicant RTIO can choose to have the application determined by either the CoK, or the Regional Development Assessment Panel (RDAP).

Whichever decision-making body determines the application, Officers from the CoK will assess the application against the City's Local Planning Scheme and relevant planning policies and provide a report on it to either the CoK Council or the RDAP, including a recommendation on whether the application should be approved or refused

### **Business Case Scenario 2 – If the Development Application is NOT approved and Wickham Village Closes at the end of 2025**

The operating licence for Wickham Village ceases at the end of 2025. Should the Development Application for the proposed extension of the operating licence and upgrades to facilities to Wickham Village not be approved, then RTIO is required (as a condition of the previous village operation approval) to cease use by end of 2025 and rehabilitate the site by end of 2026.





The impact of such a decision is considered in this document – with a dedicated section describing the context of this scenario. However, a detailed SIA/SIMP has not been provided, as it is not the subject of the Development Application – which is the focus of this document. Should approval not be provided then more detailed impact planning will need to be taken at that point to manage that change.



Wickham Back Beach. Source: <https://www.aussietowns.com.au/town/wickham-wa>



## 2. EXECUTIVE SUMMARY

A Social Impact Assessments (SIA) and Social Impact Management Plan (SIMP) was conducted for the proposed renewal and upgrade of the Transient Workers Accommodation (TWA) facility, Wickham Village, located on Wickham Drive in the Pilbara town of Wickham.

The assessment aligns with the City of Karratha's Social Impact Assessment Policy (DP20)<sup>1</sup> and examines a range of social impact variables relevant to the local community, including accommodation, infrastructure, facilities, community services and wellbeing.

The following section provides a summary and explanation of the key stakeholder and community engagement insights, the identified impacts and proposed management strategies for the proposed renewal and upgrades to the Transient Workers Accommodation (TWA) facility, Wickham Village.

### 2.1. Context

Within the City of Karratha, transient worker accommodation villages are expected to offer more than just temporary housing; they must also contribute to the community's socio-economic conditions, enhance the built environment, and respect the local culture and heritage.

The operation of TWAs is complex in terms of its social impacts and expectations on owners and operators. While the provision of an accommodation services comes with usual responsibilities of an accommodation provider, the provision of accommodation for temporary workers comes with additional expectations related to the complexities of the social dynamics involved with supporting temporary workers in a regional town.

There are multiple transient worker accommodation facilities within Wickham, including Wickham Village (the subject of this document); as well as Cajuput and Wickham Lodge, which were redeveloped as contemporary facilities in 2012. In addition, there have been improved practices undertaken in the operation of these FIFO facilities including actions taken to fulfill social impact management commitments from the original Social Impact Assessment completed by Creating Communities Pty Ltd for all three villages in 2012.

There is a mix of Transient Worker Accommodation (TWA) facilities in the City of Karratha, with some being mining company owned sites, with others being independently owned and operated by facilities management companies.

The villages are operated by a third party (for RTIO the operators are Sodexo). With this model the responsibility of the accommodation owner, operator and employer are conflated. Villages (such as Searipple Village in Karratha) are owned and operated by third parties, with mining companies leasing accommodation for their workers at these villages. This model requires a clear delineation of responsibilities between the accommodation provider, and the employers of the workforces it will accommodate.

---

<sup>1</sup> City of Karratha's Town Planning Scheme No.8 Local Planning Policy DP20 Social Impact Assessments, Clause 6, available: [DP20 Social Impact Assessment Policy | City of Karratha](#).





## 2.2. Stakeholder and Community Engagement Insights

The following engagements were undertaken, in addition to a Literature Review to help inform the SIA and SIMP.

- Community Survey.
- FIFO Worker Survey.
- Interviews with key stakeholders.
- Workshop with City of Karratha Councillors and Senior Officers.

Key insights from these engagements are listed below:

### 2.2.1. Level of Support for Wickham Village Continuing to Operate for a Further 10 Years

There was a high level of support for the proposed continued operation of Wickham Village for a further ten years, with:

- 90.9% of community survey respondents being either highly supportive (74.5%) or supportive (16.4%) of the proposed continued operation of Wickham Village for a further ten years. The remaining 9.1% were either neutral (8.2%) or unsupportive (0.9%).
- 74.5% of FIFO workers being either highly supportive (60.5%) or supportive (14.0%) of the proposed continued operation of Wickham Village for a further ten years. The remaining were either neutral (14%); unsupportive (4.7%) or highly unsupportive (7%).
- There being a general consensus of support for the continued operation of Wickham Village amongst the interviewed stakeholders. The continued operation was seen by some stakeholders as being crucial to providing accommodation to support the local FIFO workforce without placing further pressure on the local housing supply. Many stakeholders also acknowledged that as Wickham Village is an existing site, it's continued operation would not create any significant impacts to Wickham.
- City of Karratha Council and officers agreeing that overall, there would be more positive than negative impacts from the continued operation of Wickham Village. Most Council members and officers reported that the licence extension is reasonable, so long as RTIO plans to invest into improving the site and is committed to Wickham's long-term vision.





## 2.2.2. Level of Support for Proposed Wickham Village Facility Upgrades

### Community Gym Expansion

The proposed expansion of the gym floor area to be leased to the Wickham community gym (privately-operated) by approx. 50% in floor area was widely supported, with:

- 87.2% of community survey respondents being either highly supportive (79.7%) or supportive (7.5%) of the proposed expansion of the gym floor area. The remaining were either neutral (8.3%); or unsupportive / very unsupportive (4.5%).
- 69.8% of FIFO worker survey respondents being either highly supportive (53.5%) or supportive (16.3%) of the proposed expansion of the gym floor area. The remaining were either neutral (18.6%); or unsupportive / very unsupportive (11.6%).
- There being significant support for the proposed gym expansion by the community stakeholders, who expressed the gym's importance to the community. Stakeholders emphasised the gym's contribution to the community's health and wellbeing and for fostering connection between FIFO workers and community members. The expansion of the gym would hence only enhance these benefits to the community.
- The proposed gym expansion being largely supported by the City of Karratha Councillors and Officers due to its positive impact on the health and wellbeing of both FIFO workers and permanent Wickham residents. The Wickham Gym was also seen as a positive space for socialisation in Wickham.

### Green Space Upgrades

The proposed redevelopment of the internal green space to provide greater outdoor respite for FIFO residents was widely supported, with:

- 79.2% of community survey respondents being either highly supportive (61.5%) or supportive (17.7%) of the green space upgrades. The remaining were either neutral (16.9%) or unsupportive / very unsupportive (3.9%).
- 80.9% of FIFO worker survey respondents being either highly supportive (47.6%) or supportive (33.3%) of the green space upgrades. The remaining were either neutral (16.7%); or unsupportive / very unsupportive (2.3%)
- There being limited direct comment by stakeholders on the green space upgrades, with one suggestion to open this space to local residents, rather than only being accessible to FIFO workers.
- The City of Karratha Councillors and Officers not directly commenting on the green space upgrades.

### Village Recreational Space Upgrades

The proposed refit of the building to include some on-site recreational space for Wickham Village FIFO occupants and moving the Sodexo building maintenance and linen stores to the front of the building was widely supported, with:

- 75.0% of community survey respondents being either highly supportive (50.0%) or supportive (25.0%) of the village recreational space upgrades. The remaining were either neutral (21.9%) or unsupportive / very unsupportive (3.1%).
- 75.6% of FIFO worker survey respondents being either highly supportive (51.2%) or supportive (24.4%) of the village recreational space upgrades. The remaining were either neutral (22%); or unsupportive / very unsupportive (2.4%) .





- Most stakeholders who commented felt that the upgrades would have a positive impact on social and recreational activities and facilities in Wickham.
- The City of Karratha Councillors and Officers did not directly comment on the village recreational space upgrades.

### **Improved Street Frontage**

The proposed changes to carparking and street frontage for better street connection designed in mind for future potential post-mining use of the site were widely supported, with:

- 77.0% of community survey respondents being either highly supportive (60.8%) or supportive (16.2%) of the proposed improvements to the street frontage. The remaining were either neutral (20.8%) or unsupportive / very unsupportive (2.2%).
- 61.9% of FIFO worker survey respondents being either highly supportive (35.7%) or supportive (26.2%). The remaining were either neutral (35.7%); or unsupportive / very unsupportive (2.4%).
- The improvements to the street frontage and carparking at Wickham Village being seen by stakeholders to be positive for enhancing the aesthetics of the site. This was especially important given the site's position at the entrance of the town; hence the upgrades were seen as potentially contributing to an overall improved perception and image of Wickham.
- The City of Karratha Councillors and Officers emphasising the need to improve both the presentation and quality of Wickham Village's built form.

### **Screening of Dongas**

The proposed façade and fencing treatment to improve and shield the appearance of the donga buildings from street view was widely supported, with:

- 70.3% of community survey respondents being either highly supportive (48.4%) or supportive (21.9%). The remaining were either neutral (25.8%) or unsupportive / very unsupportive (3.9%).
- 61.9% of FIFO worker survey respondents being either highly supportive (35.7%) or supportive (26.2%). The remaining were either neutral (31.0%); or unsupportive / very unsupportive (7.1%).
- There being significant support by the community stakeholders for the screening treatment. Most community stakeholders acknowledged the unappealing presentation of Wickham Village, and it's creation of both an unattractive visual amenity for residents and a negative first impression for visitors to Wickham.
- Overall, the screening of the dongas being supported by the City of Karratha Councillors and Officers, primarily due to its potential to improve the current outward presentation of the Village. One member noted that they were pleased that Corten steel was proposed to be used, as it works well in Wickham's environment. It was suggested that the proposed fencing be moved forward to screen the carpark (not just the dongas), to ensure that the heavy-duty mining vehicles aren't the first view upon entering the town. It was additionally suggested to incorporate public art (by local artists) into the screening treatment.

### **Shower and Laundry Improvements (\*not included in the Community Survey)**

The proposed provision of improved showers and laundry facilities on site were widely supported by FIFO workers, with:

- 88.4% of FIFO worker survey respondents being either highly supportive (65.1%) or supportive (23.3%). The remaining were either neutral (9.3%); or unsupportive / very unsupportive (2.3%) .





- The community stakeholders not directly commenting on the proposed shower and laundry improvements.
- The City of Karratha Council Members and Officers not commenting on the proposed shower and laundry improvements.

### 2.2.3. Proposed Community Facility Offset Preferences

The three community offset investment options were included in the consultation. Offsets need to relate to the proposed Development Application.

The offsets RTIO put forward for consideration that were communicated in the consultation were:

- a. Redevelopment of the existing courts into a fully shaded facility with installation of permanent roof structure.
- b. Upgrading the oval with new lights and drainage to improve the safety and extended use of the ovals.
- c. Repositioning and rebuilding the existing lifeguard office at the Wickham Aquatic Centre.

**The highest priority offset from the engagement feedback was the potential redevelopment of the existing courts:**

- 77.3% of the community survey respondents rated it as their highest priority (with 17.5% rating it as their second priority and only 5.2% rating it as their lowest priority).
- 43.3% of the FIFO worker survey respondents rated it as their highest priority (with 48.7% rating it as their second priority and only 7.7% rating it as their lowest priority).
- The City of Karratha Council and Officers agreed that the shading and redevelopment of the courts is a primary priority amongst the community offset options.
- All interviewed community stakeholders agreed that the shading of the courts should be a key priority. Many stakeholders shared the benefit that this would have on the community, including, allowing kids to play sport throughout the summer, and opening opportunities for local community activities (e.g. markets and fairs).

**The second highest priority offset from the engagement feedback was the potential oval upgrades:**

- Only 18.6% of the community survey respondents rated it as their highest priority (with 52.6% rating it as their second priority and 28.9% rating it as their lowest priority).
- 30.8% of the FIFO worker survey respondents rated it as their highest priority (with 33.7% rating it as their second priority and 35.9% rating it as their lowest priority).

**The lowest priority offset from the engagement feedback was the potential repositioning and rebuilding of the existing lifeguard office at the pool:**

- Only 4.1% of the community survey respondents rated it as their highest priority (with 29.9% rating it as their second priority and the vast majority, 66.0% rating it as their lowest priority).





- Only 25.6% of the FIFO worker survey respondents rated it as their highest priority (with 17.9% rating it as their second priority and the majority, 56.4% rating it as their lowest priority).
- The general consensus of the community stakeholders was that while the lifeguard office works would be beneficial, it should be less of a priority compared to the proposed redevelopment of the basketball courts.

## 2.2.4. Community Survey Feedback – Social Impacts

Table 1 below summaries the community survey ratings in relation to each social impact area.

TABLE 1 - SUMMARY OF COMMUNITY SURVEY SOCIAL IMPACT RATINGS

IMPACT AREA	FEEDBACK
<b>1. Demographic and Population Change</b>	<ul style="list-style-type: none"> <li>• 63.0% rated the impact as either highly positive (38.0%) or positive (25.0%).</li> <li>• 29.6% rated it as neither positive nor negative.</li> <li>• 5.6% rated it either negative (3.7%) or highly negative (1.9%).</li> <li>• 1.9% were unsure.</li> </ul>
<b>2. Accommodation and Housing</b>	<ul style="list-style-type: none"> <li>• 73.3% rated the impact as either highly positive (39.4%) or positive (33.9%).</li> <li>• 21.1% rated it as neither positive nor negative.</li> <li>• 3.7% rated it either negative (2.8%) or highly negative (0.9%).</li> <li>• 1.8% were unsure.</li> </ul>
<b>3. Built Form Environment</b>	<ul style="list-style-type: none"> <li>• 72.5% rated the impact as either highly positive (45.0%) or positive (27.5%).</li> <li>• 22.9% rated it as neither positive nor negative.</li> <li>• 1.8% rated it either negative (1.8%) or highly negative (0.0%).</li> <li>• 2.8% were unsure.</li> </ul>
<b>4. Accessibility to Community Services, Infrastructure, and Facilities</b>	<ul style="list-style-type: none"> <li>• 72.2% rated the impact as either highly positive (54.6%) or positive (17.6%).</li> <li>• 19.4% rated it as neither positive nor negative.</li> <li>• 5.6% rated it either negative (5.6%) or highly negative (0.0%).</li> <li>• 2.8% were unsure.</li> </ul>
<b>5. Social and Recreational Activities and Facilities</b>	<ul style="list-style-type: none"> <li>• 88.8% rated the impact as either highly positive (51.4%) or positive (37.4%).</li> <li>• 7.5% rated it as neither positive nor negative.</li> <li>• 3.7% rated it either negative (2.8%) or highly negative (0.9%).</li> <li>• 0% were unsure.</li> </ul>





IMPACT AREA	FEEDBACK
<b>6. Community Values, Identity and Cohesion</b>	<ul style="list-style-type: none"> <li>• 61.1% rated the impact as either highly positive (40.7%) or positive (20.4%).</li> <li>• 29.6% rated it as neither positive nor negative.</li> <li>• 7.4% rated it either negative (6.5%) or highly negative (0.9%).</li> <li>• 1.9% were unsure.</li> </ul>
<b>7. Health and Wellbeing</b>	<ul style="list-style-type: none"> <li>• 81.7% rated the impact as either highly positive (51.4%) or positive (30.3%).</li> <li>• 14.7% rated it as neither positive nor negative.</li> <li>• 3.7% rated it either negative (2.8%) or highly negative (0.9%).</li> <li>• 0% were unsure.</li> </ul>
<b>8. Crime and Public Safety</b>	<ul style="list-style-type: none"> <li>• 61.6% rated the impact as either highly positive (36.4%) or positive (25.2%).</li> <li>• 32.7% rated it as neither positive nor negative.</li> <li>• 3.7% rated it either negative (3.7%) or highly negative (0.0%).</li> <li>• 1.9% were unsure.</li> </ul>
<b>9. Economic Development, Employment, and Training</b>	<ul style="list-style-type: none"> <li>• 72.2% rated the impact as either highly positive (36.1%) or positive (36.1%).</li> <li>• 25.0% rated it as neither positive nor negative.</li> <li>• 2.8% rated it either negative (1.9%) or highly negative (0.9%).</li> <li>• 0% were unsure.</li> </ul>
<b>10. Cumulative Impacts</b>	<ul style="list-style-type: none"> <li>• 63.2% rated the impact as either highly positive (32.1%) or positive (31.1%).</li> <li>• 28.3% rated it as neither positive nor negative.</li> <li>• 6.6% rated it either negative (2.8%) or highly negative (3.8%).</li> <li>• 1.9% were unsure.</li> </ul>





## 2.2.5. FIFO Worker Specific Feedback About Life in Wickham and Their Village

The FIFO worker survey was open to all FIFO workers in Wickham.

Despite the survey focussing on Wickham Village, only 15.9% of survey respondents usually reside at Wickham Village. This is similar to the survey responses from 2022. Additionally, the vast majority of respondents were on regular rosters (97.7%) – with the likelihood that those who regular reside in Wickham were more motivated to respond than those who reside in the town irregularly.

### Willingness to Live Residentially in Wickham

- One in seven respondents (14.6%) would consider living residentially in Wickham. This is a 9% decrease on the 2022 survey results
- The highest proportion of those willing to consider living residentially were those aged 25 and under (33.3%) and those aged between 26 and 39 years (18.8%)
- The main reasons for not considering the opportunity to live residentially were the worker's family situation; the level of services and housing in Wickham and the isolation of Wickham.

### Level of Spending Per Week when Residing in Wickham

- Workers on average spend \$86.72 per week when residing in Wickham across the towns within the City of Karratha.
- The majority (\$59.13) is spent in Wickham, with \$17.06 spent in Karratha and \$6.70 in Port Samson. Only \$2.59 is spent in Roebourne and \$1.15 in Dampier per week.
- This level of spending equates to \$1,397,926.40 per annum (*based on calculations using current average heads on beds for each Rio Tinto Village and the average worker expenditure in Wickham and surrounding towns*).

### Local Services Accessed

- Overall, the most utilised service by FIFO workers was the supermarket, with over half (52.4%) visiting the supermarket at least once a week, and a third (33.3% visiting at least once a month). This was followed by the gym, which was used at least once a week by 35.9% of survey respondents. With this said, 43.6% of survey respondents stated that they never use the gym, with the remaining 20.5% using the gym between once a month or once a year.
- The least used service in Wickham by FIFO workers was the newsagency, with the majority of respondents (65.9%) never going, and 19.5% only going once a year.

### Local Community Facilities Accessed

- Overall, the most popular community facilities used by the survey respondents are the gymnasium and the sports grounds/oval, (46.7% of respondents using each).
- These were followed by the parks and the community pool, with 23.3% of the respondents currently using each of them.
- Only one respondent reported using the boat ramp in Point Samson and no one indicated using the Library.

### Involvement in Local Community Groups

- Approximately one in eight, (11.9%) indicated that they were involved in local Wickham community groups.





## Volunteering

- Nearly half (47.6%) indicated that they would be interested in being involved in voluntary activities while residing Wickham.
- When comparing to the previous 2022 survey, there appears to be more interest in being involved in voluntary activities. In 2022, just over a third (33.8%) were interested in volunteering compared to nearly half (47.6%) in 2024.
- The activities that were of most interest were:
  - Ambulance, Fire & Marine Rescue
  - Football
  - Basketball
- Those who were not interested in volunteering mostly stated it was due to a lack of time.

## Time Spent in Local Towns

- Unsurprisingly, the surveyed FIFO workers tended to spend the most time in Wickham – with 42.8% frequenting the town two to three times a week, or more.
- The results highlight that FIFO workers in Wickham spend very little time in the surrounding towns. Karratha was the next most visited town, with 29.3% of respondents visiting between once or three times a week (41.5% reported never spending time there).

## Barriers to Accessing Local Services in Wickham

The top two barriers to accessing local services were

- Lack of transport (i.e. no personal car and limited buses).
- Lack of time (i.e. work hours and business closing times).

## Preferred Method of Receiving Information About Local Town Activities

- The significant majority (76.2%) indicated a preference to have information provided at the Village.
- The least preferred method was to visit the towns and “discover for yourself”.

## Inductions

- Slightly less than half (45.2%) received cultural awareness information about the local area .
- Less than a third (28.6%) received an induction into their village.
- Less than a quarter (23.8%) received an induction into the local town and region to find out what is on offer.

## Village Life

Participants in the survey were asked about the three best things about life in their village. The top four topics (in order of frequency) were:

Rooms (including high quality of rooms, large room sizes and comfortable beds)

- Quality of facilities and amenities (including general facilities, laundry and Wi-Fi) (22 responses).
- Location (including proximity to town and site).
- Food quality and choice.

## Improving Village Life





Survey participants were asked to provide three suggestions for improving Village Life. The top four suggestions (in order of frequency) were:

- Facilities and amenities (including improving laundry facilities, providing bigger gym and improved WIFI).
- Food (including improving quality and variety of food).
- Rooms (including cleaning rooms, comfort and cleaning mould from bathrooms).
- Recreation and Socialisation (including provision of more social activities and upgrading common areas).

#### **Rosters**

- The most common roster listed by the FIFO Worker Survey respondents was an 8 day on and 6 day off roster.

#### **Feedback on the Village Security Card System**

- Over half of the Wickham Village survey respondents agreed that the use of swipe cards improves their safety and/or safety of other residents in the Village.
- The respondents were slightly less positive regarding the ease of use of the security cards.





## 2.3. Key Impact Findings

### 2.3.1. Scenario 1 (If the Development Application is Approved)

The following section provides a summary of the key social impacts and recommended management strategies should the Development Application be approved.

The social impact areas in Tables 2 and 3 below have been identified for the proposed Wickham Village license renewal, central facility upgrades and potential community facility offsets/benefits (related to the operation of the village).

The assessment considers the potential positive and negative impacts on the local community, FIFO workforce, and surrounding infrastructure. Impacts are rated before and after the implementation of mitigation strategies, using a scale ranging from high negative to high positive.

TABLE 2 - SUMMARY OF SOCIAL IMPACTS AND RATINGS (IF THE DEVELOPMENT APPLICATION IS APPROVED)

IMPACT AREA	DEFINITION	PROPOSED LICENCE EXTENSION; FACILITY UPGRADES & OFFSETS	AFTER IMPLEMENTATION OF MANAGEMENT STRATEGIES
<b>1. Demographic and Population Change</b>	Impact on population size, workforce profile, type of occupations, gender balance, ethnicity, and culture in Wickham.	Minor Negative	Minor Negative
<b>2. Accommodation and Housing</b>	The impact on the accommodation and housing infrastructure in Wickham.	Neutral	Neutral
<b>3. Built Form Environment</b>	Impact of the built form aesthetics, design, and integration with the local area/neighbourhood.	Low Positive	Moderate Positive
<b>4. Accessibility to Community Services, Infrastructure, and Facilities</b>	The impact on access to local community/social and essential services (medical, emergency, education, utilities, transport).	Minor Positive	Low Positive
<b>5. Social and Recreational Activities and Facilities</b>	Impact on social and recreational activities, sporting clubs, community groups, and recreational facilities in Wickham.	Minor Positive	Low Positive





IMPACT AREA	DEFINITION	PROPOSED LICENCE EXTENSION; FACILITY UPGRADES & OFFSETS	AFTER IMPLEMENTATION OF MANAGEMENT STRATEGIES
<b>6. Community Values, Identity and Cohesion</b>	Impact on community values, diversity, and the integration of FIFO workers into the local community.	Neutral	Minor Positive
<b>7. Health and Wellbeing</b>	Impact on the physical, social, and mental health of both FIFO workers and permanent Wickham residents.	Low Positive	Low Positive
<b>8. Crime and Public Safety</b>	Impact on community safety from crime and anti-social behaviour Wickham.	Neutral	Minor Positive
<b>9. Economic Development, Employment, and Training</b>	Impact on the local economy, local business services, employment, and training opportunities for the community.	Minor Positive	Moderate Positive
<b>10. Cumulative Impact</b>	Combined impact of multiple FIFO villages in Wickham.	Neutral	Neutral





TABLE 3 - SUMMARY OF SOCIAL IMPACTS AND MANAGEMENT STRATEGIES (IF THE DEVELOPMENT APPLICATION IS APPROVED)

IMPACT AREA	KEY STATEMENT SUMMARY	KEY MANAGEMENT STRATEGIES SUMMARY
<b>Demographic and Population Change</b>	<p>The proposed number of FIFO residents that will reside within Wickham will increase - due to a rise in the utilisation of Wickham Village. As a result there will be some minor impacts, particularly in relation to increase in the proportion of FIFO workers and in the proportion of male and single residents.</p> <p>To limit impacts of this change in community demographics, it will be important for RTIO and community stakeholders to take a proactive approach in supporting the integration of the FIFO residents into the community through better promotion of what is on offer in the town and supporting positive community development initiatives.</p>	<ul style="list-style-type: none"> <li>• Foster Diversity during FIFO worker Hiring Process</li> <li>• Broad Demographic Usage of Wickham Village</li> </ul>
<b>Accommodation and Housing</b>	<p>The proposed licence extension of Wickham Village does not include any change to number of rooms to be provided for transient work accommodation. Additionally, there is no proposal to increase permanent residential accommodation within the town.</p> <p>Continuing the operation of Wickham Village will ensure stable accommodation for FIFO workers. This will reduce any potential pressure applied to the local Wickham housing market but raises questions around the opportunity cost from there not being investment in more permanent residential accommodation development.</p>	<ul style="list-style-type: none"> <li>• Promotion of Community Access To Wickham Based FIFO Accommodation</li> </ul>





## IMPACT AREA

## KEY STATEMENT SUMMARY

## KEY MANAGEMENT STRATEGIES SUMMARY

	<p>However, as the proposal does not include any change to the existing Accommodation and Housing provision the impact is neutral.</p>	
<b>Built Form Environment</b>	<p>The proposed facility improvements to Wickham Village will have a positive impact on the street presence and aesthetics of the village.</p> <p>The main benefit will be for FIFO workers residing in the village who will have direct access to better facilities, while other improvements to the community facilities will also provide benefits to the broader community. These benefits can be further enhanced through additional improvements to the screening of the village and through the provision of landscaping and incorporation of public art to improve the streetscape.</p>	<ul style="list-style-type: none"> <li>• Ensure Proper Landscaping</li> <li>• Protect Street Facing Windows</li> <li>• Upgrade Local Pathways</li> <li>• Incorporate Public Art into Wickham Village Designs</li> </ul>
<b>Accessibility to Community Services, Infrastructure, and Facilities</b>	<p>The proposed Wickham facility upgrades and investment in community facility offsets will have a minor positive impact and can be further enhanced through improvements to the public realm, particularly in relation to improving pedestrian connections and lighting between the village and key community services and facilities.</p>	<ul style="list-style-type: none"> <li>• Prioritise Investment into Shading of Sports Courts and Upgrading the Oval with new Lights and Drainage as two Key Community Facility Offsets</li> <li>• Improve Wickham Village Amenities and Services to Meet Identified Issues by Residents</li> <li>• Promote Community Clubs/ Organisations, Shops and Activities</li> <li>• Inductions for FIFO Residents and the Provision of Information About What is on Offer in Wickham</li> <li>• Engage with Local Community Organisations to Build Connections with FIFO Residents</li> <li>• Upgrade Local Footpaths</li> <li>• Advocate for local Medical Service Provision and Use</li> </ul>





## IMPACT AREA

## KEY STATEMENT SUMMARY

## KEY MANAGEMENT STRATEGIES SUMMARY

		<ul style="list-style-type: none"> <li>• Support FIFO Worker Community Involvement in the Local Community and Volunteering</li> <li>• Continue Monitoring and Supporting Positive FIFO Worker Socialisation</li> <li>• Continue to Invest in Infrastructure if the Population Grows</li> <li>• Continue Social Investment to Support Local Community Development</li> <li>• Inform FIFO Residents of Planned Upgrades and Transitional Arrangements</li> </ul>
<b>Social and Recreational Activities and Facilities</b>	<p>The redevelopment of recreational spaces, including improving the green spaces and recreational facilities, will support community interactions and provide opportunities for engagement in social and recreational activities.</p> <p>Overall, the proposed facility and amenity improvements to Wickham Village will have a minor positive impact and can be further enhanced through a focus on improving FIFO resident engagement in local sporting and recreation groups and activities.</p>	<ul style="list-style-type: none"> <li>• Prioritise Investment into Shading of Sports Courts and Upgrading the Oval with new Lights and Drainage as two Key Community Facility Offsets</li> <li>• Improve Wickham Village Amenities and Services to Meet Identified Issues by Residents</li> <li>• Promote Community Clubs/ Organisations, Shops and Activities</li> <li>• Inductions for FIFO Residents and the Provision of Information About What is on Offer in Wickham</li> <li>• Engage with Local Community Organisations to Build Connections with FIFO Residents</li> <li>• Upgrade Local Footpaths</li> <li>• Support FIFO Worker Community Involvement in the Local Community and Volunteering with Local Groups</li> </ul>
<b>Community Values, Identity and Cohesion</b>	<p>There is general acceptance of FIFO workers in the Wickham community – recognising that Wickham is a mining town and requires some transient workers.</p> <p>The proposal to continue the operation of Wickham Village will have neutral impact as it doesn't propose a notable change to the current state of the</p>	<ul style="list-style-type: none"> <li>• Wickham Village External Screening Treatment Incorporating Local Themes</li> <li>• Promote Community Clubs/ Organisations, Shops and Activities</li> <li>• On-Site Promotion of Community Club/ Organisations and Activities</li> </ul>





## IMPACT AREA

## KEY STATEMENT SUMMARY

## KEY MANAGEMENT STRATEGIES SUMMARY

community, however a more positive impact could be achieved through a focus on supporting FIFO residents to connect and engage with the Wickham community and by reflecting the local community culture and heritage through the village facility designs.

- Engage with Local Community Organisations to Build Connections with FIFO Residents
- Inform the Wickham Key Stakeholders Forum of Progress on the Proposed Facility Upgrades and Offset/s
- Support FIFO Worker Community Involvement in the Local Community and Volunteering with Local Groups
- Incorporate Public Art into Wickham Village Designs
- Continue Monitoring and Supporting Positive FIFO Worker Socialisation and Behaviour
- Continue Social Investment to Support Local Community Development
- Continue to Implement Indigenous Cultural Practices into Key Events/Activities
- Promote Broad Demographic Usage of Wickham Village

## Health and Wellbeing

The proposed expansion of the Wickham Gym and potential investment in the sheltering of the sports courts and upgrade to the oval lighting and drainage (as the most supported community offset options), offer positive opportunities to enhance the social, sporting and recreational experience and increase use of the facilities that will in-turn help to support positive health and wellbeing of both FIFO and permanent residents of Wickham. These offsets are particularly important as these facilities have high levels of use by FIFO residents and the community.

In addition, the improvements to the living conditions for FIFO residents including improved laundry facilities, the proposed redevelopment of the internal green space at the village and

- Prioritise Investment into Shading of Sports Courts and Upgrading the Oval with new Lights and Drainage as two Key Community Facility Offsets
- Improve Wickham Village Amenities and Services to Meet Identified Issues by Residents
- Promote Community Clubs/ Organisations, Shops and Activities
- Continue providing Employee and Family Assistance Programs and the Provision of Psychology Services to Employees
- Upgrade Local Footpaths
- Advocate for local Medical Service Provision and Use
- Manage Noise, Dust, Litter and Traffic from the Facility Upgrades





## IMPACT AREA

## KEY STATEMENT SUMMARY

## KEY MANAGEMENT STRATEGIES SUMMARY

the proposed village recreational space upgrades will provide a more positive village life experience that will support best rest, recreation, sleep and wellbeing.

Overall, the proposal will have a low positive impact on health and wellbeing for both FIFO and permanent Wickham residents.

- Ensure Work Vehicles Have Covered Trays

### Crime and Public Safety

Crime and safety data, combine with community and stakeholder feedback identifies that predominantly Wickham is a safe town. Other than some isolated reports by stakeholders of anti-social behaviour by some FIFO workers related to alcohol consumption, there is little evidence to indicate that there will be any noticeable change to crime and public safety from the continued operation of Wickham Village nor from the proposed facility improvements.

FIFO workers indicated that implementation of the swipe card system in the villages has improved their safety and/or safety of other residents.

- Protect Street Facing Windows
- Reinforce the Strong Stance Against Antisocial Behaviour
- Provide CCTV Surveillance
- Continue Monitoring and Supporting Positive FIFO Worker Socialisation
- Continue to Engage with Key Stakeholders on Crime Prevention and Safety
- Integrate Passive Surveillance into Designs
- Use Anti-Graffiti Paint
- Ensure Work Vehicles Have Covered Trays

### Economic Development, Employment, and Training

The proposal to continue to operate Wickham Village and invest in facility improvements, combined with an increased number of FIFO residents using the existing number of rooms, should result in some positive social impacts – with local businesses being supported as well as there being the potential for increased job opportunities, particularly during construction.

If management strategies are put in place that commit to supporting local procurement, training and employment, combined with better promotion of local shops and services to FIFO workers – this positive impact could increase.

- Prioritise Local Procurement
- Enhance Local Training Opportunities
- Promote Local Training and Employment Opportunities
- Promote Community Clubs/ Organisations, Shops and Activities
- Continue to Support Local Businesses and Promote “Buy Local”
- Foster Diversity During FIFO Worker Hiring Process
- Continue Social Investment to Support Local Community Development
- Communicate the Economic Contribution Of FIFO Workers To Wickham and the Region





**Cumulative Impact**

As Wickham Village is an existing transient worker accommodation village within Wickham and the proposal is not to alter the accommodation capacity of the village - any cumulative impacts will only eventuate from the greater utilisation of the accommodation at the village that RTIO predicts over the next decade.

With proposed improvements to the village amenity as well as the potential offset investments in the local facilities, this will help to mitigate any negative impacts from greater utilisation of Wickham Village and the increased proportion FIFO workers regularly residing in the town. Subsequently the cumulative impact overall is seen as neutral.

- No Proposed Strategies





### 2.3.2. Scenario 2 (If the Development Application is Denied)

The following section provides a summary of the key social impacts should the Development Application not be approved, and the Wickham Village needs to close and be demolished at the end of 2025. (For a more detailed analysis of this scenario, see Section 8).

Whilst this SIA primarily investigates the potential social impacts of Wickham Village's licence extension and proposed works, as part of a Development Application, it is still important to consider the alternative scenario of the approval not occurring and the likely impacts that would result.

Community and stakeholder engagement identified that this scenario would primarily have a negative impact on Wickham.

The potential negative impacts that were identified include:

- The loss of a significant proportion of the current FIFO workforce and FIFO residents in Wickham (with the removal of up to 300 beds to accommodate these workers).
- Reduction in the financial spend by FIFO residents on local services - affecting Wickham's economy.
- The existing accommodation shortage could be worsened, reducing the town's transient worker accommodation capacity and potentially place pressure on other accommodation sources.
- It would have a negative visual impact on the town, leaving a large vacant site at the key entry point to the town, while also being at risk of attracting antisocial behaviour.
- The potential closure of Wickham Gym would be a considerable loss to the community, given its importance to the community's mental and physical health, and to community socialisation and connection.
- If workers are relocated to another village in Karratha (for example) this could increase travel time to site as well as the amount of traffic using the local roads, impacting wellbeing and road safety.
- The risk of unsettling the community, with the potential perception being that RTIO may be retreating from Wickham (in turn, worrying community members with the potential fear of redundancies or less investment opportunities).





## 3. METHODOLOGY

### 3.1. Overview of the Process

RTIO engaged Creating Communities Australia Pty Ltd to undertake stakeholder engagement, a Social Impact Assessment (SIA) and Social Impact Management Plan (SIMP) that considers the proposed Wickham Village licence extension, facility upgrades and investment in community facility offsets prior to their lodgement of a Development Application

The following table 4 outlines what was delivered during each phase.

TABLE 4 - METHODOLOGY OVERVIEW

PHASE	DESCRIPTION
<b>PHASE 1:</b> Inception and Preparation Phase	<ul style="list-style-type: none"><li>• A project inception meeting was conducted in August 2024 to inform the process.</li><li>• A high-level literature review and social baseline were completed.</li><li>• A stakeholder engagement plan and stakeholder database were developed.</li><li>• A review of the City of Karratha's City of Karratha Local planning policy DP-10: Workforce accommodation was undertaken, and impact areas were identified to reflect that policy.</li><li>• A predictive assessment of key impact areas was carried out which focused engagement tools to ensure relevant insights are gained.</li></ul>
<b>PHASE 2:</b> Communication and Engagement Preparation	<ul style="list-style-type: none"><li>• A stakeholder and community database was completed in partnership with RTIO.</li><li>• The following engagement tools were developed:<ul style="list-style-type: none"><li>- FIFO worker survey</li><li>- Community survey</li><li>- Stakeholder interview questions</li><li>- Presentation slide deck</li></ul></li><li>• Stakeholder communication and engagement tools were developed and distributed including:<ul style="list-style-type: none"><li>- A project information and FAQs booklet.</li><li>- Stakeholder interview invitations (via email).</li></ul></li></ul>





PHASE	DESCRIPTION
	<ul style="list-style-type: none"> <li>- Community survey promotions were developed and distributed (flyers; posters; EDMs; site notices; social media)</li> <li>- FIFO Worker survey promotions were developed and distributed (flyers; site notices; village app messages)</li> </ul>
<b>PHASE 3:</b> Communication and Engagement Delivery	<ul style="list-style-type: none"> <li>• Eight (8) interviews were conducted with key stakeholders to gain insights into their perceptions of the impact of the proposal. (Note: fourteen (14) invitations were made to key stakeholders)</li> <li>• A workshop was held with officers and councillors from the City of Karratha. Ten (10) attended this workshop</li> <li>• 45 Wickham based FIFO Workers completed the FIFO Worker Survey</li> <li>• 169 Wickham community members completed the Community Survey</li> </ul>
<b>PHASE 4:</b> Reporting	<ul style="list-style-type: none"> <li>• All engagement data was collated, analysed, and reported.</li> <li>• Impacts were assessed and reported on.</li> <li>• Management strategies were developed.</li> <li>• A final SIA and SIMP report was delivered.</li> </ul>

## 3.2. Engagement Details

### 3.2.1. Stakeholder Interviews

Key representatives from the Government, local industry, business, not-for-profit organisations, and community groups were invited to participate in an interview to gain feedback on the potential impacts of the proposed Wickham Village licence extension, facility upgrades and investment in community facility offsets.

Emailed invites and follow up phone calls were provided to fourteen (14) stakeholders inviting them to take part in the interviews, and the following eight stakeholders accepted this opportunity to be interviewed:

- Adam Brooker – Wickham Community Association President
- Junior Tuliau – Wickham Community Gym Vice President
- Karla Drummond – Wickham Wanderers Junior Soccer Club President
- Mark Apletree – Wickham Community Gym
- Mirco Turtschi – Village Manager
- Richard Hancock – Principal Regional Development Office
- Sarah Whelan – Karratha & District Chamber of Commerce and Industry CEO
- Taryn Higgins – Wickham Wolves Football Club Committee Member





These interviews typically took between one and two hours to complete and were delivered in a semi structured format, either face to face, online, or via telephone with participants asked about the potential impacts and opportunities that may emerge from the proposal.

In addition, a two-hour workshop was held with officers and councillors from the City of Karratha. The following attendees provided their feedback on the potential impacts of the proposed Wickham Village licence extension, facility upgrades and investment in community facility offsets.

- Daiva Gillam (Deputy Mayor)
- Kelly Nunn (Councillor)
- Gillian Furlong (Councillor)
- Joanne Waterstrom Muller (Councillor)
- Tony Simpson (Councillor)
- Sarah Roots (Councillor)
- Travis McNaught (Councillor)
- Virginia Miltrup (CEO)
- Alistair Pinto (Director)
- Simon Kot (Director)
- Emma Landers (Director of Community Experience)

A list of all invitees can be found in Appendix F – Stakeholder List

A summary of the detailed interview responses can be found in Appendix A – Detailed Stakeholder Interview Findings

### **3.2.2. Community Survey**

Local community members and stakeholders were invited and encouraged to provide their views on the potential impacts of the proposed Wickham Village licence extension, facility upgrades and investment in community facility offsets via an online survey hosted on the platform, Qualtrics.

Extensive public advertising and ongoing follow-up and encouragement to stakeholders resulted in 169 survey responses. Assuming a 95% confidence interval, the findings from this survey should consider and account for a +/- 4.0% margin of error.

A copy of the Survey can be found in Appendix G – Engagement Tools

A summary of the detailed survey responses can be found in Appendix C – Detailed Community Survey Findings.

### **3.2.3. FIFO Survey**

Wickham based FIFO workers residing a Wickham Village; Wickham Lodge and Cajuput Village were invited to participate in an online survey that sought to understand their interactions and use of services and facilities in Wickham, as well as providing feedback on the proposed licence extension and facility upgrades to Wickham Village.





The survey questions were adapted from the 2011<sup>2</sup> and 2022<sup>3</sup> Surveys conducted with Wickham FIFO workers

Extensive advertising and ongoing follow-up and encouragement was provided to workers at the villages. In total, the survey received 45 responses. Assuming a 95% confidence interval, the findings from this survey should consider and account for a +/- 9.1% margin of error.

A copy of the Survey can be found in Appendix G – Engagement Tools

A summary of the detailed survey responses can be found in Appendix D – Detailed FIFO Survey Findings.



*Wickham Sports Courts. Source: CCA Consultation*

---

<sup>2</sup> Creating Communities Australia, Wickham Lodge & Cajuput Way FIFO Survey Final Report (2011).

<sup>3</sup> Creating Communities Australia, Wickham Village Extension - FIFO Survey Report (2022).



### 3.2.4. Revolutionising social research to build thriving communities.

Creating Communities has implemented two specialised, proprietary AI social research tools, **SocialQue™** and **FIFO Insider™** to value-add the analysis of the Wickham Community and FIFO surveys.

**SocialQue™** delves into all aspects of wellness, trust and access to deliver rapid, in-depth analysis of user experience and social fabric across multiple contexts.

**FIFO Insider™** is a comprehensive study of the FIFO village experience, providing unique insights to help operators meet the needs and aspirations of transient worker communities.

Both surveys conducted in the engagements incorporated Creating Communities “Golden Question”; a qualitative open-ended question asking respondents to describe their experience living in Wickham (Community Survey) / or their experience living in FIFO accommodation in Wickham (FIFO Survey).

Both tools process responses to the “Golden Question” through advanced AI in an ethical and structured environment to segment, categorise and assign sentiment through the lens of Creating Communities Social 9™ framework.

The Social 9™ domains are a set of nine foundational domains that define the core individual and interpersonal needs essential for building a thriving community.

FIGURE 1 - CREATING COMMUNITIES’ SOCIAL 9™ FRAMEWORK

## the social 9™

Creating Communities Social 9™ Framework identifies the 9 foundational domains essential for building a thriving community.



Analysing responses through **SocialQue™** and **FIFO Insider™**, through the lens of Social 9™ helps us better understand the complex structure and nature of sentiment in Wickham’s community and FIFO villages, serving as an essential method to ensure targeted and strategic guidance for investments that achieve maximum impact.

In the context of this Social Impact Assessment, both tools have highlighted key insights which reaffirm the findings from our preliminary research and engagement.





To view the overview findings from SocialQue and FIFO Insider, **see Section 6 ‘Engagement Key Findings’**.

### 3.3. Social Impact Areas Studied

The following impact areas reflect the City of Karratha's Town Planning Scheme 8, the City of Karratha's City of Karratha's Social Impact Assessment Policy (DP20)<sup>4</sup>

Two additional areas (*Built Form Environment* and *Cumulative Impacts*) have been included as additions by report authors Creating Communities Australia (CCA) as they are of relevance to the proposed Wickham Village licence extension, facility upgrades and investment in community facility offsets. These are noted in the table below.

Two areas in the City's Policy have been redefined to better meet the context of this project – these being *Economic Considerations* and *Employment and Local Benefits*. In this study they are stated as : *Economic Development, Employment and Training*.

Additionally, the City's impact area of *Social Infrastructure* has been named *Social and Recreational Activities and Facilities* for greater specificity.

TABLE 5 – SOCIAL IMPACT DEFINITIONS

IMPACT AREA	DEFINITION	CITY OF KARRATHA BASELINE/SCOPING GUIDE QUESTIONS
<b>1. Demographic and Population Change</b>	Impact on population size, workforce profile, type of occupations, gender balance, ethnicity, and culture in Wickham.	<ul style="list-style-type: none"><li>• Would the development result in a change to the age structure, household structure or permanence of the resident population in the immediate/broader locality?</li><li>• To what degree will the development increase the permanent and temporary population of the City of Karratha?</li><li>• Would the development result in the displacement of current residents, visitors and/or workers?</li><li>• Would the development increase the size of the population significantly in a short period of time?</li></ul>
<b>2. Accommodation and Housing</b>	The impact on the accommodation and housing infrastructure in Wickham.	<ul style="list-style-type: none"><li>• Would the development result in a mix of housing types and sizes?</li><li>• Is the development targeted at specific groups in the community?</li><li>• Would the development alter the availability of affordable housing in the community (either net increase or net loss)?</li></ul>

<sup>4</sup> City of Karratha's Town Planning Scheme No.8 Local Planning Policy DP20 Social Impact Assessments, Clause 6, available: [DP20 Social Impact Assessment Policy | City of Karratha](#)





IMPACT AREA	DEFINITION	CITY OF KARRATHA BASELINE/SCOPING GUIDE QUESTIONS
		<ul style="list-style-type: none"> <li>Would the development have a significant effect on the local housing market?</li> </ul>
<b>3. Built Form Environment</b>	Impact of the built form aesthetics, design, and integration with the local area/neighbourhood.	Not listed in the City of Karratha Policy
<b>4. Accessibility to Community Services, Infrastructure, and Facilities</b>	The impact on access to local community/social and essential services (medical, emergency, education, utilities, transport).	<ul style="list-style-type: none"> <li>Is the development appropriately located to maximise accessibility to existing towns/settlements, pedestrian/cycle networks?</li> <li>Will the proposed development increase demand for community services and facilities?</li> <li>Where an increased demand for services and facilities has been identified, how does this relate to existing capacity?</li> </ul>
<b>5. Social and Recreational Activities and Facilities</b>	Impact on social and recreational activities, sporting clubs, community groups, and recreational facilities in Wickham.	<ul style="list-style-type: none"> <li>Will the development have implications on community and social infrastructure and services, either positively or negatively?</li> </ul>
<b>6. Community Values, Identity and Cohesion</b>	Impact on community values, cultural diversity, identity and the integration of FIFO workers into the local community.	<ul style="list-style-type: none"> <li>Would the development impact on an area/place/site/item of value or significance to the community?</li> <li>Will the development promote integration with adjacent communities (e.g. through design, facilities etc).</li> <li>Would the development affect the capacity for people to participate in community affairs or other social interactions?</li> </ul>
<b>7. Health and Wellbeing</b>	Impact on the physical, social, and mental health of both FIFO workers and	<ul style="list-style-type: none"> <li>Will the development affect local health and wellbeing (either positively or negatively)?</li> </ul>





IMPACT AREA	DEFINITION	CITY OF KARRATHA BASELINE/SCOPING GUIDE QUESTIONS
	permanent Wickham residents.	<ul style="list-style-type: none"> <li>Will the development contribute to the location's walkability (in terms of connectivity, density and land use mix)?</li> </ul>
<b>8. Crime and Public Safety</b>	Impact on community safety from crime and anti-social behaviour Wickham.	<ul style="list-style-type: none"> <li>Will the development and associated operations provide opportunities for criminal or anti-social behaviour?</li> <li>Will the development significantly impact on perceived or actual public safety?</li> </ul>
<b>9. Economic Development, Employment and Training</b>	Impact on the local economy, local business services, employment, and training opportunities for the community.	<ul style="list-style-type: none"> <li>Will the development have an impact on local businesses (positively or negatively)?</li> <li>Will the development provide diverse local employment opportunities?</li> </ul>
<b>10. Cumulative Impact</b>	Combined impact of multiple FIFO villages in Wickham.	Not listed in the City of Karratha Policy

## 3.4. Reporting and Communication

Creating Communities Australia Pty Ltd (CCA) completed a report entailing the findings of the Community and Stakeholder engagement (See Section 6 – Key Findings) as well as completing the Social Impact Assessment (See Section 7) and Social Impact Management Plan (See Section 9) for the key impact areas. Findings from the literature review, social baseline and consultation were used to inform the analysis of impacts and development of key mitigation and opportunity strategies.

## 3.5. Limitations of the Methodology

Rating social impacts is a complex process that involves comparing social phenomena that are fundamentally different in nature. This limitation was addressed through the consistent application of the method across the key impact areas. The most effective approach to social impact assessment is a 'live' process, which is ongoing and iterative in nature. Therefore, to maintain the accuracy of findings over time, it is recommended that regular and consistent monitoring occur, including updating indicators and revising this report (and the subsequent social impact management plan), where necessary.

A general rule in survey data collection is that more responses provide more reliable data, however the key purpose of these types of engagement techniques is to gain rich and layered qualitative data, which means that large sample sizes are not necessarily essential but assist in ensuring the data is representative of community sentiment. With the varied response rate received to the engagements, this does limit the applicability of the feedback received.





## 4. PROJECT BACKGROUND

### 4.1. Pilbara Regional Context

The Pilbara region, located approximately 1,200 kilometres north of Perth, is one of Western Australia's most significant regions, both geologically and economically. Spanning 506,000 square kilometres, the Pilbara is home to ancient landscapes dating back 3.5 billion years and has been inhabited by Aboriginal peoples for at least 50,000 years. This strong cultural heritage continues today, with many Indigenous communities living and caring for the land.

The region is made up of the Shire of East Pilbara, Shire of Ashburton, City of Karratha and Town of Port Hedland local government areas (LGA). Although the Pilbara region represents 19.7% of Western Australia's total area, it has a relatively small population of 55,034 people, representing about 2.1% of Western Australia's total population<sup>5</sup>. The majority of the Pilbara region's population live in the regional centres of Karratha and Port Hedland, and the smaller towns of Wickham, Dampier, Newman, Paraburdoo, Pannawonica and Tom Price.

Economically, the Pilbara is globally recognised for its vast mineral wealth, including iron ore, natural gas, crude oil, and salt, which contribute significantly to Western Australia's economy. In 2018, the region's Gross Regional Product (GRP) was \$32.3 billion, accounting for 41% of the state's total GRP. Mining dominates the region, particularly iron ore production, which supports much of the workforce, while other industries like construction, oil and gas, agriculture, and tourism provide additional economic stability.

The Pilbara region is the largest producer of iron ore in the world, with the mining industry employing a large proportion of the region's workforce. Other key industries for the region include oil and gas, construction, tourism and agriculture. In 2023, the Gross Regional Product (GRP) of the region was \$77.8 billion, which represented 19.2% of Western Australia's total GRP<sup>6</sup>.

RTIO has been operating in the Pilbara since the early 1960s, and currently operates 17 mines, four independent port terminals, rail, and related infrastructure across the region.

---

<sup>5</sup> Australian Bureau of Statistics, East Pilbara 2021 Census (2021), <https://abs.gov.au/census/find-census-data/quickstats/2021/LGA53220>

<sup>6</sup> Pilbara Development Commission, Pilbara Economic Development Snapshot (2023), available: <https://www.pdc.wa.gov.au/documents/2/pilbara-economic-development-shapshot-edition-5-june-2023>





### 4.1.1. City of Karratha

Wickham is located in the Wickham-Point Samson-Roebourne-Cossack-Pastoral Ward of the City of Karratha in the Pilbara state electorate, and in the federal electorate of Durack<sup>7</sup>.

The City of Karratha local government area covers an area of 15,882 square kilometres. The City is the home to an economic powerhouse with four industrial ports and the generation of over \$12.31 billion for the country's economy annually.<sup>8</sup>

The City has a population of over nearly 24,000 people (as of 2023), of which over half (56%) are couples with children. This population continues to grow.

Of the City's 14,910 local jobs, nearly a third (4,755) are employed in the mining industry, with 12.7% of the City's residents having a link to mining.

The City's strategic urban planning direction is set by the City of Karratha Local Planning Strategy<sup>9</sup>. Under this Strategy, the local government area is divided into three settlement areas; Karratha, Dampier, and the Eastern corridor. The town of Wickham falls within the Eastern Corridor, along with the communities of Roebourne, Point Samson, and the historic townsite of Cossack. The Strategy states that the purpose of the Eastern Corridor is to "ensure the provision of local services and facilities is framed at a corridor level rather than viewing each settlement independently". During previous RTIO consultations, there was a general perception by stakeholders in Eastern Corridor communities that the City focused a greater amount of investment in Dampier and Karratha<sup>10</sup>.

FIGURE 2 - MAP OF THE CITY OF KARRATHA, IDENTIFYING THE TOWNSITE OF WICKHAM  
(SOURCE: REMPLAN, 2022)



<sup>7</sup> GHD, Wickham Socio-Economic Baseline Report (2023).

<sup>8</sup> City of Karratha Annual Report 2022/23

<sup>9</sup> City of Karratha, City of Karratha Local Planning Strategy (2020), [https://www.wa.gov.au/system/files/2021-11/LST\\_City-of-Karratha-Local-Planning-Strategy.pdf](https://www.wa.gov.au/system/files/2021-11/LST_City-of-Karratha-Local-Planning-Strategy.pdf)

<sup>10</sup> GHD, Wickham Socio-Economic Baseline Report (2023).



### 4.1.2. Wickham Community

Wickham is a town within the City of Karratha, situated 50 kilometres northeast of Karratha in the Pilbara.

Wickham was established in 1970 by Robe River Iron Associates to provide housing and support services for employees of the Cape Lambert iron ore port. Cape Lambert was opened in 1972 to process iron ore from mines in Pannawonica and is currently operated by RTIO.

With a population of over 2000 people (2,016), most residents live in family households, and the town has a median age of 31. The local economy is closely tied to RTIO, which employs 65.4% of the workforce. As a result, the town has a high median individual income of \$1,680 per week<sup>11</sup>.

Wickham remains largely a mining company town for RTIO's iron ore operations with little other economic activity occurring in the town. Services within Wickham are varied. When they are not directly available locally residents will often have to travel to Karratha or Perth.

Cape Lambert operations are the largest employer in the community and reside in Wickham in company housing. RTIO owns approximately 80% of the housing stock in town. The remaining properties are a mix of government and social housing.

Wickham underwent a process of 'normalisation' in the 1980s, with various state and local government authorities taking over responsibilities for services and infrastructure in the town. Since the early 2000s, the normalisation of assets, most notably the transfer of all housing from RTIO ownership to freehold title has not yet progressed<sup>12</sup>. RTIO however still manages electricity as part of their State Agreement.

RTIO also has a memorandum of understanding (MOU) in place with the City of Karratha to support key community initiatives linked to the Shire's Strategic Community Plan.

Wickham has a vibrant community with a strong focus on volunteerism and sports, but it faces ongoing challenges related to social services, economic diversification, and town maintenance.

Wickham has a community association run by local volunteers. This association receives Council funding for the provision of events and initiatives that support their local communities. There is keen interest in sport in the community and a range of events are held including markets and the Mother's Day Classic.

Wickham has a rich cultural heritage, being located on Ngarluma Country. The Ngarluma Aboriginal Corporation holds Native Title over the area, which was granted in 2007, and Yindjibarndi people also share cultural ties to the region<sup>13</sup>.

Over the years, RTIO has made substantial investments in the town, including a \$125 million revitalization project in 2012, which improved housing, roads, and community facilities. This project included the development of the Wickham Recreation Precinct,

---

<sup>11</sup> GHD, Wickham Socio-Economic Baseline Report (2023).

<sup>12</sup> GHD, Wickham Socio-Economic Baseline Report (2023).

<sup>13</sup> GHD, Wickham Socio-Economic Baseline Report (2023).





which features a gym, swimming pool, and sports grounds used by both the FIFO workers and local residents. The City of Karratha operate and maintain the assets at the Wickham Recreation Precinct on behalf of Rio Tinto under a 5 year services agreement. This agreement will expire 30/6/25 and Rio Tinto and the City are currently working towards a further services agreement to continue the current arrangements.

RTIO in partnership with the City of Karratha completed an upgrade to the Wickham Aquatic Centre in 2023, including improvements to the swimming pool, plant and lighting.

The City's Annual Report (2022/23) reports that there was a high level of usage of the Wickham Recreation Precinct, with 47,108 visits in the previous year of operation, with 21,551 being for the use of the Wickham Pool. In addition, there were nearly 20,000 visits to the Wickham library (19,577).<sup>14</sup>



*Wickham Recreational Precinct. Source: CCA Consultation*

---

<sup>14</sup> City of Karratha Annual Report 2022/23



## 4.2. Transient Worker Accommodation (TWA) – In the City of Karratha

### 4.2.1. City of Karratha – Planning Policy for Workforce Accommodation

The City of Karratha assesses applications for development approval for Workforce Accommodation land uses under the relevant provisions of its Local Planning Scheme No. 8, and Local Planning Policy DP10 'Workforce Accommodation'.<sup>15</sup>

Policy DP10 must be given due regard in how the City of Karratha exercises its discretion in assessing and making decisions on development applications, but the provisions of the policy are not binding on the decision-maker.

The Policy applies to applications to renew approvals for existing Workforce Accommodation facilities on time-limited approvals, as well as to applications for new Workforce Accommodation developments.

Section 4.2 of Policy DP10 sets out the City of Karratha's position on Workforce Accommodation. Section 4.2 a) states:

*'The Council acknowledges the critical role Workforce Accommodation plays during the construction phase of major resource projects and to accommodate peak short-term workforce requirements associated with maintenance shut downs;'*

Section 5 of Policy DP10 sets out Policy Measures (matters to be considered in exercising discretion) to be considered in assessing applications for Workforce Accommodation developments.

Section 5.1 deals with time limited approvals.

Section 5.1.2 states:

*'New workforce accommodation applications can be approved for a maximum period of ten years. Longer terms approvals exceeding ten years may be approved where performance criteria set out in this policy are met.'*

Section 5.1.3 states:

*'Extensions of time may be permitted for a maximum period of five years.'*

The application by RTIO for a ten-year extension exceeds the stated five year maximum period for extensions of time for operation of TWAs, however as stated above the provisions of the policy are not binding and the City of Karratha can exercise its discretion in assessing and making decisions on the development application.

---

<sup>15</sup> City of Karratha. Local Planning Policy - DP10 Workforce Accommodation (2019)





### 4.2.2. TWAs in the City of Karratha

The continuing growth of the industry has resulted in the region being home to several TWA facilities that house employees of various resource companies operating in the area.

Below is a list of both dedicated TWA facilities, and other short-stay accommodation facilities which also operate within the region and can accommodate FIFO workers.<sup>16</sup> Most of these facilities primarily exist for tourism purposes and are not owned or operated by a specific resource company. However, these facilities can accommodate FIFO employees working in this area.

#### TWA Facilities:

- Aspen Living Karratha, operated by Aspen Living Holiday Parks<sup>17</sup>
- Cherratta Lodge, privately operated (162 rooms)<sup>18</sup>
- Civeo Karratha Village, operated by Civeo (298 rooms)<sup>19</sup>
- RTIO Peninsula Palms Village Dampier, operated by Sodexo (586 rooms)
- RTIO Wickham Lodge, operated by Sodexo (200 rooms)
- RTIO Cajuput Villas, operated by Sodexo (150 rooms)
- RTIO Wickham Village, operated by Sodexo (302 rooms)
- Searipple Village Karratha, operated by Fleetwood Australia (over 1,300 rooms)<sup>20</sup>
- Stayover Kingfisher Village, operated by Ausco (249 rooms)<sup>21</sup>
- Woodside Bay Village, operated by Compass (604 rooms)<sup>22</sup>
- Proposed: New Hotel/Worker Accommodation in Nickol, Karratha. Plans filed on behalf of QSD Hire Pty Ltd (832 rooms)<sup>23</sup>

#### Other Accommodation<sup>24</sup>:

The following is other short stay accommodation available -some of which is also used to accommodate transient workers on an ad hoc basis.

- AAOK Karratha Caravan Park
- Best Western Plus The Ranges Karratha
- Cattrall Park Motel Karratha
- Comfort Inn & Suites Karratha
- Cossack Budget Accommodation
- Discovery Parks - Pilbara Karratha
- Econo Lodge Karratha
- ibis Styles Karratha
- Karratha Backpackers
- Karratha Central Apartments
- Karratha International Hotel
- Latitude20 Cattrall Park

<sup>16</sup> Based on: Google Maps, 'Karratha accommodation' search results (2024).

<sup>17</sup> Aspen Holiday Parks, Aspen Karratha Village (n.d.), <https://aspenholidayparks.com.au/aspen-karratha-village/>

<sup>18</sup> Cherratta Lodge, Cherratta Lodge (n.d.), <https://cherrattalodge.com.au/>

<sup>19</sup> Civeo, Karratha Village (n.d.), <https://civeo.com/accommodations/lodges-villages/karratha-village-wa/>

<sup>20</sup> Fleetwood Australia, Searipple Village (n.d.), <https://www.fleetwood.com.au/projects/searipple-village/>

<sup>21</sup> Stayover By Ausco, Stayover Kingfisher Village, Karratha (n.d.), <https://stayover.com.au/villages/karratha>

<sup>22</sup> Multiplex, Projects: Bay Village (n.d.), <https://www.multiplex.global/projects/bay-village/>

<sup>23</sup> The Urban Developer, Hotly Contested \$120m Karratha Hotel Plan Greenlit (2024), <https://www.theurbandeveloper.com/articles/karratha-hotel-workers-accommodation-approved-wa>

<sup>24</sup> Based on: Google Maps, 'Karratha accommodation' search results (2024).





- Latitude20 Roebourne Village
- Latitude20 The Dunes
- Point Samson Resort
- Samson Beach Chalets
- The Cove Holiday Village
- Velocity Motel and Bistro

### 4.2.3. TWAs in Wickham

In Wickham the TWA villages consist of:

- RTIO Wickham Lodge, operated by Sodexo (200 rooms)
- RTIO Cajuput Villas, operated by Sodexo (150 rooms)
- RTIO Wickham Village, operated by Sodexo (302 rooms)

While residents at Wickham Village are predominantly contractors, the residents of the neighbouring FIFO villages (Cajuput Village and Wickham Lodge) are predominantly operational workers with regular residence at the villages as demonstrated in the table below from data provided by RTIO.

TABLE 6 - OCCUPANCY BY RESIDENT / WORK TYPE

FIFO Village	Bed Numbers	Rostered Workforce Occupancy (Regular Operational Rosters)	Non-Rostered Workforce Occupancy (Irregular Maintenance/ Shut Rosters– Mostly Contractors)
Wickham Village	302	20%	80%
Wickham Lodge	200	94%	6%
Cajuput Villas	150	94%	6%



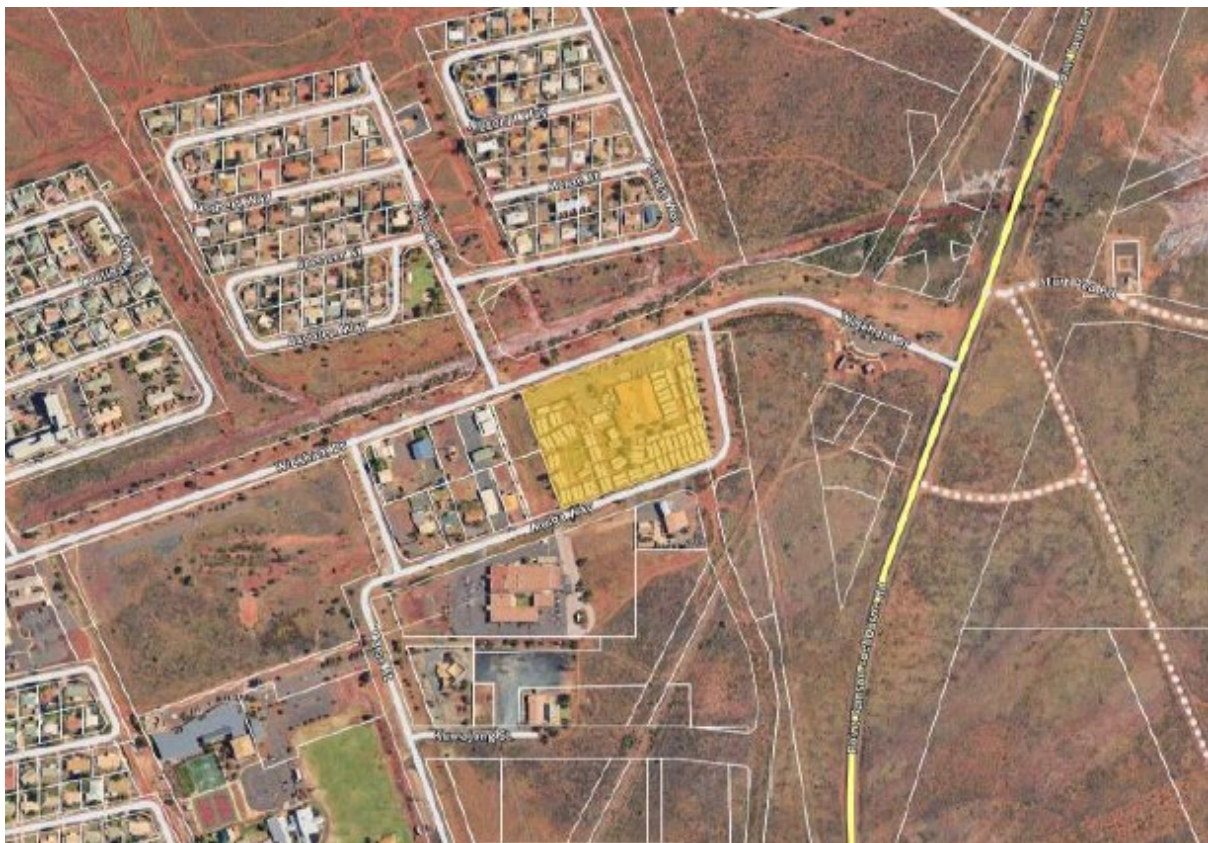


## Wickham Village – Specific Details

Adjacent to the town, Wickham Village was built in the 1970s to accommodate RTIO's growing Fly-In Fly-Out (FIFO) workforce.

With 302 rooms, the village primarily serves workers supporting the Cape Lambert port and surrounding mining infrastructure.

FIGURE 3 - WICKHAM VILLAGE SITE LOCATION (IN YELLOW)



### Occupancy

The village is predominantly occupied by contractors, and employees working on short term projects including maintenance and plant shuts.

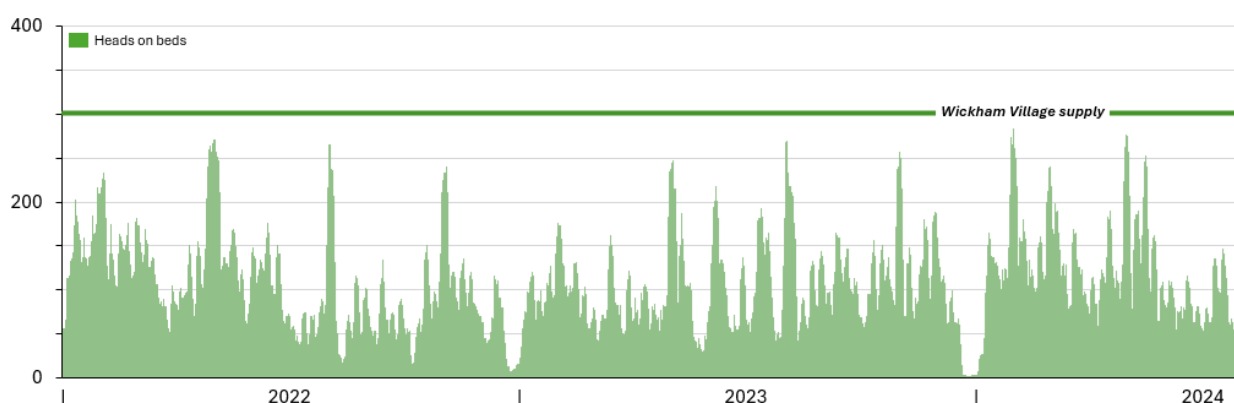
Wickham Village rarely reaches peak occupancy, which only occurs when there are significant projects underway such as shuts of the plant.

Figure 4 below demonstrates the level of occupancy of Wickham Village since 1 January 2022.<sup>25</sup>

<sup>25</sup> RTIO Iron Ore, Wickham Village Occupancy (2024).



FIGURE 4 - WICKHAM VILLAGE OCCUPANCY 1 JANUARY 2022 - 31 JULY 2024)



## Facilities

The Wickham Village site currently comprises modular buildings providing 302 rooms for use as Transient Workforce Accommodation (TWA) and a central facility building currently used for Sodexo's maintenance store, a gymnasium, recreation room, laundry and locker facilities and a vacant tenancy. Wickham Village is within close proximity to a range of community facilities that can be accessed by foot. Details of these community facilities are highlighted in Figure 5 below.

FIGURE 5 - WICKHAM RECREATION PRECINCT (CITY OF KARRATHA, 2022)





## Proposed Extension of the Licence and Facility Upgrades at Wickham Village

RTIO is seeking a 10-year extension of Wickham Village's operating license, which expires in December 2025. Accompanying this extension, RTIO plans significant upgrades to the village, aiming to modernise the facilities and align them with future operational needs (See Figure 6 and 7). The extension and upgrades are part of RTIO's long-term strategy to support its workforce and maintain operational efficiency. Additionally, RTIO proposes investment in community facility offsets

FIGURE 6 - WICKHAM VILLAGE SITE DEMOLITION PLANS



FIGURE 7 - WICKHAM VILLAGE - PROPOSED UPGRADE





## Strategic Importance of Wickham Village

Wickham Village is a key asset in RTIO's strategy to maintain a stable workforce for its Pilbara operations. Its proximity to key sites like Cape Lambert allows FIFO workers to remain close to their job locations while relieving pressure on the local housing market.

The village is part of RTIO's broader efforts to:

- Ensure workforce productivity by providing comfortable, accessible accommodations near work sites.
- Alleviate the strain on local housing by offering dedicated FIFO housing.
- Stimulate the local economy through local procurement, employment, and community investments.

Through its ongoing presence and investments in Wickham, RTIO plays a crucial role in the town's economy, infrastructure, and community development, balancing the needs of its operations with its responsibilities to the local population.





## 4.3. Previous Studies and Social Impact Assessments

### 4.3.1. 2011 Wickham Social Impact Assessment - Proposed Transient Worker Accommodation Developments (Wickham Lodge and Cajuput)

In 2011, as part of RTIO's expansion plans in the Pilbara, additional fly-in fly-out (FIFO) accommodation was needed in Wickham. To ensure that any social impacts were minimised and that benefits were maximised, a Social Impact Management Plan (SIMP) was prepared by Creating Communities Australia (CCA) <sup>26</sup>.

The focus was on the proposed development of Wickham Lodge and Cajuput Villages.

As part of the consultation process that informed the development of the SIMP, RTIO sought feedback and information from the existing FIFO workforce in Wickham (employees and contractors). All FIFO workers residing in Wickham at the time were given the opportunity to complete a survey about their needs, motivations, accommodation preferences and community involvement in Wickham. A report was produced by CCA, providing a summary of the survey findings.

#### (A) Wickham Community Engagement - Key Findings

The general perception of FIFO workers in the community was neutral, with concerns mainly directed towards construction FIFO workers living in villages and the possibility of more "unknown" workers arriving. There are also worries about the increased population's impact on local services and facilities, and the perception that FIFO workers do not contribute to community. Key concerns included potential increases in crime and antisocial behaviour, pressure on local services and infrastructure, increased traffic, and the belief that RTIO's agenda favours expanding the FIFO workforce over establishing a permanent residential workforce.

#### (B) Findings from an extensive survey of FIFO workers in Wickham at the time revealed:

- **Predominantly older males in relationships with dual income** – The majority of respondents were male (81%), aged between 40-49 years (64%), most were in a relationship (67%), either with children (37%) or without children (15%) and just over half of were a dual household income (55% of FIFO workers in a relationship).
- **Operational FIFO workforce, working FIFO for up to 3 years, motivated by the income** – The majority of respondents were operational FIFO workers (81%), on a variety of different rosters – the most common being 14 on/7 off (32%) and 13 on/8 off (19%), they have been a FIFO worker for between 0-3 years (71%) and also with RTIO for between 0-3 years (80%) and income/salary is the main motivating factor for working FIFO (83%).

---

<sup>26</sup> Creating Communities Australia, Wickham Lodge & Cajuput Village FIFO Survey Final Report (2011).





The preferred accommodation preferences and requirements of FIFO workers accommodated in Wickham were:

- **To continue working FIFO** – 60% of respondents preferred to keep working FIFO however 40% would consider residential over FIFO.

The level of community involvement by Wickham FIFO workers was reported as follows.

- **Workers felt welcome/very welcome in the towns** – the majority of respondents felt welcome or very welcome in local towns 85% and 15% felt neither welcome or unwelcome; no FIFO worker felt unwelcome.
- **Workers found it easy/very easy to travel into the towns, using a company vehicle** – 83% indicated it was easy/very easy to travel into Wickham, 67% indicated this for Point Samson and between 58%-61% indicated this about Karratha, Roebourne and Dampier. Most trips were made using a company owned vehicle (51%) or a privately owned vehicle (21%).
- **Wickham, Point Samson and Karratha are visited regularly** - 79% spent time in Wickham either daily or between 4-5 times per week; 34% spent time in Wickham and 38% spent time in Karratha on a weekly or fortnightly basis, however the majority of workers did not visit Roebourne (73%) or Dampier (58%).
- **On average FIFO workers spent \$104 and \$165 in local towns** - 74% of FIFO workers spent over \$50 in Wickham every week; 49% spent between \$1-\$50 in Point Samson per week and 30% spent between \$1-\$50 per week in Karratha. Using this as a base, this equated to FIFO workers accommodated at Wickham Lodge and Cajuput Village spending between \$600,000 and \$950,000 per year locally and a potential spend of between \$1.05m and \$2.3m per year when the proposed Wickham Lodge and Cajuput Village expansion was complete.
- **Groceries, alcohol, meals and reading materials were the most commonly bought items** - In Wickham workers bought groceries, alcohol, meals and reading materials (70% of purchases); in Point Samson they bought meals and alcohol (89% of purchases) and in Karratha the most common purchases were medicines and treatments (30% of purchases).
- **Workers would spend more on leisure activities, eating places, variety shopping, medication, recreation items and services if more services were available** - 57% of FIFO workers stated that they would spend more money in local towns if more was available to purchase.
- **Going to the beach, gym, pool and playing/watching sport were the most common recreational activities** – besides buying groceries and alcohol, going to the beach (74%), the gym (51%), the pool (47%) and playing/watching sport (47%) were the most common community activities engaged in.
- **Some FIFO workers were keen to volunteer** – 36% of respondents were interested in volunteering for community activities in Wickham; however, the main inhibitor was lack of time due to work commitments (49%). A small proportion (4%) already had emergency services training from volunteering in their 'home' community.





- **Most information sourced informally** – the main source of information about the towns was through word of mouth (78%) followed by self-discovery (52%). FIFO workers were keen to have access to more local information through RTIO, either via their website or at their accommodation.

### (C) Key Positive Impacts Identified

The following positive impacts were identified and reported via feedback received at the community workshops and in interviews with stakeholders. This feedback was categorised according to criteria from internationally accepted social impact criteria<sup>27</sup>.

#### Housing and Accommodation

- Hopefully it free up residential houses for permanent residents.

#### Socio-Economic Impacts

Enhanced economic opportunities

- Demand provides opportunity to attract new businesses/shops to Wickham.
- Increased viability for shopping precinct expansion.
- Greater market for local businesses e.g. home operated hairdressers, supplement & health products.

Change in employment opportunities

- More jobs - through local business expansion and start-ups.

#### Social Infrastructure & Community Services

Change in community infrastructure

- Improvement and upgrades to town infrastructure and services.
- Increased recycling opportunities.

Access to leisure and recreation

- Extra participants in sporting events.
- The current free gymnasium gets busy so a new gymnasium in the FIFO complex will be good.

Pressure on local services and facilities

- An increased population should bring better and more medical facilities
- More help for emergency workers (fire, ambulance etc.).

Public health and safety and facility management

- Happy with community and FIFO use of new accommodation facilities.
- Normalisation of FIFO accommodation and facilities.
- New facilities are positive for the community.
- New mess in Lodge facility will reduce safety issues amongst female FIFO's.

#### Liveability

Frequency of crime and antisocial behaviour

- Limited issues from operational FIFO as they have strict governance structure around them.

<sup>27</sup> Based on: A Community Guide to Social Impact Assessment, Rabel J. Burdge. 2004. Social Ecology Press and adapted by CCA to include community development principles.





Community spirit/local culture and cohesion

- Community and FIFO integration through new facilities.
- Utilising FIFO workers for volunteering services.
- Operational FIFO on average are good for the community.

Character: aesthetics and visual impacts

- Improved buildings, landscaping, street and town appeal.
- Aesthetic will give the town improved form and enhance its current look.

## **(D) Key Negative Impacts Identified**

The following key negative impacts were identified and reported via feedback received at the community workshops and interviews with stakeholders. This feedback was categorised according to criteria from internationally accepted social impact criteria<sup>28</sup>.

### Housing and Accommodation

#### **Accommodation issues**

- FIFO accommodation is too close to town and in the middle of housing.

### Population Impacts

#### **Dissimilarity in age, gender, racial or ethnic composition**

- Percentage of men, much higher than women.

#### **Population change**

- Balance between FIFO and residential.
- Increased FIFO population in town will need to be well managed.

### Socio-Economic Impacts

#### **Enhanced economic inequities**

- Increased demand pressures on existing businesses.
- Existing local businesses may lose turnover with new facilities at FIFO accommodation.

#### **Change in employment opportunities**

- Reduced opportunities for local residents (particularly youth) to gain employment as jobs are taken by FIFO.
- Residential employees may be more attracted to FIFO if accommodation on offer is better quality.

### Social Infrastructure & Community Services

#### **Change in community infrastructure**

- Strain on current infrastructure, services and facilities.
- Footpaths need improving.
- Street lighting needs improving.
- Infrastructure needs must be addressed at the same time as population growth occurs (both FIFO and Residential).

---

<sup>28</sup> Based on: A Community Guide to Social Impact Assessment, Rabel J. Burdge. 2004. Social Ecology Press and adapted by CCA to include community development principles.





### Access to leisure and recreation

- Increased demand on boating facilities, beaches and fishing spots and risk of depletion of fishing stocks.
- Swimming pool can't cope with demand.
- Clubs may experience difficulties in catering for increased FIFO numbers with increased demand on sport venues and clubs.
- Moving of Saylor Park to accommodate the FIFO accommodation development
- Environmental stress on beaches, the ocean, fishing and wildlife.
- New gym in FIFO accommodation could detract from new gym being developed at the community centre and the commercial gym at Wickham Village.
- Lack of activities for FIFO workers (and community members) outside of work – need more facilities, particularly indoor to cater for larger population.
- Currently limited recreation options - only one place for people to socialise in the evenings (besides houses).

### Pressure on local services and facilities

- Increased pressure on already strained and inadequate medical services.
- Increased pressure on police service.
- Impact on power and water usage.
- Waste management will need to be addressed.
- Increased pressure on emergency services.
- Lack of volunteers for emergency services.

### Traffic and transport

- Increased traffic - especially on main roads.
- Pedestrian impacts - especially on children crossing roads.
- Increase in parking.

### Public health and safety and facility management

- Concerns around antisocial behaviour at bar (wet mess) and restaurant.
- New restaurant - should be located in town centre, rather than part of FIFO accommodation.
- Accessibility to the area during construction will be restricted.

### Liveability

#### Frequency of crime and antisocial behaviour

- Uncertainty about the behaviour of additional unknown people in town, especially regarding the safety of young children.
- Concerns about potential behaviour of FIFO in the local community.
- Design of Lodge could lead to increased criminal activity from others who do not reside there.
- Licensed premises may increase anti-social behaviour and drink driving.
- Concern about graffiti if Saylor Park barbeques are moved to Stove Park.

### Community spirit/local culture and cohesion

- FIFO rosters not conducive to volunteering/community participation.
- FIFO workers consider Wickham their 'work' environment, not 'home' environment.
- FIFO impacts on existing community spirit.





#### Character: aesthetics and visual impacts

- Negative physical impacts during construction of the FIFO facilities.

#### Health, wellbeing and safety of FIFO workers

- Transport issues for FIFO workers in accessing services - not all FIFO have access to vehicles.
- Some FIFO employees unhappy about the 'share room' arrangements during the transitional development of the new accommodation.

#### Cultural Aspects

##### Effect on Heritage (including Indigenous Heritage)

- Loss of Saylor Park - losing its meaning as a community cultural asset as a named park.

#### Community/Institutional Arrangements

##### Formation of attitudes towards project

- Perception – only getting new community facilities to cater for FIFO.
- Community perception that RTIO does not support normalisation and has a preference for FIFO.

#### Relevance to this 2024 SIA

This 2024 SIA will build on the findings of the 2011<sup>29</sup> impact assessment, with a particular focus on:

- The impacts of the proposed facility upgrades on the local community and FIFO residents.
- Ensuring sustainable long-term use of Wickham Village, while balancing the needs of the community and the FIFO workforce.
- Mitigating potential negative impacts through enhanced community integration and support for local services.

---

<sup>29</sup> Creating Communities Australia, Social Impact Management Plan – Wickham FIFO Accommodation Development (2011).





### 4.3.2. RTIO's Review of the 2011 Wickham Social Impact Assessment (Conducted in 2022)

As part of RTIO's request to amend the existing Development Application for Wickham Village to extend its operational licence, the CoK required updates to several aspects of the previous 2011 SIMP but did not require the social impacts to be re-assessed.

The CoK also acknowledged the successful implementation of the 2011 SIMP, but specifically sought supporting data on outward integration and spend patterns of the FIFO workforce in the Wickham community.

RTIO requested that a FIFO Survey be designed to collect required data to inform:

- The extent that FIFO Residents use Wickham shopping centre and other local businesses/services.
- The extent that FIFO residents (across all villages) use external cafes or restaurants.
- The extent to which FIFO residents use the sports facilities at Wickham.
- The level of interest in moving from FIFO to a residential role in Wickham – Specifically the role types and the motivation or driver for change.

CCA conducted this survey to assess how FIFO residents of Wickham were contributing to the socio-economic aspects of the town, as well as to evaluate potential future impacts from continued FIFO accommodation. Working with RTIO,

The data from the 2011<sup>30</sup> survey was used as a baseline to compare with the 2022<sup>31</sup> survey results, reflecting changes over the past decade and aiding RTIO in the planning application (amendment to Development Approval DA16153).

The findings of this report were used by RTIO to support their development approval amendment request to the CoK, which granted an extension for a further three years in 2022. The survey also provided RTIO with valuable feedback on FIFO residents' views regarding ongoing village refurbishments.

#### **Key Findings:**

- It was estimated that RTIO's economic impact in Wickham (not including salaries and accommodation costs) was at least \$13,835,592 per annum, which is inclusive of all FIFO village resident spending; local social investments by and local procurement spend by RTIO; and the value of FIFO employees volunteering in Wickham
- FIFO residents spent on average \$108.25 per week in Wickham. This equates to \$1,850,906 per annum.

---

<sup>30</sup> Creating Communities Australia, Wickham Lodge & Cajuput Way FIFO Survey Final Report (2011).

<sup>31</sup> Creating Communities Australia, Wickham Village Extension - FIFO Survey Report (2022).





- The purchasing behaviours of the FIFO residents in Wickham changed with the times during the decade. For example, residents were spending significantly less on reading materials and cigarettes or tobacco, and slightly less on alcohol. Medicines, treatments and groceries were being purchased more frequently in Wickham.
- The level of interest in changing from FIFO roles to residential in Wickham was less than was indicated in the 2011 survey (reduced from 40% in 2011 to 24% in 2022). Responsibilities and connection with FIFO resident families was both a motivation (to spend more time with them) and barrier (if they are engaged in education and work in Perth) to adopting residential roles. Also, over the last decade some this FIFO cohort tried residential roles in the Pilbara, and decided it wasn't their long-term preference.
- Over half (54.3%) of FIFO residents at RTIO villages in Wickham said they used at least one community facility outside their FIFO village. This equated to approximately 179 FIFO residents potentially using community facilities in Wickham on any week.
- RTIO employees (not contractors) still make up most of the residents in the FIFO villages, and these employees were generally more committed to community integration.
- When on swing, FIFO residents worked long days with an average of only 1.5 hours for activities such as entertainment, socialisation and exercise per day. Along with a lack of transport, the lack of time was a key barrier to FIFO residents accessing services outside of the Villages. A lack of time was also the main barrier to FIFO participation in volunteering. The residents saw their work as their priority while residing in the FIFO villages, and their main motivation for working FIFO in the Pilbara is income/salary.
- The demographics and work lives of the residents changed slightly over the last decade. The residents in the RTIO FIFO villages in Wickham were now significantly more experienced in FIFO work than they were in 2011, and their roster cycles have become shorter.





### 4.3.3. RTIO's Local Voices Survey (2024)<sup>32</sup>

RTIO's 'Local Voices' is a community perception monitoring programme which provides community sentiment data and insights. Voconiq, an independent social research agency, manages the surveys to maintain confidentiality. The short surveys are used to inform business strategy and decision-making.

The survey was completed by 811 respondents of which 40% were RTIO employees, 12% were business owners operating in the Pilbara, and the remainder were various Pilbara community residents.

#### Key Findings

- In Wickham the community trust score was 2.91 / 5.0. This is similar to Dampier, which were the lowest of all scores for RTIO towns, with Pannawonica being the highest at 3.41.
- In Wickham the town acceptance score was 3.92 / 5.0. (NOTE: Industry benchmark for acceptance is 3.7 / 5.0).

Areas of most importance to the community:

- Access to health and medical services
- Feeling safe
- Cost of living
- Access to quality education
- Job Prospects

Areas of greatest community satisfaction:

- Feeling safe
- Community volunteering
- Quality of sport, rec and leisure facilities
- Community 'feel' and cohesion
- Range of community social facilities

Areas of lowest community satisfaction:

- Access to health and medical services
- Retail offerings and facilities
- Availability and affordability of housing
- Services and facilities in our community
- Availability of childcare

Top issues raised:

- Upgrade community infrastructure and support town beautification (including shading sports courts)
- Housing – more housing; upgrades needed; allocation system and mould
- Health and Medical services – support for a GP and medical services in town
- Local employment – employing more locals and decrease FIFO employment; reduce quotas for minority groups; roles for partners
- Increase Community engagement, programs, communications and events

---

<sup>32</sup> Based on: RTIO Local Voices, Pilbara Community Survey Results Summary (November 2024).





Community priorities for funding:

- Education and training opportunities
- Community well-being
- Community infrastructure
- Environmental protection
- Support for local economies





## 5. WICKHAM COMMUNITY PROFILE

This section provides a high-level community profile of Wickham, with the aim to outline Wickham's economic, social, cultural and demographic context. This understanding of Wickham is utilised to inform the subsequent Social Impact Assessment in Section 7.

### 5.1. Demographic Data<sup>33</sup>

#### Population

- As of the 2021 census, the total population of Wickham is 2,022.
- The median age is 31, significantly lower than the state average of 38.
- There is a higher proportion of Aboriginal and/or Torres Strait Islander residents (14.4%) when compared with the state average (3.3%).
- The population of Wickham is very mobile, with higher rates of residential mobility compared to Western Australia but lower than the Pilbara region.
- Wickham experienced the highest population growth of any town in the Pilbara region of towns in which RTIO operates and one of only three that have recorded growth over the 2011 to 2021 and 2016 to 2021 periods. Over the five years to 2021, the town recorded annual average population growth of 5.6 per cent per annum which is a result of the construction of additional RTIO housing in 2016. Over the ten years to 2021, there was annual average population growth of 2.2 per cent per annum compared to population decline in the City of Karratha and the Pilbara region.<sup>34</sup>

#### Culture and Ethnicity

- New Zealand, Philippines and England are the top three countries of birth other than Australia. This is similar to the broader Western Australian average.
- Wickham has a higher (23.7% higher) proportion of people born in Australia when compared to the state average.

#### Families and Households

- The family make up in Wickham has a significantly higher proportion of couple families with children (64.9%, compared to the state average of 44.6%) and a slightly lower proportion of one parent families (9.5%, compared to the state average 15.1%).
- There is a significantly lower proportion of households that are owned outright (2.0%) compared with the state average (29.2%) and a significantly higher rate of renting (91.6%) compared with the state average (27.3%)

<sup>33</sup> Based on, unless otherwise stated: ABS Australian Bureau of Statistics, East Pilbara 2021 Census (2021), <https://abs.gov.au/census/find-census-data/quickstats/2021/LGA53220>

<sup>34</sup> Acil Allen, The Economic Value of RTIO's Operations in The Pilbara Region (2023).





## Education

- There is a lower proportion of children who are developmentally vulnerable in two or more domains (6.5%) in the Wickham/Point Samson/Cossack area compared with the state average (10.2%).<sup>35</sup>
- There is a lower proportion of those who hold a bachelor's degree or above (9.8%), when compared with the state average (23.8%).
- There is a high level of skills in the town of Wickham with 72 per cent of the population aged 15 and over holding a qualification compared to 65 per cent of the population of the Pilbara region and 62 per cent of Western Australians.<sup>36</sup>
- There is a higher proportion of people who have completed a Cert III or IV (29.4%) compared with the state average (17.8%), suggesting that work-based qualifications are often more relevant than tertiary qualification in the Wickham community.

## Income and Employment

- The iron ore mining sector is the largest employing industry (56.0% of the working population).<sup>37</sup>
- The resident RTIO workforce is 675 people, which accounts for 67.5 % of the Wickham labour force.
- The unemployment rate (1.7%) is lower than the East Pilbara (4.9%) and the state average (5.1%).
- Of the residential labour force, approximately 25.0% were females and 13.9% were Indigenous persons.
- RTIO created 90 FTE jobs in the town of Wickham in 2022, of which all was created by the iron ore operations.<sup>38</sup>
- The average daily FIFO workforce in Wickham is 310 people, based on the average heads on beds across the three FIFO camps (Wickham Village, Wickham Lodge, Cajuput Villas).
- The median weekly individual and household income are both much higher than the State average, at \$1,674 and \$3,358 respectively compared to \$724 and \$1,595.
- There is a smaller proportion of households earning less than \$650 gross weekly income (3.4%) than the state average (16.3%) and the East Pilbara (23.1%). This suggests that economically, households in this area are comparatively better off than the state as whole.

## Economy

- In 2022, there was \$108.9 million of spending in the town of Wickham which is 16 per cent of RTIO's spending in the City of Karratha. This included \$4.1 million on goods and services, \$101.6 million on wages for the RTIO staff that live in the town, and \$3.2 million in social investment.<sup>39</sup>
- In 2022, four companies located in Point Samson and Wickham were contracted by RTIO (information provided by RTIO, 2023).

<sup>35</sup> Australian Early Development Census, Data Explorer (2024).

<sup>36</sup> Acil Allen, The Economic Value of RTIO's Operations in The Pilbara Region (2023).

<sup>37</sup> Acil Allen, The Economic Value of RTIO's Operations in The Pilbara Region (2023).

<sup>38</sup> Acil Allen, The Economic Value of RTIO's Operations in The Pilbara Region (2023).

<sup>39</sup> Acil Allen, The Economic Value of RTIO's Operations in The Pilbara Region (2023).





- RTIO's operations near the town of Wickham contributed \$134.4 million to the Gross Regional Product of the town of Wickham in 2022. This is equivalent to 50.8 per cent of the value of the town's economy. In 2020-21, the town of Wickham had a Gross Regional Product of \$262.5 million which is 0.2 per cent of the value of the \$138.7 billion Gross Regional Product of the Pilbara region. In 2017, the town had Gross Regional Product of \$507.6 million in 2017 compared to \$157.7 million in 2008-09. Mining, including RTIO's operations contributed \$442.2 million to the value added in the town which is 54.3 per cent of total value added. This compares to 2017 when it contributed \$345.3 million or 68 per cent and 2008-09 when it contributed 68.7 per cent.<sup>40</sup>
- Together with the direct contribution that RTIO makes to the economy of the town, there was a total contribution to the Gross Regional Product of \$153.0 million in 2022 which is 58.3 per cent of the town's Gross Regional Product of which all was contributed by the RTIO iron ore operations. This compares to 2017 when RTIO contributed \$163.7 million to the town.<sup>41</sup>
- RTIO contributes to the economic value of the Pilbara through the sales of iron ore, cattle and fodder from the mines and pastoral stations that it operates<sup>42</sup>.
- RTIO made a total contribution of \$124.6 million to Wickham's economy in 2017. This included \$113 million on wages, \$4.89 million on goods and services and \$4.8 million on community investments<sup>43</sup>.

## Community

- More people in Wickham completed volunteer work (19.4%), compared to the state average (15.9%).
- There is limited cultural or religious diversity.
- There is strong support for local sports clubs within the community and community events are well attended.
- There are some incidences of reported crime

## Housing

- 91.6% of Rio Tinto Housing in Wickham is currently rented and only 23 privately owned.<sup>44</sup>
- 81.2% of dwellings in Wickham are owned by RTIO and are rented to employees or service providers.
- Rio Tinto has 2% of houses out of service<sup>45</sup>.
- Median house prices in 2022 were \$360,000 compared to \$180,000 in 2016 representing a doubling of house prices compared to growth of 44 per cent in the Pilbara region. Along with Tom Price, this is the highest growth of any of the towns in the Pilbara region.<sup>46</sup>
- The FIFO workforce are accommodated at three accommodation camps in Wickham, namely RTIO Wickham Lodge, RTIO Cajaput Villas and the RTIO Wickham Village. Collectively the three accommodation camps can house a maximum of 700 staff.

<sup>40</sup> Acil Allen, The Economic Value of RTIO's Operations in The Pilbara Region (2023).

<sup>41</sup> Acil Allen, The Economic Value of RTIO's Operations in The Pilbara Region (2023).

<sup>42</sup> Acil Allen, The Economic Value of RTIO's Operations in The Pilbara Region (2023).

<sup>43</sup> Acil Allen, The Economic Value of RTIO's Operations in The Pilbara Region (2023).

<sup>44</sup> Acil Allen, The Economic Value of RTIO's Operations in The Pilbara Region (2023).

<sup>45</sup> RTIO data provided 2024.

<sup>46</sup> Acil Allen, The Economic Value of RTIO's Operations in The Pilbara Region (2023).





## Health

- Of the people in Wickham who identified as having a long-term health condition, 'asthma' was the most commonly reported health condition (25.6%), followed by 'mental health condition' (21.4%) and 'diabetes' (12.6%)
- Compared to the state average, there is a:
  - A higher proportion of residents with mental health conditions (21.4% compared to 19.7% in Western Australia).
  - A higher proportion of residents with diabetes (12.6% compared to 9.8% in Western Australia).
  - A higher proportion of residents with asthma (25.6% compared to 16.3% in Western Australia).





## Demographic Overview

Table 7 below provides a demographic overview for Wickham.

The data presented is primarily retrieved from the ABS Census data Quick Stats (2021). The neighbouring area of East Pilbara (SA2) and Western Australia (State / Territory) have been included to provide comparison points throughout. 2016 ABS Census data for Wickham has also been included for comparison. Where the data does not correlate to these specific years or geographic areas, it has been noted in the table.

Note: Unless otherwise stated, all statistics are sourced from the Australian Bureau of Statistics.

TABLE 7 - DEMOGRAPHIC SUMMARY OF COMMUNITIES OF INTEREST

STATISTICS QUICK STATS.	WICKHAM 2021 (UNLESS OTHERWISE STATED)	WICKHAM 2016	EAST PILBARA (SA2)	WA (STATE)
Population				
Current Population	2,022	2,295	5,910	2,660,026
Median Age	31	31	36	38
% Male	56.9%	57.0%	72.3%	49.7%
% Female	43.0%	42.9%	22.7%	50.3%
% Aboriginal	14.4%	17.2%	8.5%	19.0%
% aged 0-14 years	28.5%	27.1%	16.1%	27.9%
% aged 55+ years	10.4%	7.8%	50.1%	62.0%
% of people born in Australia	67.4%	71.8%	44.2%	44.3%
Culture and Heritage				
Most common countries of birth (other than Australia)	New Zealand (4.2%)	New Zealand (4.7%)	New Zealand (5.0%)	New Zealand (2.8%)
	Philippines (2.0%)	England (2.3%)	Philippines (1.8%)	Philippines (1.6%)
	England (1.4%)	Philippines (1.7%)	England (4.8%)	England (12.8%)





STATISTICS QUICK STATS.	WICKHAM 2021 (UNLESS OTHERWISE STATED)	WICKHAM 2016	EAST PILBARA (SA2)	WA (STATE)
	South Africa (0.9%)	South Africa (1.2%)	India (0.5%)	India (2.3%)
	Thailand (0.9%)	Thailand (0.9%)	South Africa (0.8%)	South Africa (2.0%)
Top languages (other than English) spoken at home	Thai (0.08%)	Thai (0.09%)	Malay (0.05%)	Malay (0.18%)
	Yindjibarndi (0.8%)	Yindjibarndi (0.6%)	Tagalog (0.7%)	Tagalog (0.35%)
	Tagalog (0.7%)	Indonesian (0.6%)	Filipino (0.62%)	Filipino (0.25%)
	Afrikaans (0.6%)	Māori (0.6%)	Afrikaans (0.2%)	Afrikaans (0.6%)
	Shona (0.6%)	Tagalog (0.6%)		
Education				
% of children developmentally vulnerable on two or more domains of the AEDC <sup>47</sup>	6.5%	9.1% (in 2018)	23.1%	10.2%
% of people completed a Certificate III or IV	29.4%	29.1%	18.8%	17.8%
% of people completed Bachelor's Degree level and above	9.8%	8.0%	7.7%	23.8%
% of people attending tertiary or technical institution	9.8%	3.5%	4.8%	21.3%

<sup>47</sup> Australian Early Development Census, Data Explorer (2024)





Income and Employment				
Statistics Quick Stats.	WICKHAM 2021 (unless otherwise stated)	Wickham 2016	EAST PILBARA (SA2)	WA (STATE)
Largest employing industry (%)	Iron Ore Mining (52.2%)	Iron ore mining (59.3%)	Iron Ore Mining (36.9%)	Professionals (22.0%)
Top occupation of employment	Technicians and Trades Workers (33.4%)	Technicians and Trades Workers (30.8%)	Technicians and Trades Workers (28.7%)	Hospitals (4.2%)
Median weekly personal income	\$1,674	\$1,440	\$1,801	\$724
Median weekly family income	\$3,698	\$3,116	\$752	\$1,910
Median weekly household income	\$3,358	\$2,817	\$1,159	\$1,595
Households earning less than \$650 gross weekly income	3.4%	4.3%	23.1%	16.3%
Households earning more than \$3000 gross weekly income	60.1%	46.6%	14.1%	25.6%
Labour Force Participation Rate	69.7%	86.1%	52.1%	63.9%
% Unemployed	1.7%	5.2%	4.9%	5.1%
Housing				
% of occupied dwellings owned outright	2.0%	1.2%	11.2%	29.2%
% of occupied dwellings owned with a mortgage	3.3%	1.8%	8.9%	40.0%
% of dwellings rented	91.6%	95.1%	61.6%	27.3%
Average household size (people)	3.2	3.5	4.5	3.2
Median weekly rent (subsidised by RTIO)	\$115	\$102	\$63	\$260
Median monthly mortgage repayments	\$790	\$2,000	\$2,370	\$1,733





Families and Households				
Statistics Quick Stats.	WICKHAM 2021 (unless otherwise stated)	Wickham 2016	EAST PILBARA (SA2)	WA (STATE)
% couple family without children	26.8%	30.9%	30.2%	38.8%
% couple family with children	64.9%	58.4%	38.4%	44.6%
% one parent family	9.5%	9.3%	25.8%	15.1%
% Family households	76.4%	80.9%	67%	71.2%
% Single (or lone) person households	21.8%	17.5%	31.0%	25.4%
% Group households	1.7%	1.6%	2.0%	3.4%
Health				
% people who have a core need for assistance	1.3%	0.9%	1.2%	4.5%
Crime and Safety				
Crime rate per 1,000 inhabitants	116.72 <sup>48</sup> (2023)	N/A	N/A	86.6
Community				
% of persons that completed voluntary work for organisation or group (in the last 12 months aged 15+)	19.4%	28.3%	6.7%	15.9%
SEIFA Index of Relative Socio-economic Advantage and Disadvantage (Karratha)	998	983	945	N/A

<sup>48</sup>Red Suburbs, Crime rate in Wickham (2024)





## 5.2. Contextual Findings (From Previous Reports)

The following data is drawn from the Wickham Socio-Economic Baseline Report (2023) produced by GHD.<sup>49</sup>

### Population

- The town's population has grown over time, driven by RTIO activities at Cape Lambert.
- Most of Wickham's residents are connected to RTIO, either through direct jobs or through partners who work there.
- The population in the town is mostly transient, with individuals residing temporarily before relocating.
- Wickham has a predominantly young demographic, with a limited number of older individuals or retirees.

### Governance

- There is uncertainty about land ownership and tenure of the shopping centre, which has been recognised as a barrier to business investment and the establishment of new enterprises.
- Stakeholders feel that the maintenance and overall appearance of the town are inadequate, a situation attributed to unclear ownership and responsibilities between RTIO and the CoK.
- The town has a dedicated group of volunteers who play a crucial role in its operations and actively contribute to various social activities and community revitalization projects.

### Economy and Employment

- Most residents of Wickham are employed by RTIO, leading to limited economic diversity, as there are only a few other employers in the area.
- While Wickham has several small retail businesses that serve the daily needs of the local community, the sustainability of these enterprises is reportedly low, with many shops having recently closed.

### Education

- Declining attendance rates pose a challenge for Wickham Primary School, influenced by parents' work schedules and their choice to take vacations outside of school holidays.
- Several students at the school have learning difficulties.
- The quality of the local school plays a major role in families' decisions to relocate to Wickham.

### Housing and Accommodation

- Wickham has a small private housing market, with most properties owned by RTIO. There are also a few Government Regional Officers' houses available, currently occupied by teachers and prison staff, along with some state social housing.

---

<sup>49</sup> Based on: GHD, Wickham Socio-Economic Baseline Report (2023).





- Recent changes to RTIO's housing policy have impacted tenants; with older residents still being under the original agreement with low rent, while newcomers are required to pay higher rents.
- The RTIO housing policy has led to some issues between employees living in new housing and those in older accommodation, with a belief that new arrivals are often placed in small, older houses regardless of their family size.
- Key service workers, such as Roebourne Prison staff and local school teachers, struggle to find housing in town, as the Government Regional Officers' Housing is under serviced.

### **Access to Social Infrastructure and Services**

- The community has access to good sporting facilities.
- There are many services and facilities for children, including the Community Hub, the Wickham Library and a youth centre.
- There are no medical facilities in town with residents travelling to Karratha and Roebourne for medical services.
- There is a lack of art and culture facilities or activities in town.
- There is inadequate capacity in early childhood services in Wickham, due to staff shortages.
- There is limited retail shopping in town, and the Wickham Shopping Centre is considered outdated and an area of the town requiring improvement.
- There is a lack of places to socialise (coffee shops, etc.), limiting opportunities for social connection.
- Various services previously available in town have closed including the bank, police station and hospital. Residents are now required to travel to Roebourne or Karratha to access these services.

### **Community Identity and Cohesion**

- Stakeholders characterised Wickham as a "Rio town" with a strong sense of community and a focus on family values. Some mentioned that there are challenges in community cohesion between RTIO employees and tenants of state social housing.
- Clubs and organisations in Wickham continue to receive strong support from volunteers.

### **Health and Community Wellbeing**

- There are concerns about alcohol and drug use in the community, which has been associated with youth crime.
- There are mental health issues, particularly among the RTIO workforce.





## 5.3. Dependency Analysis

The following table presents an assessment of the level of dependence of various stakeholders in Wickham on RTIO's operations and broader social and economic contributions to the community. The data is drawn from the Wickham Socio-Economic Baseline Report (2023) produced by GHD <sup>50</sup>.

TABLE 8 - OVERVIEW OF WICKHAM DEPENDENCIES

THEME	DESCRIPTION OF DEPENDENCY	ASSESSMENT OF DEPENDENCY
Town maintenance	Most residential houses and other infrastructure is owned and managed by RTIO. The City of Karratha offers some services to the town and owns several buildings and parcels of land.	High
Population base	A total of 654 people who live in Wickham are employed by RTIO. These employees and their families make up a high proportion of the town's population.	High
Regional development	Wickham's economy is primarily supported by the iron ore industry, which serves as the town's largest employer and its most significant economic contributor.	High
Employment	56.5% of Wickham's labour force is employed in the mining sector, with RTIO being the primary contributor.	High
Local businesses	In 2022, RTIO contracted four local businesses in Point Samson and Wickham on 49 different occasions. Additionally, other local businesses in Wickham, like Woolworths, rely to some degree on the RTIO population base.	Would vary from business to business
School infrastructure	School infrastructure and services are offered by the State government or private institutions, rather than by RTIO. However, RTIO supports the school by providing funding and helping with accommodation for relief teachers.	Medium
Housing occupancy	Most of the houses in Wickham are owned by RTIO.	High
Health	Health and medical services are obtained outside of Wickham and are funded by the State government.	Low

<sup>50</sup> Based on: GHD, Wickham Socio-Economic Baseline Report (2023).





THEME	DESCRIPTION OF DEPENDENCY	ASSESSMENT OF DEPENDENCY
Education	The enrolment numbers at Wickham Primary School are influenced by the town's population and mining activity.	High
Emergency	Emergency services in the town are run by volunteers, including some who work for RTIO.	Medium
Sports and recreational clubs	Memberships at local clubs depend on the RTIO population in the town.	Medium





## 5.4. Strength-Challenge-Need-Opportunity (SCNO) Framework

A Strength-Weakness-Opportunities-Threat (SWOT) assessment was conducted in the previous Pilbara Region Community Baseline Study to summarise key trends in the relevant host community and their changes over time<sup>51</sup>. The 2023 Social Baseline Report adopted a similar approach but broadened the analysis to focus on identifying ongoing or emerging social issues and unmet community needs, assisting RTIO in setting priorities for planning and future strategic investments. Issues or trends previously identified in the 2018 Wickham Baseline Community Assessment were also noted where applicable.

The GHD report expands on this, utilising a Strength-Challenge-Need-Opportunity (SCNO) framework, with identified issues based on findings from the social baseline, consultations, and reviews of regional planning documents. This is outlined below.

TABLE 9 - GHD SCNO FINDINGS

STRENGTHS + OPPORTUNITIES	COMPARISON WITH 2018 BASELINE PROFILE
The population in Wickham is predominantly young.	New trend
There is a significant number of couple families with young children in Wickham.	New trend
Employment opportunities at RTIO offer high income potential.	Ongoing trend
The town features excellent sporting facilities and active sports clubs.	Ongoing trend
Wickham is perceived as a tight-knit, family-focused community.	Ongoing trend
While volunteering rates in Wickham are high, they have seen a decline from 2016 to 2021.	New trend
CHALLENGES + NEEDS	COMPARISON WITH 2018 BASELINE PROFILE
Access to childcare services is limited due to a shortage of staff.	Ongoing trend
Rental availability and affordability are identified as barriers for childcare services in attracting staff.	New trend
A significant number of students at Wickham Primary School have learning disabilities.	New trend

<sup>51</sup> GHD, Wickham Socio-Economic Baseline Report (2023).





CHALLENGES + NEEDS	COMPARISON WITH 2018 BASELINE PROFILE
Young individuals must seek high school and higher education opportunities elsewhere.	Ongoing trend
There is a shortage of youth services and programs in the town.	Ongoing trend
Access to essential services, including healthcare and retail options, is lacking.	Ongoing trend
Opportunities for socialising outside of sports clubs are limited.	Ongoing trend
The town is perceived to have some areas that are rundown and poorly maintained.	New trend





## 6. ENGAGEMENT KEY FINDINGS

This section outlines the key summary findings from the engagement activities undertaken for this Social Impact Assessment. This includes findings from the following engagements:

- Stakeholder interviews
- City of Karratha Councillors and Officers Workshop
- Wickham Community Survey
- Wickham FIFO Survey

### 6.1. Key Findings - Stakeholder Interviews

This section highlights the key findings from the Wickham stakeholder interviews.

*Note: For a more detailed discussion on the stakeholder interview findings, see Appendix A (Detailed Stakeholder Interview Findings)*

Stakeholders were asked to provide feedback on how proposal for Wickham Village would affect different social impact areas in Wickham. During the stakeholders interviews, many impact areas received neutral ratings as the proposed extension of Wickham Village's licence does not include an expansion of the Village or its accommodation capacity and as such the community would remain much the same.

The proposed upgrade to the **Wickham Village facade** was one of the most highly positive impacts stakeholders associated with the Wickham Village licence extension and facility upgrades. Wickham Village is located at the entrance of Wickham and is one of the first buildings seen when entering town. As the current appearance of the building is rundown, stakeholders felt that this has a negative impact on the visual amenity for local residents and provides a negative first impression for visitors to Wickham. Stakeholders believed that improving the façade of Wickham Village would both improve the first impression that visitors had of Wickham as well as improve the overall appearance of Wickham.

Stakeholders from the community interviewed were also largely positive about the **proposed gym expansion and upgrade**. The gym was positioned as a space that catered to both FIFO workers and local residents, supporting socialisation between the two groups. Stakeholders reported that the current gym was limited, and the proposed expansion would provide more space for gym users and for additional exercise equipment. It was noted that this might make the gym more accessible to a wider range of users, and encourage greater participation in physical activity, having a positive impact on both recreational facilities and the health and wellbeing of the Wickham community.

In order to carry out a thorough Social Impact Assessment, it is important not only to understand the impacts associated with the acceptance of the licence extension but also to investigate the impacts associated with the rejection of the proposed licence extension application. While many of the impacts associated with accepting the proposal was neutral, the **impacts associated with rejecting the proposed licence extension were largely noted by stakeholders as being negative**. As Wickham was already suffering from a housing shortage, the closure of Wickham Village would mean that FIFO workers would either have to find alternative housing which would put additional **pressure on the housing shortage** or the more likely case being that RTIO





would house the workers in other locations within the City of Karratha – outside of Wickham which could have negative social and economic impacts on Wickham. The loss of FIFO income spent in the community that would eventuate from the closure of the Village was seen by stakeholders to have a negative impact on local businesses. Additionally, the loss of the Wickham gym would mean that the community would be lacking in workout and exercise spaces. This would impact on community wellbeing.

In addition, the rejection of the proposal would mean that the proposed façade upgrades would not be implemented, and the site would become vacant. This was viewed by stakeholders as a lost opportunity to upgrade the appearance of Wickham.

The proposed community offset investments of **shading the courts and providing new lights and drainage at the oval** were the two most supported options by community stakeholders. Stakeholders agreed that both these facility improvements would have a positive impact on both FIFO workers and the broader community and should be the key priority in terms of proposed community offset investments.

## 6.2. Key Findings – City of Karratha Council and Officers Workshop

This section highlights the key findings from a workshop held with the City of Karratha councillors and officers to discuss the proposal for Wickham Village.

*Note: For a more detailed discussion on the workshop findings, see Appendix B (Detailed City of Karratha Council and Officers Feedback).*

The workshop was held for two hours to garner feedback on the proposed Wickham Village licence expansion, associated upgrades and community offset investments. It also gave councillors and officers the opportunity to ask questions around the proposal for Wickham Village.

One of the key findings from the workshop was that the City of Karratha representatives believed that the community was **accepting of FIFO workers** and saw them as part of the community. It was indicated that local residents would be surprised if the Village was to close, as on balance there would be more negative than positive impacts.

The continued operation of Wickham Village was seen to have the potential positive impact of supporting the demand for a **medical facility or a General Practitioner service** in town. In addition, the presence of additional people in town from the continued operations of Wickham Village was seen to have a positive impact on local safety, deterring opportunistic crime.

Another positive impact would be the ability to **continue to accommodate shutdown workers within the town**. As Wickham faces a housing shortage, shutting down Wickham Village might have a negative impact on housing supply in Wickham if FIFO workers attempted to source local housing, or alternatively result in RTIO relocating workers to other transient worker villages in the City of Karratha – outside of Wickham which would have population, social and economic impacts on Wickham. However, some council members also reported that if Wickham Village was to shut down, it might incentivise RTIO to build more permanent building structures in Wickham to house their workers, which would have positive impact on Wickham.





To increase the positive impacts from the licence extension, the City of Karratha councillors primarily focused on the **better integration of Wickham Village into Wickham**. Wickham Village was currently seen to be “standalone” and separate from Wickham township. The council members proposed that **improving pathway and lighting infrastructure** between Wickham Village and local venues and amenities would support better integration with the town and provide better and safer pedestrian access for both the FIFO workers and community members. In addition, council members suggested **better promotion of opportunities for FIFO workers to participate and volunteer in the community**, supporting greater community involvement.

Similar to the stakeholder interviews, part of the workshop with the City of Karratha involved an in-depth discussion around the implications of rejecting the Wickham Village licence extension. It is important to evaluate the impact that the closure of Wickham Village would have on the community. As mentioned above, **the closure of Wickham Village was seen to have a negative impact on housing supply in Wickham**, especially as the export of resources from Cape Lambert creates the need for ongoing Transient Worker Accommodations for FIFO workers. If Wickham Village were to close, RTIO would need to use alternative arrangements or depend on existing accommodation options in Wickham which were already limited.

However, council members also highlighted that given the importance of Wickham Village in the community, it was important that RTIO **increase** their **investment in the built form of the Village**. If Wickham Village's licence was to be extended, council members felt that it was important for RTIO to consider permanent buildings with high quality-built form in the future.





## 6.3. Key Findings – Community Survey

This section highlights the key findings from the Wickham Community Survey. Across two and half weeks, the survey received 169 responses from Wickham community members. The key findings from the survey have been listed below:

*Note: to see the detailed findings from the Community Survey, visit Appendix C (Detailed Community Survey Feedback).*

### Community Profile

- Most residents in Wickham have lived there for at least six years.
- Wickham has a relatively young population (56.9% of survey participants identified as being 39 or younger).
- Residents feel a deep sense of connection to Wickham and its community.
- Residents express pride and admiration for the Wickham Village Gym – citing it as a place that brings the community together and supports the community's mental and physical health.

*"I love Wickham and its community spirit! I love how we can incorporate our FIFO friends within our community and I love the spirit at the local Wickham village gym."*

**Local resident, Female, 40-59 years old**

- There is a significant need from the community for the town's facilities to be invested in / upgraded.

*"Lived in Wickham my whole life. Love the place but has always lacked facilities and upgrades compared to Karratha and Dampier. I would love to see some facility upgrades in the area."*

**Local resident, Male, 26-39 years old**

- Similarly, the lack of services (e.g. doctors, hospital, police, bank) is an area of frustration and disappointment by the community members. When it comes to investment in facilities and services by the City of Karratha, many community members felt that Wickham often gets ignored, compared to Karratha and Dampier.

*Grew up in Wickham. Went to Wickham primary school and have lived here 20+ years. Money needs to be thrown Wickham's way. I grew up in this town when it had a bank, hospital, police station plus more which have all shut down. It's heartbreaking to see all the money being thrown at Karratha and Dampier.*

**Local resident, Male, 26-39 years old**

### High Level of Community Support for Proposed Wickham Village Upgrades

- The majority of community members support all the proposed Wickham Village upgrades – with most support being for the Community Gym expansion (87.2% were supportive). Residents who had lived in Wickham for longer, tended to be slightly more supportive of the Community Gym upgrades than those who have resided in the town for less time.

*"Wickham Village is a great place for both FIFO and local residents to get together as its gym accommodates for a great mix of both giving a very social place to interact. It is also a landmark which tourists and visitors see first when entering Wickham. It would be a shame to lose such a landmark to make way for more bush, and another place where antisocial behaviour can take place."*

**Local resident, Male, over 60 years old**





### The Majority Chose the Shading of the Courts and the Upgrade of the Lighting and Drainage at the Oval as Their Two Most preferred Community Offset Investment Options

- The shading and redevelopment of the existing courts was the most preferred offset option, with 94.8% of respondents placing it in their top two preferences (including 77.3% having it as their number one choice).
- The upgrading of the lights and drainage at the oval was the second most preferred offset option, with 71.2% of respondents placing it in their top two preferences (including 18.6% having it as their number one choice and 52.6% having it as their second choice).
- The repositioning and rebuilding of the lifeguard office was the least preferred in comparison to the other two options, as 66.0% placed it as their third preference. (Only 4.1% had it as their most preferred and 29.9% as their second preference).

*"The basketball courts need to have the shade erected as soon as possible. We have numerous clubs using the courts all year around and our kids in the community are suffering in the heat without the shade! The courts are used regularly by FIFO employees also."*

**Local resident, Female, 40-59 years old**

### Highly Positive Perceived Social Impact from Wickham Village Proposals

- Overall, community members agreed that the effects of the licence extension and the proposed Wickham Village upgrades would be mostly positive across the social impact areas. However, the two areas which were perceived as having the most positive impact were, 'social and recreational activities and facilities' and 'health and wellbeing'.
- In particular, many agreed that the upgrades to Wickham Gym would benefit the physical and mental health of both FIFO community members and permanent residents, and that the proposed upgrades would better support the community as a whole.

*"Having a recreational place for the community and FIFO residents boosts moral and overall health. Upgrading the area uplifts the town aesthetic and offers for more for the FIFO community which is currently lacking."*

**Local resident, Female, 26-39 years old**

### High Level of Support for Continued Operation of Wickham Village

- 90.9% of surveyed community members were supportive of Wickham Village continuing to operate.

*"Wickham already has a shortage of facilities; we need to look after and maintain what we have. Not extending the licence will only be at the detriment of local and FIFO members of the community."*

**Local resident, Male, 26-29 years old**





## 6.4. Key Findings – FIFO Worker Survey

This section highlights the key findings from the Wickham FIFO Survey. The survey was open for over a month and received 45 responses from FIFO workers across Wickham Village, Wickham Lodge and Cajuput Villas. The key findings from the survey have been listed below:

*Note: to see the detailed findings from the FIFO Survey, visit Appendix D (Detailed FIFO Survey Feedback).*

### Respondent Profile

- The largest proportion of the FIFO survey respondents typically stay a Wickham Lodge (43.2%), followed by Cajuput Villas (36.4%), then Wickham Village (15.9%).
- The most common respondent was male (75%), aged between 26 – 59 years old (81.8%) and identified as being in a relationship with children living at home (50.0%).
- 72.7% of FIFO survey respondents were employed by RTIO.

### High Level of Support for Proposed Upgrades

- Overall, there was a high degree of support for all the proposed Wickham Village upgrades – with at least 60% being supportive of each type of upgrade.
- The most supported proposed upgrades were the showers and laundry improvements, which directly affect FIFO workers daily lives, with 88.4% highly supportive or supportive. This was followed by the green space redevelopment, which saw 80.9% highly supportive or supportive.

### Most FIFO Workers Would see the Shading of the Courts and the Upgrading of Lights and Drainage at the Oval as the two Most Important Offset Investments

- The shading and redevelopment of the existing courts was the most preferred offset option, with 92.3% of respondents placing it in their top two preferences (including 43.6% having it as their number one choice).
- The upgrading of the lights and drainage at the oval was the second most preferred offset option, with 64.1% of respondents placing it in their top two preferences (including 30.8% having it as their number one choice and 33.3% having it as their second choice).
- The repositioning and rebuilding of the lifeguard office was the least preferred in comparison to the other two options, as 56.4% placed it as their third preference. (Only 25.6% had it as their most preferred and 17.9% as their second preference).

### High Level of Support for Continued Operation of Wickham Village

- The majority (74.5%) of FIFO survey respondents were supportive of the continued operation of Wickham, including 60.0% being highly supportive. A small proportion (11.7%) were unsupportive.

### Highly Positive Perceived Social Impact from Wickham Village Proposals

- Overall, the FIFO survey participants perceived a highly positive social impact from the Wickham Village proposals. The most mentioned comment made by FIFO workers related to the positive impact of improving the accessibility and quality of facilities in Wickham. This was followed by the positive impact on the health and wellbeing of FIFO workers – in particular by improving the experience for FIFO workers in Wickham and increasing job security.





*"It would greatly improve quality of life for everyone in town, both residential and FIFO. So long as Sodexo services keep improving, I see no reason why a 10-year extension should be a bad thing."*

**Wickham Lodge resident, Male, under 25 years old**

*"Positive: alleviate accommodation constraints [and] if improvements are made it will reduce the "them & us" between the nicer Lodge/Caj rooms and the Village. I haven't stayed in the Village since the building cladding replacement, but it was a noticeable drop in quality."*

*"I don't see negative impacts on the town. It doesn't bring in more "FIFOs" that locals are negative towards, if it was an additional camp then I think there would be more pushback."*

**Cajuput Villas resident, Male, 26-39 years old**

### **Village Life – FIFO workers appreciate the quality of their rooms but would like to see laundry facilities improved**

- The top three positive aspects of Village life according to Wickham FIFO workers relate to:
  - Their rooms (including high quality of rooms, large room sizes and comfortable beds).
  - The facilities and amenities (including general facilities, laundry and Wi-Fi).
  - The location (including proximity to town facilities and site).
- The top three suggestions for improving Village life relate to:
  - The facilities and amenities (including improving laundry facilities, providing bigger gym and improved WIFI).
  - The food (including improving quality and variety of food).
  - Their rooms (including cleaning rooms, comfort and cleaning mould from bathrooms).

### **The vast majority of FIFO workers would not consider living in permanent residential accommodation in Wickham over FIFO**

- The large majority of FIFO survey respondents (85.4%) indicated that they would not consider going residential in Wickham over FIFO. This percentage has slightly increased from 2022, which saw 76.4% of participants opposed to moving to permanent residential.
- The key reasons for not considering moving to permanent residential related to their family situation (i.e. would be separated from family / family is unwilling to move), the lack of town services and poor quality of housing.

*"I was residential here for nearly 8 years. Loved it. But our time here has passed. My wife wouldn't like to come back now we are settles in Perth."*

**Cajuput Villas resident, Male, 40-59 years old**

### **Average Spending by FIFO Workers**

- In 2024, it is estimated that FIFO workers spend an average of \$59.13 in Wickham per week. As a result, it is estimated that an additional \$1,106,913 is contributed to Wickham's local economy every year (from spending from FIFO workers across the three FIFO camps in Wickham). Two years ago in 2022, the estimated average weekly spend was much higher at \$108.25 (and hence, a much higher estimated contribution of \$1,850,906 per year).
- When it comes to average spending in Wickham's neighbouring towns of Karratha, Roebourne, Point Samson and Dampier, it's estimated that FIFO





workers spend \$27.59 per week, which is similar to the estimate from 2022, which was \$30.82 per week.

### **Town Life and Use of Shops and Services**

- The top two services accessed by FIFO workers on a weekly basis include the supermarket (52.4% participants visit weekly), followed by the gym (35.9%).
- Overall, the results show a decreased frequency of use of local services by FIFO workers in Wickham (including the café, chemist, supermarket and newsagency), compared to 2022.
- FIFO workers spend very little time in Wickham's neighbouring towns (with over half reporting to never spend time in Dampier, Point Samson and Roebourne).
- The key barriers to accessing services in Wickham included the lack of time (i.e. work hours and business closing times) and the lack of transport available.

*"Lack of transport, work hours, restrictive RTIO rules that effectively dictate what people can and can't do outside of work hours that only applies to FIFO staff and not residential staff"*

**Wickham Lodge resident, Male, 26-39 years old**

*I don't have a vehicle. Not sure how I would get to Point Samson or Karratha etc. Unless I can walk there, I can't use any facilities.*

**Cajuput Villas resident, Female, 40-59 years old**

- The gym and the sports ovals are the most used community facilities by the surveyed FIFO workers.

### **Town Information and Induction Preferences**

- The survey results highlight that the vast majority of FIFO workers in Wickham do not receive sufficient introduction to the town/region. The majority of the surveyed FIFO workers had not received introductions to the local culture in Wickham (54.8%), to the Village (71.4%) or into the town/region (76.2%).
- The vast majority (76.2%) of the surveyed FIFO workers prefer to have information about local towns provided at the Village.

### **The majority of FIFO Workers do not participate in the Community due to a lack of time**

- The large majority (88.1%) reported that they do not participate in any clubs or community groups in Wickham.
- Nearly half of the surveyed FIFO workers (47.6%) shared that they would be interested in being involved in voluntary activities in Wickham. Out of those who were interested, 45.0% indicated an interest in ambulance, fire & rescue and marine rescue volunteering.
- A lack of time was the primary reason for FIFO workers not being interested in volunteering.

*To view the findings from the **FIFO Insider**<sup>TM</sup> analysis, please see Appendix D, Section 10.4.9.*





## 7. SOCIAL IMPACT ASSESSMENT

### Business Case 1 – If the Development Application is Approved

#### 7.1. Impact Assessment Ratings Method

The following section provides an analysis of the potential implications and impacts of the proposed development application, including a village licence extension (10 years) – if it were approved.

The ratings given in this impact assessment are based on community consultation and desktop research in alignment with the City of Karratha's Social Impact Assessment Policy (DP20).<sup>52</sup>

Using the Impact Assessment Rating Matrix (see below), the rating of an impact has been evaluated. The rating of each impact was calculated by considering the degree of benefit or detriment and the likelihood of the impact, where each rating is assigned a value to then discern the overall rating.

If multiple elements are relevant to the impact rating score, each element is scored individually with an average score then calculated for the overall impact rating.

TABLE 10 –IMPACT RATING VALUES AND MULTIPLIERS

LIKELIHOOD OF IMPACT VALUES	
Almost certain	5
Likely	4
Possible	3
Unlikely	2
Rare	1
DEGREE OF BENEFIT / DETRIMENT MULTIPLIERS	
High benefit	1
Medium benefit	2
Low benefit	3
Neutral	0
Low detriment	-1

<sup>52</sup> City of Karratha's Town Planning Scheme No.8 Local Planning Policy DP20 Social Impact Assessments, Clause 6, available: [DP20 Social Impact Assessment Policy | City of Karratha](#)





Medium Detriment	-2
High Detriment	-3

The key inputs used to establish the degree and likelihood of an impact includes:

- Qualitative data from the community and stakeholder engagement.
- Quantitative data (i.e. community demographics and statistics data).
- Expert opinion.

Regarding the discussion of current and future impact management approached, the following was considered:

- Impacts in the positive (green) areas should be realised or enhanced where possible.
- Impacts in the negative (red) areas should be mitigated or avoided where possible.
- Impacts in the neutral (beige) area of the assessment rating matrix are unlikely to be significant or can be more easily managed.
- The impact Assessment Rating Matrix and Rating Scale below describes how ratings are calculated.

TABLE 11 IMPACT ASSESSMENT RATING MATRIX USED FOR IMPACT RATINGS

		Degree of Benefit or Detriment						
		HIGH BENEFIT	MEDIUM BENEFIT	LOW BENEFIT	NEUTRAL	LOW DETRIMENT	MEDIUM DETRIMENT	HIGH DETRIMENT
Likelihood / Prevalence	ALMOST CERTAIN / ALWAYS	HP (15)	HP (10)	LP (5)	N (0)	LN (-5)	HN (-10)	HN (-15)
	LIKELY / MOSTLY	HP (12)	MP (8)	LP (4)	N (0)	LN (-4)	MN (-8)	HN (-12)
	POSSIBLE / SOMETIME	MP (9)	LP (6)	Min. P (3)	N (0)	Min. N (-3)	LN (-6)	MN (-9)
	UNLIKELY / SELDOM	LP (6)	LP (4)	Min. P (2)	N (0)	Min. N (-2)	LN (-4)	LN (-6)
	RARELY / NEVER	Min. P (3)	Min. P (2)	N (1)	N (0)	N (-1)	Min. N (-2)	Min. N (-3)

TABLE 12 - IMPACT RATING SCALE

SCORE	12 to 15	8 to 11	4 to 7	2 to 3	1 to -1	-2 to -3	-4 to -7	-8 to -11	-12 to -15
IMPACT RATING	HIGH POSITIVE	MEDIUM POSITIVE	LOW POSITIVE	MINOR POSITIVE	NEUTRAL	MINOR NEGATIVE	LOW NEGATIVE	MEDIUM NEGATIVE	HIGH NEGATIVE
KEY	HP	MP	LP	Min P.	N	Min. N	LN	MN	HN





# 7.2. Impact Area 1: Demographic and Population Change

## DEFINITION

Impact on population size, workforce profile, type of occupations, gender balance, ethnicity, and culture in Wickham.

## IMPACT RATING

	IMPACT RATING OF PROPOSED DEVELOPMENT	IMPACT RATING AFTER IMPLEMENTATION OF PROPOSED RECOMMENDATIONS
DEMOGRAPHIC AND POPULATION CHANGE	Minor Negative	Minor Negative

## IMPACT ASSESSMENT FINDINGS

### Context

Wickham town is located within the City of Karratha, situated 50 kilometres northeast of Karratha within the Pilbara. The 2021 census reported Wickham’s population to be just over 2000 (2,022), which was a slight decline from the previous 2016 census (2,295). However, over the long-term, the town’s population has grown overtime, largely driven by RTIO’s Cape Lambert operations. Similarly, the town’s future population growth is largely dependent on RTIO’s future operations and subsequent demand for labour.

The median age in Wickham is 31 years old, which is much lower than the state average of 38. The population of Wickham is very mobile, with higher rates of residential mobility compared to Western Australia but lower than the Pilbara region.

RTIO employs 675 of Wickham’s residents, which accounts for 67.5% of Wickham’s total labour force. In addition, it’s estimated that the FIFO workforce in Wickham amounts to 310 workers per night (based on the average heads on beds per night across the three transient worker accommodation camps in Wickham<sup>53</sup>).

To accommodate these FIFO workers, Wickham is host to three of RTIO’s FIFO villages shown in Figure 8, those being:

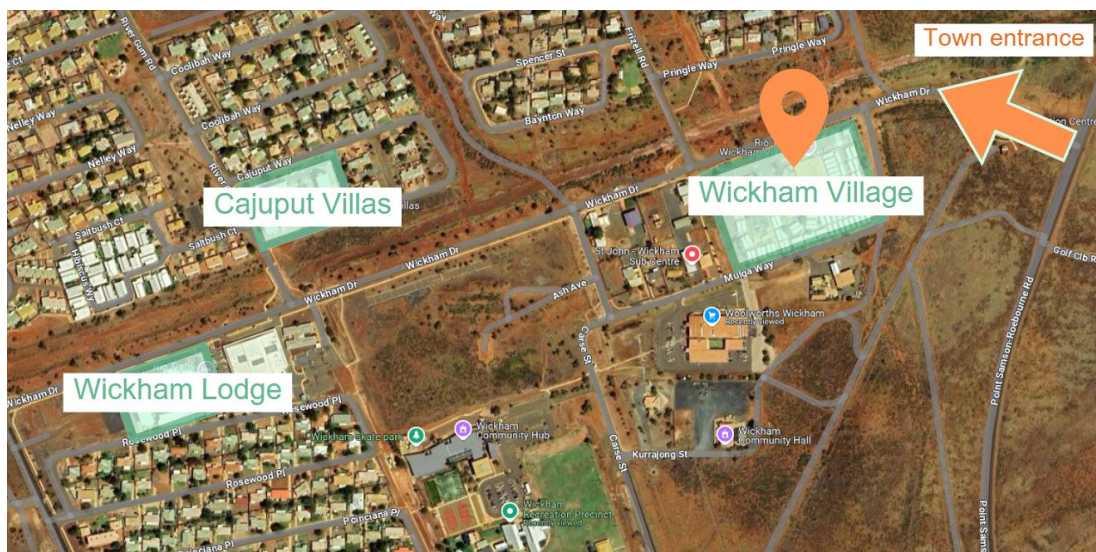
- Wickham Village
- Wickham Lodge and
- Cajuput Villas

<sup>53</sup> RTIO (August 2024), Wickham Village and Supporting Data – Accommodation (Provided to CCA)





FIGURE 8 - MAP OF WICKHAM FIFO VILLAGE SITES



Whilst Wickham Village provides the largest number of rooms of the three villages, it's average occupancy rate tends to be the lowest. The average heads on beds at Wickham Village over the last two years (2022 – 2024) has been 111 (37% occupancy)<sup>54</sup>. This lower level of occupancy is largely due to the transient nature of its occupants, who are predominately contractors or employees working work on short term projects, such as maintenance and plant shuts.

Wickham Village reaches peak occupancy when there are significant projects underway such as shuts. As a result, its occupancy level tends to experience constant fluctuations as evidenced in Figure 9 below.

FIGURE 9 - WICKHAM VILLAGE OCCUPANCY 1 JANUARY 2022 - 31 JULY 2024)

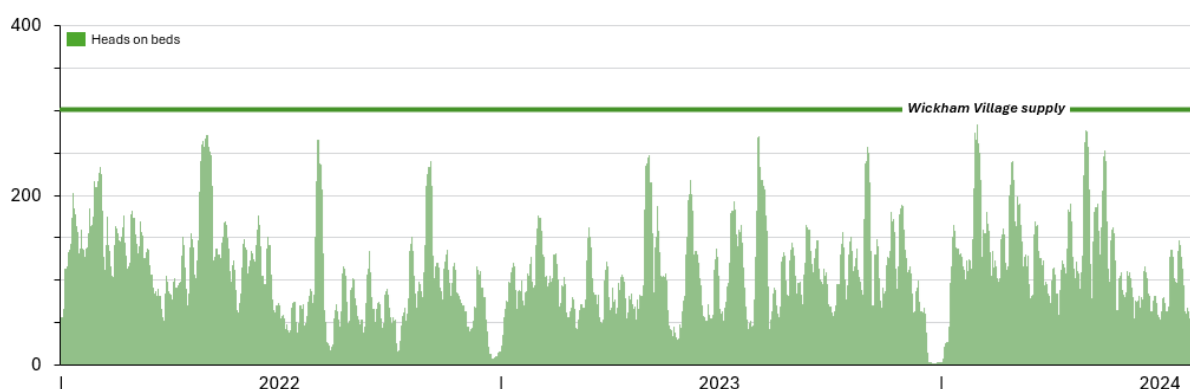


Table 13 below highlights the significant difference in the rostered workforce occupancy level between the three transient worker villages, with Wickham Village having a non-rostered workforce (e.g. contractors) occupancy rate of 80%, compared to 6% for both Wickham Lodge and Cajuput Villas.

<sup>54</sup> RTIO (August 2024), Wickham Village and Supporting Data – Accommodation (Provided to CCA)





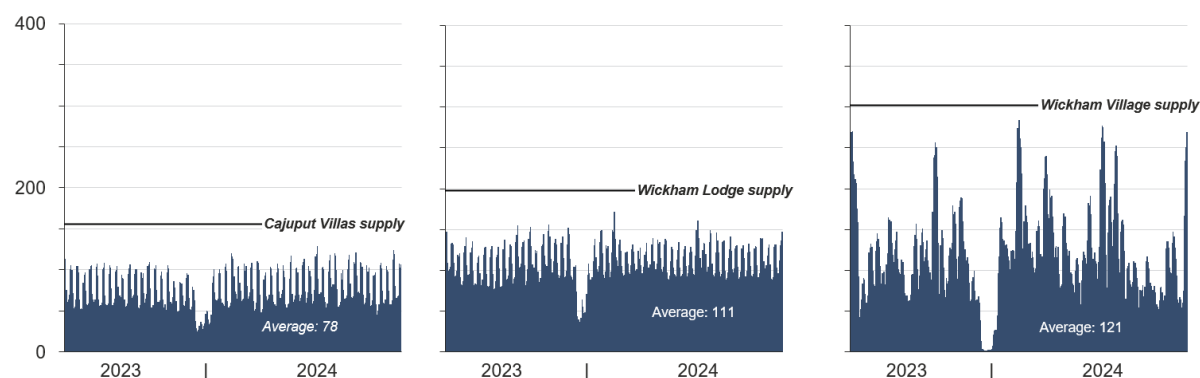
TABLE 13 - OCCUPANCY BY RESIDENT / WORK TYPE

FIFO VILLAGE	BED NUMBERS	ROSTERED WORKFORCE OCCUPANCY  (REGULAR OPERATIONAL ROSTERS)	NON-ROSTERED WORKFORCE OCCUPANCY  (IRREGULAR MAINTENANCE/ SHUT ROSTERS- MOSTLY CONTRACTORS)
Wickham Village	302	20%	80%
Wickham Lodge	200	94%	6%
Cajuput Villas	150	94%	6%

Although Cajuput Villas and Wickham Lodge have a more constant, rostered, workforce, the villages' capacity to accommodate these workers is smaller than Wickham Village, with most residents being on a 5:2, 4:3 roster (effectively meaning the rooms are vacant half of the time)<sup>55</sup>.

Figure 10 below showcases the occupancy level across the villages, with respect to their level of supply.

FIGURE 10 - OCCUPANCY LEVEL OF RTIO'S WICKHAM FIFO VILLAGES (SOURCE: RTIO, AUGUST 2024)



With Wickham Village catering predominantly for workers performing short term projects, it's unlikely that its residents ever remain in Wickham for a significant period of time. For some, they may never visit Wickham again. This dynamic can impact the degree to which Wickham Village's occupants can integrate within the community, and even how willing they would be to do so. This is significant when considering the impact of the continued operation of Wickham Village on Wickham.

<sup>55</sup> RTIO (August 2024), Wickham Village and Supporting Data – Accommodation (Provided to CCA)





Looking into the next ten years, RTIO forecasts a much higher level of occupancy at Wickham Village (subject to the licence being extended). Based on the increased demand driven by several (yet unapproved) projects, RTIO has forecasted an average occupancy of between 64%-91%) at Wickham Village over the next decade which is far greater than the current average occupancy of 37%<sup>56</sup>.

## Engagement Findings

### Social Impact

The feedback was consistent across community and stakeholders that there would be little change to Wickham's Demographics and Population as a result of the proposed Wickham Village licence extension, facility upgrades and investment in community facility offsets. It was surmised by stakeholders that there would be minimal change in the number and profile of FIFO workers to be accommodated.

However, RTIO's current average utilisation of 37% (111 rooms) of the 300 rooms at Wickham Village is projected to increase to either:

- 64% (193 rooms) over the next decade to meet predicted surplus demand; or .
- 91% (274 rooms) over the next decade if proposed projects (yet to be funded) are approved.

This is an increase of an average of between 82 and 163 FIFO residents per night in Wickham dependent on the approval of projects.

Any assumption that there will be no population and demographic change is not accurate as there will be an increase in the number of people residing in town with a further increase in males, if the gender profile at the villages remains similar.

While the feedback from community and stakeholders was largely positive regarding the 10-year licence expansion of Wickham Village and the proposed upgrades, some City of Karratha Councillors and one community stakeholder expressed concern that the continued use of Wickham Village does not facilitate a shift towards a larger locally based RTIO/contractor workforce population – with the current Wickham Village only supporting transient work arrangements. These stakeholders were hopeful that at the conclusion of the lease it might encourage RTIO to provide more permanent housing and for some of their workers to transition from FIFO to residential employment to increase the permanent resident and family demographic in Wickham (as most FIFO workers are male and come to Wickham without their family).

### Suggested Management Strategies

The following strategies were suggested by stakeholders, community members and FIFO residents:

- A commitment to be provided by RTIO in the future for more residentially based workers and the provision of more permanent housing to accommodate them in the future.

---

<sup>56</sup> RTIO (August 2024), Wickham Village and Supporting Data – Accommodation (Provided to CCA)





## Impact Assessment Statement

When considering the impact of the Wickham community from the continued operation of Wickham Village and the provision of improved facilities on Demographic and Population Change, it is important to consider that the village has been operating for nearly twenty years, and the type of worker proposed to reside at the village in the future will remain similar (i.e. predominantly contractors).

However, the assumption that some stakeholders made that there would be little or no change to the number of FIFO workers residing in the town, which in turn would have no effect on demographics, is inaccurate.

It is important to consider that while the number of rooms will not change, the usage levels of these rooms is proposed to increase from the current average use of 37% (111 of 300 rooms) to either 64% (193 rooms) over the next decade to meet RTIO's predicted demand; or even as high as 91% (274 rooms) if proposed projects (yet to be funded) are approved.

This increased usage of the existing accommodation at Wickham Village in the coming decade, if as predicted by RTIO, will result in the following impacts:

- An increase in the number of FIFO workers regularly residing in Wickham (currently 310 residents on average) by an additional 82 FIFO residents (26% FIFO population increase – based on a 64% utilisation of Wickham Village) up to an additional 163 FIFO residents (53% FIFO population increase based on a 91% utilisation of Wickham Village -if unfunded projects are approved).
- Increasing the total Wickham nightly population on average by between 4% (if there is a 64% average utilisation of Wickham Village) and 8% (if there is a 91% utilisation of Wickham Village)
- An increased proportion of FIFO residents of the total Wickham residential population.
- A further increase in the male population in the town (based on existing FIFO demographics).
- An increase in the proportion of residents without families residing in the town.

To conclude, as the proposed number of FIFO residents that will reside within Wickham will increase - due to a rise in the utilisation of Wickham Village – there will be some minor impacts, particularly in relation to increase in the proportion of FIFO workers and in the proportion of male and single residents.

To limit impacts of this change in community demographics, it will be important for RTIO and community stakeholders to take a proactive approach in supporting the integration of the FIFO residents into the community through better promotion of what is on offer in the town and supporting positive community development initiatives.





# 7.3. Impact Area 2: Accommodation and Housing

## DEFINITION

The impact on the accommodation and housing infrastructure in Wickham.

## IMPACT RATING

ACCOMMODATION AND HOUSING	IMPACT RATING OF PROPOSED DEVELOPMENT	IMPACT RATING AFTER IMPLEMENTATION OF PROPOSED RECOMMENDATIONS
	Neutral	Neutral

## IMPACT ASSESSMENT FINDINGS

### Context

Overall, Wickham has a small housing market made up of 932 dwellings<sup>57</sup>, with the majority of properties (81.2%) being owned by RTIO<sup>58</sup>. Of the dwellings owned by RTIO, the majority are occupied/utilised (92%), mostly by RTIO’s employees, followed by RTIO contractors/sub-contractors. Only 2% of RTIO housing is out of service. The houses owned by RTIO are managed by Sodexo, RTIO’s catering and facilities management contractor.

In addition to the RTIO owned properties, there are also some Government Regional Officers’ houses available, currently occupied by teachers and prison staff, along with some state social housing properties. Of those that are permanently occupied, a large majority (91.6%), are being rented by its occupants, with a median rental price of \$115 per week. A small minority of dwellings are owned outright (2.0%) or owned with a mortgage (3.3%).

The majority of the households across Wickham are families (76.4%), with an average household size of 3.2 people. The typical household family structure in Wickham is a coupled family with young children.

<sup>57</sup> Australian Bureau of Statistics (2021) Wickham (WA) All Persons Census, QuickStats, ABS Website  
<sup>58</sup> GHD (2023) Wickham Socio-Economic Baseline Report





TABLE 14 - DEMOGRAPHIC SUMMARY OF COMMUNITIES OF INTEREST

STATISTICS QUICK STATS.	WICKHAM 2021 (UNLESS OTHERWISE STATED)	WICKHAM 2016	EAST PILBARA (SA2)	WA (STATE)
Housing				
% of occupied dwellings owned outright	2.0%	1.2%	11.2%	29.2%
% of occupied dwellings owned with a mortgage	3.3%	1.8%	8.9%	40.0%
% of dwellings rented	91.6%	95.1%	61.6%	27.3%
Average household size (people)	3.2	3.5	4.5	3.2
Median weekly rent	\$115	\$102	\$63	\$260
Median monthly mortgage repayments	\$790	\$2,000	\$2,370	\$1,733
Families and Households				
% couple family without children	26.8%	30.9%	30.2%	38.8%
% couple family with children	64.9%	58.4%	38.4%	44.6%
% one parent family	9.5%	9.3%	25.8%	15.1%
% Family households	76.4%	80.9%	67%	71.2%
% Single (or lone) person households	21.8%	17.5%	31.0%	25.4%
% Group households	1.7%	1.6%	2.0%	3.4%

The FIFO workforce in Wickham is accommodated across three of RTIO's FIFO accommodation villages, namely Wickham Lodge, Cajaput Villas and the Wickham Village. Collectively, there are 652 rooms (302 at Wickham Village; 200 at Wickham Lodge; and 150 at Cajuput Villas).

Recent changes to RTIO's housing policy has had varying impacts on Wickham tenants, with older residents still being under the original agreement with lower rent, while newcomers are required to pay higher rates. As a result, these policy changes have led to some issues between employees living in new housing and those in older accommodations, with the belief that new arrivals are often placed in small, older houses regardless of their family size.<sup>59</sup> However, it is important to note that rental prices for RTIO properties across the board are significantly lower than the private rental market, ranging from \$30 - \$180 per week, with the cost being dependent on the age, level of refurbishment and size of the property.

<sup>59</sup> GHD. 2023. Wickham Socio-Economic Baseline Report.





Furthermore, local key service workers, such as Roebourne Prison staff and local school teachers, struggle to find housing in town, as the Government Regional Officers' Housing tends to be occupied by these employees.

## **Engagement Findings**

### Social Impact

The impact of this development on accommodation was seen to be either neutral or positive by stakeholders and community members, with the FIFO workforce accommodation being assessed by stakeholders as necessary to support industry and workforces in Wickham.

There was a high degree of support from community members for the proposal, with nearly three quarters (73.3%) rating the proposed impacts of Wickham Village on accommodation and housing positively, 21.1% rating it neutrally and only 3.7% rating it as having a negative impact (with 1.8% unsure).

However, there were a handful of responses by community members to an open survey question describing life in Wickham, that described the need for an improvement to the quality of housing in Wickham (i.e. larger and better quality).

Some stakeholders noted that what is proposed by RTIO doesn't change the amount of transient worker accommodation or permanent residential accommodation provided in Wickham, with the capacity of the village not being proposed to be able to accommodate more residents.

The continued operations of Wickham Village was seen as important to providing consistent short-term housing that supported the local FIFO workforce, which consists mostly of contractors, without placing pressure on the local housing market supply.

In addition, it was noted that if the village did not continue to operate that RTIO would likely need to seek to accommodate workers elsewhere in other transient worker villages within the City of Karratha, which would take FIFO residents out of Wickham, reducing the local population, which could have flow on social and economic issues.

Some of the City of Karratha councillors and officers advised that if RTIO helped further to make Wickham a better place to live, this could incentivise more workers to live there permanently and bring their families with them. Some also expressed concern that a lease extension of Wickham Village could result in RTIO being less likely to invest in permanent housing in Wickham in the future, which the City would prefer to see as it generates greater community benefits. Some council members also reported that if the licence extension was not granted and Wickham Village was to shut down, it might incentivise RTIO to build more permanent building structures in Wickham to house their workers, which would have positive impact on Wickham.

In addition, they identified was that if there were less Transient Worker Accommodation Villages such as Wickham Village available, more workers might come to live in Wickham permanently. This however would require more permanent accommodation to be built.

The FIFO worker survey indicated that while some workers would consider moving a residential position in Wickham as desired by the City of Karratha, it was only a small percentage (14.6%), with the highest proportion being aged under 25 (33%) - who would be less likely to be moving with their family.





When surveyed about the FIFO accommodation, FIFO workers identified these top three positive aspects:

- Their rooms (including high quality of rooms, large room sizes and comfortable beds).
- The facilities and amenities (including general facilities, laundry and Wi-Fi).
- The location (including proximity to town facilities and site).

### Suggested Management Strategies

The following strategies were suggested by stakeholders, community members and FIFO residents:

- A commitment to be provided by RTIO in the future for more residentially based workers and the provision of more permanent housing to accommodate them in the future.
- Make rooms at Wickham FIFO facilities available for rent to local residents, for lease by visitors and friends (NOTE: This currently occurs, but it was identified by stakeholders that it needs to be promoted more effectively).
- Make the following village accommodation service improvements
  - Improve the facilities and amenities (including improving laundry facilities, providing bigger gym and improved WIFI).
  - Improve the quality and variety of the food available.
  - Improve maintenance of village rooms (including cleaning rooms, comfort and cleaning mould from bathrooms).

### **Impact Assessment Statement**

The proposed licence extension of Wickham Village does not include any change to number of rooms to be provided for transient work accommodation. Additionally, there is no proposal to increase permanent residential accommodation within the town.

However, the proposal does include improved facilities that will enhance the quality of the living experience for residents of Wickham Village.

Despite the lack of additional accommodation being proposed, data from RTIO does indicate that existing Wickham Village accommodation will be more utilised than the current utilisation of 37% (111 of the 300 rooms) at Wickham Village through either of the following scenarios:

- 64% utilisation (193 rooms) over the next decade to meet predicted surplus demand; or .
- 91% utilisation (274 rooms) over the next decade if proposed projects (yet to be funded) are approved.

If approval is not provided to continue to use Wickham Village for transient workforce accommodation, then alternative accommodation will need to be found by RTIO to house their workforce and maintain their operations. There is insufficient capacity with permanent housing in Wickham to accommodate these workers and a permanent house style of accommodation is unlikely to be appropriate for the type of FIFO workers usually housed at Wickham Village – who are predominantly contractors working on short term projects, shuts and maintenance work.

Therefore, it would be most likely that RTIO would seek to accommodate the workers in other transient workforce accommodation villages in Karratha. This would remove a proportion of the FIFO population from Wickham and transfer them to accommodation further away from their workplace.





To conclude, continuing the operation of Wickham Village will ensure stable accommodation for FIFO workers. This will reduce any potential pressure applied to the local Wickham housing market but raises questions around the opportunity cost from there not being investment in more permanent residential accommodation development. Overall, as the proposal does not include any change to the existing Accommodation and Housing provision the impact is neutral.





# 7.4. Impact Area 3: Built Form Environment

## DEFINITION

Impact of the built form aesthetics, design, and integration with the local area/neighbourhood.

## IMPACT RATING

BUILT FORM ENVIRONMENT	IMPACT RATING OF PROPOSED DEVELOPMENT	IMPACT RATING AFTER IMPLEMENTATION OF PROPOSED RECOMMENDATIONS
	Low Positive	Moderate Positive

## IMPACT ASSESSMENT FINDINGS

### Context

Wickham Village is a donga-style transient accommodation village, located on Wickham Drive towards the town’s entrance (Point Samson-Roebourne Road). The Village was built in the 1970s to accommodate RTIO’s growing FIFO workforce servicing the Cape Lambert port operations.

The Wickham Village site currently comprises modular buildings (dongas) providing 302 rooms and a central facility building currently used for Sodexo’s maintenance store, a gymnasium, recreation room, laundry and locker facilities and a vacant tenancy.

FIGURE 11 - AERIAL MAP OF WICKHAM VILLAGE





The built form of Wickham Village has been contentious over the years, with its run-down appearance and unappealing dongas being the first sight for residents and tourists alike entering Wickham. The view from Wickham Drive looking at Wickham Village has been captured in the below image (Figure 12).

FIGURE 12 - VIEW OF WICKHAM VILLAGE FROM WICKHAM DRIVE



A few years ago, the interior of the Wickham Village rooms were refurbished and as a result, are currently in good condition. Despite these upgrades, the overall site has remained in a poor condition, in particular, the central building which requires repairs and upgrades. Furthermore, the current landscaping on the site is unsightly and requires attention.

The site provides little onsite amenity to its residents, with residents walking 700m to the RTIO Julutharndu Maya (JM) Building to access dining and kitchen facilities. This ensures that village residents engage more broadly in the community.

As illustrated in Figure 13, Wickham Village is located close to the town's shopping centre, which sits behind the Village on Mulga Way. The shopping centre contains a grocery store (Woolworths), newsagency, pharmacy, a liquor store and a snack bar – providing the residents of Wickham Village access to basic goods and services. However, despite the short distance to the shopping centre, its connection and ease of walkability is poor. The current walkway from Wickham Village to the shopping centre requires improvement, with the footpaths being in poor condition and there being a lack of lighting.



FIGURE 13 - MAP OF WICKHAM - KEY COMMUNITY LOCATIONS



## Engagement Findings

### Social Impact

The consensus among stakeholders was that the physical upgrade works to Wickham Village proposed by RTIO will have a positive impact on the built form environment at the village and on the town streetscape.

The current aesthetics of Wickham Village create a negative visual impact for local residents and a poor first impression for visitors as it is one of the first sites you see when entering the town. Stakeholders advised that the proposed upgrade works, including new canopies, fencing, parking and landscape improvements would improve the aesthetics of the Wickham Village site and its contribution to the overall perception of Wickham.

Responses in the community survey indicated that the vast majority (72.5%) rated the proposed changes to the built form of Wickham Village as having a positive impact, with 22.9% rating it neutrally, and only 1.8% believing it would have a negative impact, (with 2.8% unsure).

There was also further support for specific built form changes in both the community and FIFO survey responses with:

- 77.0% of community survey respondents and 61.9% of FIFO worker survey respondents being supportive of the **proposed street frontage improvements**
- 70.3% of community survey respondents and 80.9% of FIFO worker survey respondents being supportive of the **proposed screening of the dongas**.

In addition, there was a high level of support (88.4%) from FIFO workers for the **proposed improvements to the showers and laundries** at Wickham Village.



Some stakeholders advised that the proposed physical upgrade works would have additional positive impacts for FIFO workers in creating a more appealing and pleasant living environment.

City of Karratha councillors and officers advised that the impact of the Wickham Village licence extension's impact on the Built Form Environment in Wickham would be dependent on the quality of the design of the built form, which will be articulated in the Development Application.

### Suggested Management Strategies

The following strategies were suggested by stakeholders, community members and FIFO residents:

- Move the proposed fence forward to screen the carpark, while also ensuring that access to the gym is not blocked, to ensure that the mining vehicles are not the first view of Wickham when entering the town. (It was also noted that the shift of the fence should be incorporated into landscape plans, to ensure that the upgrades present well and are not just “masses of fences”).
- Replace dongas with more permanent buildings.

### **Impact Assessment Statement**

The proposed facility improvements to Wickham Village will have a positive impact on the street presence and aesthetics of the village, which is located in a high-profile location at the entry to town and is currently perceived to be unattractive and run down. The changes, while not addressing a key concern by some elected members and officers at the City of Karratha (this being concern about the continued use of donga style accommodation), it will improve the amenity, mostly for the transient residents of the village.

To conclude, the main benefit will be for FIFO workers residing in the village who will have direct access to better facilities, while other improvements to the community facilities will also provide benefits to the broader community. These benefits can be further enhanced through additional improvements to the screening of the village and through the provision of landscaping and incorporation of public art to improve the streetscape.





## 7.5. Impact Area 4: Accessibility to Community Services, Infrastructure and Facilities

### DEFINITION

The impact on access to local community/social and essential services (medical, emergency, education, utilities, transport).

### IMPACT RATING

ACCESSIBILITY TO COMMUNITY SERVICES, INFRASTRUCTURE AND FACILITIES	IMPACT RATING OF PROPOSED DEVELOPMENT	IMPACT RATING AFTER IMPLEMENTATION OF PROPOSED RECOMMENDATIONS
	Minor Positive	Low Positive

### IMPACT ASSESSMENT FINDINGS

#### Context

The Wickham community (including FIFO workforce) has good access to social, sporting and recreational facilities and services (e.g. community hub, library and youth centre). However, over the years, Wickham has seen the closure of key services, including the bank, police station, hospital and a high school, with these services needing to be accessed in the neighbouring towns of Karratha and Roebourne. Wickham does however have access to emergency services, which are manned by volunteers, including a high proportion of those who work for RTIO.

FIGURE 14 - MAP OF WICKHAM - KEY COMMUNITY FACILITY LOCATIONS





There is limited retail shopping in town, with the primary retail facility being the Wickham Shopping Centre. The centre provides access to a grocery store (Woolworths), chemist, newsagency, liquor store and a snack shop. However, the shopping centre is considered to be outdated, and an area of town requiring improvement, despite RTIO's investment in upgrading the centre and car park in recent years.

Wickham lacks coffee shop and café options however; Wickham's strong sporting club culture is often praised for being a source of socialisation and community connection in the town. In addition, the Rambla Bar and Bistro located in the sporting precinct and RTIO's JM Building are key dining facilities that can be enjoyed by both permanent Wickham residents and the FIFO workforce.

School aged children who reside in Wickham have to access secondary and higher education opportunities elsewhere, typically in Karratha, with access by bus. Accessing childcare services in town is also limited, due to a shortage of staff – an issue that is common across regional WA. This issue is exasperated by the lack of rental availability and affordability, preventing potential childcare staff from being able to move to Wickham<sup>60</sup>.

FIFO workers in Wickham tend to have only 1.5 hours per day for activities such as entertainment, socialisation and exercise<sup>61</sup> due to 12-hour work days. The lack of time is also the main barrier to FIFO participation in volunteering and tends to be the key barriers to FIFO residents accessing services outside of the Villages in Wickham. However, the location of the three FIFO villages in the centre of town within proximity to local facilities and services is helpful as many are accessible by foot (though some FIFO workers listed the lack of access to transport as being a barrier to accessing facilities and services).

In 2022, the Wickham FIFO survey reported that around half of Wickham's FIFO residents use at least one community facility outside their accommodation village – theoretically equating to 179 FIFO residents using community facilities in Wickham during any given week<sup>62</sup>.

## **Engagement Findings**

### Social Impact

The impact on Community services, Infrastructure and Facilities was seen by some stakeholders as neutral and by others as positive. Many stakeholders believed there would be little or no change to the existing impact on local services or to local infrastructure from the proposed Wickham Village licence extension, facility upgrades and investment in community facility offsets.

Responses in the community survey indicated that the vast majority (72.2%) positively rated the impact of the proposal on the accessibility to community services,

---

<sup>60</sup> GHD, Wickham Socio-Economic Baseline Report (2023)

<sup>61</sup> Creating Communities (2022), Review of 2011 Wickham Social Impact Assessment, Wickham Survey

<sup>62</sup> Creating Communities (2022), Review of 2011 Wickham Social Impact Assessment, Wickham Survey





infrastructure and facilities from the proposal for Wickham Village, with 19.4% rating it neutrally, and 5.6% believing it would have a negative effect, (with 2.8% unsure).

City of Karratha councillors discussed that the licence extension at Wickham may help to generate the demand for a medical facility or a General Practitioner service in town through ensuring there is a viable population in the town to create demand for the service. Wickham has not had a doctor in the community for seven years. This demand may well increase if the utilisation of the village is increased as predicted by RTIO to between 64%-91% (the current usage is only 37%).

It was seen that any reduction in the population that may come from closing the village, would conversely impact on any argument for the provision of a GP services. RTIO has previously investigated support for a medical service, but this will only work if the demand for it can be proven in the community.

However, through the workshop with City of Karratha councillors and officers, feedback was also provided regarding a lack of proper walkways and lighting between Wickham Village and key local facilities such as the shops, the JM building and other amenities – impacting FIFO workers access to facilities and services. Workers accessing the shopping centre from Wickham Village were seen to be at risk due to poor pedestrian access and the lack of lighting - if the village were to continue operating without addressing these safety issues.

It was also discussed that by creating better, safer and well-lit pedestrian connections between Wickham Village, the JM building, the shops and other amenities, it would not only benefit the residents of Wickham Village but also the local community.

There were some positive comments to the community survey question regarding describing life in Wickham that related to the provision of key facilities and services – with a focus being on the Wickham Gym, access to nature / coastline, availability of recreational sport, and access to key services such as the shops.

However, there were also some negative comments in the community survey relating to:

- Poor quality of town facilities ("town is dated" / "needs upgrades to facilities")
- Lack of access to/quality of youth recreational facilities (e.g. shaded basketball courts, pump track)
- Lack of access to recreational facilities ("gyms are small/overcrowded")
- Lack of access to dining facilities (i.e. lack of cafes/restaurants)

However, there was strong support for the proposed community / recreational amenity improvements in both the community and FIFO survey responses with:

- 87.2% of community survey respondents and 69.8% of FIFO worker survey respondents being supportive of the **proposed expansion of the gym floor area**
- 79.2% of community survey respondents and 80.9% of FIFO worker survey respondents being supportive of the **proposed redevelopment of the internal green space at the village.**
- 75.0% of community survey respondents and 75.6% of FIFO worker survey respondents being supportive of the **proposed village recreational space upgrades**

The FIFO Worker Survey also investigated how FIFO residents engagement in local services, with the results revealing:





- The most utilised service by FIFO workers was the supermarket, with over half (52.4%) visiting the supermarket at least once a week, and a third (33.3% visiting at least once a month). This was followed by the use of the gym, which was used at least once a week by 35.9% of survey respondents. With this said, 43.6% of survey respondents stated that they never use the gym, with the remaining 20.5% using the gym between once a month or year.
- The least used service in Wickham by FIFO workers was the newsagency, with the majority of respondents (65.9%) never going, and 19.5% only going once a year.
- Overall, the most popular community and recreational facilities used by the survey respondents are the gym and the sports grounds/oval, (46.7% of respondents using each).
- These were followed by the parks and the community pool, with 23.3% of the respondents currently using each of them.
- Only one respondent reported using the boat ramp in Point Samson and no one indicated using the Library.

The top two barriers FIFO workers identified to accessing local services were:

- Lack of time (i.e. work hours and business closing times)
- Lack of transport (i.e. no personal car and limited buses)

There was common agreement across stakeholders, the community and FIFO workers that the most appropriate offset investment to be made by RTIO in community facilities would be in the redevelopment of the existing courts into a fully shaded facility with installation of permanent roof structure.

### Suggested Management Strategies

The following strategies were suggested by stakeholders, community members and FIFO residents:

- Include better paths in the design -with shade, that support connection to other amenities (i.e. connect the village to the shops, the JM centre and other amenities, though improved footpaths and lighting)
- Improve footpaths around Wickham town
- Install a footpath from Wickham to Point Samson (i.e. offers additional recreational activity, can be used for fun runs etc)
- Provide more shade from natural vegetation, such as by planting trees along footpaths.
- Incorporate a Community Garden at Wickham Village
- Open training rooms to community organisations
- Include a convenience store in the JM Building
- Upgrade the shopping centre to look more attractive
- Provide more toilets in the JM Building

### **Impact Assessment Statement**

The assumption that some stakeholders had that there would be little or no change to the number of FIFO workers residing in the town, which in turn would have no effect on the access to services, infrastructure and facilities, may not be totally accurate – as it is likely based on a belief that the numbers of FIFO workers residing in the town would remain similar.





However, while the number of rooms will not change, the usage levels of these rooms could increase from an average use of 37% (111 of 300 rooms) to either 64% (193 rooms) over the next decade to meet predicted surplus demand; or even as high as 91% (274 rooms) if proposed projects (yet to be funded) are approved.

This is an increase of an average of 82 – 163 FIFO residents per night in Wickham dependent on the approval of projects, which will have an impact on demand for local services and supports the need for increased investment in key facilities that will support both FIFO workers and community members. This makes the provision of the proposed community facility offset/s linked to the continuation of the village's operations important.

Additionally, some stakeholders indicated a desire for more FIFO residents in Wickham to support the existing services and businesses and to help prove a case for more services (e.g. provision of a doctor) that will help the sustainability of the town.

To conclude, the proposed Wickham Village licence extension, facility upgrades and investment in community facility offsets will have a minor positive impact and can be further enhanced through improvements to the public realm, particularly in relation to improving pedestrian connections and lighting between the village and key community services and facilities.





## 7.6. Impact Area 5: Social and Recreational Activities and Facilities

### DEFINITION

Impact on social and recreational activities, sporting clubs, community groups, and recreational facilities in Wickham.

### IMPACT RATING

SOCIAL AND RECREATIONAL ACTIVITIES AND FACILITIES	IMPACT RATING OF PROPOSED DEVELOPMENT	IMPACT RATING AFTER IMPLEMENTATION OF PROPOSED RECOMMENDATIONS
	Minor Positive	Low Positive

### IMPACT ASSESSMENT FINDINGS

#### Context

An ongoing and key strength of Wickham is its sporting facilities and active sporting clubs. This is largely attributed to the Wickham Recreation Precinct, which was built to support and service the Wickham, Point Sampson and Roebourne communities. The precinct consists of the following facilities<sup>63</sup>.

- Wickham Community Hub (includes the Wickham Library and a skatepark)
- Wickham Aquatic Centre (includes a 24/7 gym and group fitness classes)
- Sporting spaces (including one oval (AFL / cricket), one rectangular pitch (rugby / soccer), two multi-purpose courts, two tennis courts, and one outdoor (indoor style) cricket court)
- Wickham Amenities Building and separate storage shed.
- Saylor Park (consisting of a large playground, outdoor exercise equipment and shaded picnic area.)

As a result of having such facilities, the precinct provides spaces for a range of sporting and recreational activities, such as AFL, cricket, rugby, soccer, basketball, netball, tennis, swimming as well as additional health and wellness activities. Wickham offers a range of sporting clubs which residents are heavily involved with. Some of the key sports clubs include:

- Wickham Wolves Football Club – ten teams
- Wickham Wanderer Soccer Club – nine teams
- Wickham Wallabies Cricket Club – one team
- Wickham Women Softball Club – one team

<sup>63</sup> Otium Planning Group (February 2023), Wickham Recreation Precinct Feasibility Study – City of Karratha





The 2022 FIFO Survey indicated that the sporting facilities in Wickham (including the sports grounds, ovals, gym, pool and sport courts) were the most commonly used facilities by FIFO workers.

As of recent, both the City of Karratha and RTIO have identified the need to upgrade and invest in the precinct, with some of the infrastructure now being considered no longer fit-for-purpose<sup>64</sup>.

In February of 2023, a feasibility study<sup>65</sup> was undertaken to investigate the options for renewal or replacement of the following facilities, with the overall aim to improve the level of amenity across the community. Key areas being considered for improvement included:

- Repositioning and rebuild of the existing lifeguard office and change rooms located at the Wickham Aquatic Centre.
- Refurbishment or rebuild and possible repositioning of the Wickham Amenities Building.
- Redevelopment of the existing multi-purpose courts into a shaded facility.
- Public toilet provision to service Saylor Park and the surrounding public open space.

FIGURE 15 - WICKHAM RECREATION PRECINCT (CITY OF KARRATHA, 2022)



<sup>64</sup> Otium Planning Group (February 2023), Wickham Recreation Precinct Feasibility Study – City of Karratha

<sup>65</sup> Otium Planning Group (February 2023), Wickham Recreation Precinct Feasibility Study – City of Karratha



In addition to the recreational facilities within the Wickham Recreation Precinct, Wickham Village is home to the Wickham Gym, a privately owned gym run by community members. Despite being small, the gym is attended by a significant number of passionate and dedicated community gym users, as evidenced by the gym's Facebook group page having nearly 400 members.<sup>66</sup>

Wickham's surrounding beaches, including the Boat Beach and Point Sampson also contribute to the Wickham's recreational offering and are appreciated for boosting local amenity and lifestyle opportunities.<sup>67</sup>

## Engagement Findings

### Social Impact

Most stakeholders felt that the proposed extension of the operation of Wickham Village, with the addition of facility improvements would have a positive impact on Social and Recreational Activities and Facilities in Wickham. In particular, the expansion of the gym was seen to have a positive impact on facilities for residents. In addition, maintaining Wickham Village and accommodating FIFO residents was seen to help to sustain facilities like the sports courts, oval and the swimming pool through their patronage of these facilities - with flow on effects of additional income for the Recreation Centre.

Some stakeholders expressed that the current gym was limited in space and equipment and that improvements to the gym and enlargement of its floor space will provide room for more exercise equipment and floor space for exercises, such as stretching, yoga and Pilates. These upgrades were seen as allowing the gym to be more accessible to a wider range of users.

There were some concerns expressed around whether the upgrades to the Wickham Gym would mean that the gym would be closed to the public during this period. And clearly this transition process will need to be well managed.

Stakeholders were hopeful that if that were the case, an alternative would be set up to ensure that the community was not affected for an extended period of time.

In addition, the continued operation of Wickham Village was seen by some stakeholders to support positive sporting interactions between local residents and FIFO workers, through local football matches. Many local sporting teams and organisations were also understanding of the different rosters that FIFO workers have and would welcome greater FIFO worker participation in their organisations.

Some stakeholders stated that there was a possibility that contractors coming into town may engage with local sporting clubs if support was provided in promoting opportunities to them. This would be enhanced if there was greater utilisation of Wickham Village with more residents residing there.

Some City of Karratha councillors concurred with this, identifying that a potential positive impact around the licence extension of Wickham Village was the opportunity for more FIFO workers to become involved in the community, with a more proactive approach to communicating with them about what is on offer. However, only 11.9% of

---

<sup>66</sup> Facebook, Wickham Village Gym Facebook Group, accessed via <https://www.facebook.com/groups/288491962099189/>

<sup>67</sup> GHD, Wickham Socio-Economic Baseline Report (2023)





FIFO Workers who completed the FIFO Survey indicated that they were currently involved in community groups. Although, more positively, nearly half (47.6%) indicated that they would be interested in being involved in voluntary activities while residing Wickham – indicating the opportunity to better engage FIFO workers in Wickham.

There was a positive sentiment in the community survey to the proposal for Wickham Village with the vast majority of respondents (88.8%) rating the impact of the proposal as being positive, with 7.5% rating it as neutral and 3.7% rating it as negative.

There was also support for the proposed community / recreational amenity improvements in both the community and FIFO survey responses with:

- 87.2% of community survey respondents and 69.8% of FIFO worker survey respondents being supportive of the **proposed expansion of the gym floor area**
- 79.2% of community survey respondents and 80.9% of FIFO worker survey respondents being supportive of the **proposed redevelopment of the internal green space at the village.**
- 75.0% of community survey respondents and 75.6% of FIFO worker survey respondents being supportive of the **proposed village recreational space upgrades.**

There was common support across stakeholders, the community and the City of Karratha Officers and Councillors that the most appropriate offset investment to be made by RTIO would be in the redevelopment of the existing sports courts into a fully shaded facility with installation of permanent roof structure. While there is a desire from some councillors and officers for investment in a sports amenities building, this is not an option being considered by RTIO, particularly as it does not have a direct link to what is proposed in the Development Application.

There were some positive comments to the community survey question regarding describing life in Wickham that related to the provision of key social and recreational facilities and services such as the Wickham Gym, access to nature / coastline, availability of recreational sport, and access to key services such as the shops.

However, there were also some negative comments in the survey relating to a lack of access to:

- Quality of youth recreational facilities (e.g. shaded basketball courts, pump track)
- Community recreational facilities ("gyms are small/overcrowded")
- Hospitality facilities (i.e. lack of cafes/restaurants)

### Suggested Management Strategies

The following strategies were suggested by stakeholders, community members and FIFO residents:

- Promote local sporting teams to FIFO workers, e.g. informational notice board in the dining room
- Organise for local sporting and community organisations to go to Wickham Village to promote events and volunteerism opportunities.
- Construct a sports amenities building to service local clubs
- Develop additional sports courts near JM Building
- Expand Wickham Recreation Precinct
- Provide public tennis court/s that don't need to be booked
- Provide a Pump Track





- Outdoor running tracks/paths
- Provide swipe in access for FIFO workers at Wickham Aquatic Centre
- One of the stakeholders suggested that the green spaces in Wickham Village should be opened to local residents to share the benefits of the upgrades with the wider local community.
- Manage transition to the new gym.

### **Impact Assessment Statement**

The redevelopment of recreational spaces, including improving green areas, will support community interactions and provide opportunities for engagement in social and recreational activities.

The proposed expansion of the Wickham Gym and potential investment in the sheltering of the sports courts (the most supported community offset option) and the provision of improved lighting and drainage at the oval (the second most supported community offset option), offer positive opportunities to improve social, sporting and recreational facilities and activities that benefit both the residents of Wickham Village and the broader Wickham community. Both facilities are well used and provide opportunities for the integration of FIFO residents with permanent Wickham residents.

Covered courts (if supported for investment) will provide more options to engage in sporting activities, limiting the impact of the harsh climate on participation in physical activity.

The key opportunity that needs to be harnessed, that was identified by stakeholders, is to better connect and engage FIFO residents with the sporting and recreation activities available in Wickham, through more effective promotion and induction. This will ensure both a better connection between FIFO and permanent residents and support local clubs and organisations to thrive.

To conclude, the proposed facility and amenity improvements to Wickham Village will have a low positive impact and can be further enhanced through a focus on improving FIFO resident engagement in local sporting and recreation groups and activities.





## 7.7. Impact Area 6: Community Values, Identity and Cohesion

### DEFINITION

Impact on community values, cultural diversity, identity and the integration of FIFO workers into the local community.

### IMPACT RATING

COMMUNITY VALUES, IDENTITY AND COHESION	IMPACT RATING OF PROPOSED DEVELOPMENT	IMPACT RATING AFTER IMPLEMENTATION OF PROPOSED RECOMMENDATIONS
	Neutral	Minor Positive

### IMPACT ASSESSMENT FINDINGS

#### Context

Wickham is often characterised as a safe, close-knit and family-oriented community by stakeholders and community members. Those living in Wickham tend to be attracted by the outdoor/coastal lifestyle and particularly show an interest in engaging with local sport and recreation. The vast number of community-run sporting and recreation clubs in Wickham is a testament to the town's community spirit. Wickham is also commonly identified as a "Rio town" and a "mining town", due to the majority of the resident labour force (65.4%)<sup>68</sup> being employed by RTIO, and the town's reliance on RTIO's infrastructure.

Wickham has a low level of cultural diversity compared to the Pilbara region and Western Australia<sup>69</sup>. There is a slightly higher proportion of residents born in Australia. In addition, the proportion of residents born in non-English speaking countries was much lower in Wickham (6.0%), compared to the Pilbara region (10.0%) and the state (17.8%).

There is also a low level of religious affiliation in Wickham, with the 2021 Census revealing that nearly half of Wickham's population do not affiliate with any religion. This level of non-denomination in Wickham was slightly higher in comparison to the Pilbara region (44.4%) and Western Australia (42.5%).

The clubs and organisations in Wickham continue to receive strong support from volunteers, including FIFO workers. Overall, Wickham's volunteering hours are higher than those reported in the Pilbara region and Western Australia., with 19.1% of Wickham residents reporting in the 2021 Census that they had done voluntary work in

<sup>68</sup> GHD, Wickham Socio-Economic Baseline Report (2023)

<sup>69</sup> GHD, Wickham Socio-Economic Baseline Report (2023)





the past year<sup>70</sup>. While this highlights a strong level of volunteerism, it should be noted that this was a slight decline of 5.2% decline since the previous Census in 2016. Nearly half (33.8%) of FIFO residents in Wickham indicated in the 2022 FIFO survey<sup>71</sup>, that they would be interested in volunteering. This increased to 47.6% in this year's survey indicating a high level of interest in being involved in the community if support was to be provided to facilitate this.

The activities that were of most interest were: Ambulance. Fire & Marine Rescue; Football and Basketball.

In terms of involvement in clubs, a quarter (24%) of RTIO employed participants indicated that they participate in clubs or community groups in Wickham. Of those, majority were involved in a sports club such as cricket, football and squash. FIFO workers in Wickham have also shown interest in participating in ambulance, fire and rescue and/or marine rescue. Despite interest to engage in the community, the majority of FIFO workers struggle to find the time to do so with the long working hours.

In 2022, 24% of surveyed FIFO residents in RTIO FIFO Villages in Wickham said they would consider residential over FIFO in Wickham<sup>72</sup>. Key reasons related to being able to spend more time with their family and for the better lifestyle. However, the majority of workers were not interested in living residentially due to their family situation (e.g. not wanting to uproot their family's lives) and the poor perceived quality of local accommodation. Regarding the Wickham's neighbouring towns, over half (56%) of the surveyed FIFO workers indicated that they felt 'very welcome' or 'welcome' in these towns.

## **Engagement Findings**

### Social Impact

Stakeholders and City of Karratha Councillors acknowledged that Wickham is a mining town, and that the community is very used to having FIFO workers in town, who were generally seen as getting along with the local community, particular as some were former Wickham residents.

Some stakeholders also indicated that as there was no change to the numbers of FIFO workers that can be accommodated in the proposed extension of Wickham Village's licence, that the impact to Community/Cultural Values, Beliefs and Cohesion would be negligible. Supporting the integration of FIFO workers with the community is that they are not in self-contained villages that provide all amenities on site. As a result, it requires them to access services in community locations including engaging with dining services at the JM building and participating in recreational activities in community settings, rather than just remaining in their village.

At the City of Karratha council and officer workshop, this was reinforced with discussion focussed on how Wickham appeared to have closer relationships with FIFO workers compared to other towns. This was illustrated by FIFO workers returning to Wickham to

---

<sup>70</sup> Australian Bureau of Statistics (2021) Wickham (WA) All Persons Census, QuickStats, ABS Website

<sup>71</sup> Creating Communities (2022), Review of 2011 Wickham Social Impact Assessment, Wickham Survey

<sup>72</sup> Creating Communities (2022), Review of 2011 Wickham Social Impact Assessment, Wickham Survey





visit friends and families. The licence extension of Wickham Village would ensure that these relationships are maintained and supported, having a positive impact on Community Cohesion in Wickham.

More than half of the stakeholders interviewed felt that the Wickham Gym was a great space to support interactions between FIFO workers and locals. It served as an opportunity for FIFO workers and local residents to spend time together in the same space. Stakeholders identified that expanding the gym will help to support increased interactions between FIFO workers and the local community.

Responses in the community survey aligned with feedback from stakeholders with the majority (61.1%) positively rating the impact of the proposal for Wickham Village on Community/Cultural values, Beliefs and Cohesion, with 29.6% rating it neutrally, and 7.4% believing it would have a negative effect (with 1.9% unsure). One negative impact identified by the council members was that Wickham Village is currently not physically well connected to the rest of Wickham. One consistent topic raised throughout this workshop was the need for better integration of Wickham Village into Wickham by through better physical (pedestrian) and social connections (induction and promotion of what is on offer in Wickham).

While only 11.9% of FIFO workers responded in their survey that they are involved in community organisations, nearly half indicated that they would be interested in being involved in voluntary activities while residing Wickham – representing a huge opportunity to foster greater connections with FIFO residents. However, FIFO workers reported that the biggest barrier to their involvement was their lack of available time (i.e. 12-hour work days).

The activities that were of most interest to FIFO residents were:

- Ambulance. Fire & Marine Rescue
- Football
- Basketball

Additionally, it is clear that there is a need for better induction processes for FIFO workers when they come to town to help them to integrate into their village and town community. Less than a third (28.6%) received an induction into their village and less than a quarter (23.8%) received an induction into the local town and region – making it difficult for them to find out what is on offer in their host community. However, nearly a half (45.2%) did receive cultural awareness training.

Stakeholders identified the need for better communication with FIFO residents to inform them what is on offer in the community. Aligned to this - a significant majority (76.2%) of FIFO workers indicated that their preference for information to be provided at the Village. The least preferred method was to visit the towns and “discover for yourself”, which is the current scenario for most of the residents.

There was a significant number of positive comments to the community survey question regarding describing life in Wickham that related to the provision of community values, cohesion and identity, with well over 100 comments being made about the positive opinion of Wickham (i.e. “love Wickham” / “living in Wickham”); the great community connection (i.e. “great community” / “community spirit”); and community support (i.e. “support one another”).

There were fewer negative responses to the same question, with only a handful of comments relating to a lack of access to social activities & celebrations (i.e. “lack of excitement” / “not much to do”); and a general negative opinion of Wickham.





## Suggested Management Strategies

The following strategies were suggested by stakeholders, community members and FIFO residents:

- Greater support and promotion of volunteerism and participation opportunities for FIFO workers in the community.
- RTIO should promote local sporting teams to their FIFO workforce, such as through an information notice board in the dining room
- Sporting and community organisations to visit FIFO Villages to promote events and volunteerism opportunities.
- Information booklets could also be distributed to rooms to inform Wickham Village FIFO workers on what was going on in the community.
- Reopen the RTIO Communities office in Wickham to better connect with the community and promote what is on offer to Wickham community and FIFO workers, while building better integration.
- Involve local artists in the proposed upgrades to integrate art into the design (e.g. the fencing).

## **Impact Assessment Statement**

It is clear from engagement with stakeholders and community members that there is general acceptance of FIFO workers in the Wickham community as:

- Wickham is a town that services the mining industry and understands the need for transient workforces
- FIFO work practices have occurred for many years in Wickham and the community has extensive experience with FIFO residents
- FIFO workers have to move outside their village to access dining, recreation and other services, which provides opportunities for interaction and connection with the local Wickham residential community.

The underlying question is how the town is perceived in relation to being a residential town and the balance between FIFO and permanent residents.

The time available to FIFO workers to engage in community activities and connect to community culture is limited as a result of working 12 hours days, however it is clear that more can be done to communicate and engage with FIFO workers to help them to better integrate with their host community, particularly when nearly half of the FIFO Worker Survey respondents indicated a willingness to be more involved in volunteering.

A strategic approach to induction into their village and town, which is supported by more information about what is on offer to them in Wickham, will help them to participate in and how they can contribute to the community.

Additionally, there is the opportunity to reflect the local community history, culture and heritage through the integration of art within structures such as the street screens that will be included in the village upgrade.

To conclude, the proposal to continue the operation of Wickham Village will have neutral impact as it doesn't propose a notable change to the current state of the community, however a more positive impact could be achieved through a focus on supporting FIFO residents to connect and engage with the Wickham community and by reflecting the local community culture and heritage through the village facility designs.





## 7.8. Impact Area 7: Health and Wellbeing

### DEFINITION

Impact on the physical, social, and mental health of both FIFO workers and permanent Wickham residents.

### IMPACT RATING

	IMPACT RATING OF PROPOSED DEVELOPMENT	IMPACT RATING AFTER IMPLEMENTATION OF PROPOSED RECOMMENDATIONS
HEALTH AND WELLBEING	Low Positive	Low Positive

### IMPACT ASSESSMENT FINDINGS

#### Context

As of the 2021 Census, over half of Wickham's residents (61.7%) report having no long-term health conditions, which is in line with the state (61.2%) and across Australia (60.2%). This low level of long-term health conditions may be attributed to the town's relatively young population. Among the long-term health conditions reported in Wickham, the most common were asthma (5.7%), mental health conditions (including depression and anxiety) (4.8%) and diabetes (2.6%). With this said, the proportion of residents with these health conditions in Wickham was still lower than reported in Western Australia and Australia.

Consultation for the Wickham Social Baseline report<sup>73</sup> confirmed however that mental health is a key health concern in Wickham, especially amongst the RTIO employees. RTIO employees and their families have access to Employee Assistance Program and psychology services funded by RTIO.

Supporting Mental Health for FIFO workers is important. Key reports have found that:

- Over a third of FIFO workers AND their partners experience high to very high levels of psychological distress – far above the norm for their societal peer groups (13% female, 17% male).<sup>74</sup>
- Untreated mental health conditions cost Australian workplaces \$10.9 billion per year – \$4.7 billion in absenteeism, \$6.1 billion in presenteeism and \$146 million in compensation claims.<sup>75</sup>
- It is estimated that every \$1 invested by employers in interventions to improve mental health (such as effective inductions), resulted in a \$5.70 ROI in the resources sector.<sup>76</sup>

<sup>73</sup> GHD, Wickham Socio-Economic Baseline Report (2023)

<sup>74</sup> Henry, P., Hamilton, K., Watson, S., & Macdonald, N. (2018). Impact of FIFO work arrangements on the mental health and wellbeing of FIFO workers. Curtin University.

<sup>75</sup> <https://www.pwc.com.au/publications/pdf/beyondblue-workplace-roi-may14.pdf>

<sup>76</sup> <https://www.pwc.com.au/publications/pdf/beyondblue-workplace-roi-may14.pdf>





There have also been some concerns raised by stakeholders about alcohol and drug use in the community, particularly among young people<sup>77</sup> With this said, amongst regional Western Australia, Wickham had a low level of reported alcohol-related crime at 37 offences per 1000 people in 2022.<sup>78</sup> For comparison, Wickham's neighbouring town Roebourne, reported 274 alcohol-related offences per 1000 people. For those who are experiencing issues with alcohol/alcoholism in Wickham, there is access to an Alcoholics Anonymous group at Wickham's Infant Health Centre<sup>79</sup>.

There is limited access to healthcare services in Wickham, which has only become more limited since the closure of the town's medical centre in 2017<sup>80</sup>. For residents in need of any medical or healthcare services, they are required to access them in Karratha or Roebourne. The lack of medical facilities has been a significant community concern.

However, it is important to note that RTIO employees and their families (who make up the majority of residents in Wickham), have access to free telehealth services with medical professionals via the "Doctors on Demand" service.

There is one pharmacy in town which is operated by rotational pharmacists. In addition, the town is visited and serviced by a physiotherapist twice a week. This visiting medical service model has been identified as effective, with there being suggestions for this model to be utilised for other key medical services<sup>81</sup>. The town is also supported by various emergency services, such as the marine rescue, fire rescue and St John Ambulance service. These services are staffed by volunteers with the exception of one paid paramedic.

Whilst Wickham lacks town-based access to medical services and facilities, residents have good access to sporting and recreation facilities and activities, where they can support their wellbeing. Between the Wickham Recreation Precinct and the recreational facilities at both Wickham Village and the JM Building, Wickham residents and FIFO workers are offered a variety of ways to get involved in sport, recreation or wellness activities. Studies have highlighted the positive relationship between involvement in sports clubs / recreational activity and experiencing improved mental health<sup>82</sup>. Hence, it can be said that the vast range of recreational offerings in Wickham likely has a positive impact on the mental health and general wellbeing of the community.

---

<sup>77</sup> GHD, Wickham Socio-Economic Baseline Report (2023)

<sup>78</sup> ABC (December 2023) 'Derby, Wiluna top list of WA towns where police want hardline liquor restrictions to fight alcohol-fueled violence'. <https://www.abc.net.au/news/2023-12-07/western-australia-alcohol-violence-hotspots-liquor-restrictions/103192922>

<sup>79</sup> Health Direct (2024) <https://www.healthdirect.gov.au/australian-health-services/healthcare-service/wickham-6720-wa/alcoholics-anonymous-wickham/alcohol-and-drug-information/>

<sup>80</sup> GHD, Wickham Socio-Economic Baseline Report (2023)

<sup>81</sup> GHD, Wickham Socio-Economic Baseline Report (2023)

<sup>82</sup> Department of Local Government, Sport and Cultural Industries (2024), 'The relationship between organised recreational activity and mental health',





## Engagement Findings

### Social Impact

Most stakeholders agreed that the proposed expansion of the Wickham Gym as part of the proposed upgrades to Wickham Village would have a positive impact on Health and Wellbeing in Wickham, both for FIFO residents and the Wickham community - by providing greater access to exercise and fitness activities, which helps to improve the overall health and wellbeing of the community. In addition, the expanded gym was seen to be a space for people from different walks of life to meet and interact. These forms of social interaction were seen to have positive impacts on wellbeing.

The potential investment in the sheltering of the sports courts and upgrade to the oval lighting and drainage (as the two most supported community offset options), were also seen by stakeholders as offering positive opportunities to enhance the social, sporting and recreational experience and increase use of the facilities that will in-turn help to support positive health and wellbeing of both FIFO and permanent residents of Wickham. These offsets are particularly important as these facilities have high levels of use by FIFO residents and the community.

It was also noted that the improvements to Wickham Village's aesthetics would have a positive impact on the mindset and wellbeing of FIFO workers staying there.

There was similar support for the gym expansion from the City of Karratha councillors and officers in the workshop held with them where they identified that expanding the gym would have a positive impact on both the FIFO workers and on local residents. Some councillors acknowledged that the gym was a place for them to enjoy the positive health and wellbeing benefits associated with exercising – both physically and socially.

However, in terms of negative impacts, the prolonged licence extension of Wickham Village would continue to accommodate FIFO workers in dongas, which were of a lower standard than the more permanent facilities available at Cajuput and Wickham Lodge. While it was acknowledged that the accommodation units at Wickham Lodge had been refurbished in recent years, some members of council felt that living in a donga for any length of time was not good for a resident's mental health, meaning that the licence extension would have a negative impact on community health and wellbeing. The preference for council would be for more investment in permanent residential accommodation or the provision of new FIFO facilities that are commensurate with the facilities available at Cajuput and Wickham Lodge.

Responses in the community survey were largely positive in relation to the impacts on health and well-being from the proposal for Wickham Village, with the vast majority (81.7%) rating the impact positively, with 14.7% rating it neutrally, and 3.7% believing it would have a negative effect.

In addition, there was:

- 87.2% of community survey respondents and 69.8% of FIFO worker survey respondents who were supportive of the **proposed expansion of the gym floor area**
- 79.2% of community survey respondents and 80.9% of FIFO worker survey respondents who were supportive of the **proposed redevelopment of the internal green space at the village.**





- 75.0% of community survey respondents and 75.6% of FIFO worker survey respondents who were supportive of the **proposed village recreational space upgrades**.

The FIFO Worker Survey revealed that the gym, was the second most used service in town (after the shops), with the gym being used at least once a week by 35.9% of survey respondents. With this said, 43.6% of survey respondents stated that they never use the gym, with the remaining 20.5% using the gym between once a month or year.

There was positive feedback in relation to the following proposed improvements as they were seen to provide improved amenities that will help to support the liveability of the FIFO village, which will in turn support the wellbeing of FIFO residents:

- The expansion of the floor area to be leased to the private Wickham Gym
- A refit of the buildings to include some recreational space for Wickham Village residents and provision of internal green space to provide greater outdoor respite for FIFO residents who currently have minimal on-site indoor recreational space.
- Provision of improved laundry facilities on site

#### Suggested Management Strategies

The following strategies were suggested by Stakeholders, Community Members and FIFO residents:

- Employ full-time personal trainers at the Wickham Village gym (NOTE: this would not be a responsibility of RTIO as the gym is independently run).

#### **Impact Assessment Statement**

The proposed improvements to facilities that are used for physical activity is likely to have a positive impact on the wellbeing of both FIFO and permanent residents of Wickham.

The proposed expansion of the Wickham Gym and potential investment in the sheltering of the sports courts (as the most supported community offset option), offer positive opportunities to enhance the social, sporting and recreational experience and increase use of the facilities that will in-turn help to support positive health and wellbeing.

In addition, the improvements to the living conditions for FIFO residents including improved laundry facilities, the proposed redevelopment of the internal green space at the village and the proposed village recreational space upgrades will provide a more positive village life experience that will support best rest, recreation, sleep and wellbeing.

To conclude, the proposed facility and amenity improvements to Wickham Village will have a low positive impact on health and wellbeing for both FIFO and permanent Wickham residents.





# 7.9. Impact Area 8: Crime and Public Safety

## DEFINITION

Impact on community safety from crime and anti-social behaviour in Wickham.

## IMPACT RATING

CRIME AND PUBLIC SAFETY	IMPACT RATING OF PROPOSED DEVELOPMENT	IMPACT RATING AFTER IMPLEMENTATION OF PROPOSED RECOMMENDATIONS
	Neutral	Neutral

## IMPACT ASSESSMENT FINDINGS

### Context

Overall, Wickham is considered to be a safe family community with low levels of crime. Since 2021, the number of offences reported in Wickham has been on the decline, with 366 offences reported in 2021, compared to 245 in 2023<sup>83</sup>. In 2023, the most reported offence in Wickham was family assault (36.3% of all offences), followed by property damage (14.3%). Family assault may be an area of concern in the community, with cases rising between 2021 and 2023 by 140% (+52 cases).

Wickham FIFO workers reported in the 2022 FIFO Survey some concern regarding rising crime rates and the need for a permanent police station<sup>84</sup>.

The 2023 Wickham Social Baseline report also highlighted community concern regarding youth crime and anti-social behaviour (such as alcohol consumption and drug use). It has been anecdotally noted that local youth crime is often committed by young people from Roebourne who perceive an opportunity for theft in Wickham to be greater than in Roebourne<sup>85</sup>

Like some other facilities in Wickham, the local Police Station has closed. In its absence, Wickham is serviced by Roebourne’s police station, which is around a 10-minute drive away.

In an effort to deter potential crime and improve perceived community safety, the City of Karratha endorsed a ‘Footpath Lighting Strategy’ in 2019<sup>86</sup>. The plan identified \$197,050 worth of potential upgrades to footpaths and lighting around Wickham.

<sup>83</sup> Western Australia Police Force (2024) ‘Crime Statistics Report’, <https://www.wa.gov.au/organisation/western-australia-police-force/crime-statistics>

<sup>84</sup> Creating Communities (2022), Review of 2011 Wickham Social Impact Assessment, Wickham Survey

<sup>85</sup> GHD, Wickham Socio-Economic Baseline Report (2023)

<sup>86</sup> City of Karratha (2019), ‘Footpath Lighting Strategy’, [https://karratha.wa.gov.au/system/files/endorsed\\_footpath\\_lighting\\_strategy\\_.pdf](https://karratha.wa.gov.au/system/files/endorsed_footpath_lighting_strategy_.pdf)





Despite these efforts, lighting and proper foot paving in Wickham remains an issue of concern for those living in Wickham and an area that further investment is being called for to provide safe and accessible streets.

## **Engagement Findings**

### Social Impact

Some stakeholders believe that the proposal will have a neutral impact on crime and public safety in Wickham. They felt as though any crime and safety issues were predominantly caused by permanent residents, those from Roebourne and not FIFO residents, who work long hours and are drug and alcohol tested. As such, the continued operations of the Village were not seen to have any impact on public crime and safety.

Some councillors from the City of Karratha also noted that Wickham was a safe town with low levels of crime. Councillors advised that the crimes that do occur, tend to be opportunistic, rather than actual break-ins and as such, taking consistent precautions to ensure that everything is locked away is key to crime prevention in Wickham.

Some stakeholders advised that the continued operations of Wickham Village and upgrades to the village would support community safety, as it creates a more attractive facility, preventing it from being used for anti-social behaviour such as graffiti. In addition, the proposed improvements to the Wickham Village fencing were seen to deter unauthorised entry (particularly by youth) into the Village. This was a view shared by some City of Karratha councillors.

Another perspective offered was that the proposed gym upgrade would have a positive impact on local crime and public safety by providing activities and a space for young people to go. The gym offered discounted memberships to youth, which would encourage them to attend it and engage in healthy activities as opposed to anti-social behaviours.

Some councillors also noted that the continued presence of FIFO workers at Wickham Village would have a positive impact in helping to ensure more people are out and about in the town - providing passive surveillance, which could serve as a deterrent to opportunistic crime, and increase public safety and liveability in Wickham.

However, there were also some negative impacts raised around the Wickham Village licence extension by some councillors and officers from the City of Karratha. One of the negative impacts discussed was a lack of safe access to the shops and to the gym. This posed as a safety risk for both FIFO workers and local residents and is an issue that needs to be addressed before any continued operation of the village occurs.

In addition, some councillors felt that some FIFO workers have had a negative impact on the community through anti-social behaviour. The examples provided were of FIFO workers drinking and disrupting public places, such as the airport. However, this perception was not held by all council members with one council member noting that FIFO workers were not any different from any other members of the community.

Responses in the community survey were largely positive in relation to the impacts on crime and safety from the proposal for Wickham Village, with the majority (61.6%) rating the impact positively, with 32.7% rating it neutrally, and 3.7% believing it would have a negative impact and 1.9% being unsure.





There were a handful of positive comments to the community survey question regarding describing life in Wickham that related to crime and public safety including a positive perception of safety (i.e. “a safe place for my family”) and security (i.e. “security walking around camp is a big win”).

Responses in the FIFO Worker Survey indicated that the majority of Wickham Village respondents agreed that the implementation of the swipe card system in the villages has improved their safety and/or safety of other residents.

### Suggested Management Strategies

The following strategies were suggested by stakeholders, community members and FIFO residents:

- Reconsider the proposed installation of windows at the front of the gym – likely to be vandalised – or utilise smash-proof glass to prevent vandalism.
- Provide a permeable fence for better surveillance.
- Provide safer paths and connections between the village and local amenities.
- Install more street lighting around the village and town.

### **Impact Assessment Statement**

Wickham is a town that has a history of accommodating transient workers, yet the community and stakeholder feedback is predominantly that it is a safe town. Other than some isolated reports by stakeholders of anti-social behaviour by some FIFO workers related to alcohol consumption, there is little evidence to indicate that there will be any noticeable change to crime and public safety from the continued operation of Wickham Village nor from the proposed facility improvements.

However, it is important to consider that due to the predicted increase in the utilisation of Wickham Village, it will grow the number of FIFO residents who work and reside temporarily in Wickham, which could impact crime and safety if new transient residents are not respectful of local values, rules and laws.

It will therefore be important to provide proper inductions to these workers both into their village and into Wickham town, so they are clear about the behavioural expectations and protocols and are respectful of the local community. This is particularly important for contractors, who tend to be less connected to their host community as they do not have regular rosters and don't engage with the community in an ongoing manner. In addition, there needs to be clear sanctions for those workers who don't respect the community values and commit acts of antisocial behaviour, display unsafe behaviours and /or engage in criminal activity.

In conclusion, the proposed continued operation of Wickham Village does not propose changes in conditions that will impact crime and safety in Wickham – other than greater utilisation of the Wickham Village accommodation.

However, support for a safer community could be enhanced through effective induction and enforcement of behavioural protocols with FIFO workers and through the continuation of associated consequences for any inappropriate behaviour.





# 7.10. Impact Area 9: Economic Development, Employment and Training

## DEFINITION

Impact on the local economy, local business services, employment, and training opportunities for the community.

## IMPACT RATING

	IMPACT RATING OF PROPOSED DEVELOPMENT	IMPACT RATING AFTER IMPLEMENTATION OF PROPOSED RECOMMENDATIONS
ECONOMIC DEVELOPMENT, EMPLOYMENT AND TRAINING	Minor Positive	Moderate Positive

## IMPACT ASSESSMENT FINDINGS

### Context

The City of Karratha’s economy is primarily fuelled by the mining industry, which in 2022/23 generated \$12.31 billion in gross product for the region<sup>87</sup>. Evidently, the mining industry, and RTIO in particular, play a significant role in supporting the City of Karratha’s and Wickham’s economy.

As of the 2021 Census, 69.7% of Wickham’s residents (aged 15 years and older) participate in the labour force, which is a higher proportion than seen across the State (63.9%) and the country as a whole (61.1%). Further, the majority of Wickham’s labour force (67.5%) is directly employed by RTIO<sup>88</sup>. As a result, Wickham is often referred to as a “Rio town” and a “mining town” due to RTIO’s significant contribution to employment and local investment/infrastructure. Naturally, the significant proportion of Wickham’s workers are technicians, trades workers, machinery operators/drivers and labourers. With the majority of residents employed in mining, Wickham has a high median weekly personal income of \$1,674, which is nearly double the median personal income across the state (\$848) and Australia (\$805).

There are nine local retail businesses in Wickham, including Woolworths, a newsagency, post office, pharmacy, a couple eateries and beauty services. In 2022, many FIFO residents reported visiting these local shops and services while in Wickham. Nearly all FIFO residents reported spending on groceries (89.7%) while they are in Wickham, with 77% sharing that they visit the supermarket (Woolworths) at least once a week.<sup>89</sup> Around 30% of FIFO workers also reported weekly visits to the bottle shop and the café/snack bar. In addition to being visited by FIFO residents, RTIO also occasionally

<sup>87</sup> City of Karratha (2023), Annual Report (2022/23)

<sup>88</sup> GHD, Wickham Socio-Economic Baseline Report (2023)

<sup>89</sup> Creating Communities (2022), Review of 2011 Wickham Social Impact Assessment, Wickham Survey





contracts work with local businesses. In fact, in 2022, RTIO contracted four local businesses in Wickham and Point Samson on 49 different occasions. Despite this, unfortunately there has been a decline in the number of businesses in Wickham, evidenced by the increasing number of vacant shores in recent years <sup>90</sup>.

Overall, it was estimated that RTIO contributed \$13,835,592 to Wickham's economy (2022), primarily through social investment and community giving, and spending by FIFO residents<sup>91</sup>.

All in all, it's evident that the mining industry, and RTIO specifically, is pertinent to supporting the economic development and employment of Wickham town.

## Engagement Findings

### Social Impact

Most stakeholders felt that the proposed licence extension would have a positive impact on Economic Development, Employment and Training in Wickham, if local businesses were hired to carry out the proposed upgrade works. It was identified that supporting local businesses such as an Indigenous owned company GBSC Yurra, who were known for giving opportunities for young people, would ensure benefits are kept local and have a flow on effect on the lives of Wickham community members.

Some stakeholders discussed that the continued operations of Wickham Village would continue to have a positive impact on the local economy as it was acknowledged that FIFO workers spend money at the local shops and by ensuring the continued operations of Wickham Village would help to ensure this consistent revenue for local businesses.

FIFO worker survey data revealed that:

- FIFO workers on average spend \$86.72 per week when residing in Wickham across the towns within the City of Karratha.
- The majority (\$59.13) is spent in Wickham, with \$17.06 spent in Karratha and \$6.70 in Port Samson. Only \$2.59 is spent in Roebourne and \$1.15 in Dampier per week.
- This equates to \$1,397,926.40 per annum for all FIFO workers (*based on calculations using current average heads on beds for each Rio Tinto Village and the average worker expenditure in Wickham and surrounding towns*). This is more than 40% lower than the level of spend indicated by the 2022 survey which was \$2,378,174.56. This difference is likely primarily due to the drop in average worker spending between 2022 and 2024, from \$139.07 to \$86.72. This change may be the result of different respondents completing the two surveys; (with a much greater response rate in 2022); as well as work roster changes where FIFO residents are spending less rostered days off in Wickham, necessitating less time spent in town. (i.e. more are working an 8 and 6 roster)

---

<sup>90</sup> GHD, Wickham Socio-Economic Baseline Report (2023)

<sup>91</sup> Creating Communities (2022), Review of 2011 Wickham Social Impact Assessment, Wickham Survey





The FIFO worker survey also revealed that:

- The most utilised service by FIFO workers was the supermarket, with over half (52.4%) visiting the supermarket at least once a week, and a third (33.3% visiting at least once a month).
- The least used service in Wickham by FIFO workers was the newsagency, with two thirds of respondents (65.9%) never going, and 19.5% only going once a year.

The City of Karratha's councillors and officers generally viewed the impact of the licence expansion of Wickham Village to have a neutral impact on employment in Wickham, as there are not many people in Wickham looking for employment who could be supported by the proposal, particularly with there already being high levels of employment in the town.

Instead, the City of Karratha representatives focused on the potential positive impacts if more Wickham Village FIFO workers were to go to the shops or if they were to become more involved in the community. Any increase in patronage of local stores by FIFO workers would have a positive economic impact on local businesses in Wickham, but it was identified that there needs to action taken to better promote what is on offer to the FIFO residents.

One of the positive impacts of the Wickham Village licence extension identified by City of Karratha representatives is that currently Wickham benefits from former workers who used to live in Wickham, who are now working FIFO, coming back to visit friends and to go out to local venues. If Wickham Village were to shut down, there would be less visitors to town to visit friends.

One of the negative impacts of the licence extension for Wickham Village identified by City of Karratha councillors and officers is that it was currently difficult for local Wickham residents to be employed locally by Sodexo. If local residents wanted to be hired by Sodexo, they would have to work FIFO. They reported that there needed to be "better outcomes for young people", especially in terms of local work opportunities.

Responses in the community survey however were generally positive in relation to the impacts on Economic Development, Employment and Training from the proposal for Wickham Village, with the majority (72.2%) rating the impact positively, with 25.0% rating it neutrally, and 2.8% believing it would have a negative effect and 1.9% being unsure.

There were a few negative comments to the community survey question regarding describing life in Wickham that related to related to economic development and employment including concerns about financial security (i.e. "the high cost of living"); and lack of access to employment opportunities.

### Suggested Management Strategies

The following strategies were suggested by stakeholders, community members and FIFO residents:

- Better promotion of what is on offer in town (services and activities) to the FIFO residents.
- Prioritise local employment and contracting of any works undertaken in the redevelopment of the village and amenities.
- Support local organisations that will use the opportunity to provide training to local Wickham residents when undertaking works in the redevelopment of the village and amenities.





## Impact Assessment Statement

Data from this and previous studies indicate that the operation of FIFO villages does provide a positive employment and economic impact in Wickham and across the region. Table 15 below shows the predicted impact on local FIFO resident spend for the different utilisation rates of Wickham Village which indicate a positive impact on the local economy. (\*Based on the average weekly spending (\$59.13) by FIFO workers in Wickham as indicated by the 2024 FIFO Survey<sup>92</sup>.)

TABLE 15 - SUMMARY PROJECTED FIFO WORKER SPEND FOR DIFFERING UTILISATION RATES OF WICKHAM VILLAGE

VILLAGE	YEAR	AVERAGE HEADS ON BEDS	DIRECT IMPACT OF FIFO SPENDING (WEEKLY) *	DIRECT IMPACT OF FIFO SPENDING (ANNUALLY)
Wickham Lodge	2024*	111	\$6,563.43	\$341,298.36
	Future - lower level	193	\$11,412.09	\$593,428.68
	Future - higher level	274	\$16,201.62	\$842,484.24

There is the opportunity to deliver positive impacts from the proposed facility upgrade works if RTIO prioritises local procurement and embeds requirements for contractors to support local training and development. A focus on Indigenous employment and training programs will also help to provide greater positive social impacts.

Additionally, it is already an established fact that FIFO workers spend money at the local shops and services and by ensuring the continued operations of Wickham Village it will help to ensure this consistent revenue and support. This would be even greater if the average utilisation of the village increased from the current 37% (average use of 111 of the 300 rooms) to either of the projected rates by RTIO – these being 64% (193 rooms) to meet predicted surplus demand; or 91% (274 rooms) if proposed projects (yet to be funded) are approved.

With the ongoing operation of RTIO's Wickham Village, local business will be supported and sustained, providing job opportunities, particularly in the areas of hospitality and services. Overall, this will benefit the local economy for Wickham and its surrounding towns. The proposal to continue to operate Wickham Village and invest in facility improvements, combined with an increased number of FIFO residents using the existing number of rooms, should result in some positive social impacts – with local businesses being supported as well as there being the potential for increased job opportunities, particularly during construction.

If management strategies are put in place that commit to supporting local procurement, training and employment, combined with better promotion of local shops and services to FIFO workers – this positive impact could increase.

<sup>92</sup> Creating Communities (2024), Wickham Village Social Impact Assessment and Management Plan, Wickham FIFO Survey





# 7.11. Cumulative Impact

## DEFINITION

Combined impact of multiple FIFO villages in Wickham.

## IMPACT RATING

CUMULATIVE IMPACT	IMPACT RATING OF PROPOSED DEVELOPMENT	IMPACT RATING AFTER IMPLEMENTATION OF PROPOSED RECOMMENDATIONS
	Neutral	Neutral

## IMPACT ASSESSMENT FINDINGS

### Context

Cumulative impacts are the successive, incremental, and combined impacts of one or more activities on a society, economy, or the environment. While there may be positive and negative impacts stemming from the operations of each TWA facility in Wickham, further cumulative impacts can be determined when examined from an aggregated perspective.

In addition to Wickham Village, RTIO also has two additional TWA sites in Wickham, those being Cajuput Villas and Wickham Lodge. Collectively, the three accommodation villages can house a maximum of 700 staff in Wickham. Wickham Village was the first of the three sites to open, being built in the 1970s to accommodate RTIO’s growing FIFO workforce servicing the Cape Lambert port operations. In comparison, Cajuput Villas and Wickham Lodge were constructed in much more recent times in the early 2010s and are of permanent building style. Over the last ten years this has likely led to dynamic changes in Wickham’s population, with the town now having increased capacity to host more FIFO workers and contractor servicing Cape Lambert and surrounding operations.

The City of Karratha acknowledges in its 2019 Local Planning Policy (DP10 – Workforce Accommodation ) that the incorporation of workforce accommodation in a community is a complex issue and that the need for workforce accommodation is always changing<sup>93</sup>.The City’s preference is that as much as possible, Wickham’s residents are in the town on a permanent basis, forming part of an active local community.<sup>94</sup>

The proposal does not include the request to provide any more rooms to increase the capacity of the village. However, RTIO’s current average utilisation of 37% (111 rooms) of the 300 rooms at Wickham Village is projected to increase to either:

- 64% (193 rooms) over the next decade to meet predicted surplus demand; or .
- 91% (274 rooms) over the next decade if proposed projects (yet to be funded) are approved.

<sup>93</sup> City of Karratha (2019), Local Planning Policy DP10 – Workforce Accommodation

<sup>94</sup> City of Karratha (February 2021), City of Karratha Local Planning Strategy, pg. 43





This is an increase of an average of 82 – 163 FIFO residents per night in Wickham dependent on the approval of projects.

## **Engagement Findings**

### Social Impact

The cumulative impacts of the proposed licence extension and associated upgrades were seen as being neutral by stakeholders interviewed. The City of Karratha councillors and officers did not identify any cumulative impacts as the proposal for Wickham Village did not alter the number of residents, nor the level of accommodation provided in the town.

The majority of community members who responded to the community survey either rated the cumulative impact from the proposal for Wickham Village as either being positive or neutral, with only 6.6% rating the impact as being negative.

It is recognised that if the Wickham Village was not approved to operate in future, then it was likely that RTIO may seek to accommodate the workers in other transient worker villages in other locations in the City of Karratha, outside of Wickham, which would reduce the number of Wickham residents, which could have social and economic impacts on the town.

Unsurprisingly, the surveyed FIFO workers tended to spend the most time in Wickham – with 42.8% frequenting the services in town two to three times a week, or more. The results highlight that FIFO workers in Wickham spend very little time in the surrounding towns. Karratha was the next most visited town, with 29.3% of respondents visiting between once or three times a week (41.5% reported never spending time there). If the workers were to be relocated to alternative accommodation in Karratha (for example) due to the closure of Wickham Village, then the impacts on the local economy and use of local services could be negatively impacted.

### Suggested Management Strategies

There were no suggested management strategies by stakeholders and the community during engagement with them.

## **Impact Assessment Statement**

As Wickham Village is an existing transient worker accommodation village within Wickham and the proposal is not to alter the accommodation capacity of the village - any cumulative impacts will only eventuate from the greater utilisation of the accommodation at the village that RTIO predicts over the next decade.

With proposed improvements to the village amenity as well as the potential offset investments in the local facilities, this will help to mitigate any negative impacts from greater utilisation of Wickham Village and the increased proportion FIFO workers regularly residing in the town. Subsequently the cumulative impact is seen as neutral.





## 8. Business Case Scenario 2 - If the Development Application is NOT approved and Wickham Village Closes in 2025

The following section provides a brief analysis of the potential implications and impacts of if the proposed development application for the Wickham Village licence 10-year licence extension and upgrades workers is not approved.

Whilst this SIA primarily investigates the potential social impacts of Wickham Village's licence extension and proposed works being approved, it is still important to consider the alternative scenario of this not occurring and its likely impacts.

### **The Likely Scenario**

In the case that the Development Application is denied, the likely scenario is that Wickham Village would be shut down as of the end of its current 3-year lease, in December 2025. A condition of the 2022 approval requires the site to be rehabilitated before operations cease in accordance with the Site Rehabilitation Plan (to be submitted to the CoK). A Rehabilitation Plan has not yet been prepared but would most likely involve demolition of the majority of buildings on the site (potentially including the removal of Wickham Gym). It's also important to consider that the closure of Wickham Village would also foresee any potential community benefits from the proposed community offset investment options (such as the shading of the sports courts and upgrades to the oval).

If the Wickham Village residents were to be moved to Wickham Lodge and/or Cajaput Villas, this would likely lead to overcrowding, or there would simply not be enough capacity to accommodate all residents. Hence, the most likely scenario is that RTIO would have to move the Wickham Village residents to existing TWA facilities in Karratha or Dampier.

To understand what the potential impacts of this scenario would be, the community stakeholders and the City of Karratha Council and officers were consulted on what they thought the likely impacts would be of Wickham Village being shut down.





The key impacts relating to each social impact area have been summarised in the table below.

TABLE 16 - SUMMARY OF SOCIAL IMPACTS (IF THE DEVELOPMENT APPLICATION IS NOT APPROVED)

IMPACT AREA	KEY IMPACTS	OVERALL IMPACT
<b>Demographic and Population Change</b>	<ul style="list-style-type: none"> <li>- The Wickham population may be reduced if Wickham Village residents are relocated to another TWA outside of Wickham.</li> <li>- This could result in a loss of up to a maximum 302 residents (based on current bed numbers at Wickham Village).</li> <li>- There would be a higher proportion of permanent residents with the reduction of the FIFO population.</li> </ul>	<b>Moderate Negative</b>
<b>Accommodation and Housing</b>	<ul style="list-style-type: none"> <li>- The closure of Wickham Village could exacerbate existing housing shortages in Wickham, especially if FIFO workers were to have to seek local housing, but likely that the workers would just be relocated to another location in a neighbouring town.</li> </ul>	<b>Low Negative</b>
<b>Built Form Environment</b>	<ul style="list-style-type: none"> <li>- If the site were to be demolished, this would leave an unappealing vacant site as part of Wickham's main entrance into town.</li> <li>- Having a third vacant site in town, would further contribute to a negative image of Wickham and is unsettling for residents.</li> <li>- It would be a lost opportunity to improve the visual amenity of the area, and entrance to Wickham.</li> <li>- However, if Wickham Village were to be closed, it may force RTIO to reinvest in a more appealing permanent TWA facility.</li> </ul>	<b>Low Negative</b>
<b>Accessibility to Community Services, Infrastructure, and Facilities</b>	<ul style="list-style-type: none"> <li>- Minimal change to existing demand for community services or facilities, other than the potential for less demand for services, making them less viable.</li> </ul>	<b>Minor Negative</b>
<b>Social and Recreational Activities and Facilities</b>	<ul style="list-style-type: none"> <li>- If Wickham Village residents were to be relocated out of Wickham, there would be less available workers to engage in local clubs and organisations.</li> <li>- However, given only a small number of FIFO workers are currently engaged in local clubs, it's likely that the impact would be minimal.</li> </ul>	<b>Minor Negative</b>





IMPACT AREA	KEY IMPACTS	OVERALL IMPACT
<b>Community Values, Identity and Cohesion</b>	<ul style="list-style-type: none"> <li>- The potential loss of Wickham Gym would leave many community members very disappointed.</li> <li>- Furthermore, the loss of the gym would reduce the opportunity for socialisation between FIFO workers and permanent residents.</li> <li>- The shutdown of Wickham Village could unsettle residents if it was perceived that RTIO wasn't doing well (e.g. increased risk of redundancies, less employment and investment).</li> </ul>	<b>Low Negative</b>
<b>Health and Wellbeing</b>	<ul style="list-style-type: none"> <li>- Wickham Gym currently supports the mental and physical health of both FIFO workers and permanent residents – hence, it's loss could lead to negative health and wellbeing outcomes.</li> <li>- If workers are relocated to another village this could increase travel time to site as well as the amount of traffic using the local roads, impacting wellbeing and road safety.</li> </ul>	<b>Moderate Negative</b>
<b>Crime and Public Safety</b>	<ul style="list-style-type: none"> <li>- If Wickham Village was demolished, the vacant site could attract antisocial behaviour.</li> <li>- If workers are relocated to another village this could increase travel time to site as well as the amount of traffic using the local roads, impacting wellbeing and road safety.</li> </ul>	<b>Low negative</b>
<b>Economic Development, Employment, and Training</b>	<ul style="list-style-type: none"> <li>- There would be a negative impact on the local contractors and businesses that currently service/manage Wickham Village.</li> <li>- The loss of Wickham Village residents in town would reduce the economic contribution to Wickham through less FIFO worker spending.</li> </ul>	<b>Moderate Negative</b>





## 9. SOCIAL IMPACT MANAGEMENT PLAN (SIMP)

# Suggested Management Strategies

The SIMP recommendations laid out in this section of the report, provide suggestions based on a review of the Wickham FIFO accommodation management strategies, originally set in 2011. An update on the progress of these strategies was provided by RTIO in 2022, which were reviewed for the purpose of this SIMP. This SIMP also includes new suggested management strategies more specifically related to Wickham Village as informed by this SIA and the current context of Wickham.

### 9.1. SIMP Approach

This SIMP outlines a variety of management strategies associated with the social impact assessment of the continued operation of Wickham City and its proposed works. The purpose of these management strategies is to ensure that positive impacts are enhance and any negative impacts are mitigated. These strategies have been formed by Creating Communities' expertise and informed understanding of the social impacts relating to this case.

The suggested management strategies correspond to the series of ten social impact areas, which has structured the basis for this Social Impact Assessment:

1. Accommodation and Housing
2. Built Form Environment
3. Community Services, Infrastructure and Facilities
4. Community / Cultural Values, Beliefs and Cohesion
5. Crime and Public Safety
6. Demographics and Population
7. Economic Development, Employment, Training and Local Benefits
8. Health and Wellbeing
9. Social and Recreational Activities and Facilities
10. Cumulative Impacts

### 9.2. Changes from the 2022 Wickham FIFO Accommodation Review and the 2024 Wickham Village SIMP

The original Social Impact Management Plan was developed for RTIO's FIFO Accommodation Development in Wickham in 2011 with 81 strategies. These strategies were developed to accompany the Development Approval application for the construction of Wickham Lodge and Cajuput Village.





In 2022, the City of Karratha requested an updated report of deliverables against the 2011 SIMP, to support RTIO's application for a five-year licence extension of Wickham Village. This report was initially issued to the City of Karratha in March of 2022, with a revised version (including three additional strategies) issued in November 2022.

This section hence provides a review of the Wickham Accommodation SIMP strategies reported in the November 2022 revision. Some strategies have been recommended for removal, given their irrelevancy to the Wickham Village licence extension and proposed works or due to having been completed. On the other hand, other strategies have been modified or are still applicable as of 2024.

To showcase this, the reviewed SIMP has been split into four tables as follows:

1. **SIMP Table 1: New Recommended Social Impact Management Strategies** – Relevant to Wickham Village Licence Extension and Facility Upgrades 2024. *These are new strategies not previously included in any SIA or SIMP (seven strategies).*
2. **SIMP Table 2: Updated 2022 Wickham FIFO Accommodation Social Impact Management Strategies** – Relevant to Wickham Village Licence Extension and Facility (strategies modified). *These are existing strategies that have been adapted to adjust to the requirements of Wickham Village and the facility upgrades (ten strategies).*
3. **SIMP Table 3:** Previously Recommended Wickham FIFO Accommodation Social Impact Management Strategies from 2022 that are **still relevant to Wickham that require little or no changes**. *These are strategies that have little or no change as they are not directly relevant to the Wickham Village licence extension or associated facility upgrades (seventeen strategies).*
4. **SIMP Table 4:** Previously Recommended Social Impact Management Strategies from 2018 – **No longer required** (recommended for removal). *These have been deemed by Creating Communities to be no longer relevant due to various updated circumstances (34 strategies).*





### 9.3. SIMP Table 1: New Recommended Social Impact Management Strategies – Relevant to Wickham Village Licence Extension and Facility Upgrades

Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	Recommended Priority Level
New - N/A	<b>Prioritise Local Procurement</b> <ul style="list-style-type: none"> <li>Prioritise the contracting of any works undertaken in the redevelopment of Wickham Village and community facilities, to locally based businesses.</li> <li>Ensure contracting opportunities are promoted via the RTIO Buy Local portal.</li> </ul>	<ul style="list-style-type: none"> <li>Economic Development Employment, Training and Local Benefits</li> </ul>	<b>High Priority</b> New recommendation that is highly important to address as part of the Wickham Village upgrades
New - N/A	<b>Enhance Local Training Opportunities</b> <ul style="list-style-type: none"> <li>Prioritise the procurement of local contractors who can provide training opportunities to local Wickham residents through their work on the Wickham Village upgrades and works on community offset developments.</li> </ul>	<ul style="list-style-type: none"> <li>Economic Development Employment, Training and Local Benefits</li> </ul>	<b>High Priority</b> New recommendation that is highly important to address as part of the Wickham Village upgrades





Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	Recommended Priority Level
New - N/A	<b>Wickham Village External Screening Treatment Incorporating Local Themes</b> <ul style="list-style-type: none"> <li>Review landscaping and fixed screening plans to better conceal the car park area (without blocking access to Wickham Gym) to minimise the view of mining vehicles, when entering the town, while also improving local amenity.</li> <li>Integrate art work into the screening to be installed around the car park</li> <li>Incorporate updated screening treatments into landscape plans to be submitted for the Development Application.</li> </ul>	<ul style="list-style-type: none"> <li>Built Form Environment</li> <li>Community / Cultural Values, Beliefs and Cohesion</li> </ul>	<b>High Priority</b> New recommendation that is highly important to address as part of the Wickham Village upgrades
New – N/A	<b>Prioritise Investment into Shading of Sports Courts and Upgrading the Oval with Lights and Drainage as a Key Community Facility Offsets</b> <ul style="list-style-type: none"> <li>Establish shading over the existing sports courts, to enable greater usage of the courts across seasons by FIFO workers and community members in conjunction with the City of Karratha..</li> <li>Upgrade the oval lighting and drainage to enable greater usage of the oval by FIFO workers and community members in conjunction with the City of Karratha.</li> </ul>	<ul style="list-style-type: none"> <li>Health and Wellbeing</li> <li>Social and Recreational Activities and Facilities</li> <li>Accessibility to Community Services, Infrastructure, and Facilities</li> </ul>	<b>High Priority</b> New recommendation that is highly important to address as part of the Wickham Village upgrades
New - N/A	<b>Improve Wickham Village Amenities and Services to Meet Identified Issues by FIFO Residents</b> <ul style="list-style-type: none"> <li>Upgrades to Wickham Village and its facilities should take into consideration current issues</li> </ul>	<ul style="list-style-type: none"> <li>Health and Wellbeing</li> <li>Accessibility to Community Services, Infrastructure and Facilities</li> </ul>	<b>High Priority</b> New recommendation that is highly important to address as part of the





Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	Recommended Priority Level
	<p>with service and quality, as identified by Wickham FIFO residents:</p> <ul style="list-style-type: none"> <li>○ Improve the facilities and amenities (including improving laundry facilities, providing bigger gym and improved WIFI);</li> <li>○ Improve maintenance of village rooms (including cleaning rooms, comfort and cleaning mould from bathrooms); and</li> <li>○ Improve the quality and variety of the food available</li> </ul>	<ul style="list-style-type: none"> <li>• Social and Recreational Activities and Facilities</li> </ul>	<b>Wickham Village upgrades</b>
New - N/A	<p><b>Protect Street Facing Windows</b></p> <ul style="list-style-type: none"> <li>• Use security glass on commercial street fronting windows to prevent vandalism.</li> </ul>	<ul style="list-style-type: none"> <li>• Built Form Environment</li> <li>• Crime and Public Safety</li> </ul>	<p><b>Moderate Priority</b></p> <p>New recommendation that is moderately important to address as part of the Wickham Village upgrades</p>
New – N/A	<p><b>On-Site Promotion of Community Club/ Organisations and Activities</b></p> <ul style="list-style-type: none"> <li>• Investigate the interest of representatives of key Wickham community clubs and organisations to visit the FIFO villages accommodation and share opportunities for being involved in local organisations and activities (e.g. visits to JM Building during dinner period)</li> </ul>	<ul style="list-style-type: none"> <li>• Accessibility to Community Services, Infrastructure and Facilities</li> <li>• Community / Cultural Values, Beliefs and Cohesion</li> <li>• Social and Recreational Activities and Facilities</li> </ul>	<p><b>Moderate Priority</b></p> <p>New recommendation that is moderately important to address as part of the Wickham Village upgrades</p>





Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	Recommended Priority Level
	<ul style="list-style-type: none"> <li>Provide details of the local community clubs and organisations in information packs and inductions.</li> </ul>		





## 9.4. SIMP Table 2: Modified Existing Social Impact Management Strategies – Relevant to Wickham Village Licence Extension and Facility Upgrades

Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	Recommended Priority Level
1.1.2; 1.4.3; and 4.4.3	<b>Provide Inductions to New Residents and Promote Community Clubs/ Organisations, Shops and Activities</b> <ul style="list-style-type: none"> <li>• Ensure that all new ongoing FIFO residents are receiving inductions into the village and town</li> <li>• Review the current induction processes for FIFO workers in Wickham and include specific training and induction processes and materials to help workers integrate with the community.</li> <li>• Consider the development of an induction video to the town and villages to provide a tour of key facilities, services and community activities.</li> <li>• Formalise and schedule inductions for workers into the FIFO villages and into the town (i.e. induction to Wickham, local clubs and organisations and surrounding towns) to FIFO workers/contractors.</li> <li>• Provide an updated in-room compendium (consider the provision of a digital tool to enable instant updates)</li> <li>• Include the local police, community members and the Department of Environment and Conservation in these inductions.</li> </ul>	<ul style="list-style-type: none"> <li>• Community / Cultural Values, Beliefs and Cohesion</li> <li>• Accessibility to Community Services, Infrastructure and Facilities</li> <li>• Social and Recreational Activities and Facilities</li> <li>• Economic Development Employment, Training and Local Benefits</li> <li>• Health and Wellbeing</li> </ul>	<b>High Priority</b> Adapted recommendation that is highly important to address as part of the Wickham Village upgrades





Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	Recommended Priority Level
1.2.10	<b>Engage with Local Community Organisations to Build Connections with FIFO Residents</b> <ul style="list-style-type: none"> <li>Work with RTIO's appointed Facilities Management Operator and their Health Lifestyle Coordinators and Administration staff to facilitate better engagement with local community organisations and clubs to encourage greater involvement of FIFO workers in the local community and to facilitate inductions into the villages and Wickham community.</li> </ul>	<ul style="list-style-type: none"> <li>Community / Cultural Values, Beliefs and Cohesion</li> <li>Accessibility to Community Services, Infrastructure and Facilities</li> <li>Social and Recreational Activities and Facilities</li> <li>Health and Wellbeing</li> </ul>	<b>High Priority</b> Adapted recommendation that is highly important to address as part of the Wickham Village upgrades
1.3.7	<b>Continue providing Employee and Family Assistance Programs and the Provision of Psychology Services to Employees</b> <ul style="list-style-type: none"> <li>Continue providing RTIO FIFO residents access to Employee and Family Assistance Programmes. Continue promoting the programme via email, noticeboards and during inductions for new workers.</li> <li>Continue to provide access to psychology services for local employees</li> </ul>	<ul style="list-style-type: none"> <li>Health and Wellbeing</li> </ul>	<b>High Priority</b> Adapted recommendation that is highly important to address as part of the Wickham Village upgrades
1.4.8 & 3.2.2	<b>Upgrade Local Footpaths</b> <ul style="list-style-type: none"> <li>Continue to investigate the provision of a footpath around the Mulga Way side and back of Wickham Village, (which is funded and in progress) to create better access for the community and FIFO workers to town services and amenities.</li> <li>Include the provision of good lighting on all paths connecting the village to services, shops and recreational opportunities in town</li> </ul>	<ul style="list-style-type: none"> <li>Built Form Environment</li> <li>Accessibility to Community Services, Infrastructure and Facilities</li> <li>Social and Recreational Activities and Facilities</li> <li>Health and Wellbeing</li> </ul>	<b>High Priority</b> Adapted recommendation that is highly important to address as part of the Wickham Village upgrades





Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	Recommended Priority Level
1.3.1 & 1.3.2	<b>Advocate for local Medical Service Provision and Use</b> <ul style="list-style-type: none"> <li>• Work with the City of Karratha to advocate to the Health Department for the provision of a regular general practitioner in Wickham, especially as there will be a rise in the number of FIFO workers residing in town (due to predicted increases in utilisation of Wickham Village).</li> <li>• RTIO to encourage FIFO workers to utilise medical services when they become available (e.g. for work medicals) in Wickham to ensure demand for such services remains is supported.</li> </ul>	<ul style="list-style-type: none"> <li>• Health and Wellbeing</li> <li>• Accessibility to Community Services, Infrastructure and Facilities</li> </ul>	<b>High Priority</b> Adapted recommendation that is highly important to address as part of the Wickham Village upgrades
2.2.1	<b>Inform the Wickham Key Stakeholders Forum of Progress on the Proposed Facility Upgrades and Offset/s</b> <ul style="list-style-type: none"> <li>• Continue commitment and involvement with the Wickham community via the Wickham Key Stakeholders Forum.</li> <li>• Ensure findings of the SIA and SIMP are shared with the members of the forum.</li> <li>• Ensure communication on the Wickham Village upgrades and implementation of SIMP actions is shared with the Forum in an ongoing manner.</li> </ul>	<ul style="list-style-type: none"> <li>• Community / Cultural Values, Beliefs and Cohesion</li> </ul>	<b>Moderate Priority</b> Adapted recommendation that is moderately important to address as part of the Wickham Village upgrades





Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	Recommended Priority Level
3.4.2	<b>Support FIFO Worker Community Involvement in the Local Community and Volunteering with Local Groups</b> <ul style="list-style-type: none"> <li>Continue to support FIFO worker involvement in volunteering through promoting RTIO's Community Service Leave Policy and any community participation opportunities to workers.</li> <li>Promote local clubs and organisations via inductions and the provision of information materials.</li> <li>Investigate willingness of local sporting/community organisations to visit Wickham Village and share what is on offer in the community.</li> </ul>	<ul style="list-style-type: none"> <li>Community / Cultural Values, Beliefs and Cohesion</li> <li>Accessibility to Community Services, Infrastructure and Facilities</li> <li>Social and Recreational Activities and Facilities</li> </ul>	<b>High Priority</b> Adapted recommendation that is moderately important to address as part of the Wickham Village upgrades
3.5.10	<b>Incorporate Public Art into Wickham Village Screening Designs</b> <ul style="list-style-type: none"> <li>Consider the provision of public/community art as part of the Wickham Village upgrades (e.g. could be incorporated into the external screening treatment) to create a sense of vibrancy.</li> <li>Undertake a selection process to appoint artists to develop the design concepts.</li> </ul>	<ul style="list-style-type: none"> <li>Community / Cultural Values, Beliefs and Cohesion</li> <li>Built Form Environment</li> </ul>	<b>Moderate Priority</b> Adapted recommendation that is moderately important to address as part of the Wickham Village upgrades





Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	Recommended Priority Level
4.2.3 & 4.4.1	<b>Continue to Support Local Businesses and Promote “Buy Local”</b> <ul style="list-style-type: none"> <li>Continue to support local businesses (and the local economy) through RTIO ‘Buy Local’ initiative.</li> <li>Continue to support training initiatives for local businesses through partnership with Grow Local.</li> <li>Promote local businesses to FIFO workers through their induction and provision of information materials.</li> </ul>	<ul style="list-style-type: none"> <li>Economic Development Employment, Training and Local Benefits</li> </ul>	<b>High Priority</b> Adapted recommendation that is highly important to address as part of the Wickham Village upgrades
4.3.1	<b>Promote Local Training and Employment Opportunities</b> <ul style="list-style-type: none"> <li>Continue involvement in the Local Career Expo to showcase and advertise career opportunities.</li> <li>Continue to support Vacation Student and Graduate programs within RTIO's operations.</li> </ul>	<ul style="list-style-type: none"> <li>Economic Development Employment, Training and Local Benefits</li> </ul>	<b>Moderate Priority</b> Adapted recommendation that is moderately important to address as part of the Wickham Village upgrades





## 9.5. SIMP Table 3: Little or No Changes - Social Impact Management Strategies – Relevant to Wickham Village Licence Extension and Facility Upgrades

Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	Recommended Priority Level
1.1.3	<b>Reinforce the Strong Stance Against Antisocial Behaviour</b> <ul style="list-style-type: none"> <li>Continue to reinforce across the community (not just to FIFO workers) RTIO's strong stance regarding reporting of crime and zero tolerance to antisocial behaviour.</li> </ul>	<ul style="list-style-type: none"> <li>Crime and Public Safety</li> </ul>	<b>Moderate Priority</b> Recommendation from 2011 that is still relevant and moderately important to address during the Wickham Village upgrades
1.1.4 & 3.2.2	<b>Provide CCTV Surveillance</b> <ul style="list-style-type: none"> <li>Invest in the provision of additional CCTV surveillance around Wickham Village and in consultation with CoK, investigate provision of CCTV along pathways linking to key town amenities (e.g. JM Building and Shopping Centre) to create an even safer pedestrian experience.</li> </ul>	<ul style="list-style-type: none"> <li>Crime and Public Safety</li> </ul>	<b>Moderate Priority</b> Adapted recommendation that is moderately important to address as part of the Wickham Village upgrades
1.1.5	<b>Continue Monitoring and Supporting Positive FIFO Worker Socialisation and Behaviour</b> <ul style="list-style-type: none"> <li>Continue to monitor the impact of FIFO work hours, accommodation policy and workforce requirements regarding random drug and alcohol testing and its effect on socialisation of workers.</li> </ul>	<ul style="list-style-type: none"> <li>Community / Cultural Values, Beliefs and Cohesion</li> <li>Crime and Public Safety</li> </ul>	<b>Moderate Priority</b> Recommendation from 2011 that is still relevant and moderately important to address during the Wickham Village upgrades





Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	Recommended Priority Level
1.1.6; 1.1.9 & 1.1.13	<b>Continue to Engage with Key Stakeholders on Crime Prevention and Safety</b> <ul style="list-style-type: none"> <li>Continue to engage and meet regularly with WAPOL and local licenced venue management to maintain local safety, reduce antisocial behaviour and support positive engagement with FIFO workers in Wickham.</li> <li>Continue to support the City of Karratha Ranger to provide checks of use of community amenities and ensure any maintenance is undertaken and vandalism reported.</li> </ul>	<ul style="list-style-type: none"> <li>Crime and Public Safety</li> </ul>	<b>Moderate Priority</b> Adapted recommendation that is moderately important to address as part of the Wickham Village upgrades
1.1.8	<b>Integrate Passive Surveillance into Designs</b> <ul style="list-style-type: none"> <li>Design the upgraded Wickham Village facilities to have good passive surveillance that is supported by effective lighting and appropriate landscaping that assists to “design out crime”.</li> </ul>	<ul style="list-style-type: none"> <li>Crime and Public Safety</li> <li>Built Form Environment</li> </ul>	<b>High Priority</b> Recommendation from 2011 that is still relevant and highly important to address during the Wickham Village upgrades
1.1.10	<b>Use Anti-Graffiti Paint</b> <ul style="list-style-type: none"> <li>Include the use of anti-graffiti paint on new facilities.</li> </ul>	<ul style="list-style-type: none"> <li>Crime and Public Safety</li> </ul>	<b>Moderate Priority</b> Recommendation from 2011 that is still relevant and moderately important to address during the Wickham Village upgrades





Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	Recommended Priority Level
1.4.4	<b>Inform FIFO Residents of Planned Upgrades and Transitional Arrangements</b> <ul style="list-style-type: none"> <li>Develop a communication strategy that informs FIFO workers of the planned developments and rationale for the changes being undertaken at Wickham Village to alleviate concerns regarding transitional arrangements.</li> </ul>	<ul style="list-style-type: none"> <li>Accessibility to Community Services, Infrastructure and Facilities</li> </ul>	<b>High Priority</b> Recommendation from 2011 that is still relevant and highly important to address during the Wickham Village upgrades
3.1.1	<b>Foster Diversity During FIFO Worker Hiring Process</b> <ul style="list-style-type: none"> <li>Continue to encourage diversity in the appointment of workers and contractors at Wickham Village to ensure a balanced demographic profile is achieved in Wickham.</li> </ul>	<ul style="list-style-type: none"> <li>Demographics and Population</li> <li>Economic Development Employment, Training and Local Benefits</li> </ul>	<b>Moderate Priority</b> Recommendation from 2011 that is still relevant and moderately important to address during the Wickham Village upgrades
3.2.3	<b>Continue to Invest in Infrastructure if the Population Grows</b> Continue to ensure that infrastructure needs are addressed at the same time as population growth occurs (both FIFO and Residential).	<ul style="list-style-type: none"> <li>Accessibility to Community Services, Infrastructure and Facilities</li> </ul>	<b>Moderate Priority</b> Recommendation from 2011 that is still relevant and moderately important to address during the Wickham Village upgrades





Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	Recommended Priority Level
3.3.1	<b>Promote Community Access to Wickham Village Accommodation</b> <ul style="list-style-type: none"> <li>Enhance communication and promotion of RTIO's policy position pertaining to the access to FIFO accommodation, in particular Wickham Village, for essential service workers such as medical and police, as well as for families to visit FIFO workers in Wickham.</li> </ul>	<ul style="list-style-type: none"> <li>Accommodation and Housing</li> </ul>	<b>Moderate Priority</b> Recommendation from 2011 that is still relevant and moderately important to address during the Wickham Village upgrades
3.5.2	<b>Ensure Work Vehicles Have Covered Trays</b> <ul style="list-style-type: none"> <li>Continue to promote and implement RTIO policy ('Vehicles and Driving Standards and Guidelines') that all contractors and employee's work vehicles are to have a covered tray to prevent materials from blowing out of the vehicle</li> </ul>	<ul style="list-style-type: none"> <li>Crime and Public Safety</li> <li>Health and Wellbeing</li> </ul>	<b>Moderate Priority</b> Recommendation from 2011 that is still relevant and moderately important to address during the Wickham Village upgrades
3.5.5	<b>Continue Social Investment to Support Local Community Development</b> <ul style="list-style-type: none"> <li>Continue to make Social Investments to support local community groups and events.</li> </ul>	<ul style="list-style-type: none"> <li>Community / Cultural Values, Beliefs and Cohesion</li> <li>Accessibility to Community Services, Infrastructure and Facilities</li> <li>Economic Development Employment, Training and Local Benefits</li> </ul>	<b>Moderate Priority</b> Recommendation from 2011 that is still relevant and moderately important to address during the Wickham Village upgrades





Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	Recommended Priority Level
3.5.8	<b>Ensure Proper Landscaping</b> <ul style="list-style-type: none"> <li>Ensure Wickham Village and any upgraded facilities are properly landscaped, to provide a positive aesthetic design and good passive surveillance.</li> </ul>	<ul style="list-style-type: none"> <li>Built Form Environment</li> <li>Community Services, Infrastructure and Facilities</li> </ul>	<b>High Priority</b> Recommendation from 2011 that is still relevant and highly important to address during the Wickham Village upgrades
3.5.9	<b>Manage Noise, Dust, Litter and Traffic from the Facility Upgrades</b> <ul style="list-style-type: none"> <li>Implement comprehensive noise, dust, litter, and traffic management plans in association with the appointed constructor of the Wickham Village upgrades to reduce impact on the local community.</li> </ul>	<ul style="list-style-type: none"> <li>Health and Wellbeing</li> </ul>	<b>High Priority</b> Recommendation from 2011 that is still relevant and highly important to address during the Wickham Village upgrades
3.6.2	<b>Continue to Implement Indigenous Cultural Practices into Key Events/Activities</b> <ul style="list-style-type: none"> <li>Continue to observe appropriate Indigenous cultural practices such as “Welcome to Country” at key events and activities.</li> </ul>	<ul style="list-style-type: none"> <li>Community / Cultural Values, Beliefs and Cohesion</li> </ul>	<b>Moderate Priority</b> Recommendation from 2011 that is still relevant and moderately important to address during the Wickham Village upgrades
3.7.1	<b>Promote Broad Demographic Usage of Wickham Village</b> <ul style="list-style-type: none"> <li>Continue to positively promote Wickham Village and its facilities to attract a broader representation from across genders and cultural groups of users.</li> </ul>	<ul style="list-style-type: none"> <li>Community / Cultural Values, Beliefs and Cohesion</li> </ul>	<b>Moderate Priority</b> Recommendation from 2011 that is still relevant and moderately important to address during the Wickham Village upgrades





Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	Recommended Priority Level
4.2.2	<b>Communicate the Economic Contribution Of FIFO Workers To Wickham and the Region</b> <ul style="list-style-type: none"> <li>Communicate the economic contribution of FIFO workers to local communities, as part of communications to stakeholders and reporting on the SIA and SIMP.</li> </ul>	<ul style="list-style-type: none"> <li>Economic Development Employment, Training and Local Benefits</li> </ul>	Moderate Priority Recommendation from 2011 that is still relevant and moderately important to address during the Wickham Village upgrades





## 9.6. SIMP Table 4: Recommended for Removal as Completed or No Longer Relevant - Social Impact Management Strategies – Relevant to Wickham Village Licence Extension and Facility Upgrades

Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	RTIO's Reason for Withdrawal (based on the 2022 Update of the 2011 Wickham FIFO Accommodation Social Impact and Mitigation Plan)
1.1.1	<ul style="list-style-type: none"> <li>Investigate the feasibility of providing alternative FIFO rostered days off, where appropriate, to limit impact on local services and to limit the potential for antisocial behaviour, particularly on weekends.</li> </ul>	<ul style="list-style-type: none"> <li>Crime and Public Safety</li> </ul>	<b>Withdrawn – Complete</b> <ul style="list-style-type: none"> <li>Roster arrangements are set by business needs of the division the employee works with, resulting in a varied range of roster patterns and RnR days.</li> </ul>
1.1.7	<ul style="list-style-type: none"> <li>Develop a comprehensive management plan for the licensed restaurant and small bar (wet mess) in association with Police and Liquor Licensing authorities.</li> </ul>	<ul style="list-style-type: none"> <li>Crime and Public Safety</li> <li>Accessibility to Community Services, Infrastructure and Facilities</li> </ul>	<b>Withdrawn – Complete</b> <ul style="list-style-type: none"> <li>Both venues (Rambla Bar and Bistro and JM Building) are appropriately licenced and managed.</li> </ul>
1.1.11	<ul style="list-style-type: none"> <li>Support the reporting of crime statistics in the local media or community communication channels.</li> </ul>	<ul style="list-style-type: none"> <li>Crime and Public Safety</li> </ul>	<b>Withdrawn – Irrelevant</b> <ul style="list-style-type: none"> <li>WA Police are responsible for reporting crime statistics</li> </ul>





Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	RTIO's Reason for Withdrawal (based on the 2022 Update of the 2011 Wickham FIFO Accommodation Social Impact and Mitigation Plan)
1.1.12	<ul style="list-style-type: none"> <li>Advise FIFO workers of crime prevention recommendations in relation to their vehicles and private property during their induction and via communication messages while residing in the accommodation.</li> </ul>	<ul style="list-style-type: none"> <li>Crime and Public Safety</li> </ul>	<b>Withdrawn - Complete</b> <ul style="list-style-type: none"> <li>In-room compendium and Village communications contain information regarding vehicle security requirements</li> </ul>
1.2.1	<ul style="list-style-type: none"> <li>Develop a comprehensive business and management plan for the governance and management of the redevelopment and upgrade of facilities within the Wickham Recreation Precinct, to ensure effective access for all community members, including FIFO community members.</li> </ul>	<ul style="list-style-type: none"> <li>Social and Recreational Activities and Facilities</li> </ul>	<b>Withdrawn – Complete</b> <ul style="list-style-type: none"> <li>Wickham Recreation Precinct/Community Hub upgrades completed. Partnership agreement in place to support the CoK with the management of the facility</li> </ul>
1.2.2	<ul style="list-style-type: none"> <li>Review the condition and capacity of Boat Beach Boat Ramp and the Marina at John's Creek to cater for increased usage over time.</li> </ul>	<ul style="list-style-type: none"> <li>Social and Recreational Activities and Facilities</li> </ul>	<b>Withdrawn – Complete</b> <ul style="list-style-type: none"> <li>Minimal FIFO impact on these facilities</li> </ul>
1.2.3	<ul style="list-style-type: none"> <li>Upgrade and seal the road to Boat Beach to ensure proper accessibility to all vehicles after construction processes are completed</li> </ul>	<ul style="list-style-type: none"> <li>Social and Recreational Activities and Facilities</li> </ul>	<b>Withdrawn – Complete</b> <ul style="list-style-type: none"> <li>Boat Beach Road has been upgraded the sealed</li> </ul>





Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	RTIO's Reason for Withdrawal (based on the 2022 Update of the 2011 Wickham FIFO Accommodation Social Impact and Mitigation Plan)
1.2.4	<ul style="list-style-type: none"> <li>Commission an investigation into the operation and design options for the revitalisation of Wickham swimming pool.</li> </ul>	<ul style="list-style-type: none"> <li>Social and Recreational Activities and Facilities</li> </ul>	<b>Withdrawn - Complete</b> <ul style="list-style-type: none"> <li>The Wickham swimming pool was redesigned and revitalised as a part of the Wickham Recreational Precinct/Community Hub redevelopment.</li> </ul>
1.2.5	<ul style="list-style-type: none"> <li>Address the removal of Saylor Park by ensuring the recommended actions are undertaken before Saylor Park is removed from its current location.</li> </ul>	<ul style="list-style-type: none"> <li>Social and Recreational Activities and Facilities</li> </ul>	<b>Withdrawn - Complete</b> <ul style="list-style-type: none"> <li>Saylor Park was designed and relocated based on consultation with Saylor Family, Gnarluma Aboriginal Corporation and key Wickham stakeholder groups.</li> </ul>
1.2.6	<ul style="list-style-type: none"> <li>Develop a concept plan for the development of a single indoor sports court facility to be located adjacent to the club house facility.</li> </ul>	<ul style="list-style-type: none"> <li>Social and Recreational Activities and Facilities</li> <li>Health and Wellbeing</li> </ul>	<b>Withdrawn - Complete</b> <ul style="list-style-type: none"> <li>Extensive refurbishments of Wickham squash courts occurred prior to handover to the CoK as a part of the</li> </ul>





Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	RTIO's Reason for Withdrawal (based on the 2022 Update of the 2011 Wickham FIFO Accommodation Social Impact and Mitigation Plan)
			Wickham Recreation Precinct.
1.2.7	<ul style="list-style-type: none"> <li>Develop the new gym as available for FIFO workers only, so as not to impact on resident community use of existing community gymnasiums.</li> </ul>	<ul style="list-style-type: none"> <li>Social and Recreational Activities and Facilities</li> <li>Health and Wellbeing</li> </ul>	<b>Withdrawn - Complete</b> <ul style="list-style-type: none"> <li>FIFO only gym facilities were provided</li> </ul>
1.2.8	<ul style="list-style-type: none"> <li>Consider support for the improvement of coastal/beach amenity and facilities in Point Samson (e.g. bins, boardwalk, and shelters).</li> </ul>	<ul style="list-style-type: none"> <li>Social and Recreational Activities and Facilities</li> </ul>	<b>Withdrawn - Complete</b> <ul style="list-style-type: none"> <li>RTIO contributed funding to the old jetty viewing platform project, along with funding the development of the Point Samson foreshore management plan.</li> </ul>
1.2.9	<ul style="list-style-type: none"> <li>Support the development of community plans for Wickham and Point Samson communities to include club development, FIFO integration in towns.</li> <li>Recreation planning to accommodate additional FIFO workers and support the development of sustainable local organisations.</li> </ul>	<ul style="list-style-type: none"> <li>Social and Recreational Activities and Facilities</li> <li>Community / Cultural Values, Beliefs and Cohesion</li> <li>Accessibility to Community Services, Infrastructure and Facilities</li> </ul>	<b>Withdrawn - Complete</b> <ul style="list-style-type: none"> <li>As of 2022, RTIO provide funding for a Club Development Officer role within the CoK.</li> </ul>





Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	RTIO's Reason for Withdrawal (based on the 2022 Update of the 2011 Wickham FIFO Accommodation Social Impact and Mitigation Plan)
1.3.3	<ul style="list-style-type: none"> <li>Provide assistance to SES in securing an alternative SES facility in Wickham to replace the facility that is to be removed through the redevelopment of the existing site. This facility is to be established before the removal of the existing facility.</li> </ul>	<ul style="list-style-type: none"> <li>Health and Wellbeing</li> <li>Accessibility to Community Services, Infrastructure and Facilities</li> </ul>	<b>Withdrawn – Complete</b> <ul style="list-style-type: none"> <li>SES relocated into new facility at 2 Wickham Drive</li> </ul>
1.3.4	<ul style="list-style-type: none"> <li>Work collaboratively with the Shire of Roebourne to support the future development of a permanent SES facility in the longer term through applying to State Government from the Emergency Services levy fund.</li> </ul>	<ul style="list-style-type: none"> <li>Health and Wellbeing</li> <li>Accessibility to Community Services, Infrastructure and Facilities</li> </ul>	<b>Withdrawn – Complete</b> <ul style="list-style-type: none"> <li>SES relocated into new facility at 2 Wickham Drive</li> </ul>
1.3.5	<ul style="list-style-type: none"> <li>Develop a “Volunteers Register” for FIFO workers as part of their induction process that enables them to volunteer to provide community services to local clubs and organisations. This register can include providing details of relevant skills (e.g. in emergency services). This information may be coordinated by the Lifestyle Coordinator and communicated with local organisations.</li> </ul>	<ul style="list-style-type: none"> <li>Accessibility to Community Services, Infrastructure and Facilities</li> <li>Social and Recreational Activities and Facilities</li> </ul>	<b>Withdrawn – Impractical</b> <ul style="list-style-type: none"> <li>Due to Employee privacy concerns and the high turnover of FIFO employees the creation of a register was not practical. Support is available to RTIO employees through existing volunteering programs such as “Dollars for Doers”. Volunteering by an employee during work time</li> </ul>





Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	RTIO's Reason for Withdrawal (based on the 2022 Update of the 2011 Wickham FIFO Accommodation Social Impact and Mitigation Plan)
1.3.6	<ul style="list-style-type: none"> <li>Negotiate with Pilbara Population Health to review drug and alcohol services to the Wickham community to cater for an increasing population.</li> </ul>	<ul style="list-style-type: none"> <li>Health and Wellbeing</li> <li>Accessibility to Community Services, Infrastructure and Facilities</li> </ul>	<b>Withdrawn - Complete</b> <ul style="list-style-type: none"> <li>RTIO provide an Employee Assistance Program along with Doctors on Demand medical services which are available to employees and immediate family members.</li> </ul>
1.3.8	<ul style="list-style-type: none"> <li>Continue to expand the development and implementation of a community sponsorship and grants program to support local community organisations.</li> </ul>	<ul style="list-style-type: none"> <li>Accessibility to Community Services, Infrastructure and Facilities</li> </ul>	<b>Withdrawn - Complete</b> <ul style="list-style-type: none"> <li>RTIO's Community Giving Program was introduced in 2021 and enables clubs, community groups and charitable or not-for-profit organisations access to up to \$5000 per year.</li> </ul>
1.4.1	<ul style="list-style-type: none"> <li>In association with the appointed accommodation management company (ISS), appoint a community lifestyle coordinator/s to support FIFO integration into the local community. Their role would include working with RTIO Communities Team in developing a FIFO community development plan that responds to the opportunities identified in this mitigation plan for enhanced positive</li> </ul>	<ul style="list-style-type: none"> <li>Community / Cultural Values, Beliefs and Cohesion</li> </ul>	<b>Withdrawn - Complete</b> <ul style="list-style-type: none"> <li>Health and Lifestyle Coordinator role was created to support all village residents.</li> </ul>





Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	RTIO's Reason for Withdrawal (based on the 2022 Update of the 2011 Wickham FIFO Accommodation Social Impact and Mitigation Plan)
	involvement by FIFO workers in Wickham and the surrounding communities.		
1.4.2	<ul style="list-style-type: none"> <li>Provide recreational facilities and services at the new FIFO development, including a gymnasium to be easily accessed by FIFO workers.</li> </ul>	<ul style="list-style-type: none"> <li>Social and Recreational Activities and Facilities</li> <li>Health and Wellbeing</li> </ul>	<b>Withdrawn - Complete</b> <ul style="list-style-type: none"> <li>Recreation rooms and Gymnasium facilities are established and well utilised at the FIFO villages in Wickham, including Wickham Village.</li> </ul>
1.4.5	<ul style="list-style-type: none"> <li>In association with the appointed Accommodation Management Company (ISS), consider the development of a pool of bicycles and helmets that can be housed at the new FIFO accommodation. FIFO workers can utilise the bikes to access recreational and other services such as shops in the local community and decrease reliance on vehicles.</li> </ul>	<ul style="list-style-type: none"> <li>Social and Recreational Activities and Facilities</li> <li>Health and Wellbeing</li> </ul>	<b>Withdrawn - Impractical</b> <ul style="list-style-type: none"> <li>Bicycles were considered by RTIO but rejected due to the location of town facilities being within easy walking distance of the accommodation, their inability to easily transport shopping and the risk of attracting theft.</li> </ul>
1.4.6	<ul style="list-style-type: none"> <li>Raise awareness as part of the FIFO worker induction process - the expected code of conduct regarding accessing inappropriate or illegal websites via internet usage while at work or while utilising FIFO accommodation facilities.</li> </ul>	<ul style="list-style-type: none"> <li>Community / Cultural Values, Beliefs and Cohesion</li> <li>Crime and Public Safety</li> </ul>	<b>Withdrawn - Complete</b> <ul style="list-style-type: none"> <li>In-room compendium and inductions cover</li> </ul>





Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	RTIO's Reason for Withdrawal (based on the 2022 Update of the 2011 Wickham FIFO Accommodation Social Impact and Mitigation Plan)
			responsible internet usage.
1.4.7	<ul style="list-style-type: none"> <li>Provide access and information about the Chaplaincy services available in Wickham via the Wickham Community Church.</li> </ul>	<ul style="list-style-type: none"> <li>Accessibility to Community Services, Infrastructure and Facilities</li> <li>Health and Wellbeing</li> </ul>	<b>Withdrawn - Complete</b> <ul style="list-style-type: none"> <li>In-room compendium includes town information, including information regarding the Wickham Community Church.</li> </ul>
1.4.9	<ul style="list-style-type: none"> <li>Review access to telecommunications in town (mobile coverage is currently very poor) and work with telecommunications carriers as to how to improve access that will enable FIFO workers to keep in touch with family and friends.</li> </ul>	<ul style="list-style-type: none"> <li>Accessibility to Community Services, Infrastructure and Facilities</li> <li>Health and Wellbeing</li> </ul>	<b>Withdrawn - Irrelevant</b> <ul style="list-style-type: none"> <li>As of 2022, there was no evidence of telecommunications issues at the FIFO Villages in Wickham</li> </ul>
2.1.1	<ul style="list-style-type: none"> <li>Project Managers of the FIFO facility development and RTIO to work with a traffic engineer and relevant authorities to plan and implement appropriate cross walk passages on Wickham Drive to enable slower driving speeds and safer crossings for school children and community members. Further discussions will be required to determine eligibility for the provision of a cross-walk attendant at the crossing location.</li> </ul>	<ul style="list-style-type: none"> <li>Built Form Environment</li> <li>Crime and Public Safety</li> </ul>	<b>Withdrawn - Complete</b> <ul style="list-style-type: none"> <li>Pathways and Crosswalk installed, Ongoing Agreement in place with Wickham Primary School - Dual Use Path.</li> </ul>





Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	RTIO's Reason for Withdrawal (based on the 2022 Update of the 2011 Wickham FIFO Accommodation Social Impact and Mitigation Plan)
2.1.2	<ul style="list-style-type: none"> <li>Support the provision of a "Safe Routes to School" or "Walking School Bus" program in association with Wickham Primary School P&amp;C and the Department for Planning and Infrastructure to encourage use of the new cross walk and to avoid dangerous crossings.</li> </ul>	<ul style="list-style-type: none"> <li>Built Form Environment</li> <li>Crime and Public Safety</li> </ul>	<b>Withdrawn – Complete</b> <ul style="list-style-type: none"> <li>Managed by Parents and Citizens Association</li> </ul>
2.1.3	<ul style="list-style-type: none"> <li>Design of Cajuput accommodation to include provision of entry for vehicles to occur from the non-residential side of the facility.</li> </ul>	<ul style="list-style-type: none"> <li>Built Form Environment</li> </ul>	<b>Withdrawn - Complete</b> <ul style="list-style-type: none"> <li>Design was approved by the City of Karratha</li> </ul>
2.1.4	<ul style="list-style-type: none"> <li>Entry and exit from Wickham Lodge to be designed by a traffic engineer to ensure minimal impact on traffic and high levels of safety for drivers and pedestrians.</li> </ul>	<ul style="list-style-type: none"> <li>Built Form Environment</li> <li>Crime and Public Safety</li> </ul>	<b>Withdrawn - Complete</b> <ul style="list-style-type: none"> <li>Entry and exit were engineer designed and approved by the City of Karratha</li> </ul>
2.1.5	<ul style="list-style-type: none"> <li>Provide sufficient parking at both Cajuput and Wickham Lodge sites to ensure parking is off the road and doesn't impede traffic or pedestrians.</li> </ul>	<ul style="list-style-type: none"> <li>Built Form Environment</li> </ul>	<b>Withdrawn - Complete</b> <ul style="list-style-type: none"> <li>Entry and exit were engineer designed and approved by the City of Karratha</li> </ul>
2.1.6	<ul style="list-style-type: none"> <li>Development of a "transit lounge" to support better management of contractor buses and vehicles on site to transport FIFO workers to their workplace.</li> </ul>	<ul style="list-style-type: none"> <li>Accessibility to Community Services, Infrastructure and Facilities</li> </ul>	<b>Withdrawn – Complete</b> <ul style="list-style-type: none"> <li>Transit facilities are in place at both the Julutharndu Maya Building and the Cajuput Villas</li> </ul>





Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	RTIO's Reason for Withdrawal (based on the 2022 Update of the 2011 Wickham FIFO Accommodation Social Impact and Mitigation Plan)
2.3.1	<ul style="list-style-type: none"> <li>Continue to clearly communicate (via the communications strategy listed above in 2.2.1) the company's commitment to the provision of additional permanent residential workforce which will be accommodated through the Wickham South development</li> </ul>	<ul style="list-style-type: none"> <li>Accommodation and Housing</li> </ul>	<b>Withdrawn – Complete</b> <ul style="list-style-type: none"> <li>The Wickham South Housing project has been delivered</li> </ul>
3.2.1	<ul style="list-style-type: none"> <li>Endeavour to work collaboratively with the City of Karratha and State Government (via Department of Local Government and Regional Development) to implement programs to address priority action items from Wickham Structure Plan.</li> </ul>	<ul style="list-style-type: none"> <li>Accessibility to Community Services, Infrastructure and Facilities</li> <li>Built Form Environment</li> </ul>	<b>Withdrawn - Complete</b> <ul style="list-style-type: none"> <li>A Community Infrastructure &amp; Services Partnership between RTIO and the CoK was established for the management of town infrastructure needs.</li> </ul>
3.2.4  Included in 2022 by RTIO	<ul style="list-style-type: none"> <li>Undertake aesthetic improvements to Wickham Shopping Centre as informed by the Town Teams Movement report</li> </ul>	<ul style="list-style-type: none"> <li>Built Form Environment</li> </ul>	<b>Withdrawn - Complete</b> <ul style="list-style-type: none"> <li>Works were funded during Q1 2023 for aesthetic improvements of Wickham Shopping Centre, including removal of excess/unused materials, replacement of damaged fencing, and the painting of the entire building.</li> </ul>





Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	RTIO's Reason for Withdrawal (based on the 2022 Update of the 2011 Wickham FIFO Accommodation Social Impact and Mitigation Plan)
3.4.1	<ul style="list-style-type: none"> <li>Provide community access to the licensed restaurant and dining area to foster better integration with FIFO workers.</li> </ul>	<ul style="list-style-type: none"> <li>Accessibility to Community Services, Infrastructure and Facilities</li> <li>Community / Cultural Values, Beliefs and Cohesion</li> </ul>	<p><b>Withdrawn - Complete</b></p> <ul style="list-style-type: none"> <li>Julutharndu Maya dining room is open to community residents for Breakfast and Dinner services - 7 days per week.</li> <li>The Rambla Bar licensed restaurant is commercial business located in the Wickham Recreational Precinct and is open to the public Monday to Sunday for Lunch and Dinner.</li> </ul>





Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	RTIO's Reason for Withdrawal (based on the 2022 Update of the 2011 Wickham FIFO Accommodation Social Impact and Mitigation Plan)
3.4.3	<ul style="list-style-type: none"> <li>Include in the advertising and awarding of tenders the provision for contractors to articulate their contribution to key community roles (e.g. through flexibility of FIFO work hours and/or recognition of FIFO workers to undertake key community service roles).</li> </ul>	<ul style="list-style-type: none"> <li>Accessibility to Community Services, Infrastructure and Facilities</li> <li>Economic Development Employment, Training and Local Benefits</li> </ul>	<b>Withdrawn - Complete</b> <ul style="list-style-type: none"> <li>RTIO have a Buy Local Policy that targets the awarding contracts to local business wherever possible. Giving visibility of upcoming work opportunities and enabling suppliers to register interest through the RTIO Buy Local portal. The encouragement of contractors to contribute to key community roles is covered through RTIO's buy local/Grow local procurement processes.</li> </ul>
3.5.1	<ul style="list-style-type: none"> <li>Continue the regular litter collection in Wickham and on road between Cape Lambert turn off and Point Samson (in conjunction with Roebourne Prison - subject to availability of prison staff)</li> </ul>	<ul style="list-style-type: none"> <li>Accessibility to Community Services, Infrastructure and Facilities</li> </ul>	<b>Withdrawn – Irrelevant</b> <ul style="list-style-type: none"> <li>Now managed by City of Karratha</li> </ul>
3.5.3	<ul style="list-style-type: none"> <li>Continue to financially support the employment of a local ranger to respond to concerns such as littering at the beach, parking, use of off-road vehicles, and overfishing.</li> </ul>	<ul style="list-style-type: none"> <li>Economic Development Employment, Training and Local Benefits</li> </ul>	<b>Withdrawn - Complete</b> <ul style="list-style-type: none"> <li>The City of Karratha has now included the funding of this position into their operational budget.</li> </ul>





Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	RTIO's Reason for Withdrawal (based on the 2022 Update of the 2011 Wickham FIFO Accommodation Social Impact and Mitigation Plan)
3.5.4	<ul style="list-style-type: none"> <li>Continue to financially support the employment of the Clean-Sweep Coordinator to manage initiatives related to graffiti, vandalism and anti-social behaviour.</li> </ul>	<ul style="list-style-type: none"> <li>Crime and Public Safety</li> </ul>	<b>Withdrawn - Complete</b> <ul style="list-style-type: none"> <li>The Coordinator position was initially funded by RTIO through the first CISP agreement. It morphed into the Safer Communities program which the City of Karratha funded with representation from the main agencies and a Coordinator. This program was eventually disbanded in 2021 and is now being absorbed by City of Karratha as part of their day-to-day operations</li> </ul>
3.5.7	<ul style="list-style-type: none"> <li>Consider the use of noise monitoring measures around the FIFO residences, to include monitoring of car reverse alarms and other noises. Develop noise abatement strategies if the noise monitoring provides evidence of noise concerns.</li> </ul>	<ul style="list-style-type: none"> <li>Health and Wellbeing</li> </ul>	<b>Withdrawn – Irrelevant</b> <ul style="list-style-type: none"> <li>No evidence of negative noise impacts from new facilities.</li> </ul>





Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	RTIO's Reason for Withdrawal (based on the 2022 Update of the 2011 Wickham FIFO Accommodation Social Impact and Mitigation Plan)
3.6.1	<ul style="list-style-type: none"> <li>Commission the development of multicultural public art to be undertaken in conjunction with the local community as part of Saylor Park redevelopment to recognise local heritage.</li> </ul>	<ul style="list-style-type: none"> <li>Social and Recreational Activities and Facilities</li> <li>Community / Cultural Values, Beliefs and Cohesion</li> </ul>	<b>Withdrawn – Complete</b>
4.1.1	<ul style="list-style-type: none"> <li>Refer to the “wet mess” as another name such as a “licensed facilities” to avoid negative perceptions some community members have with the term and to encourage a more normalised and integrated view of the development.</li> </ul>	<ul style="list-style-type: none"> <li>Community / Cultural Values, Beliefs and Cohesion</li> <li>Social and Recreational Activities and Facilities</li> </ul>	<b>Withdrawn – Complete</b> <ul style="list-style-type: none"> <li>Facility was called Julutharndu Maya Bar.</li> </ul>
4.1.2	<ul style="list-style-type: none"> <li>Positively promote community access to the licensed restaurant and small bar (wet mess), as part of the development of a comprehensive community communications plan.</li> </ul>	<ul style="list-style-type: none"> <li>Community / Cultural Values, Beliefs and Cohesion</li> <li>Social and Recreational Activities and Facilities</li> </ul>	<b>Withdrawn – Irrelevant</b> <ul style="list-style-type: none"> <li>Rambla Bar and bistro has been operating since 2017. Its presence and services are well understood and utilised by the community.</li> </ul>
4.1.3	<ul style="list-style-type: none"> <li>Monitor and review the impact of the new venues on existing venues and the new Community Centre development, (once the new FIFO facilities have been operating for 6 months) to gauge if there is any detrimental effect on other venues.</li> </ul>	<ul style="list-style-type: none"> <li>Accessibility to Community Services, Infrastructure and Facilities</li> </ul>	<b>Withdrawn – Complete</b> <ul style="list-style-type: none"> <li>No evidence of any negative impact on existing facilities was found</li> </ul>





Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	RTIO's Reason for Withdrawal (based on the 2022 Update of the 2011 Wickham FIFO Accommodation Social Impact and Mitigation Plan)
4.1.4	<ul style="list-style-type: none"> <li>Project managers for the development of the new FIFO accommodation and facilities to consult FESA in the design of the facilities to ensure proper emergency access and provision and the effective placement of required services such as fire hydrants.</li> </ul>	<ul style="list-style-type: none"> <li>Built Form Environment</li> <li>Crime and Public Safety</li> </ul>	<b>Withdrawn - Complete</b> <ul style="list-style-type: none"> <li>FESA was engaged and consulted during the development of Wickham Lodge and Cajuput Villas.</li> </ul>
4.2.1	<ul style="list-style-type: none"> <li>Explore the ownership of the current shopping centre buildings and tenancies and seek to overcome any impediments to the future development to the shopping precinct.</li> </ul>	<ul style="list-style-type: none"> <li>Accessibility to Community Services, Infrastructure and Facilities</li> <li>Economic Development Employment, Training and Local Benefits               <ul style="list-style-type: none"> <li></li> </ul> </li> </ul>	<b>Withdrawn - Complete</b> <ul style="list-style-type: none"> <li>A number of attempts have been made to motivate redevelopment with building owners.</li> <li>Ongoing engagements have also occurred with Woolworths on several occasions in order motivate for redevelopment without any resolutions.</li> <li>RTIO continue to do minor upgrades to safety related items such as car park line marking and lighting.</li> </ul>





Reference (consistent with 2011 and 2022)	Social Impact Management Strategies	Social impacts Areas Addressed	RTIO's Reason for Withdrawal (based on the 2022 Update of the 2011 Wickham FIFO Accommodation Social Impact and Mitigation Plan)
4.2.4	<ul style="list-style-type: none"> <li>Consider support for affordable accommodation for essential service workers utilising RTIO properties (e.g. for Post Office employees, which currently struggles to cope with existing business volume and will have a greater volume with greater population base).</li> </ul>	<ul style="list-style-type: none"> <li>Accommodation and Housing</li> </ul>	<b>Withdrawn - Complete</b> <ul style="list-style-type: none"> <li>RTIO has played a key role in the City of Karratha's Service Worker Accommodation Project. RTIO provided 6 Houses in Karratha to support immediate shortfalls. Supporting the longer-term need, 30 Townhouses, 1-30, 6 Shakespeare Street, valued at \$2m were transferred to the CoK for the nominal fee of \$1. With a further \$300,000 to support upgrades to the facility.</li> </ul>
4.4.2	<b>Support increase in local business operating hours</b> <ul style="list-style-type: none"> <li>Support the increase in operating hours of local businesses.</li> </ul>	<ul style="list-style-type: none"> <li>Accessibility to Community Services, Infrastructure and Facilities</li> <li>Economic Development Employment, Training and Local Benefits</li> </ul>	<b>Withdrawn by Creating Communities -</b> Businesses will determine the opening hours that best suit their business.





## 10. APPENDICES

Appendix A: Detailed Stakeholder Interview Findings

Appendix B: Detailed City of Karratha Council and Officer Findings

Appendix C: Detailed Community Survey Findings

Appendix D: Detailed FIFO Survey Findings

Appendix E: Reference List

Appendix F: Stakeholder List

Appendix G: Engagement Tools

Appendix H: Communication Tools

Appendix I Wickham Village Site Plans & Landscaping





## 10.1. Appendix A: Detailed Stakeholder Interview Findings

This section provides the detailed findings from the answers and comments made during the stakeholder interviews.

Interviews were conducted with a variety of stakeholders, including individuals representing community groups, Government peak bodies, and the Wickham Community Gym. A detailed list of all stakeholders engaged can be found in the Appendix.

Stakeholders provided feedback on the proposed 10-year licence extension of Wickham Village, the proposed facility upgrades and the potential community offset investment options.

### 10.1.1. Positive Aspects and Concerns about the Proposed Works

Most stakeholders were very supportive of the proposed upgrades to the façade of Wickham Village.

Of the ten stakeholders interviewed, six of them brought up the point that Wickham Village is the first building that visitors and travellers see when they enter Wickham. The current rundown appearance of the front of Wickham Village was seen to have a negative impact on the impressions that visitors might have of Wickham. Stakeholders believed that improving the façade of Wickham Village would both improve the first impression that visitors had of Wickham as well as improve the overall appearance of Wickham.

Stakeholders were also largely positive about the proposed expansion and upgrade of the Wickham gym. Some stakeholders expressed that the current gym was limited in space and equipment. Improvements to the gym will provide room for more exercise equipment and floor space for exercises, such as stretching, yoga and Pilates. These upgrades were seen to allow the gym to be more accessible to a wider range of users.

There were some concerns expressed around whether the upgrades to the Wickham Gym would mean that the gym would be closed to the public during this period. Stakeholders were hopeful that if that were the case, an alternative would be set up to ensure that the community was not affected for an extended period of time.

### 10.1.2. Potential Positive Impacts from the Licence Extension and/or Proposed Works

Stakeholders were asked about the positive and/or negative impacts that this development – the physical upgrade works and/or the licence extension – would have on the Wickham community in terms of the different impact areas of this Social Impact Assessment. The impacts on the different areas are addressed in the subsections that follow.

#### A. Demographic and Population

There was complete agreement among all stakeholders interviewed that the proposed licence extension would have a neutral impact on the demographics and population of Wickham, as there would be no changes to the number of FIFO workers who reside in Wickham.





## **B. Accommodation and Housing**

The impact of this development on accommodation was seen to be largely neutral by stakeholders. Stakeholders felt that as the proposed extension did not include an expansion and a change in the number of FIFO workers, nor was there any additional accommodation proposed – so there would be no impact on local housing and accommodation.

The continued operations of Wickham Village was seen by some stakeholders as being crucial to providing consistent short-term housing that supported the local FIFO workforce, without placing pressure on the local housing market supply.

One stakeholder was adamant that this development would have a largely positive impact on accommodation in Wickham by supporting the continued operations of Wickham Village.

The FIFO workforce was seen to support growth in the local economy and was necessary to Wickham. However, FIFO workers required accommodation that could not be supported by the local housing supply. According to one stakeholder, “Local modelling of housing supply indicates a shortfall of 1200 dwellings in Karratha region by 2025. If housing was occupied by FIFO workers, this would exacerbate shortages and harm economic growth”.

## **C. Built Form Environment**

The consensus among stakeholders was that the physical upgrade works within the current proposal would have a very positive impact on the built form environment. As mentioned in Section 10.1.1 above, Wickham Village is the first building that visitors see while entering Wickham. The current aesthetics are poor and as such, create both an unattractive visual amenity for residents, but also a negative first impression for visitors to Wickham. The proposed upgrade works including new canopies, fencing, parking and landscape improvements would improve the aesthetics of the Wickham Village site and its contribution to the overall perception of Wickham.

In addition, stakeholders added that the proposed physical upgrade works would have positive impacts for FIFO workers. One stakeholder felt that the improvements to the site would create a more pleasant environment for FIFO workers staying at Wickham Village. Another stakeholder mentioned that the new canopies would also provide weather protection for FIFO workers waiting outside to be picked up by buses.

## **D. Accessibility to Community Services, Infrastructure, and Facilities**

The impact on Community services, Infrastructure and Facilities was seen by some stakeholders as neutral and by others as positive. Many stakeholders agreed that as there were no changes to FIFO numbers as part of the proposal, there would be no impact on local services, such as medical services, or to local infrastructure.

## **E. Social and Recreational Activities and Facilities**

Most stakeholders felt that the proposed extension would have a positive impact on Social and Recreational Activities and Facilities in Wickham. In particular, the expansion of the gym was seen to have a positive impact on sporting facilities for local residents. In addition, maintaining Wickham Village was seen to help to sustain facilities like





sports courts, oval and swimming pool through FIFO patronage of these facilities. This also helps to provide some income to Recreation Centre.

In addition, the continued operations of Wickham Village was seen to support positive sporting interactions between local residents and FIFO workers, through local football matches. Finally, it was mentioned that there was a possibility that contractors coming into town to carry out the upgrades may engage with local sporting clubs, if this was promoted to them.

Two stakeholders mentioned that as there would be no changes to the numbers of FIFO workers, there would be neutral impact to FIFO engagement in local activities.

## **F. Community/Cultural values, Beliefs and Cohesion**

Some stakeholders felt as though as there were no changes to the numbers of FIFO workers that can be accommodated in Wickham, the impact to Community/Cultural values, Beliefs and Cohesion would be neutral. One stakeholder stated that “existing FIFO workers are generally accepted in Wickham by the permanent community. No change in FIFO numbers at Wickham Village, so no reason to think this will change”. FIFO workers were seen to get along with the local community and it was suggested that the proposed changes would not affect this.

However, an additional view was put forward by more than half of the stakeholders interviewed who indicated that the Wickham Gym was a great space to support interactions between FIFO workers and locals. It served as an opportunity for FIFO workers and local residents to spend time together in the same space. Expanding the gym would help to support increased interactions between FIFO workers and the local community.

## **G. Health and Wellbeing**

Most of the stakeholders agreed that the proposed expansion of the Wickham Gym would have a positive impact on Health and Wellbeing in Wickham. The expansion of the gym was suggested to support more local residents and FIFO workers, through the positive health and wellbeing benefits. This is summed up by one stakeholder who stated “Expanding the size of the community gym in Wickham Village would benefit permanent community and FIFO workers staying in WV. Exercise is good for mental & physical health. A bigger gym could cater for more people from both groups”. In addition, the expanded gym was seen to be a space for people from different walks of life to meet and interact. These forms of social interaction were seen to have positive impacts on wellbeing.

Other feedback received indicated that improvements to Wickham Village’s aesthetics would have a positive impact on the mindset and wellbeing of FIFO workers staying there. With a stakeholder stating that “if it presents a better appearance, it gives residents a better feeling about staying there”.

## **H. Crime and Public Safety**

Some stakeholders stated the proposal for Wickham Village would have a neutral impact on crime and public safety in Wickham. They felt as though the current crime and safety issues were caused by permanent residents, not FIFO workers. As such, the continued operations of the Village were not seen to have any impact on public crime and safety.

Some other stakeholders focused on the village upgrades included within the proposal and expressed a belief that these upgrades would have a positive impact on local crime and public safety. The continued operation of Wickham Village and improving its appearance was seen to support community safety, through discouraging anti-social





behaviour such as graffiti. As one stakeholder said, “Improved appearance of site should deliver better community safety – if Wickham Village looks more cared for and attractive, it deters anti-social behaviour”. In particular, the proposed improvements to the Wickham Village fencing were seen to deter unauthorised entry (particularly by youth) into the Village.

Another perspective offered by a stakeholder was that the proposed gym upgrade would have a positive impact on local crime and public safety by providing activities and a space for youth to go. The gym offers discounted memberships to youth, which would encourage them to attend it and engage in healthy activities as opposed to anti-social behaviours.

### **I. Economic Development Employment, Training and Local Benefit**

Most stakeholders felt that the proposed licence extension would have a positive impact on Economic Development Employment, Training and Local Benefit in Wickham. These stakeholders felt that if local businesses such as GBSC Yurra were hired to carry out the proposed upgrades, this would help to support the local economy. In the example of GBSC Yurra (an Indigenous owned company who are known for giving opportunities for young people) they could provide important training and work opportunities to local community members. Supporting local businesses would also provide an economic boost and may also have run-on effects in terms of supporting training of local youth.

Another perception offered was that the continued operation of Wickham Village would have a positive impact on the local economy as it is recognised that FIFO workers spend money at the local shops. In turn, the continued operation would help ensure this consistent revenue stream for local businesses.

Two stakeholders felt as though the impact of the proposed licence extension on economic development would be neutral.

### **J. Cumulative impacts**

The cumulative impacts of the proposed licence extension and associated upgrades was seen to be neutral by stakeholders interviewed.

## **10.1.3. Suggestions for Increasing Positive Impacts from the Licence Extension and/or Proposed Works**

Through the stakeholder interviews, some further opportunities were proposed to increase the positive impact that the extension of the Wickham Village lease would have on the community.

One suggestion was that the upgraded green spaces within Wickham Village should be opened-up to local residents, instead of only being accessible to FIFO workers.

Another suggestion was for RTIO to set up more CCTVs and to improve lighting around Wickham. This was seen as a key way to deter anti-social behaviours and petty crime offences, subsequently supporting public safety.

Another suggestion was that the upgrades should focus on sustainability features to ensure the continued use of the building. There was an emphasis on the need for forward planning around the use of the building, even past the expiry of the 10-year lease extension, to allow the building to continue to benefit the community. This would include features that would support renewable energy generation, such as solar panels.





Regarding the upgrades, one stakeholder mentioned that it would increase the positive impact if the aesthetic improvements in Wickham Village were made throughout the Village and not just limited to the façade of the Village. The stakeholder mentioned that the back end of the site, facing the shopping centre “looked like a prison”. As such, the suggestion was made for the aesthetic improvements to extend throughout the Wickham Village site perimeter.

The final suggestion was for Wickham Gym to offer short term subsidised memberships to FIFO residents to encourage them to use the gym. The current membership options offered were under six-month contracts. Allowing FIFO workers to sign up for shorter term contracts would encourage more FIFO workers to sign up and participate in Wickham Gym. This would help to enhance the positive impacts of the gym upgrades.

#### **10.1.4. Potential Negative Impacts from the Licence Extension and/or Proposed Works**

Overall, the stakeholders interviewed largely focused on the positive impacts of the 10-year licence expansion of Wickham Village and the proposed upgrades. There were only two negative impacts brought up in all the stakeholder interviews. One stakeholder expressed concern that the continued use of Wickham Village does not facilitate a shift towards a larger locally based RTIO/contractor workforce. The current Wickham Village set-up was seen to support FIFO work arrangements. This stakeholder felt as though the conclusion of the lease might encourage RTIO workers to shift from FIFO-based contracts to residential contracts.

#### **10.1.5. Mitigating Negative Impacts from the Licence Extension and/or Proposed Works**

The only negative impact raised during the engagement interviews was the concern that the extension of the Wickham Village lease would deter from a focus on a locally based RTIO residential workforce. While this was a valid concern, feedback from FIFO workers themselves indicated that only 15% would consider the shift to working residentially. This is investigated in further detail through the findings of the FIFO workers survey in Section 10.4.7 under Question 23, which discusses “Consideration of residential over FIFO in Wickham”.

#### **10.1.6. Impact of Wickham Village Closing (if licence is not extended)**

When asked about the impacts on the extension of Wickham’s Village lease, many stakeholders rated the impacts to be neutral, as the proposed extension of Wickham Village’s licence does not include an expansion of the Village or the Village’s capacity. This means that both the size of the Village as well as the number of FIFO workers in the Village and subsequently, in the community, would remain the same. As such, the proposed extension of Wickham’s Village licence was seen to have a largely neutral impact on the community, due to the lack of changes that would occur from the continued operations of the Village.

As a result, it is important to recognise that while positive and negative social impacts from the continued operations of the Village will be evident, it is also essential to consider the impacts if the proposed extension of Wickham Village’s lease was not granted and if Wickham Village was shut down.





While this SIA is focussed on the proposal for Wickham Village to continue operating for 10 years as part of a requested lease extension in a future Development Application, the alternative scenario of the village closing should the extension of the licence not be approved, needs to be considered. Hence, stakeholders were asked what the impact of the rejection of the proposed 10-year lease extension would be.

While stakeholders only identified limited negative impacts associated with the proposed extension of the Wickham Village licence, they did identify multiple negative impacts associated with the rejected proposal and subsequently, the closure of Wickham Village and loss of investment in upgrades and community facility offsets.

The stakeholders' perceived impacts around the closure of Wickham Village are covered in the subsections that follow.

### **A. Demographic and Population**

Many stakeholders felt that the closure of Wickham Village would have a neutral impact on Demographic and Population as the numbers of FIFO workers in Wickham was not large. However, one stakeholder mentioned that while the closure of Wickham Village would not greatly impact on the demographics, it would alter Wickham's workforce, as there would be less demand for services provided by local workforce.

### **B. Accommodation and Housing**

Four of the stakeholders interviewed agreed that the closure of Wickham Village would have a neutral impact on Accommodation and Housing. Whereas others emphasised that the closure of Wickham Village would have a negative impact. At the moment, Wickham is already experiencing a lack of housing. Hence the closure of Wickham Village could exacerbate these existing housing issues, especially if FIFO workers were forced to look for local accommodation.

One stakeholder was insistent that "the housing shortage is not going to be resolved by the end of 2025 if Wickham Village closes then". It was identified that RTIO would likely accommodate these workers in other transient accommodation villages in the City of Karratha, resulting in reduced population in Wickham resulting in social and economic impacts. .

### **C. Built Form Environment**

Most of the stakeholders agreed that the closure of Wickham Village would have a negative impact on the Built Form Environment. They felt that the rejection of this proposal and its associated upgrades would be a lost opportunity in terms of improvements to the appearance of the site. In addition, stakeholders also stated that the closure of Wickham Village would mean either the buildings remain in their current appearance (which was poor) or that the buildings would be demolished (as per the current licence). Demolishing Wickham Village would leave a large vacant site on the entry of town, which was also seen to be unappealing. As stated by one stakeholder, "If buildings have to be demolished there will be no improvement to the aesthetics of the site and its surrounds. A cleared site would just be an eyesore".

Only one stakeholder felt that the closure of Wickham Village would have a neutral impact on the Built Form Environment. They felt as though the demolition of the existing buildings would lead to a neutral impact in terms of the aesthetics of the built form area of Wickham.





#### **D. Accessibility to Community Services, Infrastructure, and Facilities**

Most stakeholders agreed that the closure of Wickham Village would have a neutral impact on Community Services, Infrastructure and Facilities, as there would be no changes to the demand for services.

#### **E. Social and Recreational Activities and Facilities**

The closure of Wickham Village was perceived by most stakeholders to have a neutral impact on Social and Recreational Activities and Facilities. While there were some FIFO engagement with local clubs, this engagement was seen to be minimal and as such, was unlikely to be largely affected by the closure of Wickham Village.

However, some stakeholders mentioned that the closure of Wickham Village could mean that the Wickham community would lose a key community facilities in the Wickham Gym, having a negative impact on Social and Recreational Activities and Facilities in Wickham.

On the contrary, a potential positive impact of the closure of Wickham Village was identified by one stakeholder, who mentioned that the closure of Wickham Gym might encourage some FIFO visitors to join local sporting clubs. However, the stakeholder also did mention that this was also likely to be dependent on the length of the stay.

#### **F. Community/Cultural values, Beliefs and Cohesion**

Most stakeholders either had no comment to make or felt as though the closure of Wickham Village would have a neutral impact on Community/Cultural values, Beliefs and Cohesion in Wickham.

One stakeholder believed that the closure of Wickham Village would have a negative impact as the space provided by Wickham Gym for FIFO and local community interaction would be lost. As other FIFO villages do not have similar spaces that encourage local residents to visit them, there could also be reduced interactions between FIFO workers and local residents, which would impact on community cohesion in Wickham.

#### **G. Health and Wellbeing**

Many stakeholders shared the common concern that the closure of Wickham Village would have a negative impact on Health and Wellbeing in Wickham through the potential loss of the Wickham Gym. The Wickham Gym was seen as a positive asset within the community, which provided FIFO workers and locals residents with a space to workout, subsequently supporting positive mental and physical health benefits. The loss of the gym in the community would mean more than just a loss of a workout space, but of also a social hub. It is also unlikely that other gyms would have the capacity to hold the 500+ members who currently attended Wickham Gym. The loss of Wickham Gym would also mean the “Loss of opportunity for people to exercise and interact socially. Another stakeholder stated “For local people, it’s one of few things that gets you out of the house in the summer as it’s too hot to be outdoors. Negative impact on mental health if people have fewer opportunities to leave the house and exercise in air-conditioned environment”. The loss of the Wickham Gym would have negative impacts to health and wellbeing within the community.

#### **H. Crime and Public Safety**

Stakeholders were divided on the impact that the closure of Wickham Village would have on Crime and Public Safety. Some stakeholders believed that the impact would be neutral, and others felt as though the impact would be negative. Those who believed that the impact would be negative, stated that if Wickham Village was demolished, and the site cleared, it could create a community safety problem as a space for children to cause trouble. The example was given of the closure of Wickham High School, which





led to kids causing issues, such as lighting bushfires. Some stakeholders felt that clearing the Wickham Village site would lead to similar youth issues within the community.

It was also identified that if Wickham Village closed, RTIO would likely accommodate these workers in other transient accommodation villages in Karratha. Workers would hence have to drive in and out of Karratha which would cause additional issues such as extra traffic and safety issues from fatigue.

### **I. Economic Development Employment, and Training**

Most stakeholders believed that the closure of Wickham Village would have a negative impact on Economic Development Employment, and Training. In particular, there was seen to be a negative impact on the local businesses who provide support services for FIFO villages including local contractors and businesses, involved in services such as maintenance or facilities management services. The loss of business from Wickham Village would reduce income for these businesses and have a negative impact on them. In addition, the reduction of FIFO workers staying in Wickham was seen to have a negative impact on expenditure at local shops and services. FIFO workers were seen to put money into the local economy by spending at local stores.

According to one stakeholder, “Reducing the capacity for Rio to provide FIFO beds locally would reduce local spending capacity”. Another stakeholder similarly said, “Halving the total capacity of FIFO beds in Wickham (300 in WV, 300 in Lodge and Cajuput combined) would have negative economic impacts locally – less people to spend money in Wickham shops”. The closure of Wickham Village would thus have a negative impact on these local businesses. Reduced number of FIFO workers staying in Wickham could reduce expenditure in local shops and services, and hence could negatively impact the local economy.

In addition, one stakeholder mentioned that the closure of Wickham Village would have a negative impact on RTIO’s ability to deliver future ‘shuts’. In order to address this, RTIO would have to bring in workers from Karratha or build a whole new FIFO village somewhere else. This has the potential to create issues for another location.

Some stakeholders felt as though the closure of Wickham Village would have a neutral impact on Wickham as Wickham Village does not house local businesses and because the companies servicing Wickham Village also service other FIFO accommodations.

### **J. Cumulative impacts**

Most stakeholders either felt that the closure of Wickham Village would have a neutral impact on cumulative impacts or had no comment on the subject.

## **10.1.7. Community Offset Investment Preferences**

RTIO has put forward three community offset investment options into consideration. These were the following:

- Redevelopment of the existing courts into a fully shaded facility with installation of permanent roof structure
- Repositioning and rebuilding the existing lifeguard office at the Wickham Aquatic Centre
- Upgrading the oval with new lights and drainage to improve the safety and extended use of the ovals.





Unfortunately, the third listed community offset investment option (oval upgrades) was missed from the stakeholder engagement. However, feedback was provided on this option in both the community and FIFO surveys.

During the engagement interviews, stakeholders were asked how beneficial each of these community offset investments would be.

Stakeholders were largely positive about the proposed redevelopment of the existing sports courts into a fully shaded facility with installation of permanent roof structure. All the stakeholders agreed that this was a very beneficial project, that should maintain a high priority.

Stakeholders reported that basketball was a very popular sport among kids in Wickham. However, the extreme heat of the summer months made playing basketball outdoors a risky activity. They agreed that the installing the permanent roof structure in the court would have a highly positive impact on kids, allowing them to play basketball throughout the summer. As stated by one stakeholder, “the courts are well-used by the community – to utilise them through the hot summers of the day will be a game changer”.

One stakeholder also discussed how FIFO workers played basketball at night, which was organised by Sodexo’s healthy life coordinator as part of their wellbeing program. Installing a permanent shelter on the courts would also have the additional benefit of supporting these FIFO residents.

Two stakeholders also brought up the potential community economic benefit that may come from having a fully shaded court facility. They indicated that the fully shaded courts could also be utilised for local community activities such as community markets or food fairs. Currently, there are no suitable locations for such activities in Wickham, and residents who want to participate in such activities have to go to Point Samson. The redevelopment of the basketball courts into a fully shaded facilities could address the need for such a space in the community, and serve as a community engagement space, resulting in further benefit to the community.

When asked about the repositioning and rebuilding the existing lifeguard office at the Wickham Aquatic Centre, the general consensus of stakeholders was that while this was a beneficial project, this should be less of a priority as compared to the proposed redevelopment of the basketball courts. One stakeholder summed this up in saying “Not a big priority, but ok. Second to the roof over ball courts by a long way”.

One stakeholder raised a concern that the changing rooms that would have to be torn down to provide space for repositioning the lifeguard office will not be able to be replaced until the new sporting clubs building with changing rooms is developed. This stakeholder emphasised that the new sports club building (the Amenities building) should be the higher priority that needs to be progressed with greater consultation from community and local sporting clubs.

#### **10.1.8. Alternative Community Offset Suggestions**

Stakeholders were asked if they had any alternative suggestions to the proposed community offsets. Some stakeholders did report that they had no additional suggestions and that the currently proposed community offset suggestions should be the priority. However, some of the stakeholders did propose alternative suggestions. These have been recorded below.

One key suggestion brought up by a stakeholder was for RTIO to set up 1-2 pedestrian crossings on Wickham Drive. At the moment, a key issue in the community was that the





lack of pedestrian crossings in that area meant that school children were crossing the road at different areas. This posed as a safety hazard in the area. Installing more pedestrian crossings on Wickham Drive would help to address this issue and improve the safety of local children.

One of the suggestions was to improve the watering and ground conditions of the AFL oval and soccer pitch. This was identified as a major issue for the sporting community, which needed to be addressed. The support for oval upgrades was also highlighted in the FIFO worker survey results in Section 10.4.4. and the community survey findings in Section 10.3.4.

One of the stakeholders expressed that the community was currently frustrated around the lack of progress with the Amenities Building project. Feedback was shared that the Amenities Building should be a greater priority which should progress with consultation from the community and local sporting clubs.

One of the stakeholders suggested that the green spaces in Wickham Village should be opened to local residents. This would share the benefits of the upgrades with the wider local community.

### 10.1.9. General Comments

At the end of the stakeholder engagement interviews, stakeholders were given the opportunity to provide any additional general comments or feedback that they might have around the proposed 10-year licence extension of Wickham Village, the proposed upgrades and the potential community offset investment options.

Most of the general comments were positive and expressed the common sentiment that the proposal and the associated upgrades and community offset investment would benefit the community. One stakeholder emphasised their appreciation around the community engagement efforts, expressing that it was important to gain feedback from the community: “Great that proper research is being done to inform the proposal – reaching out to the local community is important. The proposals would benefit people in the local community”.

One stakeholder made the general comment that while FIFO villages are necessary in the Pilbara, it must be understood that these villages are temporary: “It is acknowledged that FIFO camps for project construction purposes are often needed in the Pilbara, but these should be temporary and for an agreed timeframe”. Another stakeholder reported that while the project proposal was good, they would also appreciate it if RTIO were to invest in other projects that supported the local community, rather than focusing on FIFO projects.





## 10.2. Appendix B: Detailed City of Karratha Council and Officers Feedback

On 7 October 2024, a meeting was held online through Microsoft Teams to garner feedback from City of Karratha Councillors and Officers on the proposed Wickham Village licence expansion, associated upgrades and community offset investments. It also gave members of the City of Karratha the opportunity to ask questions around the proposed Wickham Village lease extension.

The following members of the City of Karratha board attended this meeting:

1. Daiva Gillam (Deputy Mayor)
2. Kelly Nunn (Councillor)
3. Gillian Furlong (Councillor)
4. Joanne Waterstrom Muller (Councillor)
5. Tony Simpson (Councillor)
6. Sarah Roots (Councillor)
7. Travis McNaught (Councillor)
8. Virginia Miltrup (Officer - CEO)
9. Alistair Pinto (Officer - Director)
10. Simon Kot (Officer - Director)
11. Emma Landers (Officer- Director)

This section provides the detailed findings from the City of Karratha workshop.

### 10.2.1. General Comments

During the City of Karratha workshop, attendees were first asked if they had any general comments, positive or negative, about the Wickham Village Development (licence extension and/or physical upgrades). Their responses are recorded in this section.

The overall perception was that the community was accepting of FIFO and recognised that FIFO will remain in the Village – the community would be surprised if the licence extension was not approved and if the Village did not remain there.

Some of the representatives at the workshop indicated that licence extension was reasonable if RTIO planned to invest a significant amount of money into the site. However, it was important for RTIO to provide a commitment to Wickham, in terms of physical upgrades. The Wickham Village site is at the main entrance to town, and hence it is important that the site is more presentable.

One suggestion was for RTIO to move the fence forward to screen the carpark, while also ensuring that access to the gym is not blocked. This would ensure that the mining vehicles are not the first view of Wickham when entering the town. The shift to the fence should be incorporated into landscape plans, to ensure that the upgrades present well and are not just “masses of fences”.

Another suggestion was that public art supported by local artists would help with screening in the carparks.

City of Karratha councillors and officers were happy that Corten Steel was used as it works well in the Wickham environment.





In addition, there was appreciation from a councillor that RTIO had taken their consideration on board in expanding the community gym.

A councillor advised that, “no one really likes dongas in town” and the replacement of these dongas to permanent buildings was seen to be a key priority. There was a desire expressed for RTIO to work with the City of Karratha to consider the long-term plan for Wickham, with more permanent changes to the infrastructure.

Some of the feedback provided on the proposed upgrades was that all the key areas in town (including the shopping centre and RTIO’s future medical centre) were located behind where the Wickham Village upgrades are proposed. However, in the proposal, there was no clear indication on upgrading village resident access to the town, especially as there are no footpaths along the back of Mulga Way and connecting to key amenities. The suggestion was proposed for RTIO to upgrade the connections around the village to the shops, the JM centre and other amenities, though improved footpaths and lighting, rather than just focus on the front of the facility.

In addition, it is important for the City of Karratha councillors and officers that in the upgrade process, the Village should interact with the whole of Wickham and function as part of the community. Some of the suggestions offered in this general comment section focused on the better integration of Wickham Village within Wickham, such as better integration to the JM building. Some shade from natural vegetation should also be set up, such as by planting trees along footpaths.

There was also discussion that shopping centre should be upgraded to look more attractive, however it was noted that this was not directly related to the proposal for Wickham Village.

### **10.2.2. Potential Impacts from the Licence Extension and/or Proposed Works**

The City of Karratha councillors and officers were also asked to provide more specific feedback on the potential impacts from the licence extension, proposed upgrades and proposed community offset investment.

The impact on the different areas is addressed in the subsections that follow.

#### **A. Demographic and Population**

The City of Karratha discussed that the operation of the Village is currently ongoing and there will be no changes to the number of FIFO workers housed by the Village. As such, the licence extension of Wickham Village would have a neutral impact to Wickham.

#### **B. Accommodation and Housing**

The City of Karratha councillors and officers reported that being able to accommodate the shutdown workforce is an important consideration regarding the proposal for a licence extension for Wickham Village. They also felt that if RTIO made Wickham a better place to live, this would incentivise workers to live there permanently and to bring their families with them.

However, some members also reported that a negative impact of the lease extension of Wickham Village, would be that as most of the workers in Wickham Village are on short term contracts, therefore RTIO would be less likely to invest in permanent





housing in Wickham. In addition, a potentially negative impact was that if there were not any Transient Worker Accommodation villages such as Wickham Village, more workers might come to live in Wickham permanently. However, this potential negative impact also has to be examined in relation to what the FIFO workers themselves want. NOTE: This is investigated in further detail through the findings of the FIFO workers survey in Section 10.4.7, under Question 23, which discusses “Consideration of residential over FIFO in Wickham”.

### **C. Built Form Environment**

City of Karratha councillors and officers reported that the impact of the Wickham Village licence extension on the Built Form Environment in Wickham would be dependent on the quality of the design of built form from the upgrades that will be provided in the Development Application.

### **D. Accessibility to Community Services, Infrastructure, and Facilities**

A City of Karratha Councillor noted that a licence extension at Wickham Village may help to generate the demand for a medical facility or a General Practitioner service in town. Wickham has not had a doctor in the community for seven years. If Wickham Village were to access local doctors and local medical services, this would increase the local demand and justify having this medical service. RTIO has been looking to set up a medical facility, but this will only work if the demand for it can be proven in the community. Continuing to accommodate workers at Wickham Village who may need these services, thus becomes an important part of illustrating the need for such services.

Through the workshop, feedback was also provided regarding the lack of a proper walkways and lighting between Wickham Village, the shopping centre, the JM building and other local amenities. This creates an unsafe experience for FIFO workers and other community members walking in the area. It was stated that investment needs to be made to provide safe and well-lit pedestrian connections, which would benefit both the FIFO workers and the community.

### **E. Social and Recreational Activities and Facilities**

One potential positive impact identified in the workshop around the licence extension of Wickham Village is the opportunity for more FIFO workers to become involved in the community, if a more proactive approach is taken to communicate and engage with them. As discussed in the City of Karratha workshop, “There are always opportunities for FIFO workers to get involved, but this information just needs to be made available to them”.

### **F. Community/Cultural values, Beliefs and Cohesion**

One of the positive impacts of the licence extension of Wickham Village identified in the workshop was that FIFO workers are seen to have close relationships with Wickham residents and residents were reported to be very comfortable with the presence of FIFO workers in Wickham. It was also discussed how Wickham appeared to have closer relationships with FIFO workers compared to other FIFO host towns. This was illustrated by FIFO workers returning to Wickham to visit friends and families. The licence extension of Wickham Village would ensure that these relationships are maintained and supported, having a positive impact on Community Cohesion in Wickham.

One negative impact identified by the councillors and officers was that Wickham Village is currently disconnected from the rest of Wickham. One consistent topic raised throughout the workshop was the need for better integration of Wickham Village into





Wickham. This has been discussed further in Section 10.2.3, where opportunities to support the better integration of Wickham Village into Wickham have been raised.

### **G. Health and Wellbeing**

Expanding the gym was seen as a positive impact on both the FIFO workers and on local residents by councillors and officers. The Wickham Gym was identified as a place for the community to enjoy the positive health and wellbeing benefit. In addition, the gym was seen to be a positive space for socialisation in Wickham.

However, in terms of negative impacts, the prolonged licence extension of Wickham Village would have FIFO workers continue to live in dongas. Some members of council felt that living in a donga for any length of time was not good for one's mental health.

### **H. Crime and Public Safety**

The City of Karratha Councillors and officers advised that Wickham was a relatively safe community, and that crime was seen to be relatively low in Wickham. The crimes that do occur tend to be crimes of opportunity, rather than actual break-ins and as such, taking consistent precautions to ensure that everything is locked away is key to crime prevention in Wickham.

Some councillors noted that the continued presence of FIFO workers at Wickham Village would have a positive impact in helping to ensure more people are out and about in the town - providing passive surveillance, which could serve as a deterrent to opportunistic crime, and increase public safety and liveability in Wickham.

In addition, they noted that the upgrades to the façade of Wickham Village would improve the site's outward aesthetic. It was suggested that due to this, the Village would be less likely to be graffitied, in turn presenting a positive impact on Crime and Public Safety in Wickham.

However, there were also some negative impacts raised about Wickham Village licence extension. One of the negative impacts was a lack of safe access to the shops and to the gym. This posed as a safety risk for both FIFO workers and local residents.

In addition, some of the City of Karratha councillors felt that some FIFO workers have had a negative impact on the community. A couple examples of FIFO workers drinking and disrupting public places (e.g. the airport) was mentioned. However, this perception was not held by all council members. One council member noted that FIFO workers were not any different from any other members of the community.

### **I. Economic Development Employment, Training and Local Benefit**

Some City of Karratha representatives stated that the impact of the licence expansion of Wickham Village and facility improvements would be neutral for employment in Wickham, as there are not many people in Wickham looking for employment.

Instead, discussion mostly focused on the potential positive impacts if more Wickham Village FIFO workers were to spend money at the local shops or if they were to become more involved in the community. The increased patronage of local stores by FIFO workers would have a positive economic impact on local businesses in Wickham if measures were taken to further support and encourage it.

One of the positive impacts of the Wickham Village licence extension noted is that currently, Wickham benefits from former workers who used to live in Wickham, coming back to visit friends and to go to the pub. If Wickham Village were to shut down, there could be less visitors to town meeting their FIFO worker friends.

One of the negative impacts of the licence extension for Wickham Village is that it is currently difficult for local Wickham residents to be employed locally by Sodexo. If local





residents wanted to be hired by Sodexo, they would have to work FIFO. It was discussed that there needed to be “better outcomes for young people”, especially in terms of local work opportunities.

### **J. Cumulative impacts**

There were no cumulative impacts associated with the licence extension of Wickham Village identified in the City of Karratha workshop.

### **10.2.3. Suggestions for Increasing Positive Impacts from the Licence Extension and/or Proposed Works**

Council members from the City of Karratha suggested that one way to enhance the positive impacts from the licence extension would be to make rooms at Wickham FIFO facilities available for rent to local residents. With the housing shortage in Wickham, many families in Wickham were staying in houses that were too small and there was no space for them to host any visiting family members. Opening up Wickham Village to be able to be rented by visiting family members would support Wickham Village having a positive impact on Accommodation and Housing in Wickham. This would also help the Village to integrate with the community. In addition, it was suggested that the proposed upgrades should include elements that foster better integration of Wickham Village into the town, rather than have it standalone as “an island in the middle of town”.

Some suggestions raised that would help facilitate this integration included better paths with shade, that support connection to other amenities.

Better integration of Wickham Village with the community was a primary focus for council members who identified a need to promote and facilitate better social opportunities and connections between FIFO workers and local residents. In particular, it was suggested that there should be greater support and promotion of volunteerism and participation opportunities for FIFO workers in the community.

Whilst not directly relating to Wickham Village, one council member shared that they would like to see RTIO invest in building a sporting club facility / amenity building by the oval. It was suggested that this would have a positive impact on recreation in Wickham. As discussed in Section 10.2.6 below, the Council members and officers proposed the construction of the amenity building as an additional community offset investment option, raising it as a key community priority.

In addition, one suggestion raised in the workshop was that RTIO should promote local sporting teams to their FIFO workers, such as through an informational notice board in the dining room. Many local sporting teams and organisations were understanding of the different rosters that FIFO workers have and would welcome FIFO worker participation in their organisations. Promoting these groups through a dining hall notice board would encourage participation of FIFO workers, supporting positive community cohesion. Other suggestions were for sporting and community organisations to go to Wickham Village to promote events and volunteerism opportunities. Information booklets could also be distributed to rooms to inform Wickham Village FIFO workers on what was going on in the community.

The council members of the City of Karratha also reported that the closure of the RTIO community office in Wickham was a loss to the community. Establishing a local presence from the RTIO communities team (which is now located in Karratha) is desired by the City and would support the better distribution of information between the





Wickham community and Wickham Village, in turn supporting the better integration of Wickham Village into the Wickham community.

One key suggestion raised was the need for RTIO to make a commitment to upgrading the local shopping centre. It was reported that this would not be a large investment but would have a positive impact within the community – generating pride in the community. Currently, the shopping centre was seen to be in a “horrible” condition – “the centre is dirty, hasn’t been painted for some time and the parking has no shade”. The council members do understand that RTIO has faced some issues around different ownerships structures and tenure. They also recognise that RTIO has invested in trying to improve the shopping centre, spending money on repainting it and on fixing up the car parking lot. However, more upgrading is seen as necessary to improve the condition of the shopping centre, which would lead to a positive impact on both the Built Form Environment and Community Infrastructure in Wickham.

It was however discussed that for this project any offset has to be directly linked to the proposal for Wickham Village to be submitted as a development application. The upgrade of the shopping centre does not meet this criterion.

In relation to proposed upgrades, one suggestion offered by members of the City of Karratha was for RTIO to reconsider their proposed installation of windows at the front of the gym. It was shared how windows can be subject to being smashed by vandals, leading to unnecessary expenses for window replacements. As a result, windows were seen as a potential crime risk. A councillor suggested that RTIO utilise smash-proof glass to prevent the occurrence of such vandalism. This would enhance the positive impact of the proposed upgrades on Crime and Public Safety in Wickham.

Also relating to Crime and Public Safety in Wickham, it was recommended that RTIO should set up or improve lighting around pedestrian connections and paths, which would support the safer use of such infrastructure by FIFO workers and Wickham residents.

One suggestion raised in the workshop was that there was an opportunity to involve local artists in the proposed upgrades. The council members of the City of Karratha discussed how there are talented people involved in the arts and cultural space in Wickham and surrounding areas. With the physical upgrades, if local artists were involved, there was an opportunity to boost economic development in the arts space.

#### **10.2.4. Impact of Wickham Village Closing (if licence is not extended)**

Overall, City of Karratha councillors and officers were primarily concerned about the negative impacts around the closure of Wickham Village. It was reported that the closure of Wickham Village would have a largely negative impact on the Built Form Environment of Wickham. If Wickham Village were to close and buildings were removed, the entrance to town would be barren and look terrible. In addition, Wickham already has two vacant sites – a vacant high school and a vacant hospital site. Having a third vacant site in Wickham would have a negative impact on the presentation of Wickham.

In addition, some council members reported that due to the presence of Cape Lambert, there is an ongoing need for Transient Worker Accommodations to cater to the site – “Wickham Village exists because of Cape Lambert resources”. As such, if the licence extension was to be turned down, RTIO will still have to come up with an





alternative solution or rely on overpacking existing accommodation, which could create additional housing shortages. The council members mentioned that it might be possible for some local transient worker accommodation village to accommodate extra workers. However, as a whole, the important point was raised that “workers and contractors will always need somewhere to stay”. Wickham Village was seen as necessary for not increasing pressure on existing housing shortages and issues. In particular, it is used during peak periods of shuts.

It was also noted that if alternative housing and relocation were to be implemented (which would likely be in other TWAs in Karratha), this could also create additional traffic on the road between Karratha and Wickham. The council members discussed how these roads were already unpleasant and dangerous to drive on – the addition of more traffic would exacerbate the safety risks associated with these roads.

Finally, the closure of Wickham Village would place unnecessary duress on the local community. In the workshop, it was reported that the closure of Wickham Village would really unsettle existing residents, especially if they thought that RTIO wasn’t doing well, or if they were concerned that there would be a risk of redundancies.

It must be noted that the council members reported that these negative impacts around the closure of Wickham Village highlighted the importance of Wickham Village to meet the needs of RTIO. In doing so, it also shapes their emphasis on why better consideration needs to be given to the quality of the built form of Wickham Village. Councillors discussed that RTIO has an ongoing business with ongoing short-term needs that is fulfilled by Wickham Village. However, workers are living out of dongas, whereas the quality of the village facilities at Cajuput and Wickham Lodge is much higher. It was identified that this poses a disconnect between the purpose in having Wickham Village as an ongoing solution and the built form structure at other FIFO facilities and permanent residential facilities. Members of Council reiterated the need for RTIO to create a better-quality built form at Wickham Village.

However, councillors also did reflect on some potential positive impacts around the closure of Wickham Village. They reported that if Wickham Village did close, it could actually encourage small businesses to invest in the long term. However, they also reported that this would still require support from RTIO.

Another potential positive impact of the closure of Wickham Village identified was that it might cause RTIO to reevaluate its current approach. For example, RTIO might decide to invest in a beautiful permanent building. This would help solve some of Wickham’s built form issues, having a positive impact on Wickham.

### **10.2.5. Community Offset Investment Preferences and Impacts**

Overall, the City of Karratha Council members and officers saw the shading of the sports courts as their primary priority, followed by investment into building an amenity building and then the oval upgrades.

The Council officers saw the court shading project as one that is separate to the current application, reporting that they are well advanced in the discussions to get the project off the ground regardless of the licencing outcome. Further, Council members reported that the business case had already been well established for why the courts need to be covered. These works had a clear timeline laid out and were scheduled to





begin soon. It was reported that if the shading of the courts were not to proceed due to Council turning down the licence extension, then it would be on RTIO to deal with the community backlash on this issue.

The Council members and officers expressed a lack of clarity around why the second proposed community offset of the lifeguard office option was selected. The changes to the lifeguards office had been investigated in the feasibility study, however one of the council members reported that the lifeguard office offset had been dropped to the bottom of the priority list, because to build and reposition, one of the existing club change rooms would have to be utilised. To do that, they would need to build the amenity building and social club house first, to ensure that there is access to sufficient change rooms. Due to the complications with implementing these changes, the lifeguard office upgrade was not viewed to be a current community priority. Based the Council's conversations with RTIO, they assumed that the shading of the courts was seen to be the main priority, followed by the amenity building and then the rehabilitation of the ovals.

### 10.2.6. Alternative Community Offset Suggestions

In the workshop, a point made was that if community offset investments were to be tied to the application, the proposed investments should be new. At the moment, the council feels as though the current proposed offsets that have been talked about and requested by the Wickham community for years. As such, the proposed upgrades currently included in the recreation plan were seen to be “a bit lazy”. However, it was also noted that community engagement demonstrates RTIO's commitment to finding out how it may best support the community.

Landscaping (throughout the town) was identified as a key priority in Wickham. Followed by the need to upgrade infrastructure, such as footpaths and lighting.

Other community offset suggestions raised in the workshop included:

- Creation of a more vibrant town centre
- Investment in North Wickham
- Amenity building
- Shopping Centre upgrade and improvement
- Greenspace
- Boat ramps'

These suggestions were briefly made and not discussed in deep detail during the workshop.





## 10.3. Appendix C: Detailed Community Survey Feedback

This section provides the detailed findings from the Wickham Community Survey. In total, the survey received 169 responses from community members/residents of Wickham. The survey was open for eighteen days, between 2 October and 20 October.

### 10.3.1. Survey Participant Demographics

#### Q1. Community representation

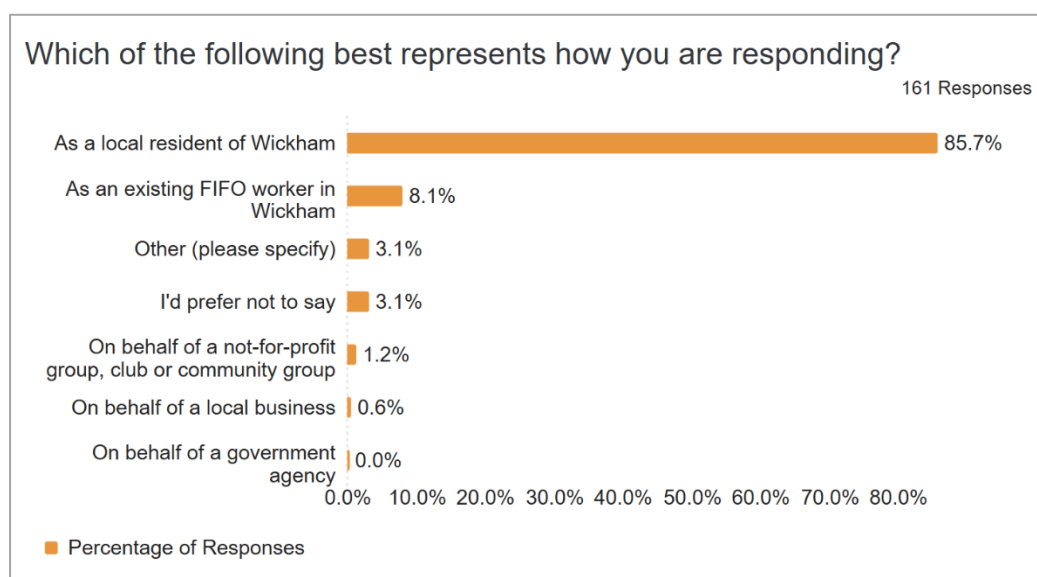
The community survey participants were asked to select which of the below options best represents them:

- Local resident of Wickham
- Existing FIFO worker in Wickham
- On behalf of a not-for-profit group, club or community group
- On behalf of a local business
- On behalf of a government agency
- Prefer not to say
- Other

The large majority of respondents (85.7%) identified themselves as a resident of Wickham and 8.1% identified as an existing FIFO worker in Wickham.

Only three (3) respondents specified themselves as 'other', with two being a previous Wickham resident and one being a current FIFO worker. In addition, two respondents identified themselves as responding on behalf of a not-for-profit group, club or community group – which were the Wickham Gym and (several) local sporting associations.

FIGURE 16 – COMMUNITY DEMOGRAPHIC REPRESENTATION





## Q2. Length of residency in Wickham

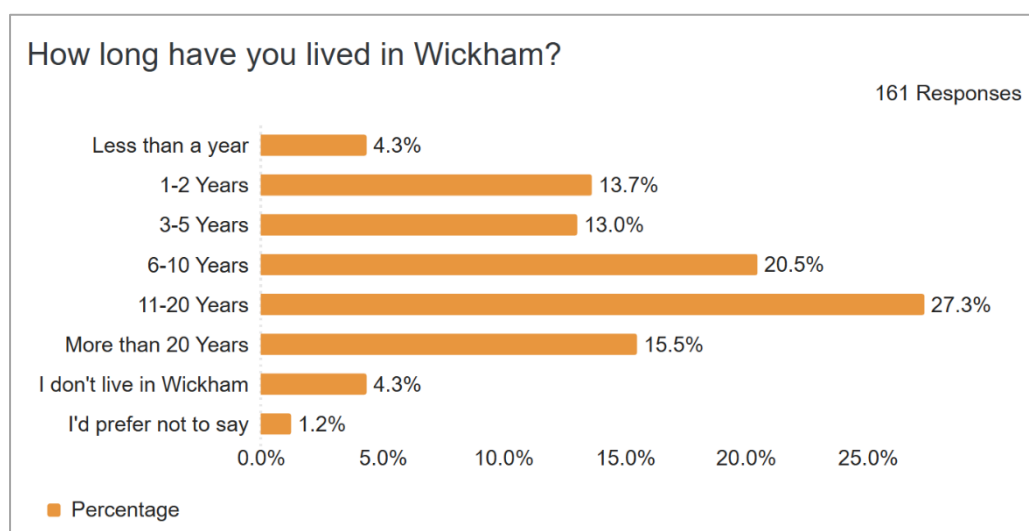
The survey participants were asked to indicate their length of residency in Wickham out of the following options:

- Less than a year
- 1-2 years
- 3-5 years
- 6-10 years
- 11-20 years
- More than 20 years
- I don't live in Wickham
- I'd prefer not to say

The majority of the respondents (63.3%) have lived in Wickham for more than six years, with the largest proportion of this group (27.3%) being those who have lived in Wickham between 11 and 20 years.

A minority of survey participants (4.3%) have only lived in Wickham for less than a year.

FIGURE 17 - SURVEY PARTICIPANTS' LENGTH OF RESIDENCY IN WICKHAM



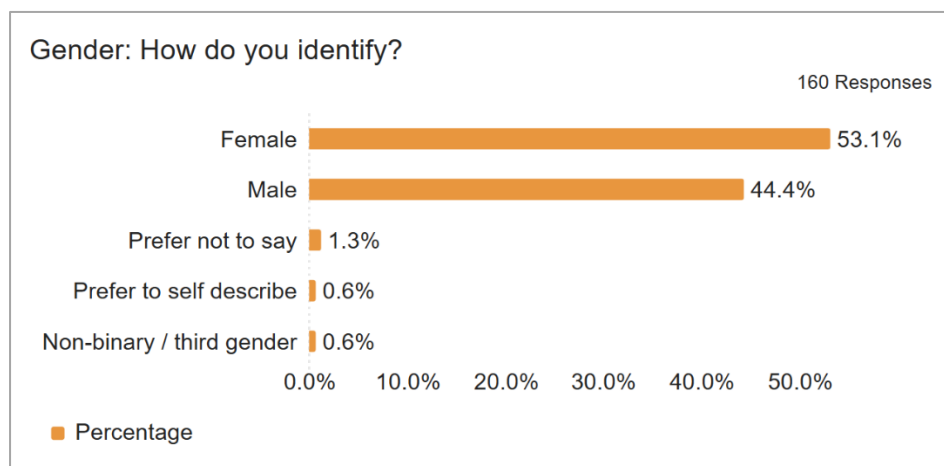


### Q3. Gender of survey participants

Survey participants were asked to share how they identify their gender.

Over half of the respondents, and the largest group, identified as female (53.1%), whereas 44.4% identified as male.

FIGURE 18 - GENDER DISTRIBUTION OF COMMUNITY SURVEY PARTICIPANTS



### Q4. Age of survey participants

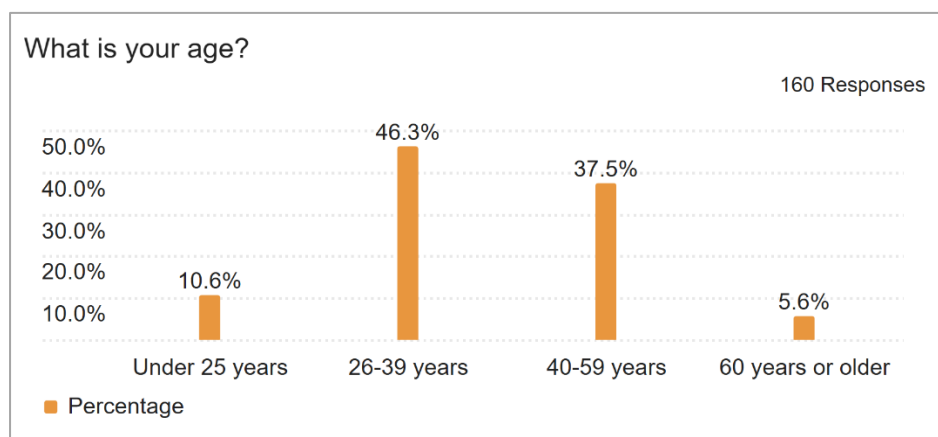
Survey respondents were asked to identify their age range from the following options:

- Under 25 years old
- 26-39 years old
- 40-59 years old
- 60 years old or older

The majority of survey participants (56.9%) identified themselves as being 39 years old or younger, with the largest proportion (46.3%) being between 26 and 39 years old.

The minority of respondents were under 25 years old (10.6%) or 60 years old and older (5.6%).

FIGURE 19 - AGE DISTRIBUTION OF COMMUNITY SURVEY PARTICIPANTS





### 10.3.2. Experience Living in Wickham

#### Q5. Please describe your experience living in Wickham.

Community survey participants were asked to describe their experience living in Wickham. A total of 119 community members provided a range of responses based on their personal experiences. The responses have been analysed through a coding process, in which responses have been categorised against the domains of Creating Communities' Social 9™ framework (see Figure below). The Social 9™ domains can be seen as the elements that make up a community's social fabric and are essential to building a thriving community. Hence, by analysing the responses through the lens of Social 9™, we can better understand the elements of Wickham's community which are thriving, and the areas that could be strengthened.

FIGURE 20 - CREATING COMMUNITIES' SOCIAL 9™ FRAMEWORK

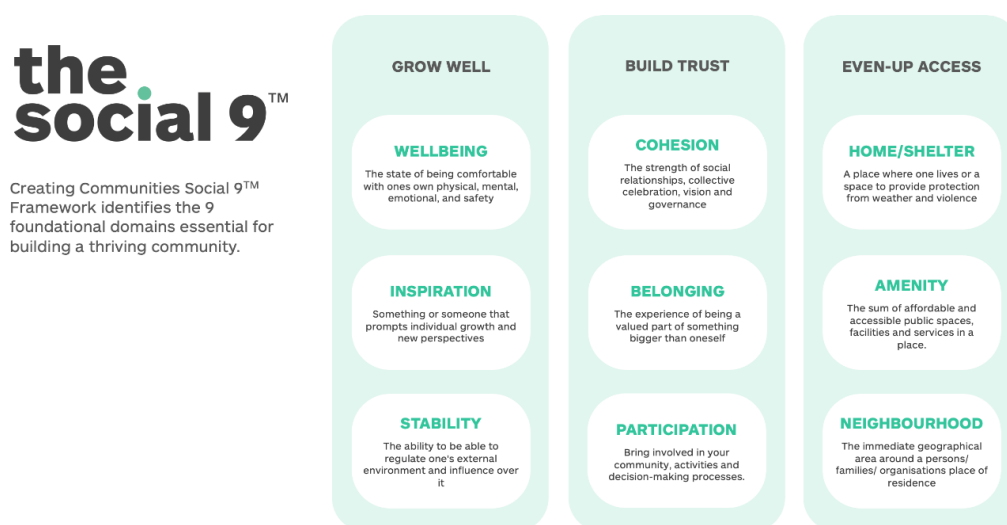
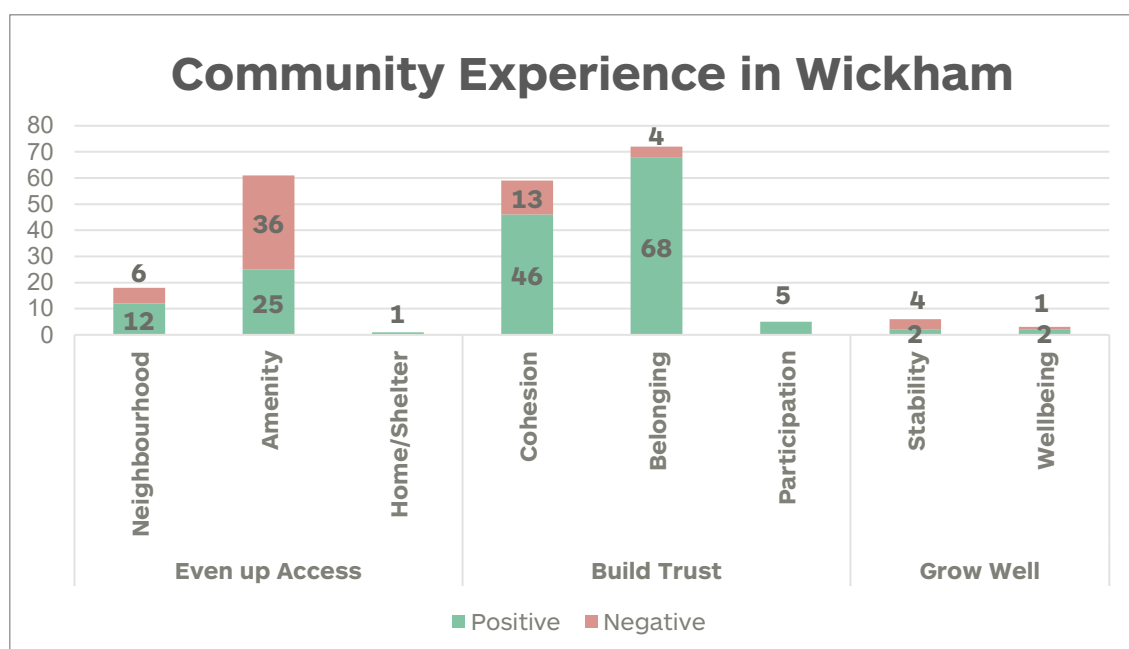


FIGURE 21 - BREAKDOWN OF THE COMMUNITY EXPERIENCE IN WICKHAM BASED ON THE SOCIAL 9™ FRAMEWORK





When discussing their experience living in Wickham, the top three positive comments made by community members related to:

- Belonging (i.e. love Wickham and living in Wickham) (68 responses)
- Cohesion (e.g. love the great community and community spirit) (46 responses)
- Amenity (e.g. love the Wickham Gym) (20 responses)

*Note: responses are presented in the below table according to the Social 9<sup>TM</sup> domain. The number in brackets represents the frequency of the response.*

POSITIVE EXPERIENCE		
SOCIAL 9 <sup>TM</sup> DOMAIN	SUB-DOMAIN	ALL RESPONSES
Belonging (68)	Collective Narrative	<ul style="list-style-type: none"> <li>• Positive opinion of Wickham (“love Wickham” / “living in Wickham”) (68)</li> </ul>
Cohesion (46)	Connection	<ul style="list-style-type: none"> <li>• Community Connection (“great community” / “community spirit”) (41)</li> <li>• Integration of FIFO Workers within Community (3)</li> </ul>
	Activities	<ul style="list-style-type: none"> <li>• Access to Social Activities and Celebrations (“bunch of community engagements”) (2)</li> </ul>
Amenity (20)	Facilities	<ul style="list-style-type: none"> <li>• Positive opinion of Wickham Gym (e.g. importance for community physical and mental health / “have been a member for years”) (14)</li> <li>• Access to Recreational Sport (“sports driven”) (3)</li> <li>• Access to Dining Facilities (e.g. Wickham Pub)</li> </ul>
	Services	<ul style="list-style-type: none"> <li>• Access to Services (“has access to most services” / “shops are close”) (3)</li> </ul>
Neighbourhood (10)	Green/Respite Spaces/Environment	<ul style="list-style-type: none"> <li>• Access to Nature / Coastline (“beautiful beaches”) (5)</li> </ul>
	Quality	<ul style="list-style-type: none"> <li>• Quality of Town (“cleanliness” / facilities are “well managed and maintained”) (2)</li> </ul>
	Design	<ul style="list-style-type: none"> <li>• Accessibility to Town (“everything we need is at our door step”) (3)</li> </ul>
Participation (5)	Reciprocity	<ul style="list-style-type: none"> <li>• Community Support (“support one another”) (4)</li> </ul>
	Community Involvement	<ul style="list-style-type: none"> <li>• Community Involvement in Voluntary Activities (1)</li> </ul>
Wellbeing (2)	Safeguarding	<ul style="list-style-type: none"> <li>• Perception of Safety (“safe place for my family”) (2)</li> </ul>
Stability (2)	Financial Security	<ul style="list-style-type: none"> <li>• Access to Employment Opportunities (2)</li> </ul>
Home/Shelter	Security	<ul style="list-style-type: none"> <li>• Security (“security walking around camp is a big win”) (1)</li> </ul>





## NEUTRAL EXPERIENCE

SOCIAL 9 <sup>TH</sup> DOMAIN	SUB-DOMAIN	ALL RESPONSES
-------------------------------	------------	---------------

Belonging (5)	Collective Narrative	<ul style="list-style-type: none"> <li>Neutral Opinion of Wickham ("it's okay") (5)</li> </ul>
---------------	----------------------	--

The top negative comment made by community members regarding their experience living in Wickham related to amenity (e.g. poor quality of town facilities, lack of access to services) (36 responses)

*Note: responses are presented in the below table according to the Social 9<sup>TH</sup> domain. The number in brackets represents the frequency of the response.*

## NEGATIVE EXPERIENCE

SOCIAL 9 <sup>TH</sup> DOMAIN	SUB-DOMAIN	ALL RESPONSES
-------------------------------	------------	---------------

Amenity (36)	Facilities	<ul style="list-style-type: none"> <li>Quality of Town Facilities ("town is dated" / "needs upgrades to facilities") (14)</li> <li>Access to/Quality of Youth Recreational Facilities (e.g. shaded basketball courts, pump track) (5)</li> <li>Access to Recreational Facilities ("gyms are small/overcrowded") (3)</li> <li>Access to Dining Facilities (i.e. lack of cafes/restaurants) (2)</li> <li>Access to Facilities (2)</li> </ul>
	Services	<ul style="list-style-type: none"> <li>Access to Services (i.e. loss of hospital, police, bank, doctors) (8)</li> </ul>
	Infrastructure	<ul style="list-style-type: none"> <li>Accessibility of Travel ("airport only caters for travel to Perth") (1)</li> <li>Quality of Town Infrastructure ("the roads need to be cleaned") (1)</li> </ul>
Neighbourhood (6)	Quality (built and natural environment)	<ul style="list-style-type: none"> <li>Quality of Housing (e.g. need for larger housing/poor quality) (4)</li> <li>Design of Town ("look and feel" of town should improve) (1)</li> </ul>
	Green/Respite Spaces/Environment	<ul style="list-style-type: none"> <li>Lack of access to Greenery / Greenspaces (1)</li> </ul>
Cohesion (5)	Activities	<ul style="list-style-type: none"> <li>Access to Social Activities &amp; Celebrations ("lack of excitement" / "not much to do") (4)</li> </ul>
	Governance Structures	<ul style="list-style-type: none"> <li>Lack of Community Support/Involvement from RTIO/Sodexo/Shire (1)</li> </ul>
Stability (4)	Financial Security	<ul style="list-style-type: none"> <li>Financial Security ("high cost of living") (2)</li> <li>Small Business Opportunities (e.g. high cost of rent in shopping spaces) (1)</li> </ul>
	Purpose	<ul style="list-style-type: none"> <li>Sense of Purpose (1)</li> </ul>
Belonging (4)	Collective Narrative	<ul style="list-style-type: none"> <li>Negative opinion of Wickham ("very poor" / "frustrating") (3)</li> </ul>
	Inclusion	<ul style="list-style-type: none"> <li>Inclusion in Town ("if you are not directly connected to RTIO it comes across as an exclusive town") (1)</li> </ul>





## NEGATIVE EXPERIENCE

SOCIAL 9 <sup>TH</sup> DOMAIN	SUB-DOMAIN	ALL RESPONSES
Wellbeing (1)	Safeguarding	<ul style="list-style-type: none"> <li>Sense of Safety ("see some pretty dodgy characters")</li> </ul>

### 10.3.3. Support for Proposed Wickham Village Facility Upgrades

#### Q6. Level of support for the proposed Wickham Village facility upgrades

The survey participants were asked to indicate their level of support, from highly supportive to highly unsupportive, for the following proposed facility upgrades:

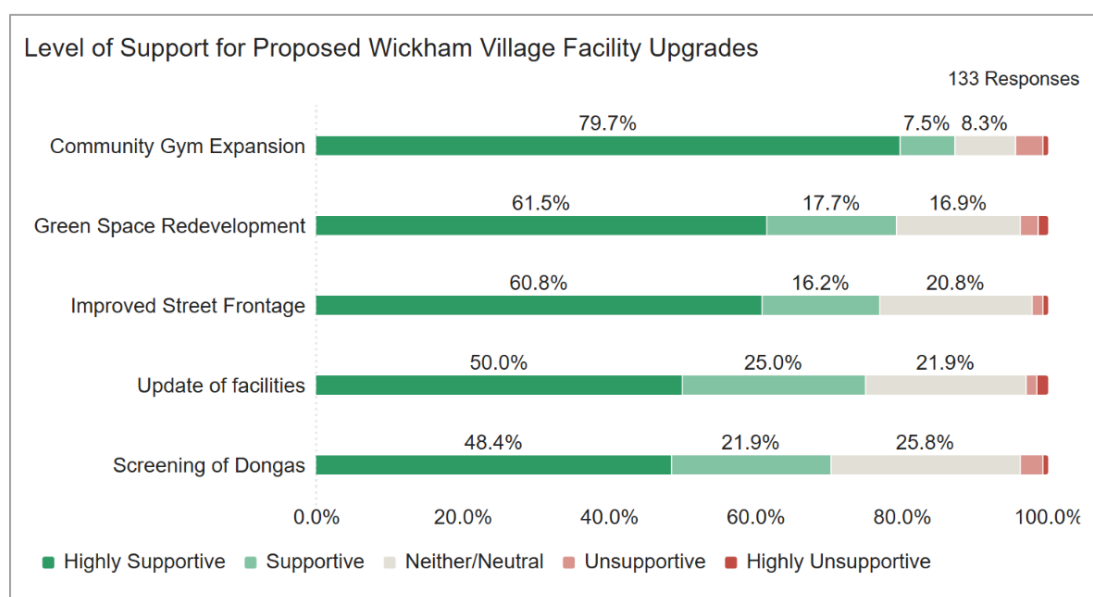
- Showers and Laundry Improvements - Add more showers and improved laundry facilities on site.
- Green Space Redevelopment - A redevelopment of the internal green space to provide better outdoor spaces for Wickham Village residents.
- Recreational Space Addition - A refit of the building to include some more internal recreational space for Wickham Village residents.
- Private Gym Expansion - An expansion of the floor area to be leased to the privately-operated gym at Wickham Village.
- Improved Street Frontage - Changes to car parking and street frontage are designed to improve the facility's connection to the street and provide options for future use after mining operations end.
- Screening Façade and fencing treatment to minimise the visual impact of the accommodation buildings from street view.

The most supported proposed facility upgrade was the community gym expansion, with 87.2% of respondents being supportive. While all the facility upgrades received strong support by the majority of respondents, the proposed upgrade with slightly less support was the screening of the dongas. This may be indicative of there being less importance placed by community members on improving the physical amenity/aesthetic of the site, and more importance placed on having physical/practical improvements that can be used by the community (i.e. community gym and green space).



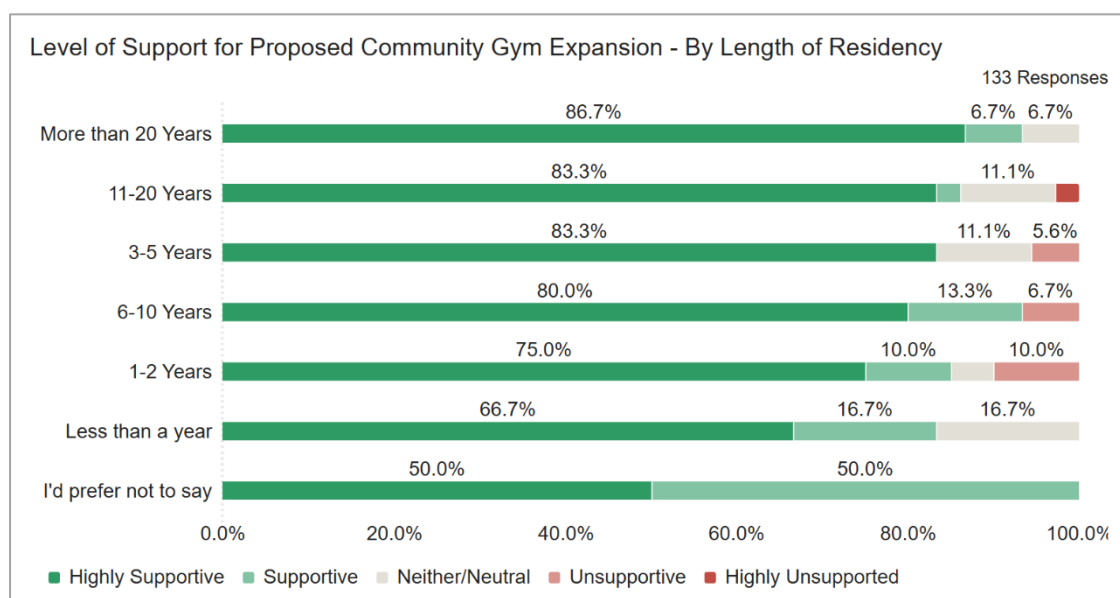


FIGURE 22 - LEVEL OF SUPPORT FOR PROPOSED WICKHAM VILLAGE FACILITY UPGRADES



When investigating the level of support for each proposed upgrade by the respondents' length of residency, there are no significant differences. This is however, with exception to the proposed community gym upgrades, where residents who have lived in Wickham longer, tended to be slightly more supportive. This may be due to the fact that longer-term residents have had the most opportunity to experience the importance of the Wickham Village community gym within the community.

FIGURE 23 - LEVEL OF SUPPORT FOR PROPOSED WICKHAM VILLAGE FACILITY UPGRADES - BY LENGTH OF RESIDENCY





## 10.3.4. Preferred Community Offset Investment Options

### Q7. Community Offset Investment Preferences

Community survey respondents were asked to rank the three community offset investment options from one (1) to three (3) – one being their most preferred and three being their least preferred.

The three community offset investment options included:

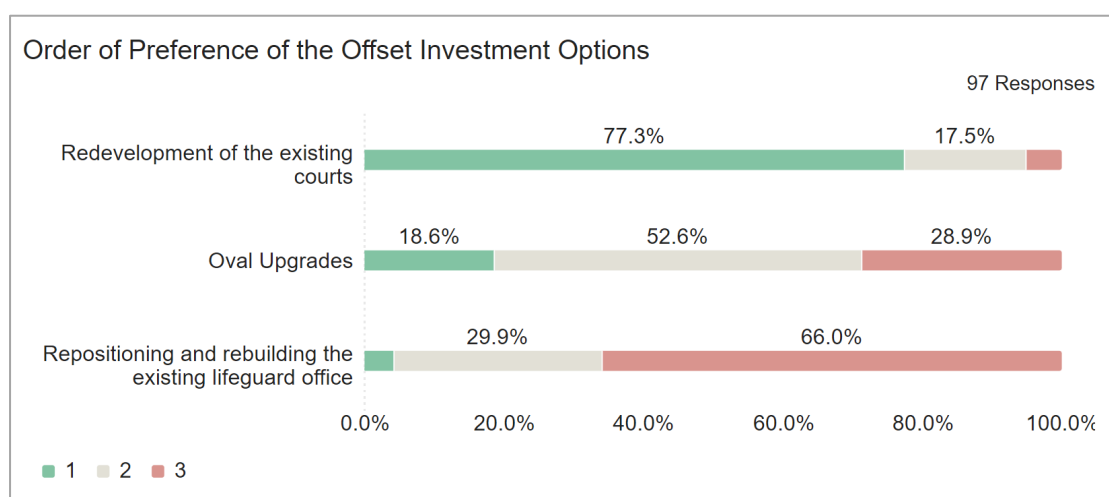
- Redevelopment of the existing courts into a fully shaded facility with installation of permanent roof structure
- Upgrading the oval with new lights and drainage to improve the safety and extended use of the ovals
- Repositioning and rebuilding the existing lifeguard office at the Wickham Aquatic Centre

The results indicated that the redevelopment of the existing courts was the most preferred, with 94.8% of respondents placing it in their top two preferences (and 77.3% as their number one choice).

The upgrading of lighting and drainage at the oval was the second most preferred, with 61.2% of respondents placing it in their top two preferences (and 28.9% as their third choice).

The least preferred option was the repositioning and rebuilding of the lifeguard office, with nearly two-thirds of community members (66.0%) placing it as their least preferred option.

FIGURE 24 - ORDER OF PREFERENCE BY THE WICKHAM COMMUNITY OF THE COMMUNITY OFFSET OPTIONS



### Q8. Community Offset Investment Suggestions

The survey participants were asked, “Do you have any alternative suggestions to the above proposed offsets? (Note: the offsets need to have a connection to FIFO use at Wickham Village)”. Twenty-six (26) participants provided a comment or suggestion. The three most common responses/suggestions were:





- No suggestions (including being supportive of existing offset options) (12 responses)
- Sport and recreation related responses (10 responses)
- Improvements to Wickham Town amenities (7 responses)

*Note: responses are presented in the below table according to theme. The number in brackets represents the frequency of the response.*

IMPACT AREA	ALL RESPONSES
<i>No suggestions (12)</i>	<ul style="list-style-type: none"> <li>• No suggestion (10)</li> <li>• Supportive of existing offset options (2)</li> </ul>
Sport and Recreation (10)	<ul style="list-style-type: none"> <li>• Extension and/or continued operation of Wickham Village gym (4)</li> <li>• Develop additional sports courts near JM Building</li> <li>• Employ full-time personal trainers at the Wickham Village gym (e.g. assist with cleaning, running fitness classes etc)</li> <li>• Expand Wickham Recreation Precinct gym</li> <li>• Public tennis court/s that don't need to be booked</li> <li>• Pump Track</li> <li>• Swipe in access for FIFO workers at Wickham Aquatic Centre</li> </ul>
Improvements to Wickham Town Amenities (7)	<ul style="list-style-type: none"> <li>• Improve footpaths around Wickham (3)</li> <li>• Install more street lighting (2)</li> <li>• Install footpath from Wickham to Point Samson (i.e. offers additional recreational activity, can be used for fun runs etc)</li> <li>• Outdoor running tracks/paths</li> </ul>
Community Initiatives (2)	<ul style="list-style-type: none"> <li>• Open training rooms to community organisations</li> <li>• Incorporate a Community Garden at Wickham Village</li> </ul>

### 10.3.5. Community Impacts from extension of licence and/or proposed village upgrades

#### Q9. Rating social impacts of the Wickham Village proposal

The survey participants were asked to consider the impacts of the proposals on the Wickham community, by ranking the below social impact areas:

- Demographic and Population Change
- Accommodation and Housing
- Built Form Environment
- Accessibility to Community Services, Infrastructure, and Facilities
- Social and Recreational Activities and Facilities
- Community Values, Identity and Cohesion
- Health and Wellbeing
- Crime and Public Safety
- Economic Development, Employment, and Training
- Community Benefits /Offsets
- Cumulative Impact

According to the Wickham community, the social area that is likely to be the most positively impacted by the proposals are social and recreational activities and facilities

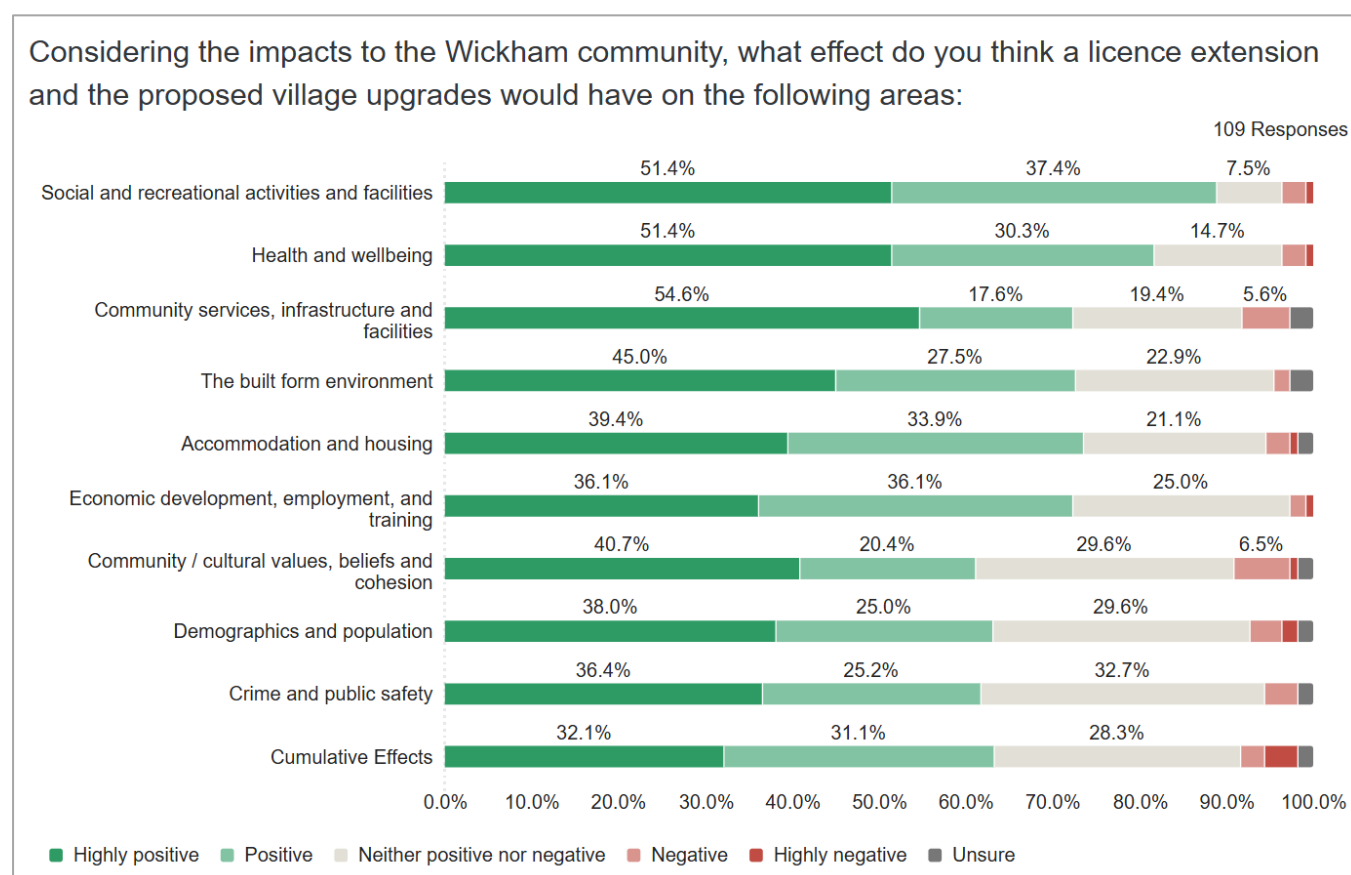




- with 88.8% of respondents ranking it positively (including 51.4% ranking it as very positive). This was followed by health and wellbeing, in which 81.7% predict will be impacted positively or very positively.

Overall, the results indicate a high level of perceived positive impact across the different areas, with at least 60% of respondents ranking each impact area positively (including 'very positive').

FIGURE 25 - IMPACT OF LICENCING AND UPGRADE PROPOSALS ON THE SOCIAL IMPACT AREAS



The above graph has been replicated below in a table format so that all data points can be read:

TABLE 17 - IMPACT OF LICENCING AND UPGRADE PROPOSALS ON THE SOCIAL IMPACT AREAS

IMPACT AREA	HIGHLY POSITIVE	POSITIVE	NEITHER POSITIVE NOR NEGATIVE	NEGATIVE	HIGHLY NEGATIVE	UNSURE
Social and recreational activities and facilities	51.4%	37.4%	7.5%	2.8%	0.9%	0.0%
Health and wellbeing	51.4%	30.3%	14.7%	2.8%	0.9%	0.0%





IMPACT AREA	HIGHLY POSITIVE	POSITIVE	NEITHER POSITIVE NOR NEGATIVE	NEGATIVE	HIGHLY NEGATIVE	UNSURE
Community services, infrastructure and facilities	54.6%	17.6%	19.4%	5.6%	0.0%	2.8%
Built form environment	45.0%	27.5%	22.9%	1.8%	0.0%	2.8%
Accommodation and housing	39.4%	33.9%	21.1%	2.8%	0.9%	1.8%
Economic development, employment and training	36.1%	36.1%	25.0%	1.9%	0.9%	0.0%
Community / cultural values, beliefs and cohesion	40.7%	20.4%	29.6%	6.5%	0.9%	1.9%
Demographics and population	38.0%	25.0%	29.6%	3.7%	1.9%	1.9%
Crime and public safety	36.4%	25.2%	32.7%	3.7%	0.0%	1.9%
Cumulative effects	32.1%	31.1%	28.3%	2.8%	3.8%	1.9%

#### Q10. Main effects of the proposals on the community

The survey participants were asked to, "Please describe the main effects (positive or negative or both) you think a 10-year Wickham Village licence extension and potential facility upgrades might have on your community". Forty-four (44) community members provided a response.

All responses indicated a neutral or positive impact on the community from the proposals – with no one stating a potential negative impact. The top three most common responses related to the following impact areas:

- Health and Wellbeing (i.e. benefits to physical and mental health and increased community and FIFO worker satisfaction) (19 responses)
- Social and Recreational Activities and Facilities (i.e. continued access to the Wickham Village gym) (12 responses)
- Accessibility to Community Services, Infrastructure, and Facilities (i.e. facilities in Wickham in need of investment) (6 responses)

*Note: responses are presented in the below table according to theme. The number in brackets represents the frequency of the response.*

IMPACT AREA	ALL RESPONSES
General overall impact (4)	<ul style="list-style-type: none"> <li>• No negative impacts (3)</li> <li>• No impact/neutral</li> </ul>





IMPACT AREA	ALL RESPONSES
Health and Wellbeing (19)	<ul style="list-style-type: none"> <li>The Wickham gym can continue to boost the community's mental and physical health (9)</li> <li>Proposed upgrades will better support the Wickham community (7)</li> <li>Improved facilities will increase the satisfaction/enjoyment of FIFO workers living in Wickham (2)</li> <li>Loss of Wickham Village would lead to extended travel time for FIFO workers</li> </ul>
Social and Recreational Activities and Facilities (12)	<ul style="list-style-type: none"> <li>Gym expansion/upgrade will be positive for gym users (7)</li> <li>The continued operation of Wickham Gym provides the community with more gym options (3)</li> <li>The continued operation of the Wickham Gym will ensure that other gyms do not become overcrowded (2)</li> </ul>
Accessibility to Community Services, Infrastructure, and Facilities (6)	<ul style="list-style-type: none"> <li>Wickham is in need of / deserves additional investment (4)</li> <li>Facility upgrades/expansions will better support the number of residents in Wickham (2)</li> </ul>
Built Form Environment (5)	<ul style="list-style-type: none"> <li>Upgrades will improve the town aesthetic/environment (5)</li> </ul>
Community Values, Identity and Cohesion (4)	<ul style="list-style-type: none"> <li>The Wickham gym provides the community with a sense of belonging</li> <li>Upgrades will help Wickham Village to be better connected to the town</li> <li>Upgrades will support FIFO integration into the Wickham community</li> <li>Wickham Gym helps foster socialisation between FIFO workers and community members</li> </ul>
Demographic and Population Change (2)	<ul style="list-style-type: none"> <li>Increased potential for FIFO workers to transition to residential employees</li> <li>Wickham Village upgrades may increase the Wickham population (transient)</li> </ul>
Accommodation and Housing (2)	<ul style="list-style-type: none"> <li>Continued operation of Wickham Village will help take pressure off the housing/accommodation shortage</li> <li>Upgrades may promote a better quality of housing in Wickham</li> </ul>
Crime and Public Safety	<ul style="list-style-type: none"> <li>Loss of Wickham Village may lead to increased antisocial behaviour (e.g. if site is vacant)</li> </ul>
Economic Development, Employment, and Training	<ul style="list-style-type: none"> <li>More employment opportunities for local community members</li> </ul>
Cumulative Impact	<ul style="list-style-type: none"> <li>Continued operation of Wickham Village will support the permanent need for FIFO workers</li> </ul>





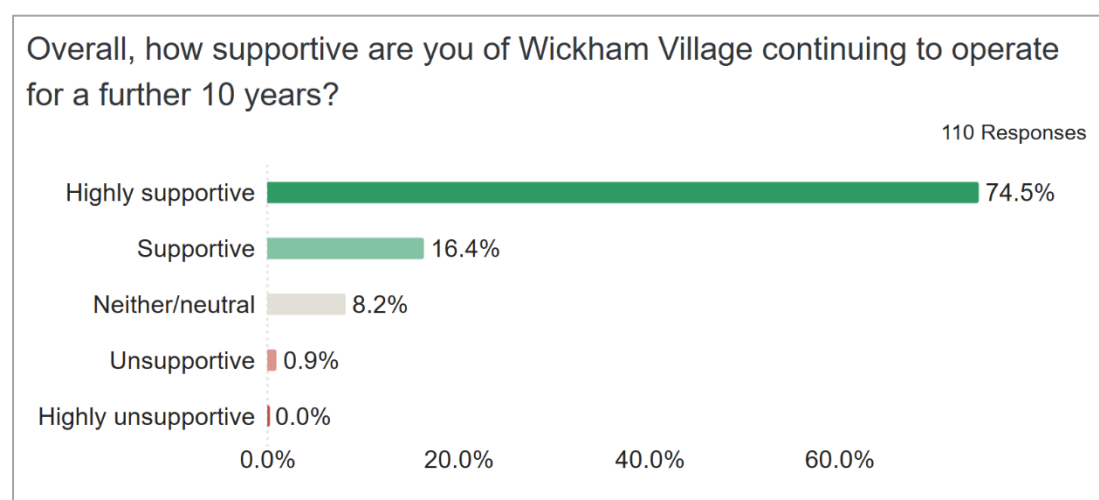
### 10.3.6. Level of Community Support for the Continued Operation of Wickham Village

#### Q11. Level of support for Wickham Village continuing to operate for a further 10 years

The survey participants were asked to rate how supportive they are – from highly supportive to highly unsupportive – of Wickham Village continuing to operate for a further 10-years.

Overall, three-quarters of surveyed community members (74.5%) were highly supportive of the continued operation, and an additional 16.4% were supportive. Only one respondent was unsupportive out of a total of 110 surveyed community members.

FIGURE 26 – LEVEL OF SUPPORT FOR THE CONTINUED 10-YEAR OPERATION OF WICKHAM VILLAGE



### 10.3.7. General Comments and Issues

#### Q12. General Comments and Issues regarding the Wickham Village Proposals

At the end of the survey, participants were asked, “Are there any other comments/issues you wish to raise in regard to an extension to the Wickham Village operating licence and /or the associated upgrade of facilities?”. Twenty-seven community members shared an additional comment/issue.

*Note: responses are presented in the below table according to theme. The number in brackets represents the frequency of the response.*

THEME	ALL RESPONSES
No comment (6)	<ul style="list-style-type: none"> <li>No comment (6)</li> </ul>
In support of Proposals (5)	<ul style="list-style-type: none"> <li>Support licence extension/upgrade works (5)</li> </ul>
Improving Town Facilities/Amenity (5)	<ul style="list-style-type: none"> <li>Urgent need for court shading due to constant risk of heat exhaustion while training (2)</li> <li>Improved facilities in Wickham are much required</li> </ul>





THEME	ALL RESPONSES
	<ul style="list-style-type: none"> <li>• Oval lights should remain on every night (currently have to book/pay to have lights on)</li> <li>• Town facilities need to be upgraded to accommodate increased population and tourists (e.g. medical facilities, shopping centre)</li> </ul>
Improving Wickham Village (4)	<ul style="list-style-type: none"> <li>• Wickham Village requires more security (e.g. more lighting, cameras etc) (2)</li> <li>• Consider building the facade around the entire Village to improve aesthetic</li> <li>• Wickham Village parking could be improved</li> </ul>
Housing / Accommodation Suggestions and Issues (3)	<ul style="list-style-type: none"> <li>• Consider additional accommodation next to Wickham Lodge in vacant lot</li> <li>• Wickham requires continued/more FIFO accommodation (i.e. now accommodating FIFO workers from Roebourne)</li> <li>• Wickham requires new housing or housing upgrades (i.e. current housing is of poor quality)</li> </ul>
Improving the FIFO Experience (3)	<ul style="list-style-type: none"> <li>• Improvements should be made to the overall experience for contracted workers (e.g. bus service from JM building to Wickham Village after check-in, dinner delivery to camp)</li> <li>• Provide new FIFO workers with a dining voucher (e.g. for Rambla pub) to encourage integration into community</li> <li>• RTIO should promote local community groups/activities to FIFO workers (e.g. social sports)</li> </ul>
Sodexo (1)	<ul style="list-style-type: none"> <li>• Sodexo don't care about engaging with the Aboriginal community</li> </ul>





## 10.4. Appendix D: Detailed FIFO Survey Feedback

This section provides the detailed findings from the FIFO Survey. In total, the survey received 45 responses from FIFO workers across Wickham Village, Wickham Lodge and Cajuput Villas. The survey was open for over a month, between 12 September and 15 October.

The below section also incorporates some comparison to findings from the previous Wickham FIFO Survey conducted by Creating Communities in 2022. The 2022 FIFO Survey received 105 responses.

### 10.4.1. Demographics and Employment of FIFO Workers

#### Q1. Village usually stayed in by Survey Participants

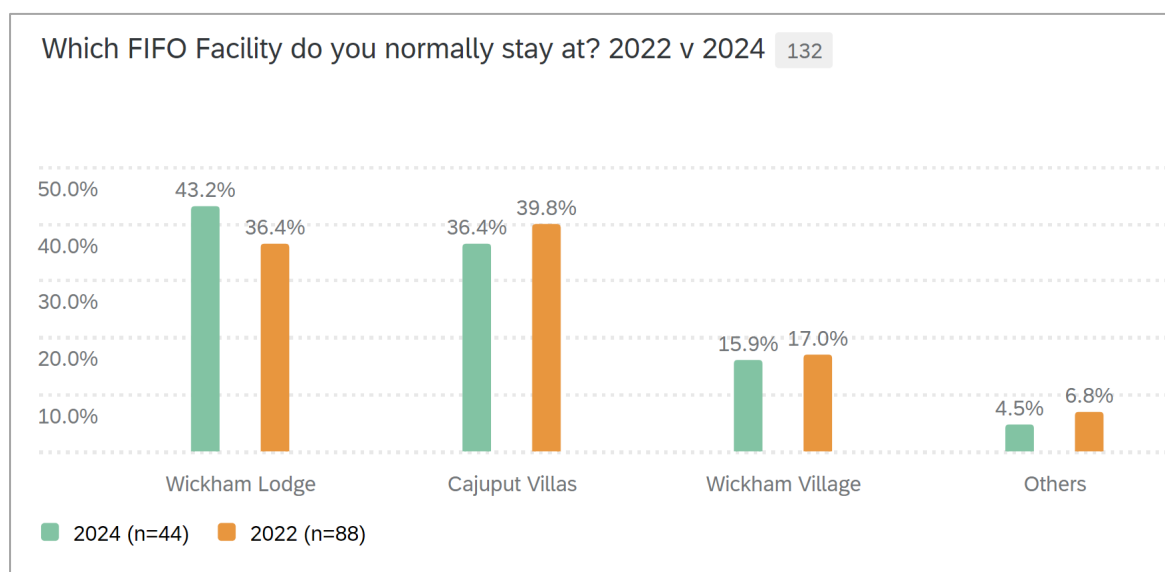
The survey participants were asked to identify which FIFO facility they normally stay at in Wickham. They could choose from:

- Wickham Lodge
- Cajuput Villas
- Wickham Village
- Other

The below graph compares the results from the recent 2024 FIFO survey with the previous 2022 survey.

Overall, the results across 2022 and 2024 have remained similar, with the majority of survey respondents typically staying at Wickham Lodge or the Cajuput Villas. Notably, the 2024 survey saw a slightly higher percentage of respondents from Wickham Lodge (43.2%), compared to 2022 (36.4%).

FIGURE 27 -VILLAGE USUALLY STAYED IN BY ALL SURVEY PARTICIPANTS - 2022 v 2024



Only two (2) 2024 survey respondents identified themselves as normally staying in another FIFO facility in Wickham. One of these respondents lives residentially and the other stays near Cape Lambert.





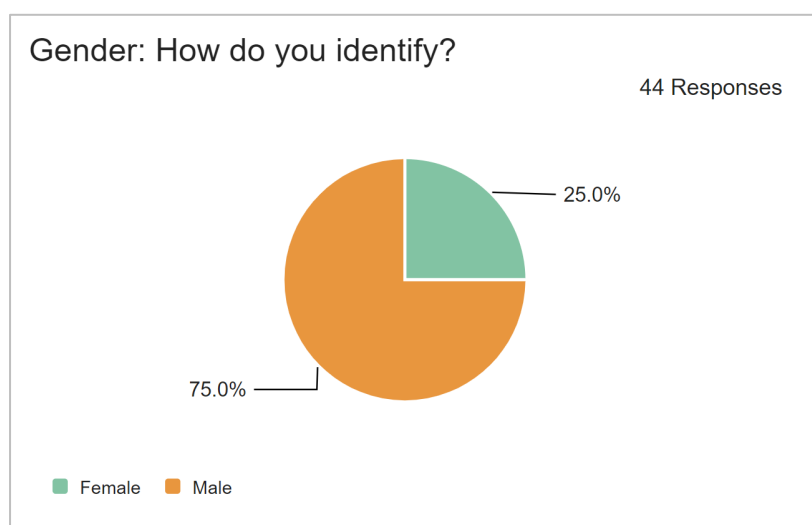
## Q2. Gender of survey participants

Survey participants were asked to identify their gender.

Three-quarters (75%) of respondents identified themselves as male, and one-quarter (25%) identified as female. No participants identified as non-binary/third gender or chose to self-describe their gender.

Interestingly, the previous FIFO survey conducted in 2022 (n=88) saw a much higher percentage of male respondents (92.0%) and significantly lower percentage of female respondents (6.8%).

FIGURE 28 - GENDER DISTRIBUTION OF SURVEY PARTICIPANTS



## Q3. Age of survey participants

Survey participants were asked to indicate their age from the following age brackets:

- Under 25 years old
- 26 – 39 years old
- 40-59 years old
- 60 years and older

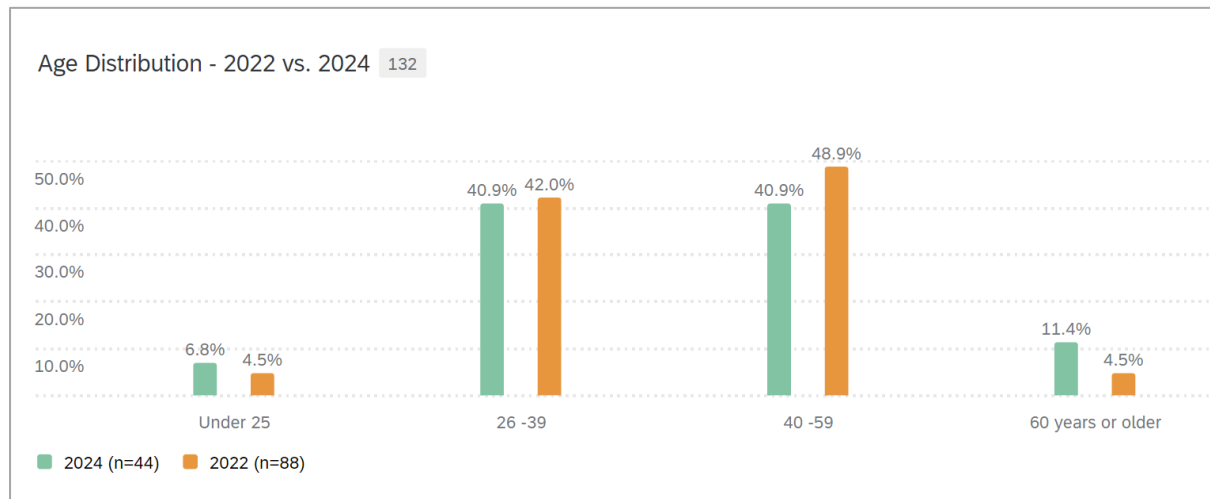
The below graph compares the results from the most recent 2024 FIFO survey to the previous 2022 survey.

From the 2024 survey, there was an even split of respondents aged 26-39 years old (40.9%) and 40-59 years old (40.9%). The minority (6.8%) reported being under 25 years old. The age distribution of the 2022 participants largely mirrors that of 2024. The 2022 survey received a slightly higher proportion of 40–49-year-olds participating and a lower proportion of over 60-year-olds.





FIGURE 29 - AGE DISTRIBUTION OF SURVEY PARTICIPANTS - 2022 v 2024



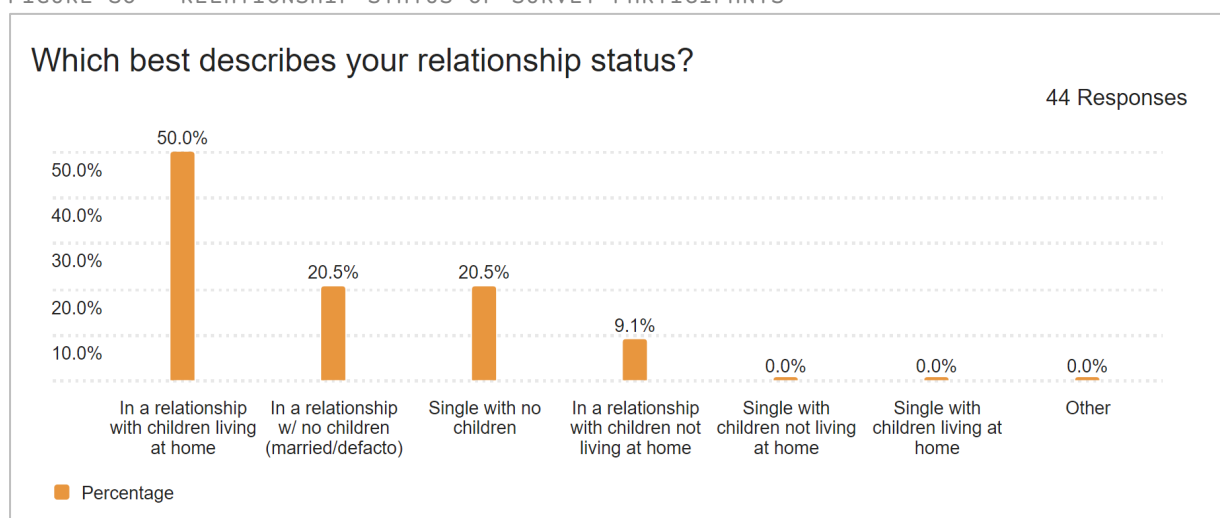
#### Q4. Relationship Status

Survey participants were asked to identify their current relationship status from the following options:

- In a relationship with children living at home
- In a relationship with no children (married/defacto)
- Single with no children
- In a relationship with children not living at home
- Single with children not living at home
- Single with children living at home; or
- Other

Exactly half of all survey respondents (50.0%) indicated that they are in a relationship with children living at home. Overall, the majority of respondents (79.5%) are in a relationship.

FIGURE 30 - RELATIONSHIP STATUS OF SURVEY PARTICIPANTS

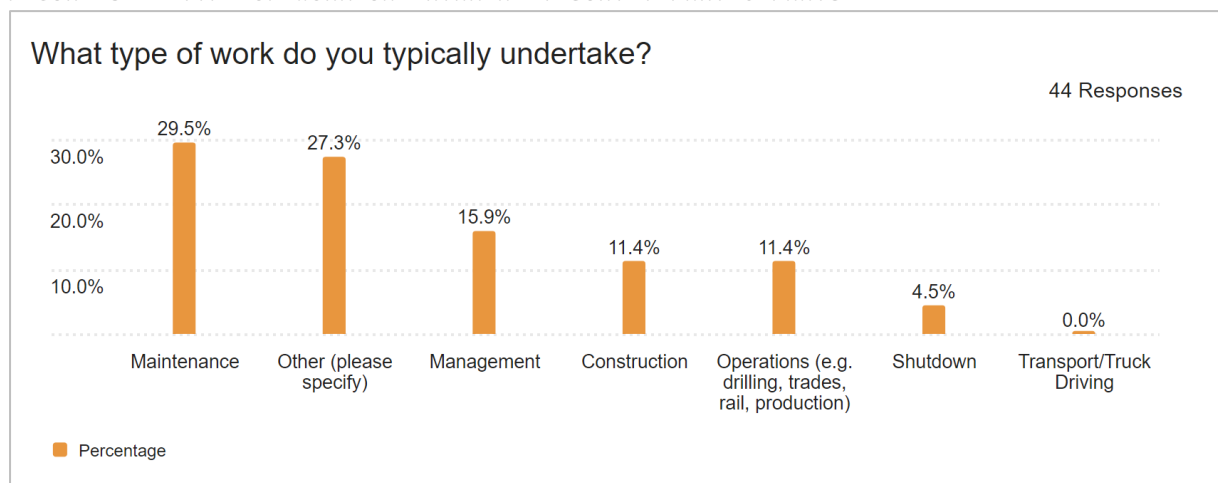




### Q5. Type of Work undertaken by Survey participants

The largest proportion of respondents (29.5%) work in maintenance, followed by management (15.9%).

FIGURE 31 – TYPE OF WORK UNDERTAKEN BY SURVEY PARTICIPANTS



Over a quarter (27.3%) of participants identified themselves as undertaking 'other' types of work, these were noted as being:

- Chef
- Cleaning
- Engineering
- Functional Services
- Governance
- Health and Safety
- Projects
- Rail operations
- Sodexo Operations
- Support Services

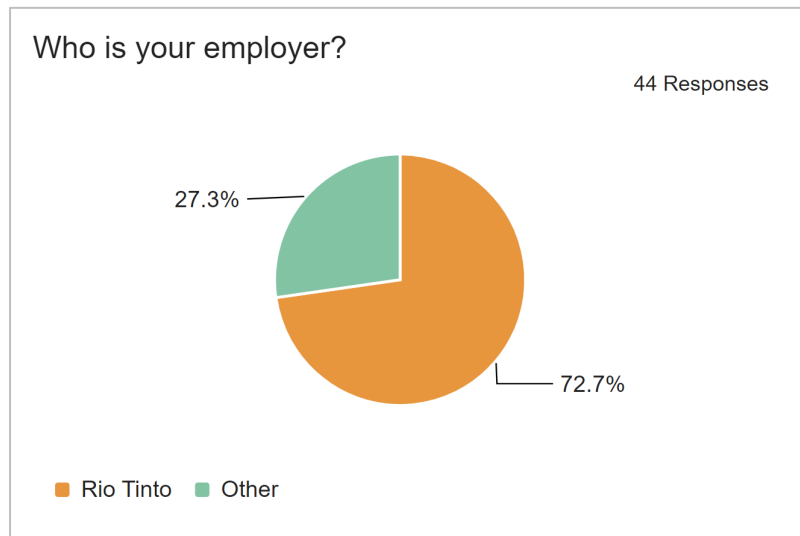
### Q6. Employer

The survey [participants were asked to identify if they are employed by RTIO or another employer. The majority of survey respondents (72.7%) are employed by RTIO.





FIGURE 32 - EMPLOYER STATUS OF SURVEY PARTICIPANTS - RTIO OR OTHERS



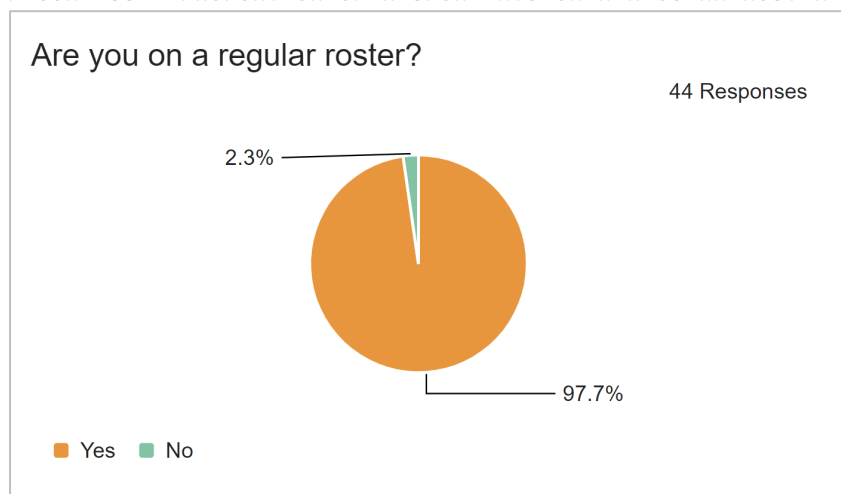
Over a quarter (27.3%) of respondents identified being employed by a company other than RTIO, these were noted as:

- Sodexo (3)
- Monadelphous
- Minprovis
- Guma Wagagu
- Geraldton Building Services and Cabinets (GBSC)

#### Q7. FIFO Rosters of Survey Participants

The survey participants were asked to report whether or not they are on a regular roster. Only one (1) survey participant indicated that they were not on a regular roster.

FIGURE 33 - PROPORTION OF RESPONDENTS ON A REGULAR ROSTER





Participants were then asked to share their average roster – including average days on, and average days off. The below list highlights the most common rosters amongst the 41 FIFO survey respondents who shared their average FIFO roster:

- 8 days on / 6 days off – 39.0%
- 5 days on / 2 days off – 22.0%
- 4 days on / 3 days off – 14.6%
- 14 days on / 7 days off – 9.8%
- 14 days on / 14 days off – 9.8%
- 7 days on / 7 days on – 2.4%
- 9 days on / 5 days off – 2.4%

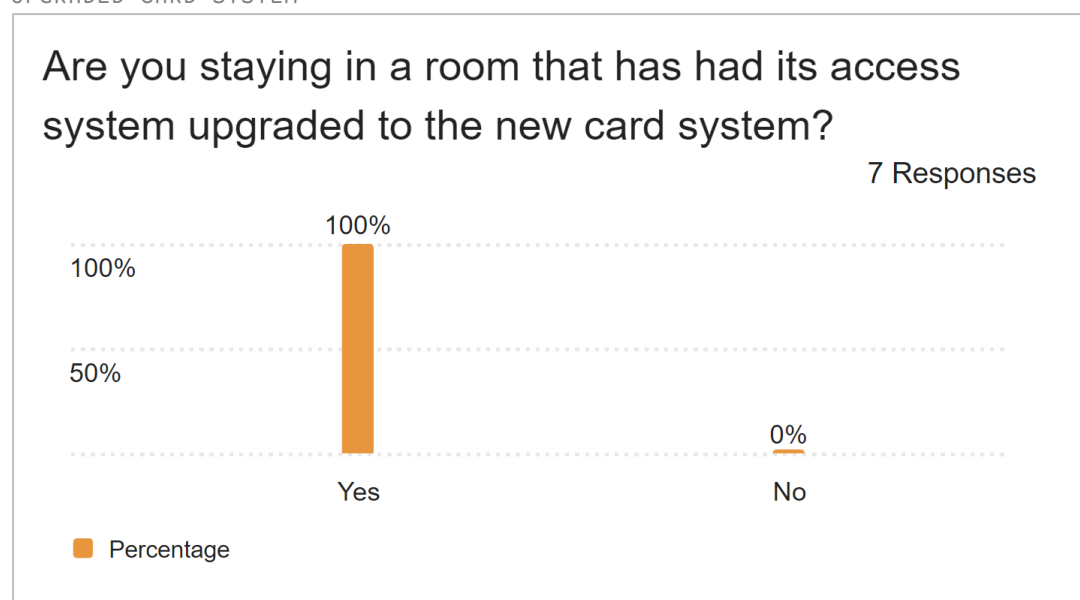
### 10.4.2. Security System Feedback

*Note: only respondents staying in Wickham Village were asked the following questions regarding the security system. Given the small sample size of Wickham Village residents, the below results may not be representative of all residents.*

Respondents who identified themselves as staying at Wickham Village were asked whether they are staying in a room that has had its access system upgraded to the new card system.

All survey respondents from Wickham Village are staying in a room which has had its access system upgraded to the new card system.

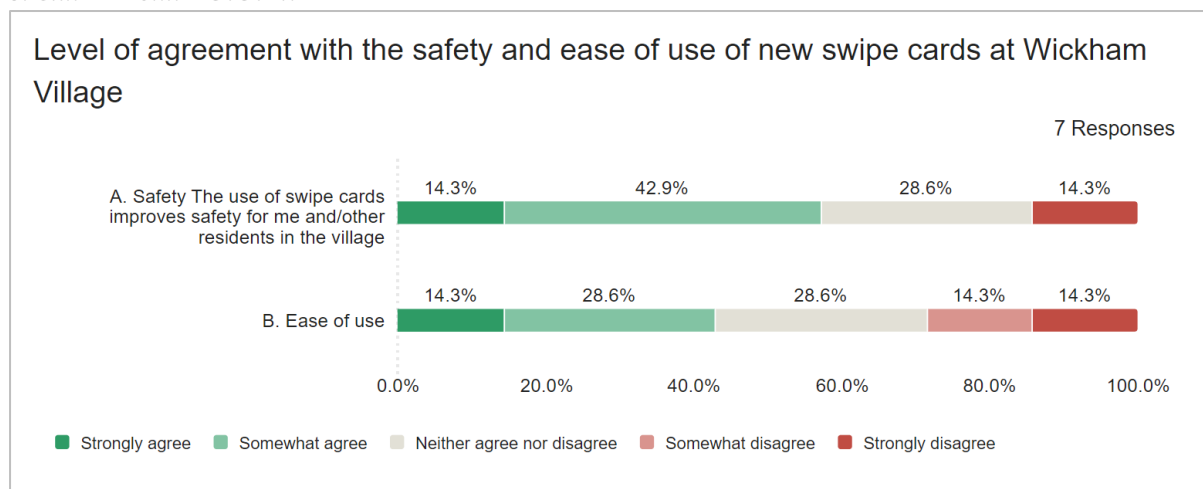
FIGURE 34 – PROPORTION OF WICKHAM VILLAGE RESPONDENTS STAYING IN A ROOM WITH THE UPGRADED CARD SYSTEM





Over half of the Wickham Village survey respondents agreed that the use of swipe cards improves their safety and/or safety of other residents in the Village. The respondents were slightly less positive regarding the ease of use of the security cards.

FIGURE 35 – PROPORTION OF WICKHAM VILLAGE RESPONDENTS STAYING IN A ROOM WITH THE UPGRADED CARD SYSTEM



### 10.4.3. Level of Support for Proposed Wickham Village Upgrades

The survey participants were asked to indicate their level of support, from highly supportive to highly unsupportive, for the following proposed facility upgrades:

- Showers and Laundry Improvements - Add more showers and improved laundry facilities on site.
- Green Space Redevelopment - A redevelopment of the internal green space to provide better outdoor spaces for Wickham Village residents.
- Recreational Space Addition - A refit of the building to include some more internal recreational space for Wickham Village residents.
- Private Gym Expansion - An expansion of the floor area to be leased to the privately-operated gym at Wickham Village. The gym will expand by approx. 50% in floor area.
- Improved Street Frontage Changes to car parking and street frontage are designed to improve the facility's connection to the street and provide options for future use after mining operations end.
- Screening Façade and fencing treatment to minimise the visual impact of the accommodation buildings from street view.

The most supported proposed facility upgrade was the showers and laundry improvements, with 88.4% in support (including 65.1% strongly supportive).

The next two proposed upgrades that were strongly supported are the:

- green space redevelopment; and
- recreational space addition.

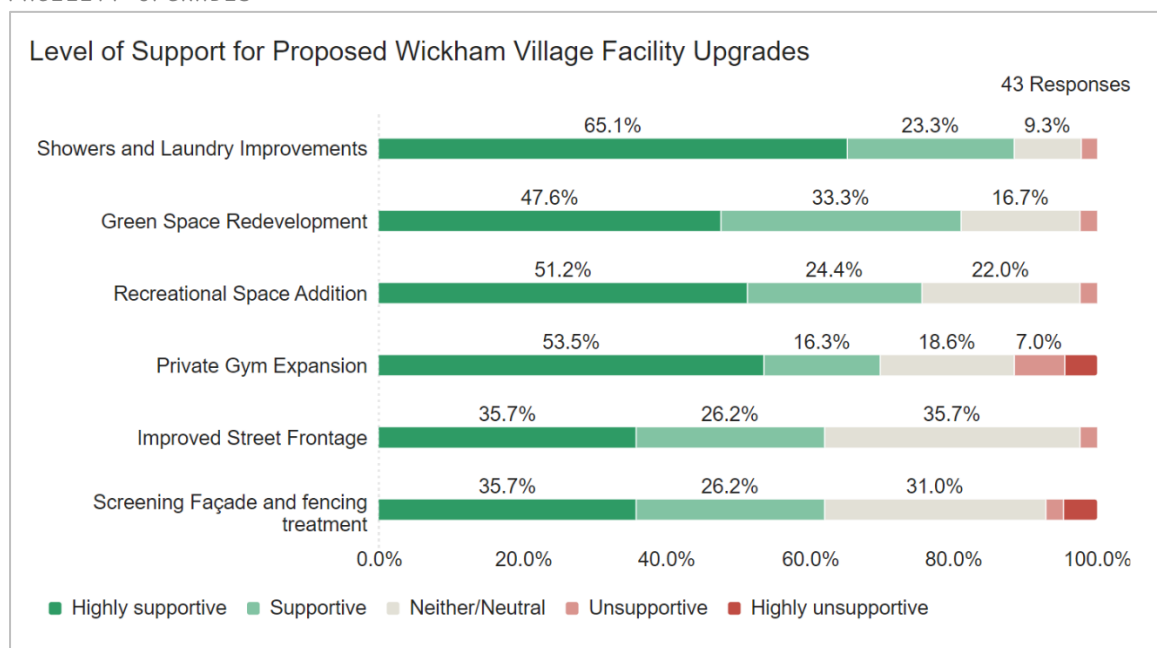
These results are indicative of the need for more outdoor and indoor recreational spaces in Wickham.





Whilst all the proposed upgrades are highly supported, the private gym expansion had a slightly higher proportion of those not in support (11.6%), in comparison to the other upgrades.

FIGURE 36 – LEVEL OF SUPPORT BY SURVEY RESPONDENTS FOR PROPOSED WICKHAM VILLAGE FACILITY UPGRADES



#### 10.4.4. Community Offset Investment Preferences

Survey respondents were asked to rank the three community offset investment options from one (1) to three (3) – one being their most preferred and three being their least preferred.

The three community offset investment options included:

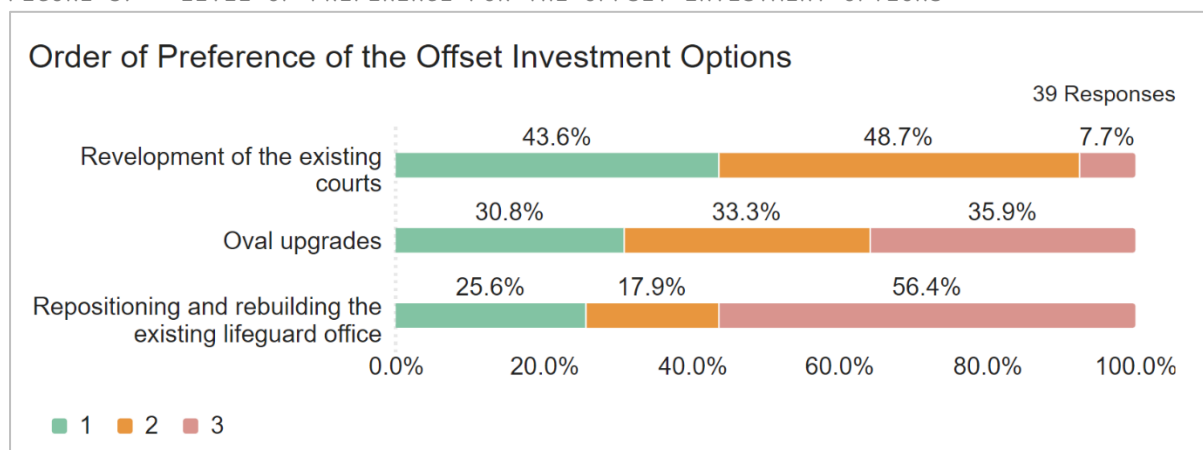
- Redevelopment of the existing courts into a fully shaded facility with installation of permanent roof structure
- Upgrading the oval with new lights and drainage to improve the safety and extended use of the ovals
- Repositioning and rebuilding the existing lifeguard office at the Wickham Aquatic Centre

The results indicated that the redevelopment of the existing courts was the most preferred, with 92.3% of respondents placing it in their top two preferences (and 43.6% as their number one choice).

The least preferred option was the repositioning and rebuilding of the lifeguard office, with over half (56.4%) placing it as their least preferred option.



FIGURE 37 - LEVEL OF PREFERENCE FOR THE OFFSET INVESTMENT OPTIONS



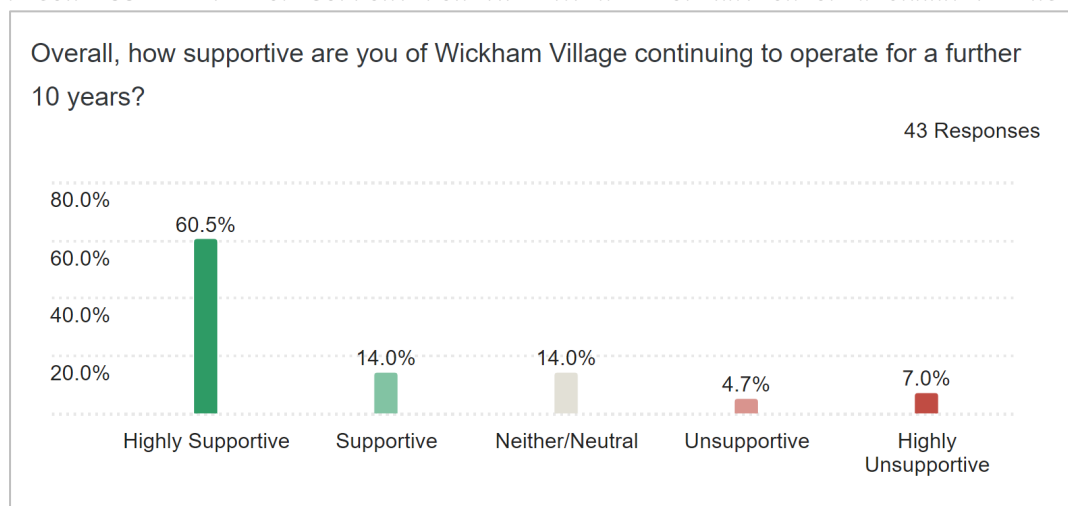
### 10.4.5. Positive and Negative Impacts of Proposals

#### Q20. Overall support

Survey respondents were asked to rate their level of support – from highly supportive to highly unsupportive - for the extended operation of Wickham Village for a further ten-years.

The majority (74.5%) were supportive of the continued operation, including 60.0% being highly supportive. A small proportion (11.7%) were unsupportive.

FIGURE 38 - LEVEL OF SUPPORT FOR THE EXTENDED OPERATION OF WICKHAM VILLAGE



#### Q19. Positive and negative effects of the licence extension and proposed facility upgrades

The survey participants were asked to describe the main positive and negative impacts that the 10-year licence extension of Wickham Village and the proposed facility upgrades would have on them and the community. Twenty-nine participants provided answers, which have been categorised into the social impact areas. All responses indicated positive impacts from the licence extension and facility upgrades, except for





one response which highlighted a potential short term negative impact from any disruption caused by the construction of the upgrades.

*Note: responses are presented in the below table according to theme. The number in brackets represents the frequency of the response.*

IMPACT AREA	ALL RESPONSES
<i>General positive/neutral impact (12)</i>	<ul style="list-style-type: none"> <li>• Overall positive impact (5)</li> <li>• Doesn't impact me (4)</li> <li>• No perceived negative impacts (3)</li> </ul>
Accessibility to Community Services, Infrastructure, and Facilities (13)	<ul style="list-style-type: none"> <li>• Facility upgrades will be great for the community (10)</li> <li>• Will not make a significant impact as Village has always existed and most workers are contract workers</li> <li>• Shutdown periods won't be so detrimental on the JM Building, like they are currently</li> <li>• Continued operation (and more residents) will lead to better town facilities</li> </ul>
Health and Wellbeing (7)	<ul style="list-style-type: none"> <li>• Better quality amenities create an improved experience for FIFO workers (4)</li> <li>• More job security for FIFO workers (2)</li> <li>• Negative short-term effect while work is being commenced (i.e. from noise)</li> </ul>
Demographic and Population Change (2)	<ul style="list-style-type: none"> <li>• FIFO workers are essential to operating Cape Lambert successfully</li> <li>• Improved town facilities may encourage more FIFO workers to transition to residential</li> </ul>
Accommodation and Housing (2)	<ul style="list-style-type: none"> <li>• Takes pressure off the housing shortage in Wickham (2)</li> </ul>
Community Values, Identity and Cohesion (2)	<ul style="list-style-type: none"> <li>• Will create a closer community</li> <li>• Will reduce "us vs them" complex between Wickham Village and the other nicer TWAs</li> </ul>
Economic Development, Employment, and Training	<ul style="list-style-type: none"> <li>• Local businesses will continue to be supported by FIFO workers</li> </ul>
Crime and Public Safety	<ul style="list-style-type: none"> <li>• Will create an improved sense of homeliness and safety</li> </ul>
Social and Recreational Activities and Facilities	<ul style="list-style-type: none"> <li>• Upgrades will improve quality of facilities, encouraging more FIFO participation in local sport</li> </ul>
Built Form Environment	<ul style="list-style-type: none"> <li>• Will improve built form aesthetics</li> </ul>
Cumulative Impact	<i>No responses shared on the cumulative impacts</i>





## 10.4.6. Village Life

### Q21. Top three positive aspects about Village life

Participants in the survey were asked about the three best things about life in their village. The four topics that received the most responses were:

- Rooms (including high quality of rooms, large room sizes and comfortable beds) (42 responses)
- Facilities and amenities (including general facilities, laundry and Wi-Fi) (22 responses)
- Location (including proximity to town facilities and site) (17 responses)
- Food quality and choice (15 responses)

*Note: responses are presented in the below table according to theme. The number in brackets represents the frequency of the response.*

PRIMARY THEME	ALL RESPONSES
Rooms (42)	<ul style="list-style-type: none"> <li>• Nice rooms (spacious, peaceful, clean etc) (33)</li> <li>• Comfortable bed (3)</li> <li>• Room is dark (block out blinds) (2)</li> <li>• Having a permanent room</li> <li>• Room cleaning service</li> <li>• Access to ensuite</li> <li>• Homeliness</li> </ul>
Facilities and amenities (22)	<ul style="list-style-type: none"> <li>• Good amenities (including Wi-Fi) (8)</li> <li>• Access to TV channels/Foxtel (2)</li> <li>• Good facilities (2)</li> <li>• Walking tracks (2)</li> <li>• Free gym admission</li> <li>• Good infrastructure</li> <li>• BBQ area</li> <li>• Large kitchen</li> <li>• Laundry facilities</li> <li>• Upgraded facilities</li> <li>• Common room</li> <li>• Air-conditioning</li> </ul>
Location (17)	<ul style="list-style-type: none"> <li>• Close access to town facilities (e.g. gym, pool, shops, pub) (14)</li> <li>• Proximity to site (2)</li> <li>• Well-located</li> </ul>
Food choice and quality (15)	<ul style="list-style-type: none"> <li>• Food choice and/or quality (15)</li> </ul>
Socialisation (12)	<ul style="list-style-type: none"> <li>• Friendly atmosphere and people (5)</li> <li>• Friendly staff (4)</li> <li>• Socialisation areas</li> <li>• Respectful people</li> <li>• Integration with community</li> </ul>
Security (7)	<ul style="list-style-type: none"> <li>• Security and safety (including swipe access) (5)</li> <li>• In-room lockable storage</li> <li>• Donga doors open into hallway, not outdoors</li> </ul>
Nothing positive (3)	<ul style="list-style-type: none"> <li>• Nothing (3)</li> </ul>
Maintenance (2)	<ul style="list-style-type: none"> <li>• Fast and reliable maintenance (2)</li> </ul>





## Q22. Top three suggestions for improving Village life

Survey participants were asked to provide three suggestions for improving Village Life. The top four suggestions related to:

- Facilities and amenities (including improving laundry facilities, providing bigger gym and improved WIFI) (34 responses)
- Food (including improving quality and variety of food) (25 responses)
- Rooms (including cleaning rooms, comfort and cleaning mould from bathrooms) (14 responses)
- Recreation and Socialisation (including provision of more social activities and upgrading common areas) (14 responses)

*Note: responses are presented in the below table according to theme. The number in brackets represents the frequency of the response.*

PRIMARY THEME	ALL RESPONSES
Facilities and Amenities (34)	<ul style="list-style-type: none"> <li>• Improve and/or expand gym (9)</li> <li>• Expand car park (7)</li> <li>• Improve laundry facilities (5)</li> <li>• Improve internet connection/speed (5)</li> <li>• Provide additional fitness/wellness facilities (2)</li> <li>• Extend crib opening times</li> <li>• Provide medical services / town doctor</li> <li>• Provide a wet mess at Camp</li> <li>• Upgrade all amenities</li> <li>• Provide internet connection in dry mess</li> <li>• Move dining hall closer</li> </ul>
Food (25)	<ul style="list-style-type: none"> <li>• Improve quality of food (16)</li> <li>• Provide more crib options (6)</li> <li>• Serve larger quantities of rocky road more often</li> <li>• Provide more halal food options</li> <li>• Provide barista coffee</li> </ul>
Rooms (14)	<ul style="list-style-type: none"> <li>• Expand rooms (2)</li> <li>• Softer mattresses / better quality beds (2)</li> <li>• Invest in new bed sheets/towels (2)</li> <li>• Upgrade rooms (2)</li> <li>• Improve bathroom cleanliness (i.e. mould in bathrooms)</li> <li>• Upgrade TVs (to smart TVs)</li> <li>• Use shower curtains that properly fit showers</li> <li>• Improve showers</li> <li>• Group rooms of similar work roles together on floors</li> <li>• Provide more reliable room maintenance services</li> </ul>
Recreation and Socialisation (14)	<ul style="list-style-type: none"> <li>• Provide more social activities (3)</li> <li>• Upgrade common areas (3)</li> <li>• Recreational facilities (i.e. pool, squash courts, tennis) should be free of charge (2)</li> <li>• Improved community engagement initiatives</li> <li>• Install a pool</li> <li>• Provide dart boards in common rooms</li> <li>• Include a golf simulator in Recreation Space</li> <li>• LED lighting on facade for special occasions</li> <li>• Build a golf course</li> </ul>
Safety (6)	<ul style="list-style-type: none"> <li>• Improve security (e.g. more security patrols) (5)</li> <li>• Provide lighting along path to JM Building</li> </ul>





PRIMARY THEME	ALL RESPONSES
Cleanliness (6)	<ul style="list-style-type: none"> <li>• Improve general cleanliness (6)</li> </ul>
Green Spaces (4)	<ul style="list-style-type: none"> <li>• Create more green spaces (3)</li> <li>• Improve natural environment/landscaping</li> </ul>
Airconditioning (3)	<ul style="list-style-type: none"> <li>• Fix air conditioning</li> <li>• Move aircon from above head</li> <li>• Provide fans or individual air cons</li> </ul>
Decommission Wickham Village (3)	<ul style="list-style-type: none"> <li>• Demolish Wickham Village</li> <li>• Move workers out of Wickham Village</li> </ul>
Other suggestions (4)	<ul style="list-style-type: none"> <li>• Provide access at both ends of the building</li> <li>• Provide more bus services to Airport</li> <li>• Better maintain assets</li> <li>• Don't use Sodexo</li> </ul>



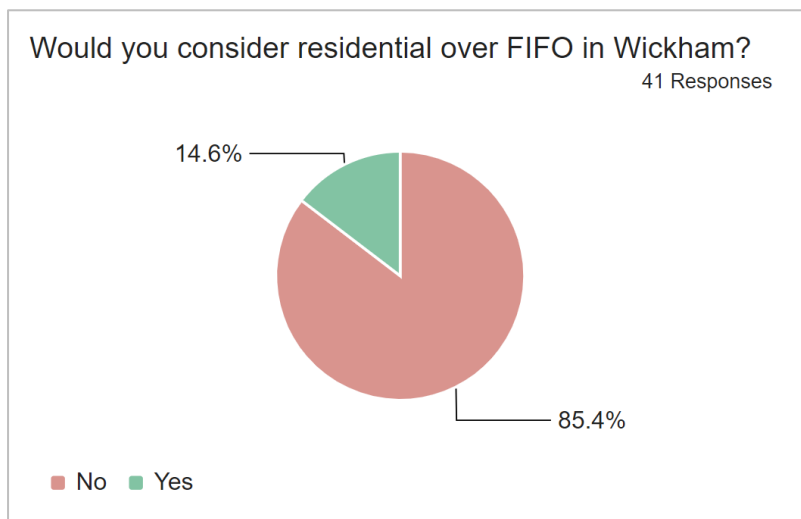


### 10.4.7. Town Life

#### Q23. Consideration of residential over FIFO in Wickham

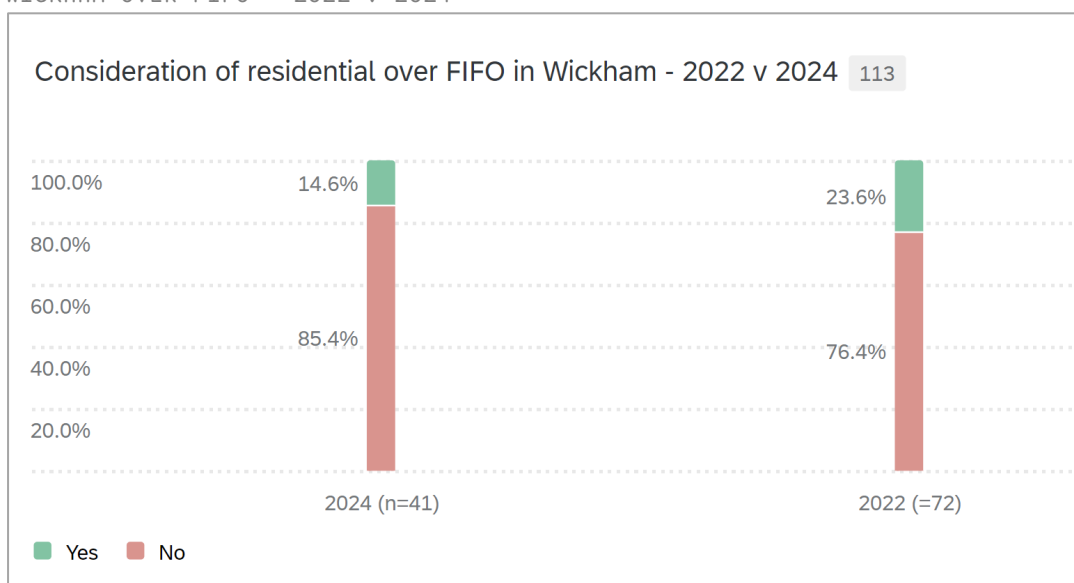
Participants were asked if they would consider living residentially in Wickham over FIFO. The majority (85.4%) indicated a preference to continue FIFO rather than live residentially in Wickham.

FIGURE 39 - PROPORTION OF SURVEY PARTICIPANTS CONSIDERING LIVING RESIDENTIAL IN WICKHAM OVER FIFO



The below figure compares the results from the current 2024 FIFO survey with those from the previous 2022 survey. Interestingly, in 2024, there is a near-on 10% decrease in the number of participants considering living residential in Wickham over FIFO, compared to 2022.

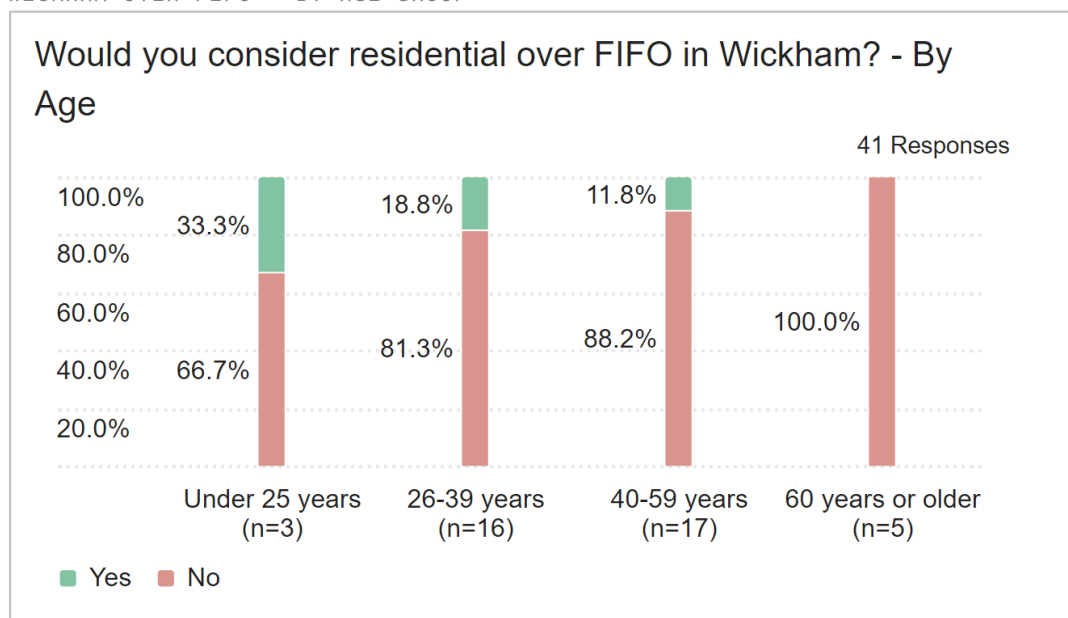
FIGURE 40 - PROPORTION OF SURVEY PARTICIPANTS CONSIDERING LIVING RESIDENTIAL IN WICKHAM OVER FIFO - 2022 v 2024





When investigating the level of consideration to live residentially by age, the results show that younger workers are more open to moving. This aligns with the fact that younger workers tend to have less commitments (i.e. marriage, children etc.) and hence are more able to uproot their lives.

FIGURE 41 - PROPORTION OF SURVEY PARTICIPANTS CONSIDERING LIVING RESIDENTIAL IN WICKHAM OVER FIFO - BY AGE GROUP



#### Q24. Reasons for considering residential over FIFO

The survey participants who indicated that they would consider living residentially in Wickham, were asked to provide their reasoning. Five (5) participants shared the following reasons:

- For a better family life
- For better pay
- Sick of FIFO life
- They love Wickham and its community
- Their partner is potentially moving to Wickham for work

#### Q25. Reasons for not considering residential over FIFO

Out of the survey respondents who shared that they would not consider living residentially in Wickham over FIFO, twenty-five (25) provided their reasoning. The top three responses were related to:

- Their family situation (i.e. would be separated from family and friends, family unwilling to move) (17 comments)
- The town services and housing in Wickham (i.e. lack of medical services, poor Sodexo services and poor condition of housing) (10)
- The isolating and boring nature of Wickham (8)





*Note: responses are presented in the below table according to theme. The number in brackets represents the frequency of the response.*

PRIMARY THEME	ALL RESPONSES
Family situation (17)	<ul style="list-style-type: none"> <li>Family and friends don't live in Wickham (10)</li> <li>Partner/family don't want to move (4)</li> <li>Lack of employment options for partner / family (2)</li> <li>Not ideal for children</li> </ul>
Lack of town services/facilities and quality housing (10)	<ul style="list-style-type: none"> <li>Lack of town services and support (e.g. medical services) (5)</li> <li>Facilities managed by Sodexo are a nightmare (2)</li> <li>Local housing is outdated / in poor condition (2)</li> <li>Medical reasons</li> </ul>
Wickham seen as isolating and/or boring (8)	<ul style="list-style-type: none"> <li>Wickham is too isolating (3)</li> <li>Lack of things to do / boring (3)</li> <li>Town is too small (2)</li> </ul>
Previously lived in Wickham (8)	<ul style="list-style-type: none"> <li>Have previously lived in Wickham (8)</li> </ul>
Wickham seen as unappealing (5)	<ul style="list-style-type: none"> <li>Wickham is unappealing / not well kept (2)</li> <li>Harsh Pilbara climate</li> <li>The criminal activity</li> <li>Bad town culture</li> </ul>
Preference for current place of residence (4)	<ul style="list-style-type: none"> <li>Prefer living in Perth (3)</li> <li>Prefer living in Exmouth</li> </ul>
Cost of living (4)	<ul style="list-style-type: none"> <li>High cost of living in Wickham (2)</li> <li>High cost to travel to surrounding towns/cities (2)</li> </ul>
Lack of quality food and drinking water	<ul style="list-style-type: none"> <li>Lack of quality food and drinking water</li> </ul>

## Q26. Average FIFO Spend per week

### A. Average FIFO Spend per week in Wickham

Survey participants were asked to share their average spend per week in Wickham (not in the surrounding towns).

The results indicate that RTIO's workers spend on average **\$59.13 per week** in Wickham. The 2022, the average spend was found to be much higher, at **\$108.25 per week**.

RTIO FIFO RESIDENT WEEKLY SPEND IN WICKHAM	
2024 average	\$59.13
2022 average	\$108.25

Overall, as a result of RTIO's Wickham FIFO resident's spending, it is estimated that an additional \$953,175.60 is contributed to Wickham's local economy every year. It should be noted that in 2022, this figure was estimated to be over \$800,000 more, at \$1,850,906 per year. This difference is largely due to the significant decrease in estimated average spending by FIFO workers in Wickham in 2024.





TABLE 18 AVERAGE WEEKLY/ANNUAL SPEND IN WICKHAM - 2022 v 2024 COMPARISON

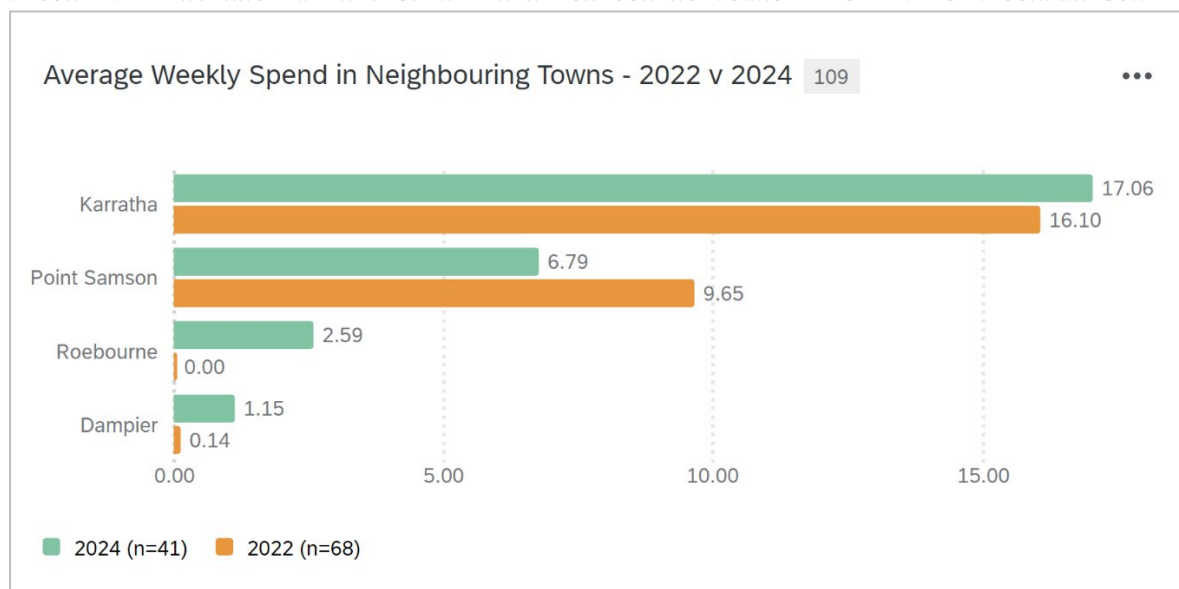
VILLAGE	YEAR	AVERAGE HEADS ON BEDS	DIRECT IMPACT OF FIFO SPENDING (WEEKLY)	DIRECT IMPACT OF FIFO SPENDING (ANNUALLY)
Cajuput Villas	2024 <sup>95</sup>	78	\$4,612.14	\$239,831.28
	2022 <sup>96</sup>	81	\$8,742.13	\$454,590.83
Wickham Lodge	2024	111	\$6,563.43	\$341,298.36
	2022	109	\$11,815.32	\$614,396.57
Wickham Village	2024	121	\$7,154.73	\$372,045.96
	2022	139	\$15,036.90	\$781,918.60
Total – All villages	2024	310	\$18,330.30	\$953,175.60
	2022	329.00	\$35,594.35	\$1,850,906.00

### B. Average FIFO Spend per week in neighbouring towns

Survey participants were asked to share their average spend per week, in each of the neighbouring towns:

- Karratha
- Point Samson
- Roebourne
- Dampier

FIGURE 42 - AVERAGE WEEKLY SPEND IN NEIGHBOURING TOWNS - 2022 v 2024 COMPARISON



<sup>95</sup> The 2024 Average Heads on Beds figures have been derived from data provided by RTIO

<sup>96</sup> The 2022 Average Heads on Beds figures have been taken from the previous Creating Communities' Report on the Wickham FIFO Survey (2022)





Based on the above data, it can be said that the average weekly spend by FIFO workers in Wickham's neighbouring towns is \$27.59. In 2022, this figure was slightly higher, at \$30.82 per week.

RTIO FIFO RESIDENT WEEKLY SPEND IN NEIGHBOURING TOWNS	
2024 average	\$27.59
2022 average	\$30.82

Overall, as a result of RTIO's Wickham FIFO worker's average weekly spending, it is estimated that an additional \$444,750.80 is contributed to local economies of Wickham's neighbouring towns (i.e. Karratha, Roebourne, Point Samson and Dampier). In 2022, this figure was estimated to be slightly higher at \$527,268.56. This difference is likely attributed mostly to the small decrease in estimated average spending by Wickham FIFO workers in these neighbouring towns, and the slight decrease in average heads on beds.

TABLE 19 AVERAGE WEEKLY/ANNUAL SPEND IN NIEGHBOURING TOWNS - 2022 v 2024 COMPARISON

VILLAGE	YEAR	AVERAGE HEADS ON BEDS	DIRECT IMPACT OF FIFO SPENDING (WEEKLY)	DIRECT IMPACT OF FIFO SPENDING (ANNUALLY)
Cajuput Villas	2024	78	\$2,152.02	\$111,905.04
	2022	81	\$2,496.42	\$129,813.84
Wickham Lodge	2024	111	\$3,062.49	\$159,249.48
	2022	109	\$3,359.38	\$174,687.76
Wickham Village	2024	121	\$3,338.39	\$173,596.28
	2022	139	\$4,283.98	\$222,766.96
Total – All villages	2024	310	<b>\$8,552.90</b>	<b>\$444,750.80</b>
	2022	329	<b>\$10,139.78</b>	<b>\$527,268.56</b>

### C. Total economic benefit to City of Karratha from weekly FIFO spending

As a result of the combined RTIO FIFO spending in both Wickham and the neighbouring towns, it is estimated that the City of Karratha LGA benefits from **\$1,397,926.40** in additional spending. In 2022, this additional total spend was estimated to be nearly a million dollars more at \$2,378,174.56.

### Q27. Access to Services in Wickham and frequency of use

Survey participants were asked to rate how often they use the following services in Wickham:

- Supermarket



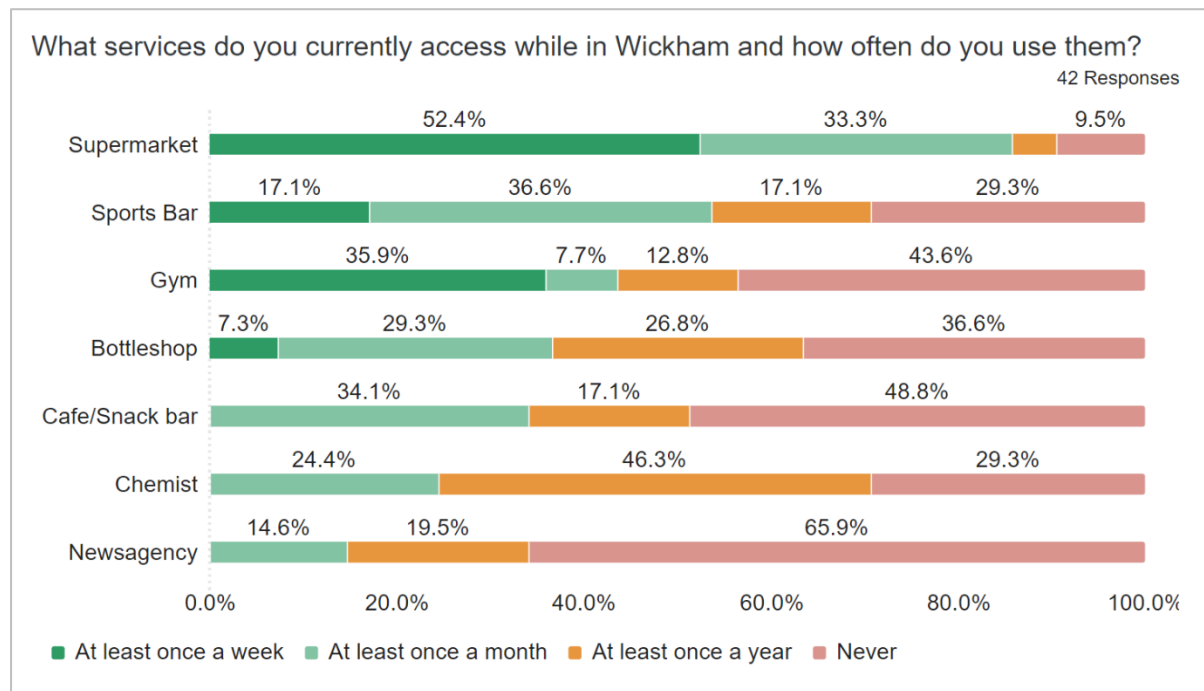


- Sports bar
- Gym
- Bottle shop
- Café/Snack bar
- Chemist
- Newsagency

Overall, the most utilised service by FIFO workers was the supermarket, with over half (52.4%) visiting the supermarket at least once a week, and a third (33.3% visiting at least once a month). This was followed by the gym, which was used at least once a week by 35.9% of survey respondents. With this said, 43.6% of survey respondents stated that they never use the gym, with the remaining 20.5% using the gym between once a month or year.

The least used service in Wickham by FIFO workers was the newsagency, with the majority of respondents (65.9%) never going, and 19.5% only going once a year.

FIGURE 43 – FREQUENCY OF SERVICE USE IN WICKHAM



### FIFO Survey Comparisons (2022 vs. 2024) – Access to Services in Wickham

The above question was also asked in the previous FIFO Survey conducted in 2022. The below graphs compare the results between the 2022 and 2024 surveys, for each service in Wickham.

Beginning with the visits to the bottle shop, there is a noticeable decrease in the frequency of use 2022 to 2024. In 2022, 30.8% of survey participants visited the bottle shop at least once a week, and 40.4% visited at least once a month, compared to 7.3% and 29.3% respectively in 2024. In addition, the percentage of those never visiting the bottle shop in 2024 has nearly doubled from 15.4% to 36.6%.



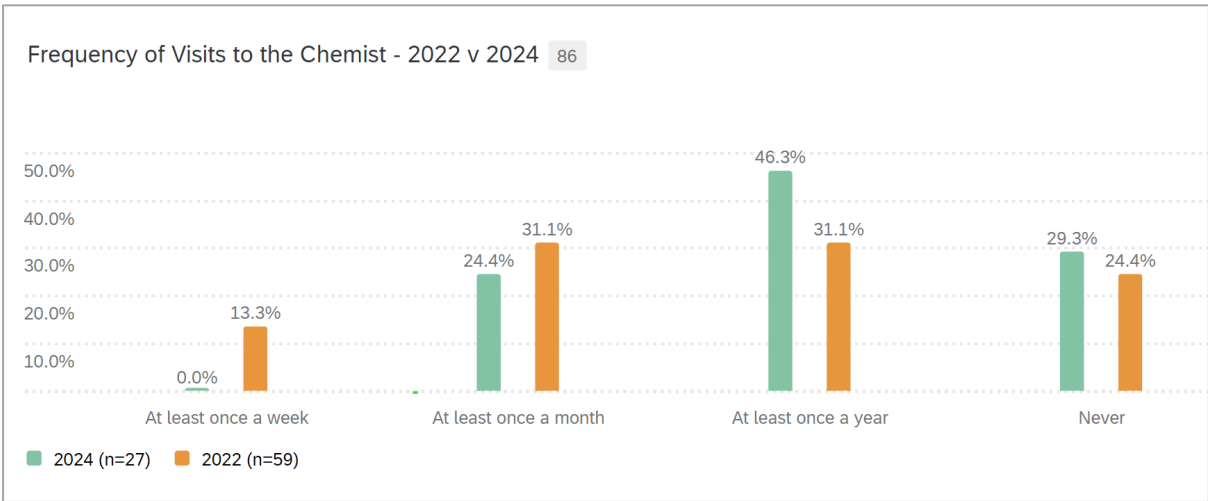


FIGURE 44 - FREQUENCY OF VISITS TO BOTTLESHOP IN WICKHAM - 2022 V 2024



There has been an overall decrease in the frequency of visits to the Chemist by the 2024 survey participants, compared to 2022. In 2022, 13.3% of participants shared that they visited the chemist at least once a week, whereas in 2024, this dropped to 0.0%. In 2024, there appears to be a larger proportion of FIFO workers visiting only once a year (46.3%) compared to 2022 (31.1%).

FIGURE 45 - FREQUENCY OF VISITS TO CHEMIST IN WICKHAM - 2022 V 2024

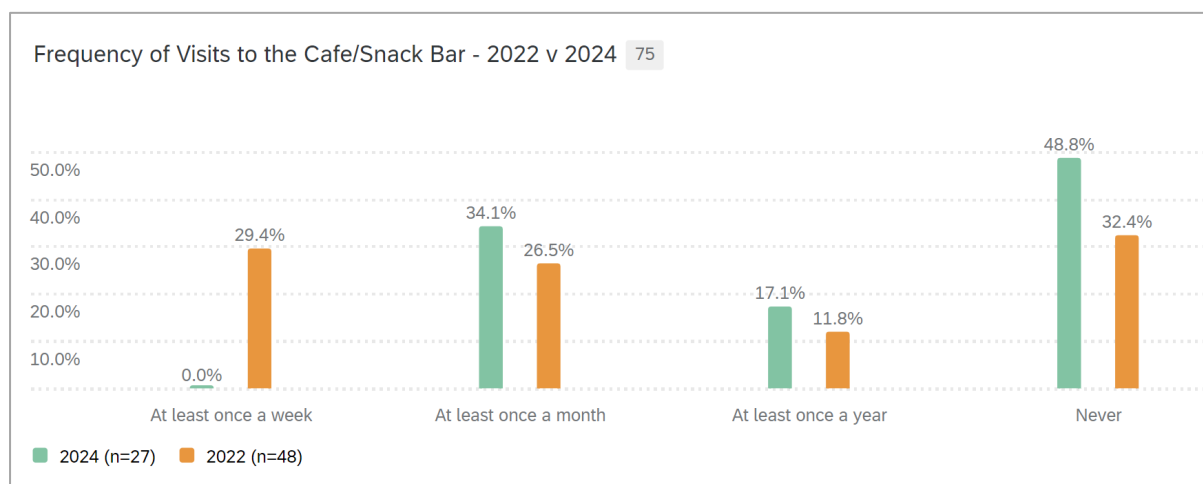


There has been a significant drop in the overall frequency of visits to the café/snack bar, with no survey participants in 2024 reporting to visit at least once a week (compared to 39.4% in 2022). A slightly higher proportion of FIFO workers tend to visit the café/snack bar at least once month (34.1%) or at least once a year (17.1%) compared to 2022. Significantly, nearly half of all the 2024 survey participants reported to never visit the café/snack bar (compared to 32.4% in 2022).



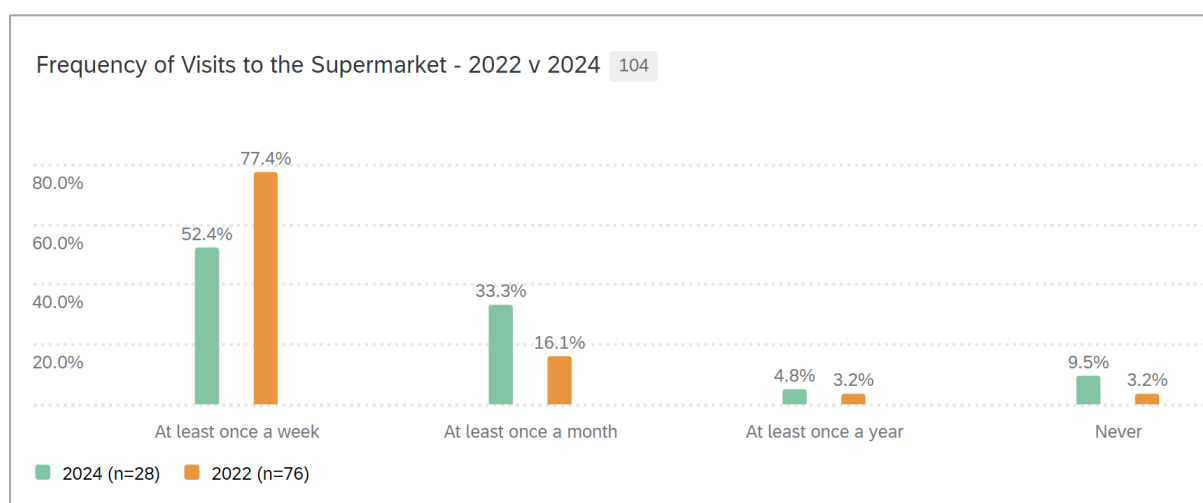


FIGURE 46 - FREQUENCY OF VISITS TO CAFÉ/SNACK BAR IN WICKHAM - 2022 V 2024



Across all the services, the supermarket was the most frequently visited by survey participants in 2022 and 2024. However, there has still been a drop in the overall level of use between 2022 and 2024. In 2024, just over half (52.%) of participants indicated that they visit the supermarket at least once a week, whereas in 2022, this was nearly 25% higher at 77.4% of participants.

FIGURE 47 - FREQUENCY OF VISITS TO SUPERMARKET IN WICKHAM - 2022 V 2024

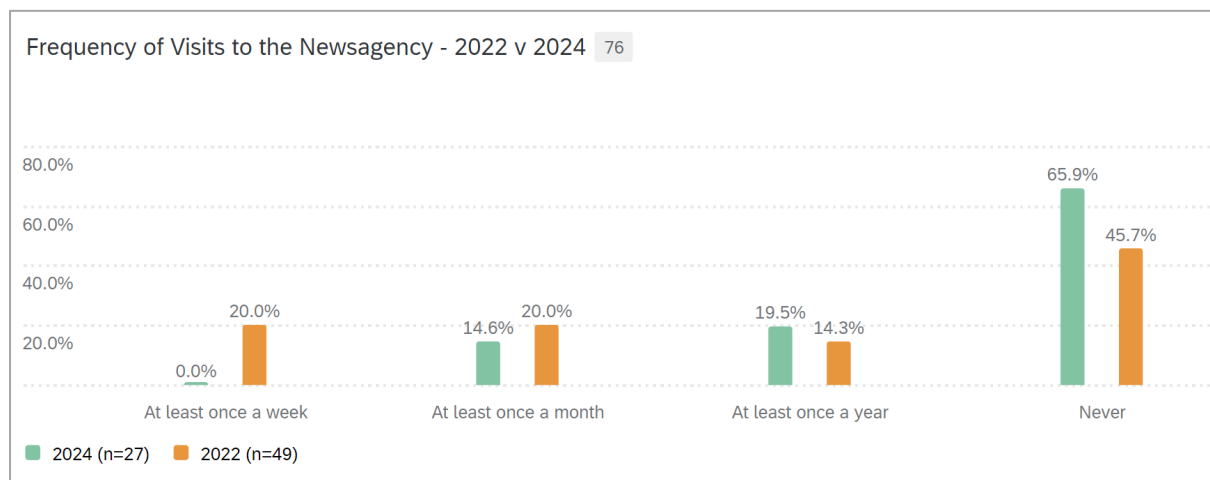


Overall, FIFO survey participants report visiting the newsagency much less frequently in 2024, compared to 2022. In fact, in 2022, 20.0% shared that they visit the newsagency at least once a week, yet in 2024, none reported weekly use. Whilst a significant proportion of workers (45.7%) reported to never visit the newsagency in 2022, this increased by over 20% in 2024, with 65.9% reporting to never visit.





FIGURE 48 - FREQUENCY OF VISITS TO NEWSAGENCY IN WICKHAM - 2022 V 2024



## Q28. Time spent in surrounding towns

Survey participants were asked to rate how often they spend time in the following town centres:

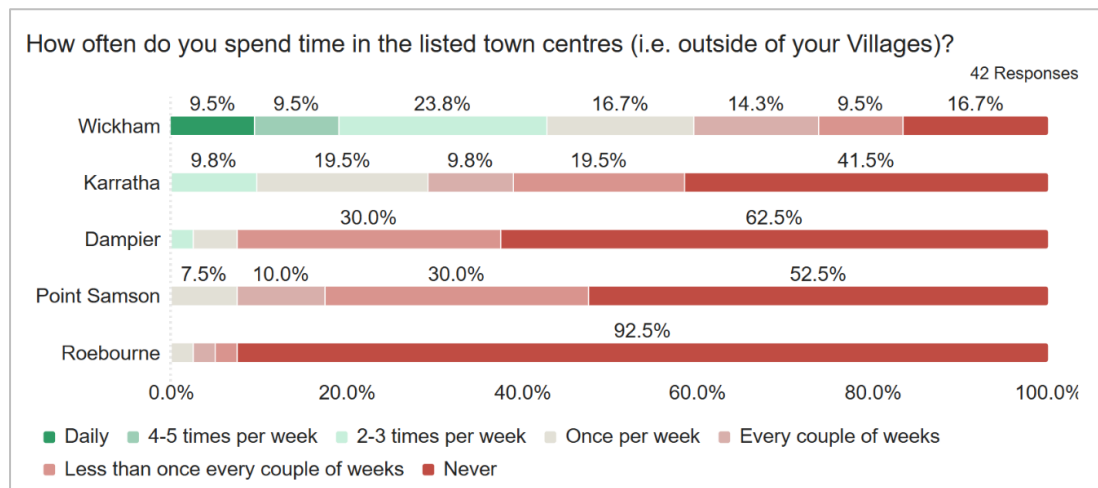
- Wickham
- Karratha
- Dampier
- Point Samson
- Roebourne

Unsurprisingly, the surveyed FIFO workers tended to spend the most time in Wickham – with 42.8% frequenting the town two to three times a week, or more. Interestingly, 16.7% shared that they never spend time in Wickham.

The results highlight that FIFO workers in Wickham spend very little time in the surrounding towns. Karratha was the next most visited town, with 29.3% of respondents visiting between once or three times a week. Yet with this said, 41.5% reported never spending time there.

Nearly all respondents (92.5%) reported never spending any time in Roebourne.

FIGURE 49 - FREQUENCY OF TIME SPENT IN SURROUNDING TOWN CENTRES





## Q29. Barriers to accessing services in Wickham

Survey participants were asked if they experience any barriers to accessing services in Wickham or other local towns. Three-seven workers responded, with the top two barriers being:

- Lack of transport (i.e. no personal car and limited buses) (12 responses)
- Lack of time (i.e. work hours and business closing times) (12 responses)

Eleven respondents noted that they don't experience any barriers.

*Note: responses are presented in the below table according to theme. The number in brackets represents the frequency of the response.*

PRIMARY THEME	ALL RESPONSES
Lack of time (12)	<ul style="list-style-type: none"><li>• Lack of time / restrictive working hours (9)</li><li>• Business closing times (3)</li></ul>
Lack of transport (11)	<ul style="list-style-type: none"><li>• Lack of transport (no car or regular bus service) (11)</li></ul>
Facility/service limitations (4)	<ul style="list-style-type: none"><li>• Lack of decent facilities (2)</li><li>• Lack of dining options</li><li>• Overuse of RTIO facilities</li></ul>
Other barriers	<ul style="list-style-type: none"><li>• Harsh heat</li><li>• Monetary barriers (e.g. paid access)</li><li>• Personal safety (e.g. preference to stay in familiar areas)</li><li>• Restrictive RTIO rules (e.g. curfews, alcohol policies, security guards)</li></ul>

## Q30. Community services currently used by survey participants in Wickham

Survey participants were asked to indicate which community facilities they use while in Wickham, out of the following choices:

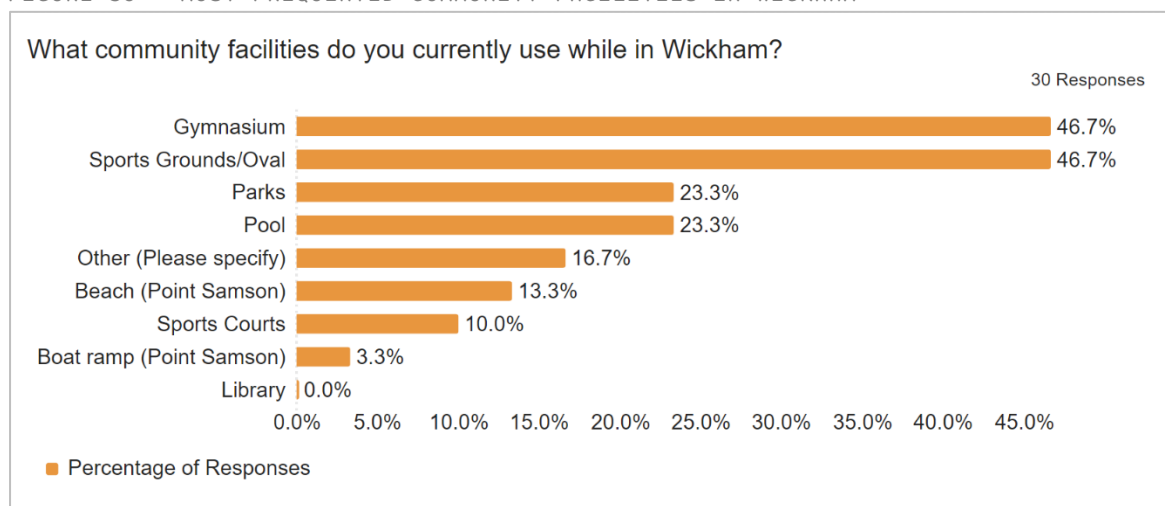
- Gymnasium
- Sports Grounds/Ovals
- Parks
- Pool
- Beach (Point Samson)
- Sports Courts
- Boat Ramp
- Library
- Other

Overall, the most popular community facilities used by the survey respondents are the gymnasium and the sports grounds/oval, with nearly half (46.7%) using them respectively. These were followed by the parks and the community pool, with 23.3% of the respondents currently using them both. On the other end, only one respondent reported using the boat ramp in Point Samson and no one indicated using the Library.





FIGURE 50 - MOST FREQUENTED COMMUNITY FACILITIES IN WICKHAM



Three respondents indicated other communities facilities / places they frequent in Wickham, these include:

- Rambla (Pub) (2 responses)
- Shops
- Wickham Beach
- Wickham OBS Social Club
- Wickham Yacht Club

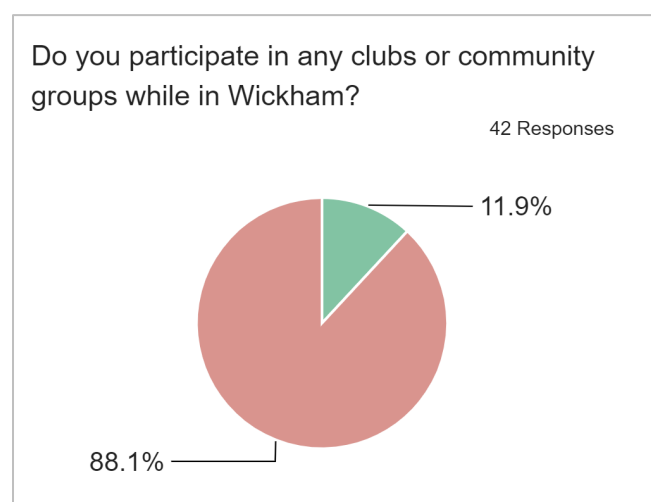
### Q31. Participation in clubs and/or community groups in Wickham

Survey respondents were asked if they participate in any clubs or community groups while they are in Wickham.

The significant majority (88.1%) reported that they don't, while 11.9% do. Five respondents who indicated yes, shared the clubs and community groups that they participate in. These include:

- Boxing Classes
- Marine Rescue
- Soccer Legends
- St Johns
- Wickham Warriors Eight Ball Team
- Wickham Wolves Football Club

FIGURE 51 - PARTICIPATION IN CLUBS/COMMUNITY GROUPS IN WICKHAM





### Q33. Preferred methods of receiving information about local towns

Survey participants were asked to select how they would most prefer to receive information about local towns.

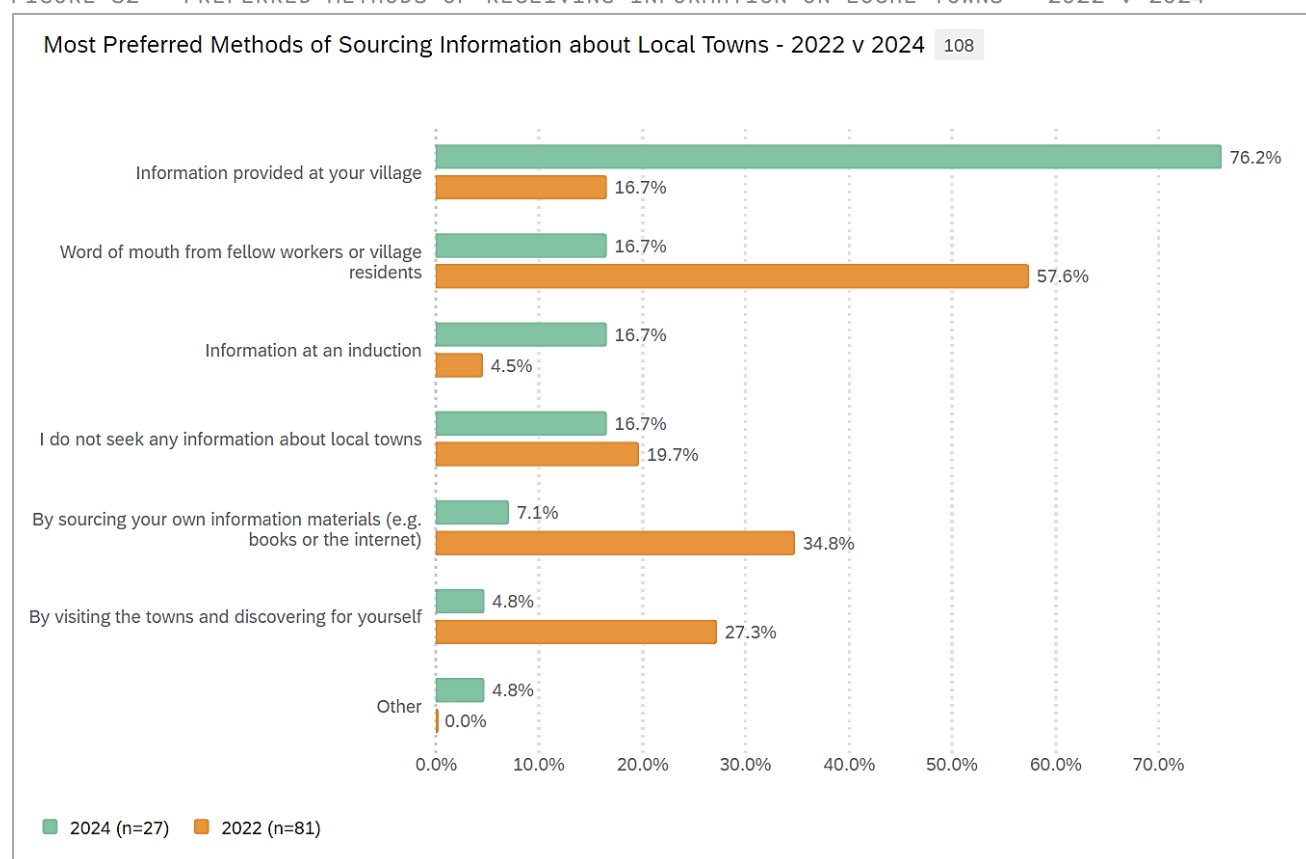
From the 2024 survey, the significant majority (76.2%) indicated a preference to have information provided at the Village. The remaining options had a much lower level of preference, with the least preferred method being to visit the towns and “discover for yourself” – only chosen by two participants.

Two participants chose to provide ‘another’ option, and their suggestions including having a daily notice and providing information on site.

Interestingly, when comparing these results to the previous FIFO survey conducted in 2022, there are some noticeable differences. Firstly, there was significant less interest in 2022 in having information provided at the Village (16.7% participants chose this option in 2022 compared to 76.2% in 2024). Rather, the most preferred option in 2022 was to receive information via word of mouth from fellow workers or village residents (57.6%), whereas in 2024, only 16.7% chose this option.

It should be noted that the 2022 survey contained nearly three-times the number of responses to this question compared to 2024, hence these results may be representative of a broader range of views.

FIGURE 52 - PREFERRED METHODS OF RECEIVING INFORMATION ON LOCAL TOWNS - 2022 v 2024





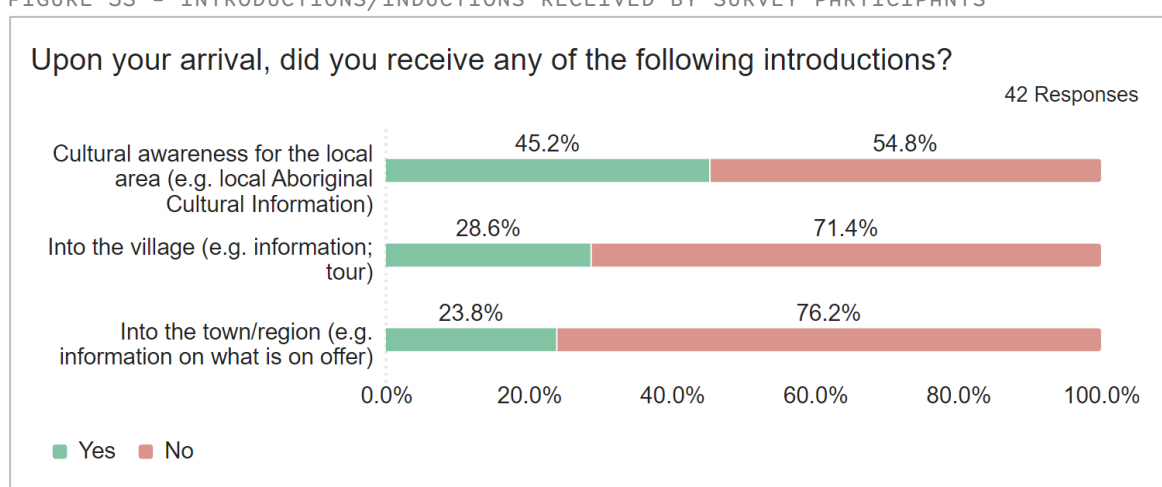
### Q34. Village introductions received by survey participants

Survey participants were asked whether or not they had received the following introductions upon their arrival in Wickham:

- Cultural awareness for the local area (e.g. local Aboriginal Cultural information)
- Introduction into the village (e.g. information tour)
- Introduction into the town/region (e.g. information on what is on offer).

Over half of the survey respondents did not receive any of the above stated introductions upon their arrival. The most received introduction however was cultural awareness, with 45.2% of respondents receiving it. On the other end, only 28.6% of respondents reported receiving an introduction to their village, and only 23.8% reported receiving a town/region introduction.

FIGURE 53 - INTRODUCTIONS/INDUCTIONS RECEIVED BY SURVEY PARTICIPANTS



### Q35. Interest in being involved in voluntary activities

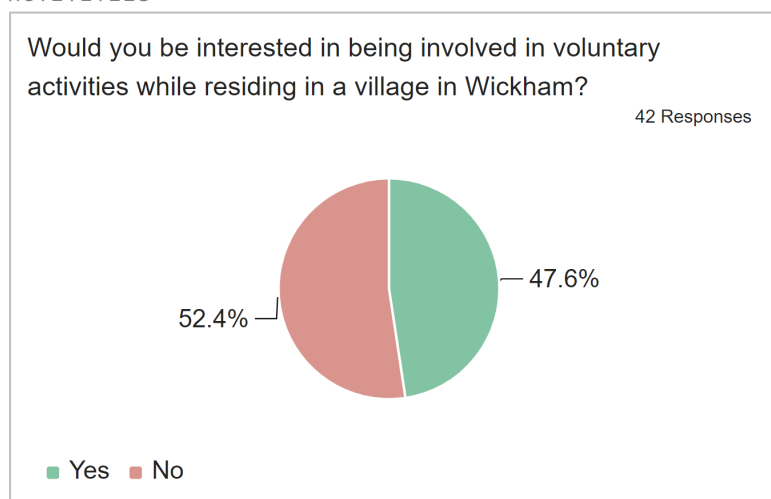
Survey participants were asked whether they would be interested in being involved in voluntary activities while residing in a village in Wickham.

There was a relatively even split, with 47.6% interested in participating in voluntary activities, and 52.4% not interested.



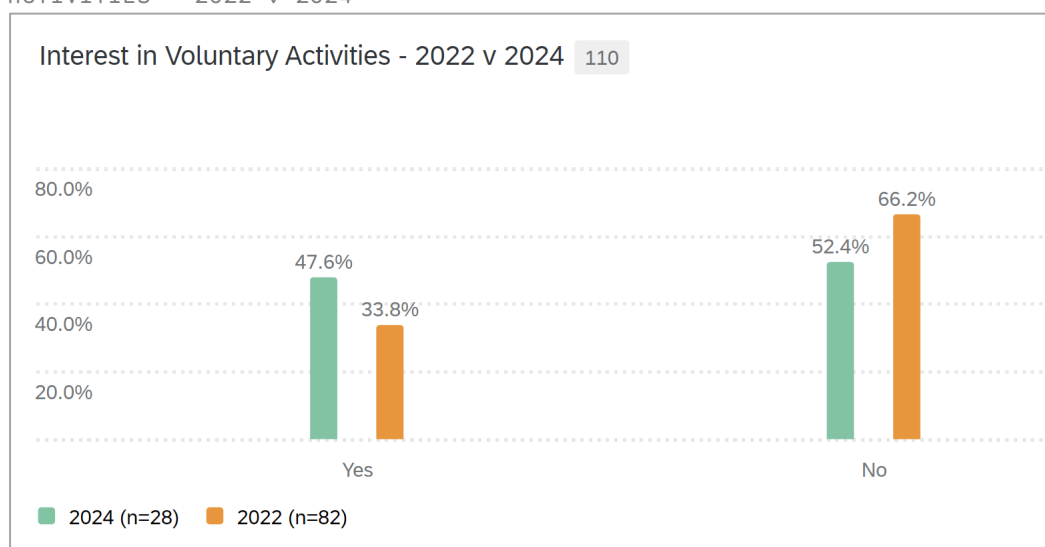


FIGURE 54 - PROPORTION OF RESIDENTS INTERESTED IN PARTICIPATING IN VOLUNTARY ACTIVITIES



Interestingly, when comparing the most recent 2024 survey results to the previous 2022 survey, there appears to be more interest in being involved in voluntary activities. In 2022, just over a third (33.8%) were interested in volunteering compared to nearly half (47.6%) in 2024.

FIGURE 55 - PROPORTION OF RESIDENTS INTERESTED IN PARTICIPATING IN VOLUNTARY ACTIVITIES - 2022 v 2024



Out of those who indicated that they would be interested in participating in voluntary activities in 2024, the largest proportion (45.0%) indicated an interest in ambulance, fire & rescue and marine rescue. This was closely followed by football, with 40.0% interested in participating. Only two participants showed interest in volunteering with the state emergency services (SES).

Five participants shared 'other' activities that they are interested in, these included:

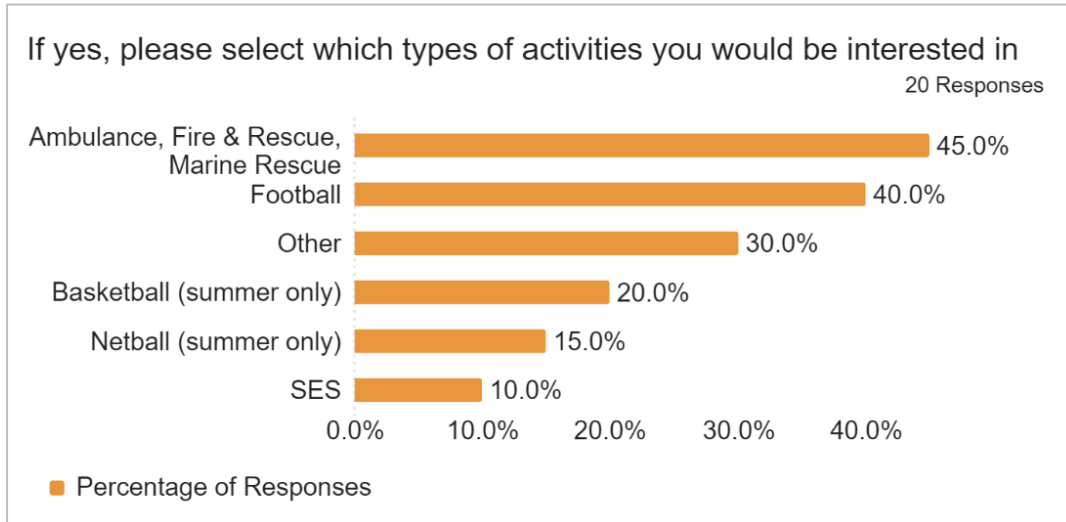
- Girls' Football
- Volunteering at the hospital





- Rubbish collection
- Social sports
- Going to the library
- Attending school

FIGURE 56 – PREFERENCE OF VOLUNTARY ACTIVITIES



### Q37. Reasons for not being involved in voluntary activities

The participants that indicated no interest in voluntary, were consequently asked to describe why. Seventeen participants shared their reasoning, which included the below:

- Not enough time (14 responses)
- Simply no interest
- Already done due time volunteering
- Not in Wickham over the weekend to be able to participate

## 10.4.8. General Comments and Issues

### Q38. Comments and Issues regarding village and town life in Wickham

Survey participants were asked, “are there any other comments/issues you wish to raise in regard to village and town life in Wickham?”. The most mentioned comments/issues related to:

- Facility concerns (including improvements to laundry and maintenance issues) (11 responses)
- Food (including poor quality food and lack of options) (10 responses)
- Improving social/recreational activities and amenities (e.g. lack of things to do and expand the gym)





*Note: responses are presented in the below table according to theme. The number in brackets represents the frequency of the response.*

PRIMARY THEME	ALL RESPONSES
Facilities (11)	<ul style="list-style-type: none"> <li>• Maintenance issues are ignored (2)</li> <li>• Lack of working washing machines/dryers</li> <li>• Include a convenience store in the JM Building</li> <li>• Provide more toilets in the JM Building</li> <li>• Overcrowding in mess during shut downs</li> <li>• Residential employees constantly use FIFO facilities</li> <li>• Improve cleanliness</li> <li>• Severe black mould issue in rooms</li> <li>• Broken glass needs to be cleaned up</li> <li>• No preventative maintenance is done</li> </ul>
Food (10)	<ul style="list-style-type: none"> <li>• Poor food quality (e.g. mouldy, not fresh) (8)</li> <li>• Lack of food options (2)</li> </ul>
Improving Social/Recreational Activities and Amenities (8)	<ul style="list-style-type: none"> <li>• Lack of social &amp; recreational activities (3)</li> <li>• Gym should be bigger/better (2)</li> <li>• Gym should be free for FIFO workers</li> <li>• Provide a pool</li> <li>• Provide green space</li> </ul>
No comment/issues (6)	<ul style="list-style-type: none"> <li>• No comment/issues (6)</li> </ul>
Safety (4)	<ul style="list-style-type: none"> <li>• Install more outdoor lighting (e.g. solar lights) (3)</li> <li>• Local youth cause issues</li> </ul>
Town Improvements (4)	<ul style="list-style-type: none"> <li>• Improve footpaths around town</li> <li>• Shops should have extended opening times</li> <li>• The Village needs to be better connected with the town</li> <li>• Widen road up Tank Hill (currently wide enough for one vehicle)</li> </ul>
Rules and Regulations (1)	<ul style="list-style-type: none"> <li>• FIFO residents fear being fired for breaching RTIO's stringent rules</li> </ul>
Other (2)	<ul style="list-style-type: none"> <li>• Demolish Wickham Village</li> <li>• Sodexo staff are incompetent</li> </ul>

### **Q39. Comments and Issues regarding extension of Wickham Village and/or associating facility upgrades**

Survey participants were asked, "are there any other comments/issues you wish to raise in regard to an extension to the Wickham Village operating licence and/or the associated upgrade of the facilities?". The most mentioned comments/issues related to:

- No comment/issue regarding Wickham Village extension and/or upgrades (7)
- Suggestions for improving current facilities/amenities (6)
- Suggestions/comments on improving Wickham Town (5)





*Note: responses are presented in the below table according to theme. The number in brackets represents the frequency of the response.*

PRIMARY THEME	ALL RESPONSES
No comment/issue (7)	<ul style="list-style-type: none"> <li>No comment/issue (7)</li> </ul>
Facilities & Amenities (i.e. suggestions for improving FIFO life) (6)	<ul style="list-style-type: none"> <li>FIFO workers currently get limited access to town facilities</li> <li>Gym should be bigger/better</li> <li>Gym should be free of charge for FIFO workers</li> <li>Licence should not be extended until investment is made to improve FIFO quality of life</li> <li>New facilities should be modern</li> <li>Provide a golf simulator</li> </ul>
Issues with Wickham Village and/or Extension (6)	<ul style="list-style-type: none"> <li>Wickham Village is too far from the mess (2)</li> <li>Demolish Wickham Village</li> <li>Wickham Lodge should be extended rather than continuing to operate Wickham Village</li> <li>Wickham Village is widely regarded as the worst RTIO camp</li> <li>Wickham Village looks terrible</li> </ul>
Improving Wickham Town (5)	<ul style="list-style-type: none"> <li>RTIO should be building higher quality housing</li> <li>RTIO should consider the long-term success of Wickham</li> <li>Spaces that are invested in create a sense of pride and discourage anti-social behaviour</li> <li>Upgrades will be great</li> <li>Wickham Drive is not well lit and feels unsafe</li> </ul>
Other suggestions/questions (3)	<ul style="list-style-type: none"> <li>Don't use Sodexo (2)</li> <li>Where would overflow of contractors go if licence is not renewed?</li> </ul>

#### 10.4.9. FIFO Insider™ Findings

As outlined in the Methodology Section 3.2.4, FIFO Insider™ is a comprehensive study of the FIFO village experience, providing unique insights to help operators meet the needs and aspirations of transient worker communities.

The FIFO Survey conducted in the engagements incorporated Creating Communities “Golden Question”; a qualitative open-ended question asking respondents to describe their experience living in FIFO accommodation in Wickham.

FIFO Insider™ processes responses to the “Golden Question” through advanced AI in an ethical and structured environment to segment, categorise and assign sentiment through the lens of Creating Communities Social 9™ framework.

The results are displayed on the following page.

The FIFO Insider™ analysis highlights an overall negative sentiment from FIFO workers on their experience living in FIFO accommodation in Wickham. Majority of the dissatisfaction can be seen as coming from the low quality and/or lack of amenity provided (i.e. facilities and services). When investigated further, FIFO workers are particularly dissatisfied with the small size of the gym and the laundry facilities. The results also shine a light on the perceived poor quality of food provided and the lack of cleanliness of the rooms and of the general facilities.





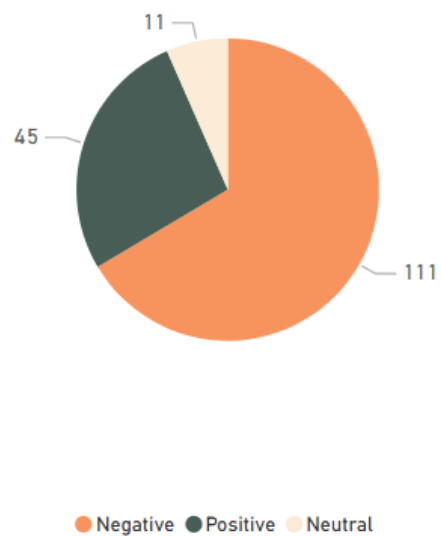
Total number  
of responses

45

Total number  
of Sentiments

167

### Overall Sentiment



### Sentiment by Sphere

#### Grow Well

● Negative

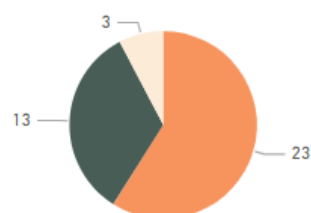


#### Build Trust

● Negative

● Positive

● Neutral

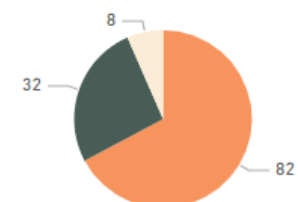


#### Even-up Access

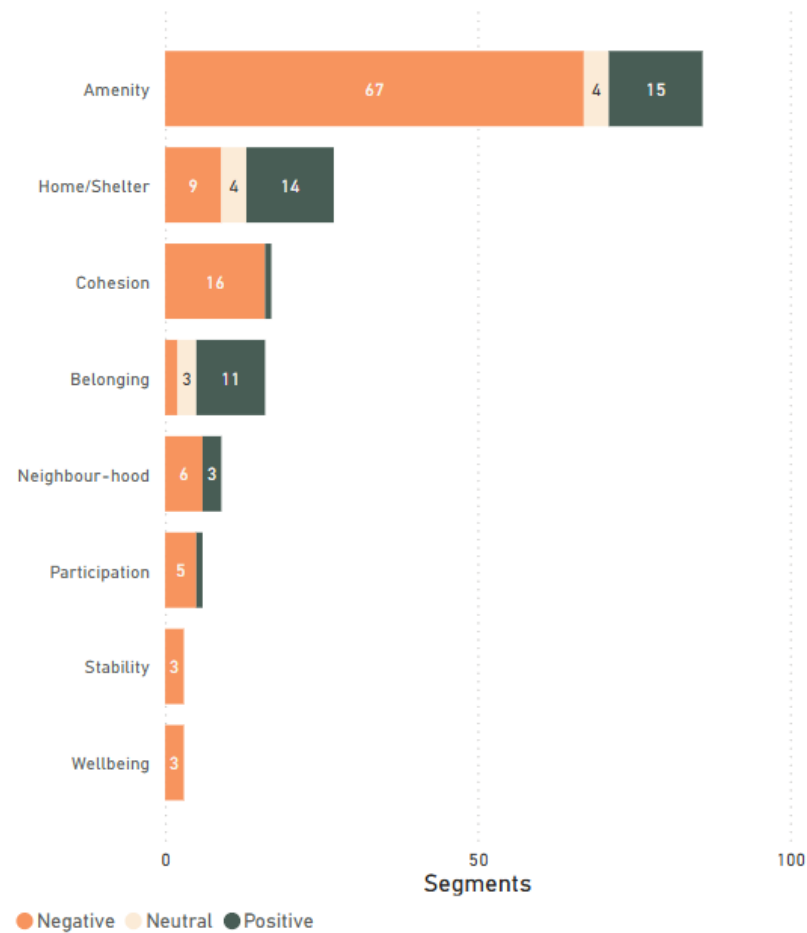
● Negative

● Positive

● Neutral

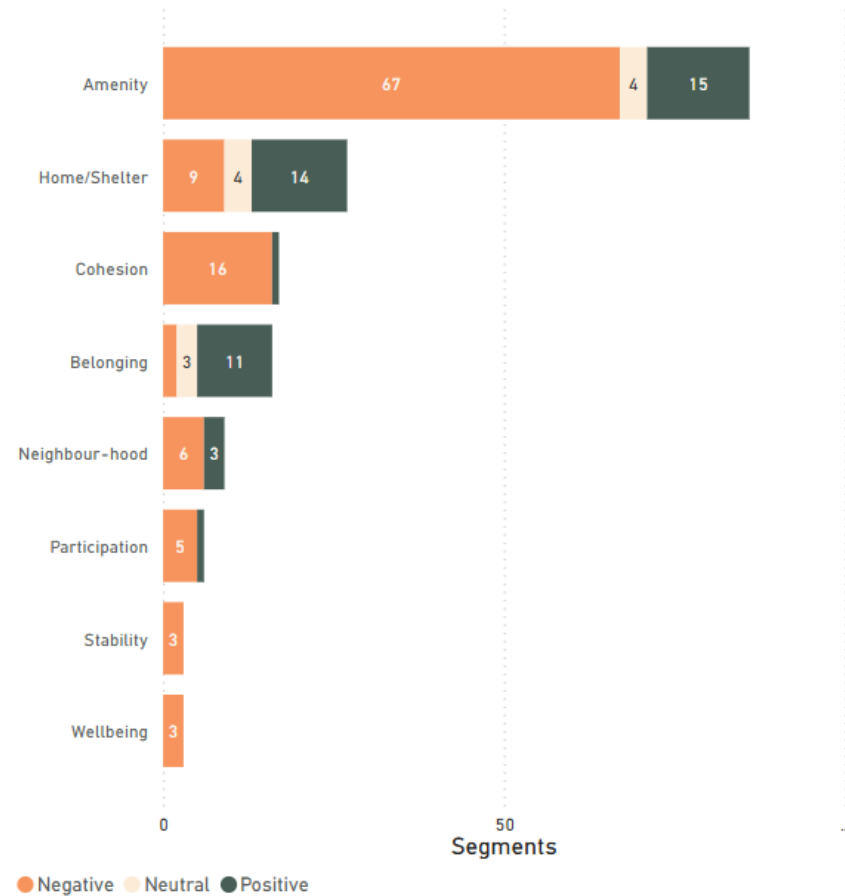


### Sentiment by Domain

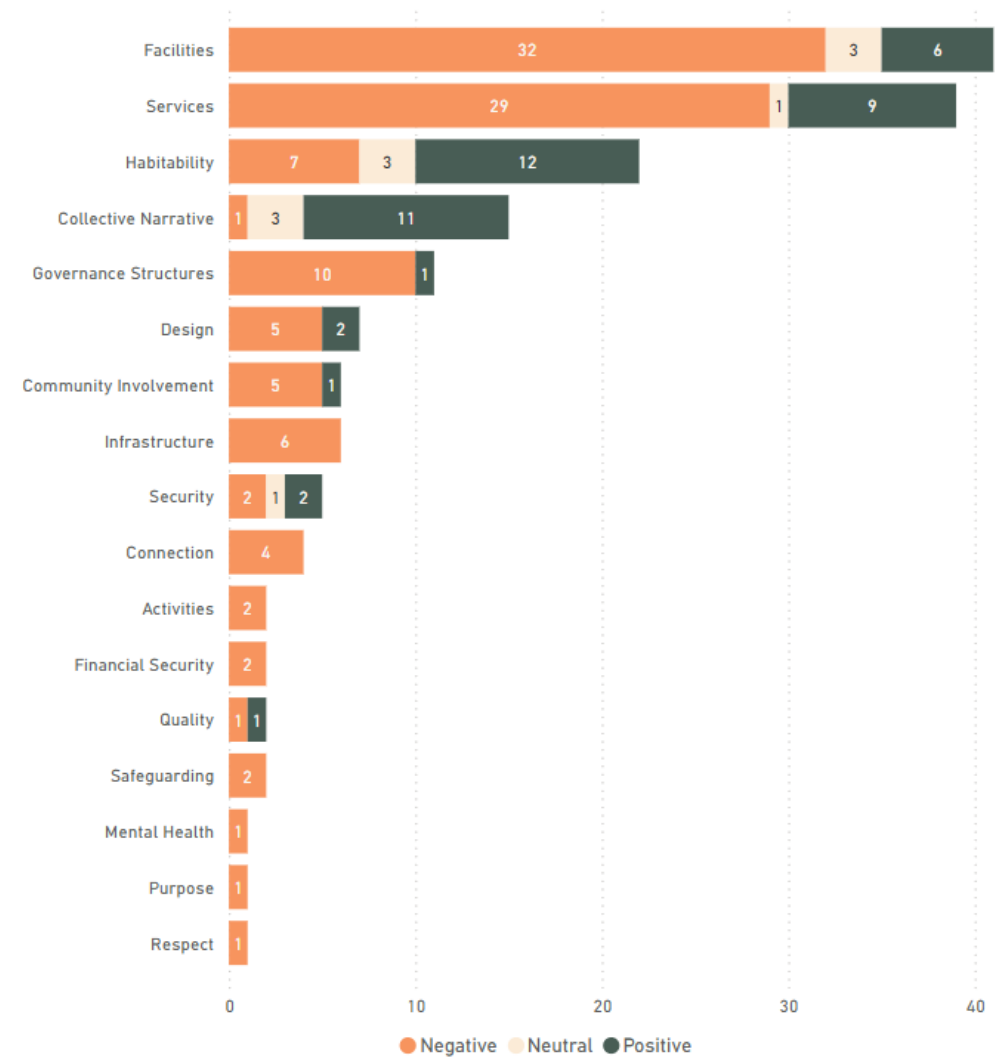




### Count of Segment by Domain



### Count of Segment by Sub-Domain and Sentiment





## 10.5. Appendix E: Reference List

- Australian Broadcasting Channel (ABC). 2023. 'Derby, Wiluna top list of WA towns where police want hardline liquor restrictions to fight alcohol-fueled violence'. Retrieved November 2024 from: <https://www.abc.net.au/news/2023-12-07/western-australia-alcohol-violence-hotspots-liquor-restrictions/103192922>
- Australian Bureau of Statistics (ABS). 2021. 'Wickham (WA) 2021 Census All persons QuickStats'. Retrieved November 2024 from: <https://abs.gov.au/census/find-census-data/quickstats/2021/SAL51601>
- City of Karratha. 2019. 'Footpath Lighting Strategy'. Retrieved November 2024 from: [https://karratha.wa.gov.au/system/files/endorsed\\_footpath\\_lighting\\_strategy.pdf](https://karratha.wa.gov.au/system/files/endorsed_footpath_lighting_strategy.pdf)
- City of Karratha. 2019. 'Local Planning Policy DP-10: Workforce Accommodation.' City of Karratha Development Services. Retrieved November 2024 from: <https://karratha.wa.gov.au/policy/dp10-workforce-accommodation>
- City of Karratha. 2021. 'City of Karratha Local Planning Strategy'. Retrieved November 2024 from: <https://karratha.wa.gov.au/system/files/city-of-karratha-local-planning-strategy.pdf>
- City of Karratha. 2023. 'City of Karratha Annual Report 2022/23'. Retrieved November 2024 from: [https://karratha.wa.gov.au/sites/default/files/2024-08/cok15161\\_annual\\_report\\_2024\\_v4-lr\\_web.pdf](https://karratha.wa.gov.au/sites/default/files/2024-08/cok15161_annual_report_2024_v4-lr_web.pdf)
- Creating Communities Australia Pty Ltd. 2021. 'Wickham Village Social Impact Assessment and Management Plan, Wickham FIFO Survey'
- Department of Local Government, Sport and Cultural Industries. 2024. 'The relationship between organised recreational activity and mental health'. Retrieved November 2024 from: <https://www.dlgsc.wa.gov.au/department/publications/publication/the-relationship-between-organised-recreational-activity-and-mental-health>
- GHD Pty Ltd. 2023. 'Wickham Socio-Economic Baseline Report'. Accessed 2024.
- Health Direct. 2024. 'Alcoholics Anonymous – Wickham'. Retrieved November 2024 from: [https://www.healthdirect.gov.au/australian-health-services/healthcare-service/wickham-6720-wa/alcoholics-anonymous-wickham/alcohol-and-drug-information/83085415-e097-0547-9715-e026692d29d4?search\\_method=Details+-+search+results+list](https://www.healthdirect.gov.au/australian-health-services/healthcare-service/wickham-6720-wa/alcoholics-anonymous-wickham/alcohol-and-drug-information/83085415-e097-0547-9715-e026692d29d4?search_method=Details+-+search+results+list)
- Otium Planning Group Pty Ltd. 2023. 'Wickham Recreation Precinct Feasibility Study – City of Karratha (Final). Otium Planning Group Pty Ltd'. Accessed November 2024. <https://www.otiumplanning.com.au/>
- Red Suburbs. 2024. *Crime Rate in Wickham (2024)*. Accessed 2024 from: <https://redsuburbs.com.au/suburbs/wickham-wa/>
- Western Australia Police Force. 2024. 'Crime Statistics Report'. Retrieved November 2024 from: <https://www.wa.gov.au/organisation/western-australia-police-force/crime-statistics>





## 10.6. Appendix F: Stakeholder List

ORGANISATION	INVITED	AGREED TO BE INTERVIEWED
City of Karratha	Yes	Yes
Western Australian Police (Roebourne)	Yes	No
Sodexo	Yes	Yes
Wickham Community Association	Yes	Yes
Pilbara Development Commission	Yes	Yes
Roebourne District State Emergency Services	Yes	No
Wickham Wolves Football	Yes	Yes
Wickham Wanderers Junior Soccer Club	Yes	Yes
Wickham Primary School	Yes	No
Karratha & District Chamber of Commerce and Industry	Yes	Yes
Roebourne District Hospital	Yes	No
Western Australian Country Health Service	Yes	No
Wickham Community Gym	Yes	Yes





## 10.7. Appendix G: Engagement Tools

### 10.7.1. FIFO Survey Questions

# Wickham Village FIFO Town Life Survey

---

Start of Block: Wickham Village FIFO Town Life Survey

**We invite you to have your say and help inform RTIO's understanding of your village and town experience by completing the Wickham FIFO Town Life Survey. Independent company Creating Communities Pty Ltd has been engaged to undertake a survey of Wickham based FIFO residents who reside in any of the Wickham FIFO facilities.** RTIO is keen to understand your use of town-based services such as the Wickham shops, sporting facilities and other town services to help inform its planning for the future of FIFO in Wickham. Your feedback on the swipe card security system currently being installed at Wickham FIFO facilities is also welcome.

As part of this planning, RTIO will be seeking an extension to the operating licence of Wickham Village and to upgrade a range of village facilities (such as expanding the Community gym, improving recreational spaces; upgrading laundry facilities; improved car parking and new landscaping) to enable the Village to continue to operate for a further 10 years beyond the end of 2025.

**WHO IS DELIVERING THE SURVEY AND MANAGING THE DATA?** WA company Creating Communities Australia Pty Ltd is conducting the Survey on behalf of RTIO. The survey findings will help inform a Social Impact Assessment that will identify impacts of the proposal on your community and will identify opportunities to optimise positive impacts and explore opportunities to mitigate negative impacts from the proposed licence extension, upgrade works at Wickham Village, and from investments in community facilities and/or amenities.

**COMPLETING THE SURVEY** The **survey should take around 15 minutes to complete.** Most questions except for the "about you" demographic questions are optional. With the optional questions you can move ahead or backwards at any time.

**BE IN IT TO WIN IT** By **completing the survey you will go into the running to win one of five \$100 shopping cards. For every survey completed RTIO will also donate \$5 to the Royal Flying Doctor service.**

Survey Opens: 12 September 2024 | Survey Closes: 4 October 2024

#### **PRIVACY AND ANONYMITY**

Please be assured that the comments and information you provide in completing this survey will remain anonymous and not be attributed to you. Your responses will be combined with





those of many others and summarised in a report to further protect your anonymity. If you choose to provide your contact details for the survey prize these will be separated from your survey responses and only be used for the purpose of selecting a prize winner.

### FURTHER INFORMATION

For questions relating to this survey or to verify any details related to the survey please contact Breana or Paul at Creating Communities via [Error! Hyperlink reference not valid.](#) or 9284 0910. To verify that this survey is being conducted on behalf of RTIO please contact Shaha via [Shaha.BinSulaiman@riotinto.com](mailto:Shaha.BinSulaiman@riotinto.com)

Thank you for your participation, we greatly value your contribution. To read the privacy statement click [Error! Hyperlink reference not valid..](#) For the competition Terms and Conditions click [Error! Hyperlink reference not valid..](#)

End of Block: Wickham Village FIFO Town Life Survey

---

Start of Block: A. About You

Which FIFO facility do you normally stay at in Wickham?

- ☐ Wickham Lodge (1)
- ☐ Wickham Village (2)
- ☐ Cajuput Villas (3)
- ☐ Others (4)

---

*Display This Question:*

*If Respondent Type = Others*

If other, please explain:

---

---

Page Break





## Gender

How do you identify (Please select one of the following):

- ☐ Male (1)
  - ☐ Female (2)
  - ☐ Non-binary / third gender (3)
  - ☐ Prefer not to say (4)
  - ☐ Prefer to self-describe (5)
- 

What is your age? (Please select one)

- ☐ Under 25 years (1)
  - ☐ 26-39 years (2)
  - ☐ 40--59 years (3)
  - ☐ 60 years or older (4)
- 





Please select which of the following best describes your relationship status? (Please select one)

- ☐ Single with no children (1)
- ☐ Single with children living at home (2)
- ☐ Single with children not living at home (3)
- ☐ In a relationship with no children (married/defacto) (4)
- ☐ In a relationship with children living at home (5)
- ☐ In a relationship with children not living at home (6)
- ☐ Other (7) \_\_\_\_\_

---

Page Break \_\_\_\_\_





What type of work do you typically undertake? (Please select one of the following)

- ☐ Operations (e.g. drilling, trades, rail, production) (1)
  - ☐ Shutdown (2)
  - ☐ Maintenance (3)
  - ☐ Construction (4)
  - ☐ Transport/Truck Driving (5)
  - ☐ Management (6)
  - ☐ Other (please specify) (7) \_\_\_\_\_
- 

Who is your employer? (Please select one of the following)

- ☐ RTIO (1)
  - ☐ Other (2) \_\_\_\_\_
- 

Page Break

---





Are you on a regular roster?

- ☐ Yes (1)
- ☐ No (2)

---

*Display This Question:*

*If are you on a regular roster? = Yes*

If YES - Please describe your usual roster:

e.g. 13 day/s on; 1 day/s off

☐ Number of day/s on: (1)

\_\_\_\_\_

☐ Number of day/s off (2)

\_\_\_\_\_

---

Page Break







Please describe your experience while living in FIFO Accommodation in Wickham:

---

---

---

---

---

End of Block: A. About You

Start of Block: Security System Feedback

*Display This Question:*

*If Respondent Type = Wickham Village*

**RTIO is currently installing a smart card solution at its Wickham based FIFO villages to improve the safety and security of the facilities. Residents will have the same card across any of the RTIO Villages and room access will be automatically linked to room bookings.**

Are you staying in a room that has had its access system upgraded to the new card system? (Please select one of the following)

- ☐ Yes (1)
- ☐ No (2)

---

Page Break





*Display This Question:*

*If Respondent Type = Wickham Village*

**Please indicate your level of agreement with each of the following proposed upgrades at Wickham Village:**

**A. Safety**

The use of swipe cards improves safety for me and/other residents in the village

- ☐ Strongly agree (10)
- ☐ Somewhat agree (11)
- ☐ Neither agree nor disagree (12)
- ☐ Somewhat disagree (13)
- ☐ Strongly disagree (14)

---

*Display This Question:*

*If Respondent Type = Wickham Village*

**B. Ease of use**

- ☐ Strongly agree (10)
- ☐ Somewhat agree (11)
- ☐ Neither agree nor disagree (12)
- ☐ Somewhat disagree (13)
- ☐ Strongly disagree (14)

**End of Block: Security System Feedback**

---

**Start of Block: Block 11**





**If Wickham Village continues to operate beyond 2025, the following upgrade works are proposed as part of the development application:**

- Gym Expansion
- Recreational Space Addition
- Laundry Improvements
- Space Redevelopment
- Improved Street Frontage
- Donga Screening

**Please indicate your level of support for each proposed upgrade at Wickham Village:**

	Highly supportive (6)	Supportive (7)	Neither/Neutral (8)	Unsupportive (9)	Highly unsupportive (10)
<b>Private Gym Expansion</b>  An expansion of the floor area to be leased to the privately-operated gym at Wickham Village.  The gym will expand by approx. 50% in floor area. (1)					
<b>Recreational Space Addition</b>  A refit of the building to include some more internal recreational space for Wickham Village residents. (2)					
<b>Showers and Laundry Improvements.</b> Add more showers and improved laundry facilities on site. (3)					





	Highly supportive (6)	Supportive (7)	Neither/Neutral (8)	Unsupportive (9)	Highly unsupportive (10)
<b>Green Space Redevelopment A</b> redevelopment of the internal green space to provide better outdoor spaces for Wickham Village residents. (4)					
<b>Improved Street Frontage</b> Changes to car parking and street frontage are designed to improve the facility's connection to the street and provide options for future use after mining operations end. (5)					
<b>Screening</b> Façade and fencing treatment to minimise the visual impact of the accommodation buildings from street view. (6)					

End of Block: Block 11

Start of Block: OFFSETS





## OFFSETS

Contributions or offsets to the community will form part of the licence extension and development application as allowed by the City of Karratha's planning policies for donga style FIFO accommodation.

RTIO is proposing to select a number of capital upgrade works at the Recreation Precinct to be the offsets.

It is necessary to show a connection between the community offsets and the Wickham Village application, the connection to the Recreation Precinct has been demonstrated in 2022 by a survey that showed high incidental use of the facilities by Wickham based FIFO workers.

Upgrades to these facilities will benefit both town residents and FIFO occupants.

**Please rank the following statements by dragging each into your order of preference, from highest (1) to lowest (3) priority for offset investments:**

\_\_\_\_\_ *Redevelopment of the existing courts into a fully shaded facility with installation of permanent roof structure* (1)

\_\_\_\_\_ *Repositioning and rebuilding the existing lifeguard office at the Wickham Aquatic Centre* (2)

\_\_\_\_\_ *Upgrading the oval with new lights and drainage to improve the safety and extend use of the ovals* (3)

End of Block: OFFSETS

---

Start of Block: Social Impact Areas



**Please describe the main effects (positive or negative) you think a 10-year licence extension at Wickham Village and the proposed facilities upgrades would have on you and your community.**

---

---

---

---

---

End of Block: Social Impact Areas

---

Start of Block: Level of Support





Overall, how supportive are you of Wickham Village continuing to operate for a further 10 years? (Please select one of the following):

- ☐ Highly Supportive (1)
- ☐ Supportive (2)
- ☐ Neither/Neutral (3)
- ☐ Unsupportive (4)
- ☐ Highly Unsupportive (5)

End of Block: Level of Support

---

Start of Block: Village life

Please list the top three (3) positive things about life in your village

- ☐ 1. (1) \_\_\_\_\_
  - ☐ 2. (2) \_\_\_\_\_
  - ☐ 3. (3) \_\_\_\_\_
- 

Please list the top three (3) suggestions you have for improving life in your village

- ☐ 1. (1) \_\_\_\_\_
- ☐ 2. (2) \_\_\_\_\_
- ☐ 3. (3) \_\_\_\_\_

End of Block: Village life

---

Start of Block: Town Life

Would you consider residential over FIFO in Wickham?

- ☐ Yes
- ☐ No





---

*Display This Question:*

*If Would you consider residential over FIFO in Wickham? = Yes*

If yes, why would you consider residential over FIFO?

---

---

---

---

---

---

*Display This Question:*

*If Would you consider residential over FIFO in Wickham? = No*

If no, why would you not consider residential over FIFO?

---

---

---

---

---





On average, how much do you spend (in \$) PER WEEK in these neighbouring towns while residing in your village in Wickham?

- ☐ Wickham Town (5) \_\_\_\_\_
- ☐ Point Samson (1) \_\_\_\_\_
- ☐ Roebourne (2) \_\_\_\_\_
- ☐ Karratha (3) \_\_\_\_\_
- ☐ Dampier (4) \_\_\_\_\_

Page Break

What services do you currently access while in Wickham and how often do you use them?

	At least once a week (1)	At least once a month (2)	At least once a year (3)	Never (4)
Chemist (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sports Bar (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bottleshop (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cafe/Snack bar (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supermarket (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Newsagency (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gym (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>





How often do you spend time in the listed town centres (i.e. outside of your villages)?

	Never (1)	Less than once every couple of weeks (2)	Every couple of weeks (3)	Once per week (4)	2-3 times per week (5)	4-5 times per week (6)	Daily (7)
Wickham (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Point Samson (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Roebourne (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Karratha (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dampier (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Are there any barriers to you accessing services in Wickham or other local towns?

---



---



---



---



---



---

Page Break





What community facilities do you currently use while in Wickham? (please select all that apply)

- ☐ Pool (1)
  - ☐ Library (2)
  - ☐ Sports Courts (3)
  - ☐ Sports Grounds/Oval (4)
  - ☐ Gymnasium (5)
  - ☐ Parks (6)
  - ☐ Beach (Point Samson) (7)
  - ☐ Boat ramp (Point Samson) (8)
  - ☐ Other (Please specify) (9)
- 

Do you participate in any clubs or community groups while in Wickham?

- ☐ Yes (1)
- ☐ No (2)

*Display This Question:*

*If do you participate in any clubs or community groups while in Wickham? = Yes*

If **yes**, please list which clubs and groups you participate in:

---

---

---

---





---

---

Please describe how you would most prefer to receive information about local towns (please select all that apply):

- ☐ Information provided at your village (1)
  - ☐ Information at an induction (2)
  - ☐ Word of mouth from fellow workers or village residents (3)
  - ☐ By visiting the towns and discovering for yourself (4)
  - ☐ By sourcing your own information materials (e.g. books or the internet) (5)
  - ☐ I do not seek any information about local towns (6)
  - ☐ OTHER (Please describe): (7)
- 

---

Page Break





Upon your arrival, did you receive any of the following introductions? (Select all that apply)

	Yes (1)	No (2)
Into the village (e.g. information; tour) (1)	<input type="radio"/>	<input type="radio"/>
Into the town/region (e.g. information on what is on offer) (2)	<input type="radio"/>	<input type="radio"/>
Cultural awareness for the local area (e.g. local Aboriginal Cultural Information) (3)	<input type="radio"/>	<input type="radio"/>

Would you be interested in being involved in voluntary activities while residing in a village in Wickham?

☐ Yes (1)

☐ No (2)

*Display This Question:*

*If Would you be interested in being involved in voluntary activities while residing in a village in... = Yes*

If **yes**, please select which types of activities would you be interested in:

- ☐ Football (1)
- ☐ Basketball (summer only) (2)
- ☐ Netball (summer only) (3)
- ☐ SES (4)
- ☐ Ambulance, Fire & Rescue, Marine Rescue (5)
- ☐ Other (6) \_\_\_\_\_





*Display This Question:*

*If Would you be interested in being involved in voluntary activities while residing in a village in... = No*

If no, please describe why you are not involved in any voluntary activities:

---

---

---

---

---

End of Block: Town Life

Start of Block: General Comments



Are there any other comments/issues you wish to raise in regards to village and town life in Wickham?

---

---

---

---

---



Are there any other comments/issues you wish to raise in regards to an extension to the Wickham Village operating licence and/or the associated upgrade of facilities?

---

---

---

---

End of Block: General Comments





## 10.7.2. Community Survey Questions

# Wickham Community Survey

qualtrics<sup>XM</sup>

---

### Start of Block: Wickham Community Survey

Survey Details **By completing this 10-minute survey, we invite you to share your thoughts on:**

- 1) RTIO's proposed continued operation of Wickham Village FIFO Facility for a further ten years, from 2025;
- 2) The proposed upgrade works for the site (including the expansion of the Community Gym and screening of Wickham Village) and;
- 3) The Community investment offset options under consideration by RTIO, should Wickham Village continue operating (including the permanent shading of existing sports courts, upgrades to the oval or upgrades to the existing lifeguard office).

Feedback provided will be used to help inform a social impact assessment and management planning.

**For more detail on each of the above proposals, see below:**

#### 1) Continued operation of Wickham Village

This survey seeks your feedback on RTIO's proposed continued operation of Wickham Village FIFO facility on Wickham Drive (freehold lot 103), Wickham, for a further 10 years beyond the current operating license issued by the City of Karratha, which is due to expire at the end 2025. The Village will provide accommodation required to support the irregular project and shut workforce that need accommodation separate to the FIFO accommodation at Wickham Lodge and Cajuput Villas which supports regular rostered FIFO workers.

#### 2) Proposed Upgrade Works

RTIO is proposing to undertake the following works, should the extension of the operational licence for Wickham Village be approved:

- A 50% expansion of the floor area to be leased to the Wickham community gym (privately-operated).
- A refit of the building to include some on-site recreational space for Wickham Village FIFO occupants and moving the Sodexo building maintenance and linen stores to the front of the building.
- Provision of improved showers and laundry facilities on site.
- A redevelopment of the internal green space to provide greater outdoor respite for FIFO residents.
- Changes to carparking and street frontage for better street connection designed in mind for future potential post-mining use of the site • Façade





and fencing to improve and shield the appearance of the donga buildings from street view.

### **3) Proposed Community Offset Options**

The City of Karratha policies envisage that FIFO accommodation can be approved with offsets so local communities derive a benefit from the presence of FIFO accommodation. The proposed community offset options being considered may include:

- a) Redevelopment of the existing courts into a fully shaded facility with installation of permanent roof structure.
- b) Repositioning and rebuilding the existing lifeguard office at the Wickham Aquatic Centre.
- c) Upgrading the oval with new lights and drainage to improve the safety and extended use of the ovals.

**HOW WILL THE SURVEY FINDINGS BE USED?** Findings from this survey will be used to inform a Social Impact Assessment (SIA) and Social Impact Management Plan (SIMP) required by the Development Application Process. The SIA and SIMP will assess how the proposed continuation of Wickham Village may impact the community and will identify strategies that can be implemented to manage any negative impacts and optimise positive impacts for the community. The SIA and SIMP will be prepared in accordance with the City of Karratha's Local Planning Policy. RTIO plans to submit the development application in early 2025 for approval of the proposed physical works and the continuation of Wickham Village's operation beyond the end of 2025.

**WHO IS DELIVERING THE SURVEY AND MANAGING THE DATA?** WA company Creating Communities Australia Pty Ltd is conducting the Survey on behalf of RTIO. The survey findings will help inform a Social Impact Assessment that will identify impacts of the proposal on your community and will identify opportunities to optimise positive impacts and explore opportunities to mitigate negative impacts from the proposed license extension, upgrade works at Wickham Village, and from investments in community facilities and/or amenities.

**COMPLETING THE SURVEY** The survey should take around 12 minutes to complete. Most questions except for the "about you" demographic questions are optional. With the optional questions you can move ahead or backwards at any time. Please complete the survey only once.

### **PRIVACY AND ANONYMITY**

Please be assured that the comments and information you provide in completing this survey will remain anonymous and not be attributed to you. Your responses will be combined with those of many others and summarised in a report to further protect your anonymity. If you choose to provide your contact details for the survey prize these will be separated from your survey responses and only be used for the purpose of selecting a prize winner. **BE IN IT**

**TO WIN IT! By completing the survey, you will go into the running to win one of five \$100 shopping cards. For every survey completed RTIO will also donate \$5 to the Royal Flying Doctor service.**

Survey Opens: 2 September 2024 | Survey Closes: 20 October 2024





**FURTHER INFORMATION** For questions relating to this survey or to verify any details related to the survey please contact Breana or Paul at Creating Communities via [Error! Hyperlink reference not valid.](#) or 9284 0910. To verify that this survey is being conducted on behalf of RTIO please contact Shaha via [Shaha.BinSulaiman@riotinto.com](mailto:Shaha.BinSulaiman@riotinto.com)

Thank you for your participation, we greatly value your contribution.

To read the privacy statement, click [Error! Hyperlink reference not valid.](#)  
For the competition Terms and Conditions, click [Error! Hyperlink reference not valid.](#)

#### End of Block: Wickham Community Survey

---

#### Start of Block: A. About You

Which of the following best represents how you are responding (choose all that apply):

- ☐ As a local resident of Wickham (1)
  - ☐ As an existing FIFO worker in Wickham (2)
  - ☐ On behalf of a local business (3)
  - ☐ On behalf of a not-for-profit group, club or community group (4)
  - ☐ On behalf of a government agency (5)
  - ☐ I'd prefer not to say (6)
  - ☐ Other (please specify) (7)
- 

---

*Display This Question:*

*If Respondent Type = On behalf of a not-for-profit group, club or community group*

What organisation are you commenting on behalf of?

---





How long have you lived in Wickham?

- ☐ Less than a year (1)
- ☐ 1-2 Years (2)
- ☐ 3-5 Years (3)
- ☐ 6-10 Years (4)
- ☐ 11-20 Years (5)
- ☐ More than 20 Years (6)
- ☐ I don't live in Wickham (7)
- ☐ I'd prefer not to say (8)

### Gender

How do you identify (Please select one of the following):

- ☐ Male (1)
  - ☐ Female (2)
  - ☐ Non-binary / third gender (3)
  - ☐ Prefer not to say (4)
  - ☐ Prefer to self-describe (5)
- 





What is your age? (Please select one)

- ☐ Under 25 years (1)
- ☐ 26-39 years (2)
- ☐ 40-59 years (3)
- ☐ 60 years or older (4)

End of Block: A. About You

---

Start of Block: Overall Open Questions



Please describe your experience of living in Wickham:

---

---

---

---

---

End of Block: Overall Open Questions

---

Start of Block: Refurbishment Feedback

**If Wickham Village continues to operate beyond 2025, the following upgrade works are proposed as part of the development application:**

- Wickham Gym Area Expansion
- Improved Street Frontage
- Screening of dongas from street view
- Building Refit for FIFO recreational space, laundry improvements and moving the building maintenance/linen stores
- Green Space Redevelopment

---

***Please indicate your level of support for each of the proposed upgrades to Wickham Village:***





	Highly Supportive (1)	Supportive (2)	Neither/Neutral (3)	Unsupportive (4)	Highly Unsupportive (5)
<b>Community Gym Expansion</b> <i>An expansion of the floor area to be leased to the Community (privately-operated) gym.</i>  <i>It is expected that the gym floor will expand by approx. 50% (1)</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Green Space Redevelopment</b> <i>A redevelopment of the internal green space to provide better outdoor space for Wickham Village residents. (2)</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Improved Street Frontage</b> <i>Changes to car parking and street frontage are designed to improve the facility's connection to the street and provide options for future use after mining operations end. (3)</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>





	Highly Supportive (1)	Supportive (2)	Neither/Neutral (3)	Unsupportive (4)	Highly Unsupported (5)
<b>Screening of Dongas</b>  <i>Façade and fencing treatment to minimise the visual impact of the accommodation buildings from street view (4)</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Update of facilities</b>  <i>The existing building will be refitted for Sodexo's maintenance and linen stores at the front, with a design that allows future conversion into a commercial space after mining operations.</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>The refit building to include some recreational space for Wickham Village FIFO occupants.</i>					
<i>Improved laundry facilities on site. (5)</i>					





## OFFSETS

The City of Karratha policies envisage that FIFO accommodation can be approved with offsets so local communities derive a benefit from the presence of FIFO accommodation. RTIO is proposing some capital upgrade works at the nearby Wickham Recreational Precinct to be offsets associated with Wickham Village.

Upgrades to these facilities will benefit both town residents and FIFO occupants.

It is necessary to show a connection between the community offsets and the Wickham Village application. The connection to the Recreation Precinct has been demonstrated in 2022 by a survey that showed high incidental use of the facilities by Wickham based FIFO workers.

---

**Please rank the following statements by dragging them into your order of preference, from highest (1) to lowest (3) priority proposed offset investments:**

\_\_\_\_\_ *Redevelopment of the existing courts into a fully shaded facility with installation of permanent roof structure* (1)

\_\_\_\_\_ *Repositioning and rebuilding the existing lifeguard office at the Wickham Aquatic Centre* (2)

\_\_\_\_\_ *Upgrading the oval with new lights and drainage to improve the safety and extend use of the ovals* (3)

---

**Do you have any alternative suggestions to the above proposed offsets? (Note: the offsets need to have a connection to FIFO use at Wickham Village).**

---

---

---

---

---





**Please share your opinion on the potential impacts of a Wickham Village licence extension by rating each of the following impact areas on the provided scale.**

*NOTE: In the following questions, when we say 'community', we mean the people and groups in your local area that are meaningful to you - people that you interact with in your day-to-day life.*

*Considering the impacts to the Wickham community, what effect do you think a licence extension and the proposed village upgrades would have on the following areas:*

Social Impact Area	Highly positive (1)	Positive (2)	Neither positive nor negative (3)	Negative (4)	Highly negative (5)	Unsure (6)
<b>Accommodation and housing</b> <i>i.e. The impact on accommodation and housing infrastructure in Wickham. (1)</i>						
<b>The built form environment</b> <i>i.e. The impact of the built form aesthetics; design and integration with the local area/neighbourhood. (2)</i>						
<b>Community services, infrastructure and facilities</b> <i>i.e. Medical, emergency; education; utilities and transport. (3)</i>						
<b>Community / cultural values, beliefs and cohesion</b> <i>i.e. The extent to which the residents respect and celebrate diversity in beliefs, customs, values, and cultures and the extent to which the FIFO village residents are integrated into the broader Wickham community. (4)</i>						





Social Impact Area	Highly positive (1)	Positive (2)	Neither positive nor negative (3)	Negative (4)	Highly negative (5)	Unsure (6)
<b>Crime and public safety</b> <i>i.e. The impact on community safety from crime and anti-social behaviour in Wickham. (5)</i>						
<b>Demographics and population</b> <i>i.e. Impact on the population size, workforce profile, type of occupations, gender balance and ethnicity and culture. (6)</i>						
<b>Economic development, employment, and training</b> <i>i.e. The demand for local business services and the opportunities for local employment and training for the community (including the local Aboriginal and Torres Strait Islander community). (7)</i>						
<b>Health and wellbeing</b> <i>i.e. Impact on the physical, social and mental health and wellbeing of both Permanent Wickham residents and community members and FIFO residents in Wickham. (8)</i>						
<b>Social and recreational activities and facilities</b> <i>i.e. Including on sporting clubs, community groups and recreational facilities in Wickham. (9)</i>						





Social Impact Area	Highly positive (1)	Positive (2)	Neither positive nor negative (3)	Negative (4)	Highly negative (5)	Unsure (6)
<b>Cumulative Effects</b> (the combined impact of multiple FIFO villages in Wickham) (10)						



**Please describe the main effects (positive or negative or both) you think a 10-year Wickham Village licence extension and potential facility upgrades might have on your community.**

---



---



---



---



---

End of Block: Impact Areas

Start of Block: Proposed Support

**Overall, how supportive are you of Wickham Village continuing to operate for a further 10 years?**

(Please select one of the following)

- ☐ Highly supportive (1)
- ☐ Supportive (2)
- ☐ Neither/neutral (3)
- ☐ Unsupportive (4)
- ☐ Highly unsupportive (5)

End of Block: Proposed Support





---

Start of Block: General Comments



Are there any other comments/issues you wish to raise in regards to an extension to the Wickham Village operating licence and /or the associated upgrade of facilities?

---

---

---

---

---

End of Block: General Comments

---





### 10.7.3. Interview Questionnaire

#### Wickham Village SIA/SIMP – Stakeholder Interview Questions

**Q1. What do you like about the proposed works?**

**Q2. What concerns, if any, do you have about the proposed works?**

**Q3. What positive and/or negative impacts do you think this development – the physical upgrade works and/or the licence extension – will have on the Wickham community, in terms of each of the following impact areas/issues? (take interviewee through each impact area one at a time)**

SIA Impact area	Description	Positive Impacts	Negative Impacts
1. Accommodation and Housing	The impact on accommodation and housing infrastructure in Wickham.		
2. Built Form Environment	Impact of the built form aesthetics; design and integration with the local area/neighbourhood.		
3. Community Services, Infrastructure and Facilities - Accessibility to Community Services and Facilities	The impact on access to local community/social and essential services in Wickham (i.e., medical, emergency; education; utilities and transport).		
4. Community / Cultural Values, Beliefs and Cohesion	Impact on the values, beliefs and cohesion of the broader community - including the extent to which the residents respect and celebrate diversity in beliefs, customs, values, and cultures and the extent to which the FIFO village residents are integrated into the broader Wickham community.		





SIA Impact area	Description	Positive Impacts	Negative Impacts
5. Crime and Public Safety	The impact on community safety from crime and anti-social behaviour in Wickham.		
6. Demographics and Population	Impact on the population size, workforce profile, type of occupations, gender balance and ethnicity and culture in Wickham.		
7. Economic Development Employment, Training and Local Benefits	Impact on the local economy of Wickham, including the demand for local business services and the opportunities for local employment and training for the community (including the local Aboriginal and Torres Strait Islander community).		
8. Health and Wellbeing	Impact on the physical, social and mental health and wellbeing of:  FIFO residents in Wickham, and  Permanent Wickham residential community members.		
9. Social and Recreational Activities and Facilities	Impact on social and recreational activity and facilities, including on sporting clubs, community groups and recreational facilities in Wickham.		
10. Cumulative Impacts	The combined impact of multiple FIFO Villages in Wickham		

**Q4. What else could be done to increase any beneficial impacts you've just highlighted of the proposed development on the Wickham community?**

•





**Q5. What could be done to mitigate or offset any outcomes from the negative impacts you've just highlighted on the Wickham community?**

**Q6. If the proposed works and licence extension do not occur and Wickham Village closes at the end of 2025, what impacts, positive and/or negative, do you think this would have on the Wickham community? (Ask interviewee to relate impacts to the same 10 impact areas as in Q3).**

SIA Impact area	Description	Positive Impacts	Negative Impacts
1. Accommodation and Housing	The impact on accommodation and housing infrastructure in Wickham.		
2. Built Form Environment	Impact of the built form aesthetics; design and integration with the local area/neighbourhood.		
3. Community Services, Infrastructure and Facilities - Accessibility to Community Services and Facilities	The impact on access to local community/social and essential services in Wickham (i.e., medical, emergency; education; utilities and transport).		
4. Community / Cultural Values, Beliefs and Cohesion	Impact on the values, beliefs and cohesion of the broader community - including the extent to which the residents respect and celebrate diversity in beliefs, customs, values, and cultures and the extent to which the FIFO village residents are integrated into the broader Wickham community.		
5. Crime and Public Safety	The impact on community safety from crime and anti-social behaviour in Wickham.		





SIA Impact area	Description	Positive Impacts	Negative Impacts
6. Demographics and Population	Impact on the population size, workforce profile, type of occupations, gender balance and ethnicity and culture in Wickham.		
7. Economic Development, Employment, Training and Local Benefits	Impact on the local economy of Wickham, including the demand for local business services and the opportunities for local employment and training for the community (including the local Aboriginal and Torres Strait Islander community).		
8. Health and Wellbeing	Impact on the physical, social and mental health and wellbeing of:  FIFO residents in Wickham, and  Permanent Wickham residential community members.		
9. Social and Recreational Activities and Facilities	Impact on social and recreational activity and facilities, including on sporting clubs, community groups and recreational facilities in Wickham.		
10. Cumulative Impacts	The combined impact of multiple FIFO Villages in Wickham		

**Q7. RTIO are proposing to pursue two upgrade projects to Wickham Recreation Precinct as community offset concepts. These upgrades are included in the City of Karratha's Wickham Recreation Precinct Feasibility Study published in 2023.**

**How beneficial do you think each of these potential community offset investments would be?**





1. Redevelopment of the existing courts into a fully shaded facility with installation of permanent roof structure	
2. Repositioning and rebuilding the existing lifeguard office at the Wickham Aquatic Centre	

**Q8. Do you have any alternative suggestions to the above proposed offsets? (Note: the offsets need to have a connection to FIFO use at Wickham Village).**

**Q9. Are there any other comments you'd like to make about the proposal?**





## 10.7.4. City of Karratha Workshop Presentation



### Have your Say Wickham Village Proposals

RioTinto CreatingCommunities

### Background

- Wickham Village is an existing FIFO accommodation facility on Wickham Drive (threshold lot 1028, Wickham).
- It is operated on behalf of Rio Tinto by Solihoo, a facilities management company.
- Wickham Village has a current operating licence from the City of Karratha due to expire at the end 2025.

### The Proposal

- Rio Tinto plans to upgrade the central facilities building and improve a range of other village amenities at Wickham Village.
- They plan to submit a development application in early 2025 to seek approval for both the proposed physical works and the continuation of the village's operating licence for a further 10 years beyond the end of 2025.

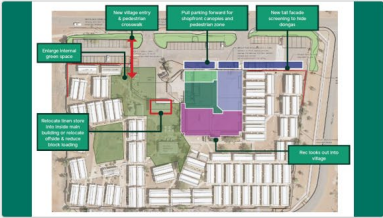


Aerial View of the Current Wickham Village Site and Surrounds

### Why we are speaking with you

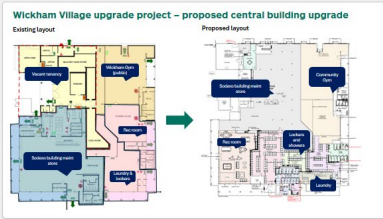
- To comply with the City of Karratha's planning requirements and to support the further licence for Wickham Village, when the development application (DA) is submitted, it requires a Social Impact Assessment (SIA) and a Social Impact Management Plan (SIMP) to be submitted.
- The purpose of the SIA is to understand the potential impacts of the proposed facility upgrades and continuation of the operating licence at the Village.
- To understand these potential impacts, we need to speak with **key stakeholders**, including the City of Karratha's Council.

### OVERVIEW The Proposed Works



### CENTRAL BUILDING UPGRADES The Proposed Works

### Wickham Village upgrade project – proposed central building upgrade




### STREETSCAPE SCREENING & FACADE UPGRADES The Proposed Works

### Current streetscape




### Concept Streetscape Options – Architectural Screening as Façade Treatment



### Extend the screening façade both sides of the central facilities




### Create a new entrance with freestanding verandahs, new windows, and doors



### Wickham Village upgrade project – streetscape screening & facade upgrade



### Questions & Discussion



### The Impact Areas

The Impact Areas used in this SIA/SIMP have been formed around the City of Karratha's Guidelines (Policy DP-20 – Social Impact Assessments – Town Planning Scheme No. 60)

- Accommodation and Housing *Impact on accommodation and housing infrastructure in Wickham*
- Built Form Environment *(Additional Impact Area) Built form aesthetics, design and integration with local area*
- Community Services, Infrastructure and Facilities *Access to local community/social and essential services in Wickham (i.e. medical, education, utilities and transport)*

### The Impact Areas

- Community / Cultural Values, Beliefs and Cohesion *Including, extent to which FIFO residents are integrated into community*
- Crime and Public Safety *Impact on community from crime and anti-social behaviour in Wickham*
- Demographics and Population *Impact on population size, workforce profile, type of occupations, gender balance and ethnicity and culture in Wickham*

### The Impact Areas

- Economic Development, Employment, Training and Local Benefits *Impact on economy, demand for local services and opportunities for local training and employment for the community including Aboriginal and Torres Strait Islander community.*
- Health and Wellbeing *Health and wellbeing impacts on both FIFO residents and permanent Wickham residents*
- Social and Recreational Activities and Facilities *Including impact on sporting clubs, community groups and recreational facilities*
- Cumulative Impacts *The combined impact of multiple FIFO Villages in Wickham (Additional Impact Area)*



### Question 1 – High Level Feedback

Do you have any general comments, positive or negative, about the Wickham Village Development (licence extension and/or physical upgrades)?

19

### Question 2 – Specific Impacts Feedback

What positive and/or negative impacts do you think this development – the physical upgrade works and/or the licence extension – will have on the Wickham Community, in terms of each of the impact areas?

SIA Impact Area	Positive Impacts	Negative Impacts
1. Accommodation and Housing		
2. Built Form Environment		
3. Community Services, Infrastructure and Facilities – Accessibility to Community Services and Facilities		
4. Community/Cultural Values, Beliefs and Cohesion		

20

### Question 2

What positive and/or negative impacts do you think this development – the physical upgrade works and/or the licence extension – will have on the Wickham Community, in terms of each of the impact areas?

SIA Impact Area	Positive Impacts	Negative Impacts
1. Accommodation and Housing		
2. Built Form Environment		
3. Community Services, Infrastructure and Facilities – Accessibility to Community Services and Facilities		
4. Community/Cultural Values, Beliefs and Cohesion		

21

### Question 2

What positive and/or negative impacts do you think this development – the physical upgrade works and/or the licence extension – will have on the Wickham Community, in terms of each of the impact areas?

SIA Impact Area	Positive Impacts	Negative Impacts
1. Accommodation and Housing		
2. Built Form Environment		
3. Community Services, Infrastructure and Facilities – Accessibility to Community Services and Facilities		
4. Community/Cultural Values, Beliefs and Cohesion		

22

### Question 2

What positive and/or negative impacts do you think this development – the physical upgrade works and/or the licence extension – will have on the Wickham Community, in terms of each of the impact areas?

SIA Impact Area	Positive Impacts	Negative Impacts
1. Accommodation and Housing		
2. Built Form Environment		
3. Community Services, Infrastructure and Facilities – Accessibility to Community Services and Facilities		
4. Community/Cultural Values, Beliefs and Cohesion		

23

### Question 2

What positive and/or negative impacts do you think this development – the physical upgrade works and/or the licence extension – will have on the Wickham Community, in terms of each of the impact areas?

SIA Impact Area	Positive Impacts	Negative Impacts
5. Crime and Public Safety		
6. Demographics and Population		
7. Economic Development, Employment, Training and Local Benefits		
8. Health and Wellbeing		

24

### Question 2

What positive and/or negative impacts do you think this development – the physical upgrade works and/or the licence extension – will have on the Wickham Community, in terms of each of the impact areas?

SIA Impact Area	Positive Impacts	Negative Impacts
5. Crime and Public Safety		
6. Demographics and Population		
7. Economic Development, Employment, Training and Local Benefits		
8. Health and Wellbeing		

25

### Question 2

What positive and/or negative impacts do you think this development – the physical upgrade works and/or the licence extension – will have on the Wickham Community, in terms of each of the impact areas?

SIA Impact Area	Positive Impacts	Negative Impacts
5. Crime and Public Safety		
6. Demographics and Population		
7. Economic Development, Employment, Training and Local Benefits		
8. Health and Wellbeing		

26

### Question 2

What positive and/or negative impacts do you think this development – the physical upgrade works and/or the licence extension – will have on the Wickham Community, in terms of each of the impact areas?

SIA Impact Area	Positive Impacts	Negative Impacts
5. Crime and Public Safety		
6. Demographics and Population		
7. Economic Development, Employment, Training and Local Benefits		
8. Health and Wellbeing		

27

### Question 2

What positive and/or negative impacts do you think this development – the physical upgrade works and/or the licence extension – will have on the Wickham Community, in terms of each of the impact areas?

SIA Impact Area	Positive Impacts	Negative Impacts
9. Social and Recreational Activities and Facilities		
10. Cumulative Impacts		

28

### Question 2

What positive and/or negative impacts do you think this development – the physical upgrade works and/or the licence extension – will have on the Wickham Community, in terms of each of the impact areas?

SIA Impact Area	Positive Impacts	Negative Impacts
9. Social and Recreational Activities and Facilities		
10. Cumulative Impacts		

29

### Question 3

What else could be done to increase any beneficial impacts of the proposed development and /or mitigate any negative effects on the Wickham Community?

30

### Question 4

If the proposed works and licence extension do not occur and Wickham Village closes at the end of 2025, what impacts, positive and/or negative, do you think this would have on the Wickham community?

31

### Question 5

Rio Tinto are proposing to pursue two upgrade projects to Wickham Recreation Precinct as community offset concepts. These upgrades are included in the City of Karratha's Wickham Recreation Precinct Feasibility Study published in 2023.

continued ➡

32

### Question 6

How beneficial do you think each of these potential community offset investments would be?

- 1 Redevelopment of the existing courts into a fully shaded facility with installation of permanent roof structure
- 2 Repositioning and rebuilding the existing lifeguard office at the Wickham Aquatic Centre

33

### Question 6

How beneficial do you think each of these potential community offset investments would be?

- 1 Redevelopment of the existing courts into a fully shaded facility with installation of permanent roof structure
- 2 Repositioning and rebuilding the existing lifeguard office at the Wickham Aquatic Centre

34

### Question 7

Do you have any alternative suggestions to the above proposed offsets? (Note: the offsets need to have a connection to FIFO use at Wickham Village).

35

### Question 8

Are there any other comments you'd like to make about the proposal?

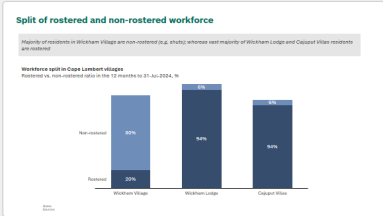
36







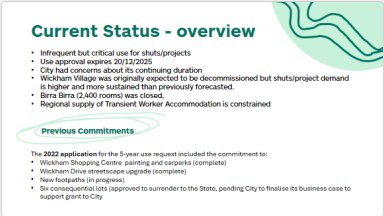
37



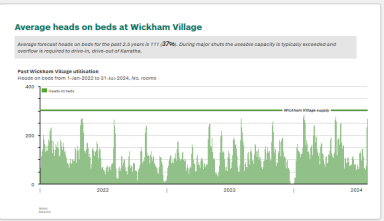
40



38



41



39





## 10.8. Appendix H: Communication Tools

### 10.8.1. FIFO Survey Promotion

#### FIFO Survey Poster

**RioTinto**

### FIFO Workers in Wickham Have Your Say

We invite you to have your say and help inform Rio Tinto's understanding of your village and town experience by completing the Wickham FIFO Town Life Survey.

Independent company Creating Communities Pty Ltd has been engaged to undertake a survey of Wickham based FIFO residents who reside in any of the Wickham FIFO facilities.

Rio Tinto is keen to understand your use of town-based services such as the Wickham shops, sporting facilities and other town services to help inform its planning for the future of FIFO in Wickham.

As part of this planning, Rio Tinto will be seeking an extension to the operating licence of Wickham Village and to upgrade a range of village facilities (such as expanding the gym, improving recreational spaces; upgrading laundry facilities; improved car parking and new landscaping) to enable the Village to continue to operate for a further 10 years beyond the end of 2025.

**We are very keen to hear your views as a FIFO worker residing in Wickham – as you directly experience FIFO and town life.**

**Be in it to win it!**

By completing the survey you will go into the running to win one of five **\$100 shopping cards**.

For every survey completed Rio Tinto will also donate \$5 to the Royal Flying Doctor service.

#### Completing the Survey

Survey opens:
<b>Thursday 12 September 2024</b>
Survey closes:
<b>Friday 4 October 2024</b>

To complete the survey please scan the QR code or head to:

[bit.ly/WickhamFIFOSurvey](https://bit.ly/WickhamFIFOSurvey)

**Further Information**

For more information, please contact [engagement@creatingcommunities.com.au](mailto:engagement@creatingcommunities.com.au)





## FIFO Survey Flyer



### FIFO Workers in Wickham Have Your Say

We invite you to have your say and help inform Rio Tinto's understanding of your village and town experience by completing the Wickham FIFO Town Life Survey.

Independent company Creating Communities Pty Ltd has been engaged to undertake a survey of Wickham based FIFO residents who reside in any of the Wickham FIFO facilities.

Rio Tinto is keen to understand your use of town-based services such as the Wickham shops, sporting facilities and other town services to help inform its planning for the future of FIFO in Wickham.

As part of this planning, Rio Tinto will be seeking an extension to the operating licence of Wickham Village and to upgrade a range of village facilities (such as expanding the gym, improving recreational spaces; upgrading laundry facilities; improved car parking and new landscaping) to enable the Village to continue to operate for a further 10 years beyond the end of 2025.

We are very keen to hear your views as a FIFO worker residing in Wickham – as you directly experience FIFO and town life.

#### Completing the Survey

Survey opens:
Thursday 12 September 2024
Survey closes:
Friday 4 October 2024

To complete the survey please scan the QR code or head to:  
[bit.ly/WickhamFIFOSurvey](https://bit.ly/WickhamFIFOSurvey)



#### Be in it to win it!

By completing the survey you will go into the running to win one of five **\$100 shopping cards**.

For every survey completed Rio Tinto will also donate \$5 to the Royal Flying Doctor service.

#### Further Information

For more information, please contact [engagement@creatingcommunities.com.au](mailto:engagement@creatingcommunities.com.au)

### Be in it to win it!

By completing the survey you will go into the running to win one of five **\$100 shopping cards**.

For every survey completed Rio Tinto will also donate \$5 to the Royal Flying Doctor service.

We are very keen to hear your views as a FIFO worker residing in Wickham – as you directly experience FIFO and town life.

### Completing the Survey

Survey opens:	Survey closes:
Thursday 12 September 2024	Friday 4 October 2024

To complete the survey please scan the QR code below or head to:  
[bit.ly/WickhamFIFOSurvey](https://bit.ly/WickhamFIFOSurvey)



#### Further Information

For more information, please contact [engagement@creatingcommunities.com.au](mailto:engagement@creatingcommunities.com.au)

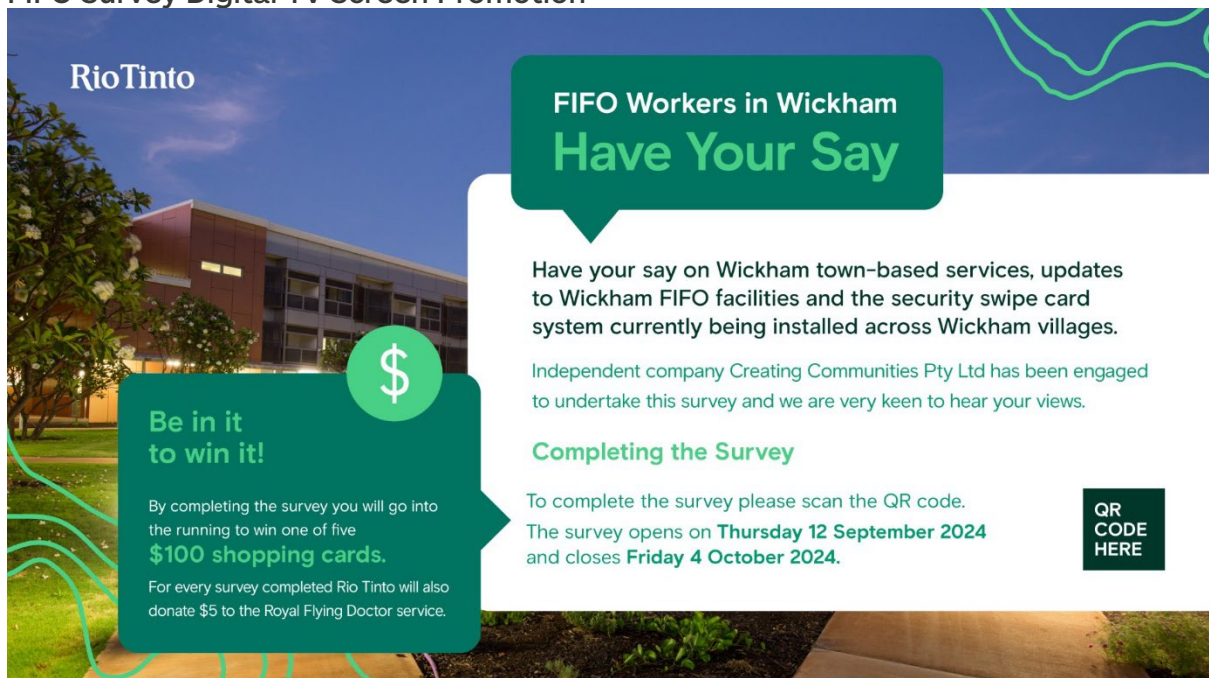




## FIFO Survey Social Media Tile



## FIFO Survey Digital TV Screen Promotion





## 10.8.2. Community Survey Promotion

### Community Survey Poster

**RioTinto**

# Have Your Say

## on proposals for Wickham Village FIFO Accommodation

Take the opportunity to provide feedback on Rio Tinto's proposal to seek an extension of the operating licence of Wickham Village (on Wickham Drive) that would enable the Village to continue to operate for a further 10 years beyond the end of 2025.

As part of this proposal Rio Tinto is proposing to upgrade a range of facilities, such as expanding the Community gym, improving village recreational spaces; improved car parking and new landscaping.

Additionally, you can have your say on potential offset investments (e.g. in community facilities / amenities), should the development application and licence extension be approved.

**Who is delivering the survey?**

WA company Creating Communities Australia Pty Ltd is conducting the Survey on behalf of Rio Tinto. The survey findings will help inform a Social Impact Assessment that will identify impacts of the proposal on your community and will identify opportunities to optimise positive impacts and explore opportunities to mitigate negative impacts from the proposed licence extension, upgrade works at Wickham Village and from investments in community facilities and/or amenities.

**Be in it to win it!**

By completing the survey you will go into the running to win one of five **\$100 shopping cards**.

For every survey completed Rio Tinto will also donate \$5 to the Royal Flying Doctor service.

### Completing the Survey

<b>Survey opens:</b>
<b>Tuesday 1 October 2024</b>
<b>Survey closes:</b>
<b>Sunday 20 October 2024</b>

To complete the survey please scan the QR code or head to:

[bit.ly/WickhamCommunitySurvey](https://bit.ly/WickhamCommunitySurvey)

**Further Information**

For more information please contact [engagement@creatingcommunities.com.au](mailto:engagement@creatingcommunities.com.au)





## Community Survey Flyer

RioTinto

### Have Your Say on proposals for Wickham Village FIFO Accommodation

Take the opportunity to provide feedback on Rio Tinto's proposal to seek an extension of the operating licence of Wickham Village (on Wickham Drive) that would enable the Village to continue to operate for a further 10 years beyond the end of 2025.

As part of this proposal Rio Tinto is proposing to upgrade a range of facilities, such as expanding the Community gym, improving village recreational spaces; improved car parking and new landscaping.

Additionally, you can have your say on potential offset investments (e.g. in community facilities / amenities), should the development application and licence extension be approved.

TURN OVER FOR MORE  
INFORMATION ►

### Be in it to win it!



By completing the survey you will go into the running to win one of five **\$100 shopping cards**.

For every survey completed Rio Tinto will also donate \$5 to the Royal Flying Doctor service.

#### Who is delivering the survey?

WA company Creating Communities Australia Pty Ltd is conducting the Survey on behalf of Rio Tinto. The survey findings will help inform a Social Impact Assessment that will identify impacts of the proposal on your community and will identify opportunities to optimise positive impacts and explore opportunities to mitigate negative impacts from the proposed licence extension, upgrade works at Wickham Village and from investments in community facilities and/or amenities.

### Completing the Survey

Survey opens:	Survey closes:
Tuesday 1 October 2024	Sunday 20 October 2024

To complete the survey please scan the QR code or head to:

[bit.ly/WickhamCommunitySurvey](https://bit.ly/WickhamCommunitySurvey)



#### Further Information

For more information, please contact [engagement@creatingcommunities.com.au](mailto:engagement@creatingcommunities.com.au)





### 10.8.3. Interview Invitation (eDM)

#### Invitation to Community Members

The graphic is a rectangular banner with a dark blue top half and a light blue bottom half. In the top left corner of the dark blue section is the 'RioTinto' logo in white. Centered in the dark blue section is the text 'Have Your Say' in large, bold, white letters, followed by 'on proposals for Wickham Village FIFO Accommodation' in smaller white letters. The bottom half of the banner is light blue and contains the text 'Discussion of the Proposed Extension of Operations of Wickham Village FIFO accommodation (and associated Facility Upgrades) - to Inform a Social Impact Assessment and Management Plan.' in dark blue, centered.

**RioTinto**

# Have Your Say

on proposals for Wickham Village  
FIFO Accommodation

Discussion of the Proposed Extension of Operations of  
Wickham Village FIFO accommodation (and associated  
Facility Upgrades) - to Inform a Social Impact Assessment and  
Management Plan.

Dear **NAME**,

We would like to invite you to meet with a member of our team to provide feedback on RTIO's proposed continued operation of Wickham Village FIFO facility on Wickham Drive (freehold lot 103), Wickham, for a further 10 years beyond the current operating licence issued by the City of Karratha, which is due to expire at the end 2025.

RTIO is also proposing to undertake the following works, should the extension to its operational licence of Wickham Village be approved:

- An expansion of the floor area to be leased to the Wickham Community (privately-operated gym on the premises. It is expected that the gym will expand by approx. 50% in floor area.
- A refit of the existing building to allow Sodexo to operate its building maintenance and linen stores at the front of the building. This space will be designed to contemplate future re-purposing as a commercial space available for a post-mining purpose.
- A refit of the building to include some recreational space for Wickham Village residents.
- Provision of improved laundry facilities on site.
- A redevelopment of the internal green space to provide greater outdoor respite for FIFO residents.
- Changes to carparking and street frontage to improve the street connection of the facility with a design that contemplates future post-mining use of the facility
- Façade and fencing treatment to minimise the visual impact of the donga style accommodation buildings from street view.





Additionally, you can have your say on potential offset investments (e.g. in community facilities / amenities), should the development application and licence extension be approved.

RTIO expects to submit a development application in early 2025 to seek approval for both the proposed physical works at the central facilities building and the continuation of the village's operation beyond the end of 2025.

In accordance with the City of Karratha's local planning scheme and policies, state that community offsets or contributions can be incorporated into the DA proposal. To provide community service benefits - should the development approval be provided, and the Village licence is extended.

The determination of what these offsets should be will be informed by engagement with stakeholders and the community as part of the Social Impact Assessment and Management Planning process. It is important that there is a connection between the Wickham Village use and the proposed community benefits, to be consistent with the City of Karratha's policies.

## Social Impact Assessment and Management Plan

RTIO has engaged our company Creating Communities Australia Pty Ltd to undertake stakeholder and community engagement regarding this proposed development and to complete a Social Impact Assessment (SIA) and Social Impact Management Plan (SIMP) to accompany the development application. The SIA and SIMP will assess how the proposed development may impact the community and will identify strategies that can be implemented to manage any negative impacts and optimise positive impacts for the community. The SIA and SIMP will be prepared in accordance with the City of Karratha's Local Planning Policies *DP10 – Workforce Accommodation* and *DP20 - Social Impact Assessment*.

## Engagement Details

**As an important stakeholder, we are inviting you and members of your organisation team to take part in an interview to discuss this proposal. Your feedback will be used to inform the SIA and SIMP.**

A member of the Creating Communities team will be available for interviews/meetings in-person in the Karratha/Wickham area from Tuesday 1 October to Friday 4 October 2024, or on-line from Wednesday 25 September to Friday 4 October.

The Creating Communities team will endeavour to conduct the interview/group meeting with you at a time, date and location that best suits you (including the option of an online interview if you would prefer this to meeting in-person).





To organise an interview, please contact Sophia Jacka at [engagement@creatingcommunities.com.au](mailto:engagement@creatingcommunities.com.au) or by phone on (08) 9284 0910, to book a date/time that is suitable.

## Other Engagement

**As an important stakeholder, we are inviting you and members of your organisation team to take part in an interview to discuss this proposal. Your feedback will be used to inform the SIA and SIMP.**

The community survey will be open between 1 and 20 October and information on how to access the survey will be distributed locally at the start of October.

## Further Information

Please find attached a Frequently Asked Questions booklet which provides some background information about the project, which we hope will be useful reading for you ahead of the interview, if you do accept our invitation to be interviewed.

If you have any queries about the SIA and SIMP process, please contact me or Sophia Jacka at [engagement@creatingcommunities.com.au](mailto:engagement@creatingcommunities.com.au) or by phone on (08) 9284 0910.

Thank you for your participation, we greatly value your contribution.  
Yours sincerely,

**Paul Garbett**

Planning and Engagement Consulting Specialist  
Creating Communities





RioTinto

# Have Your Say

on proposals for Wickham Village  
FIFO Accommodation

Discussion of the Proposed Extension of Operations of  
Wickham Village FIFO accommodation (and associated  
Facility Upgrades) - to Inform a Social Impact Assessment and  
Management Plan.

Dear **NAME**,

As you are aware, RTIO proposes to seek approval to continue operation of Wickham Village Transient Workers Accommodation (TWA) facility on Wickham Drive (freehold lot 103), Wickham, for a further 10 years beyond the current operating licence issued by the City of Karratha, which is due to expire at the end 2025.

RTIO is also proposing to undertake the following works, should the extension to its operational licence of Wickham Village be approved:

- An expansion of the floor area to be leased to the Wickham Community (privately-operated gym on the premises. It is expected that the gym will expand by approx. 50% in floor area.
- A refit of the existing building to allow Sodexo to operate its building maintenance and linen stores at the front of the building. This space will be designed to contemplate future re-purposing as a commercial space available for a post-mining purpose.
- A refit of the building to include some recreational space for Wickham Village residents.
- Provision of improved laundry facilities on site.
- A redevelopment of the internal green space to provide greater outdoor respite for FIFO residents.
- Changes to carparking and street frontage to improve the street connection of the facility with a design that contemplates future post-mining use of the facility
- Façade and fencing treatment to minimise the visual impact of the donga style accommodation buildings from street view.





RTIO expects to submit a development application in early 2025 to seek approval for both the proposed physical works at the central facilities building and the continuation of the village's operation beyond the end of 2025.

In accordance with the City of Karratha's local planning scheme and policies, community offsets or contributions can be incorporated into the DA proposal to provide community service benefits should the development approval be provided, and the Village licence is extended.

The determination of what these offsets should be informed by engagement with stakeholders and the community as part of the Social Impact Assessment and Management Planning process. It is important that there is a connection between the Wickham Village use and the proposed community benefits, to be consistent with the City of Karratha's policies.

## Social Impact Assessment and Management Plan

RTIO has engaged our company Creating Communities Australia Pty Ltd to undertake stakeholder and community engagement regarding this proposed development and to complete a Social Impact Assessment (SIA) and Social Impact Management Plan (SIMP) to accompany the development application. The SIA and SIMP will assess how the proposed development may impact the community and will identify strategies that can be implemented to manage any negative impacts and optimise positive impacts for the community. The SIA and SIMP will be prepared in accordance with the City of Karratha's Local Planning Policies *DP10 – Workforce Accommodation* and *DP20 – Social Impact Assessment*.

## Engagement Details

**As all members of the City of Karratha Council are important stakeholders, we are inviting you and your Council colleagues to take part in interviews to discuss the proposal. Your feedback will be used to inform the SIA and SIMP.**

**Similar, separate invitations have also been sent to senior City of Karratha officers and all other elected members of the Council.**

If it is preferable, we would be happy to accommodate meetings with a group or groups of elected members and or/officers should that be more suitable than individual interviews. Please advise whether you have a preference for individual interviews or for group meetings.

A member of the Creating Communities team will be available for interviews/meetings in-person in the Karratha/Wickham area from Tuesday 1 October to Friday 4 October 2024, or on-line from Wednesday 25 September to Friday 4 October.





The Creating Communities team will endeavour to conduct the interview/group meeting with you at a time, date and location that best suits you (including the option of an online interview if you would prefer this to meeting in-person).

To organise an interview, please contact Sophia Jacka at [engagement@creatingcommunities.com.au](mailto:engagement@creatingcommunities.com.au) or by phone on (08) 9284 0910, to book a date/time that is suitable.

## Other Engagement

**As part of this process, Creating Communities will also be seeking feedback from other key stakeholders through interviews similar to the one we are inviting you to participate in.**

Engagement will also occur during October 2024 with local residents and the wider Wickham community via a community survey, and with Wickham FIFO workers via a separate survey.

## Further Information

Please find attached a Frequently Asked Questions booklet which provides some background information about the project, which we hope will be useful reading for you ahead of the interview, if you do accept our invitation to be interviewed.

If you have any queries about the SIA and SIMP process, please contact me or Sophia Jacka at [engagement@creatingcommunities.com.au](mailto:engagement@creatingcommunities.com.au) or by phone on (08) 9284 0910.

Thank you for your participation, we greatly value your contribution.

Yours sincerely,

**Paul Garbett**

Planning and Engagement Consulting Specialist  
Creating Communities







# Have Your Say

on proposals for Wickham Village  
FIFO Accommodation

Discussion of the Proposed Extension of Operations of  
Wickham Village FIFO accommodation (and associated  
Facility Upgrades) - to Inform a Social Impact Assessment and  
Management Plan.

Dear **NAME**,

As you are aware, RTIO proposes to seek approval to continue operation of Wickham Village Transient Workers Accommodation (TWA) facility on Wickham Drive (freehold lot 103), Wickham, for a further 10 years beyond the current operating licence issued by the City of Karratha, which is due to expire at the end 2025.

RTIO is also proposing to undertake the following works, should the extension to its operational licence of Wickham Village be approved:

- An expansion of the floor area to be leased to the Wickham Community (privately-operated gym on the premises. It is expected that the gym will expand by approx. 50% in floor area.
- A refit of the existing building to allow Sodexo to operate its building maintenance and linen stores at the front of the building. This space will be designed to contemplate future re-purposing as a commercial space available for a post-mining purpose.
- A refit of the building to include some recreational space for Wickham Village residents.
- Provision of improved laundry facilities on site.
- A redevelopment of the internal green space to provide greater outdoor respite for FIFO residents.
- Changes to carparking and street frontage to improve the street connection of the facility with a design that contemplates future post-mining use of the facility
- Façade and fencing treatment to minimise the visual impact of the donga style accommodation buildings from street view.



RTIO expects to submit a development application in early 2025 to seek approval for both the proposed physical works at the central facilities building and the continuation of the village's operation beyond the end of 2025.

In accordance with the City of Karratha's local planning scheme and policies community offsets or contributions can be incorporated into the DA proposal to provide community service benefits should the development approval be provided, and the Village licence is extended.

The determination of what these offsets should be informed by engagement with stakeholders and the community as part of the Social Impact Assessment and Management Planning process. It is important that there is a connection between the Wickham Village use and the proposed community benefits, to be consistent with the City of Karratha's policies.

## Social Impact Assessment and Management Plan

RTIO has engaged our company Creating Communities Australia Pty Ltd to undertake stakeholder and community engagement regarding this proposed development and to complete a Social Impact Assessment (SIA) and Social Impact Management Plan (SIMP) to accompany the development application. The SIA and SIMP will assess how the proposed development may impact the community and will identify strategies that can be implemented to manage any negative impacts and optimise positive impacts for the community. The SIA and SIMP will be prepared in accordance with the City of Karratha's Local Planning Policies *DP10 – Workforce Accommodation* and *DP20 - Social Impact Assessment*.

## Engagement Details

**As City of Karratha senior officers are important stakeholders, we are inviting you and relevant members of your executive team to take part in interviews to discuss the proposal. Your feedback will be used to inform the SIA and SIMP.**

**Similar, separate invitations have also been made to the Mayor and all other elected members of the Council.**

If it is preferable, we would be happy to accommodate meetings with a group or groups of elected members and or/officers should that be more suitable than individual interviews. Please advise whether you have a preference for individual interviews or for group meetings.

A member of the Creating Communities team will be available for interviews/meetings in-person in the Karratha/Wickham area from Tuesday 1 October to Friday 4 October 2024, or on-line from Wednesday 25 September to Friday 4 October.





The Creating Communities team will endeavour to conduct the interview/group meeting with you at a time, date and location that best suits you (including the option of an online interview if you would prefer this to meeting in-person).

To organise an interview, please contact Sophia Jacka at [engagement@creatingcommunities.com.au](mailto:engagement@creatingcommunities.com.au) or by phone on (08) 9284 0910, to book a date/time that is suitable.

## Other Engagement

**As part of this process, Creating Communities will also be seeking feedback from other key stakeholders through interviews similar to the one we are inviting you to participate in.**

Engagement will also occur during October 2024 with local residents and the wider Wickham community via a community survey, and with Wickham FIFO workers via a separate survey.

## Further Information

Please find attached a Frequently Asked Questions booklet which provides some background information about the project, which we hope will be useful reading for you ahead of the interview, if you do accept our invitation to be interviewed.

If you have any queries about the SIA and SIMP process, please contact me or Sophia Jacka at [engagement@creatingcommunities.com.au](mailto:engagement@creatingcommunities.com.au) or by phone on (08) 9284 0910.

Thank you for your participation, we greatly value your contribution.

Yours sincerely,

**Paul Garbett**

Planning and Engagement Consulting Specialist  
Creating Communities





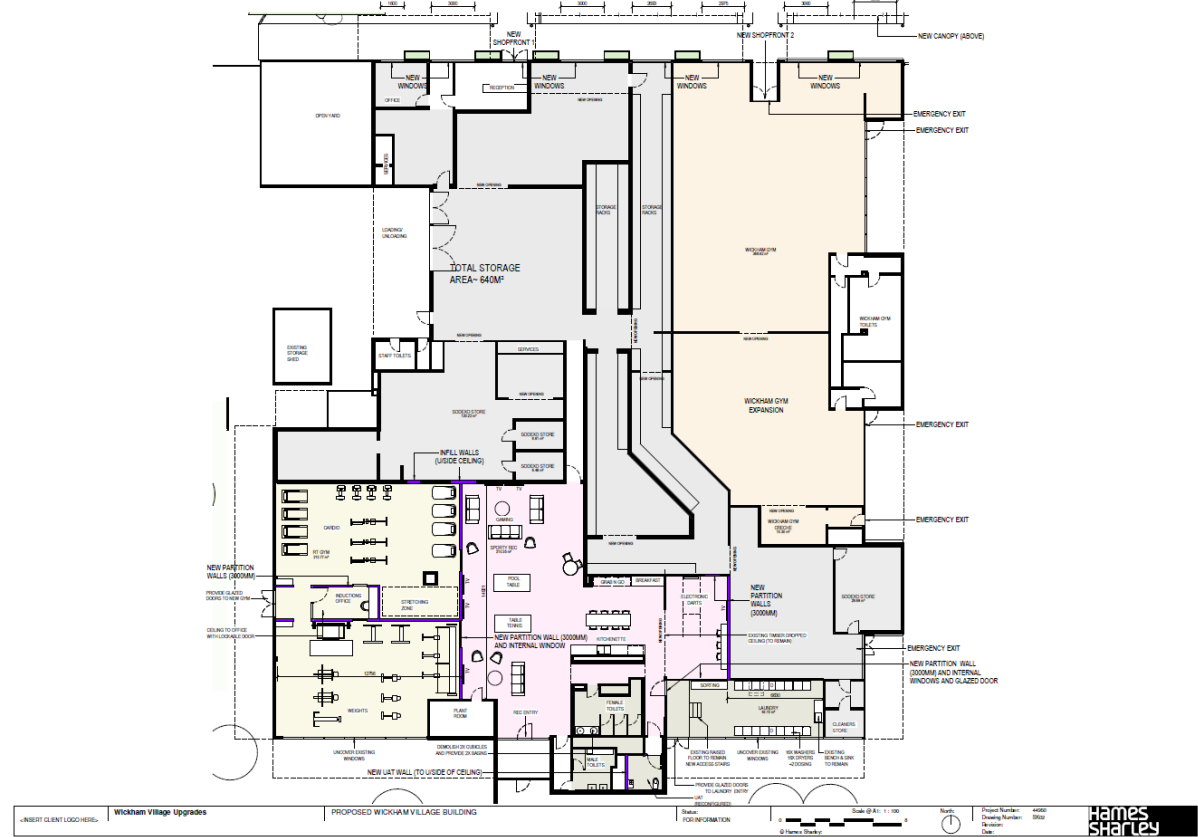
## 10.9. Appendix I: Wickham Village Plans and Landscaping

### Site Plan

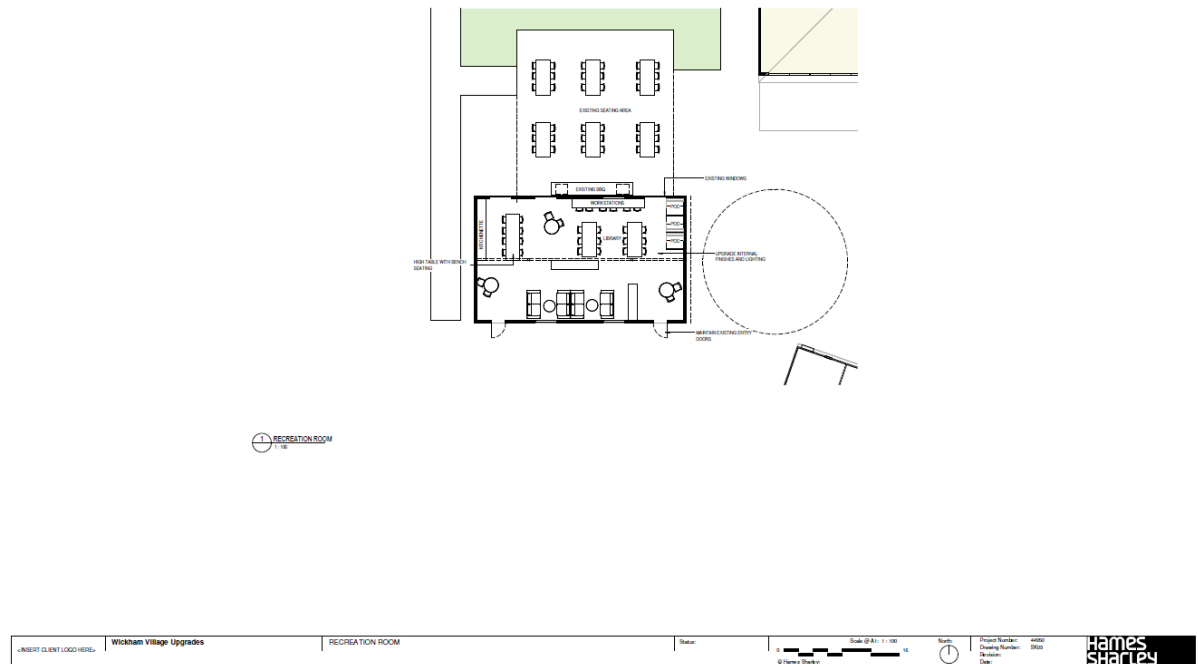




Proposed Wickham Village Building

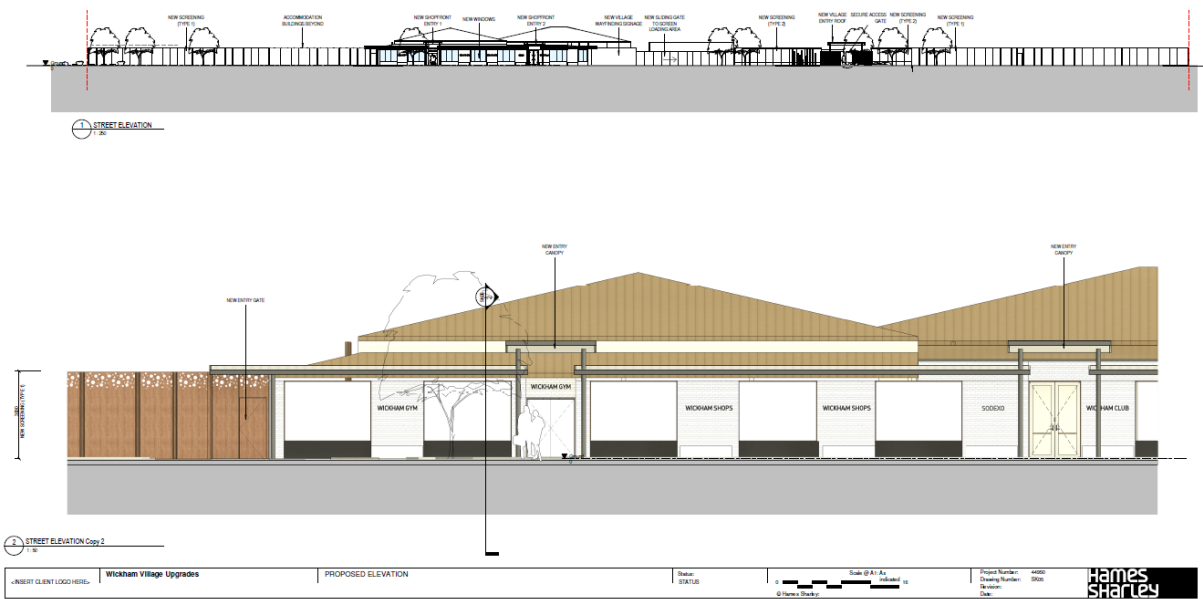


Recreation Room

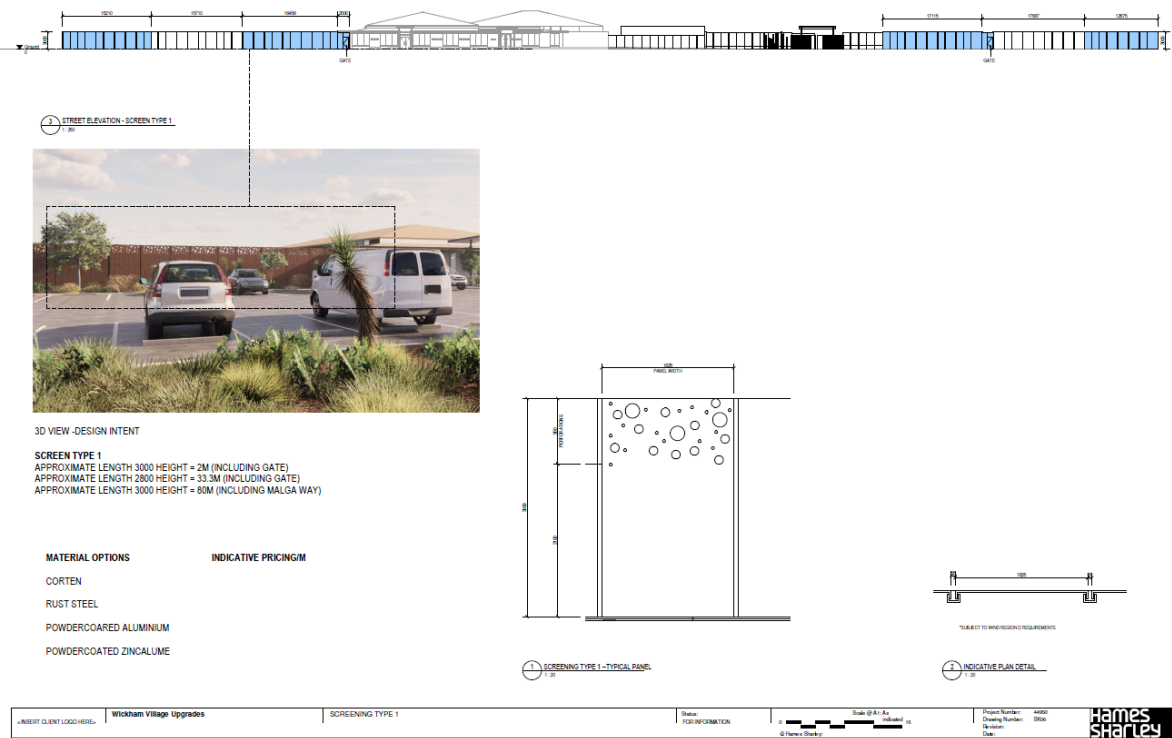




Proposed Elevation



Screening Type 1

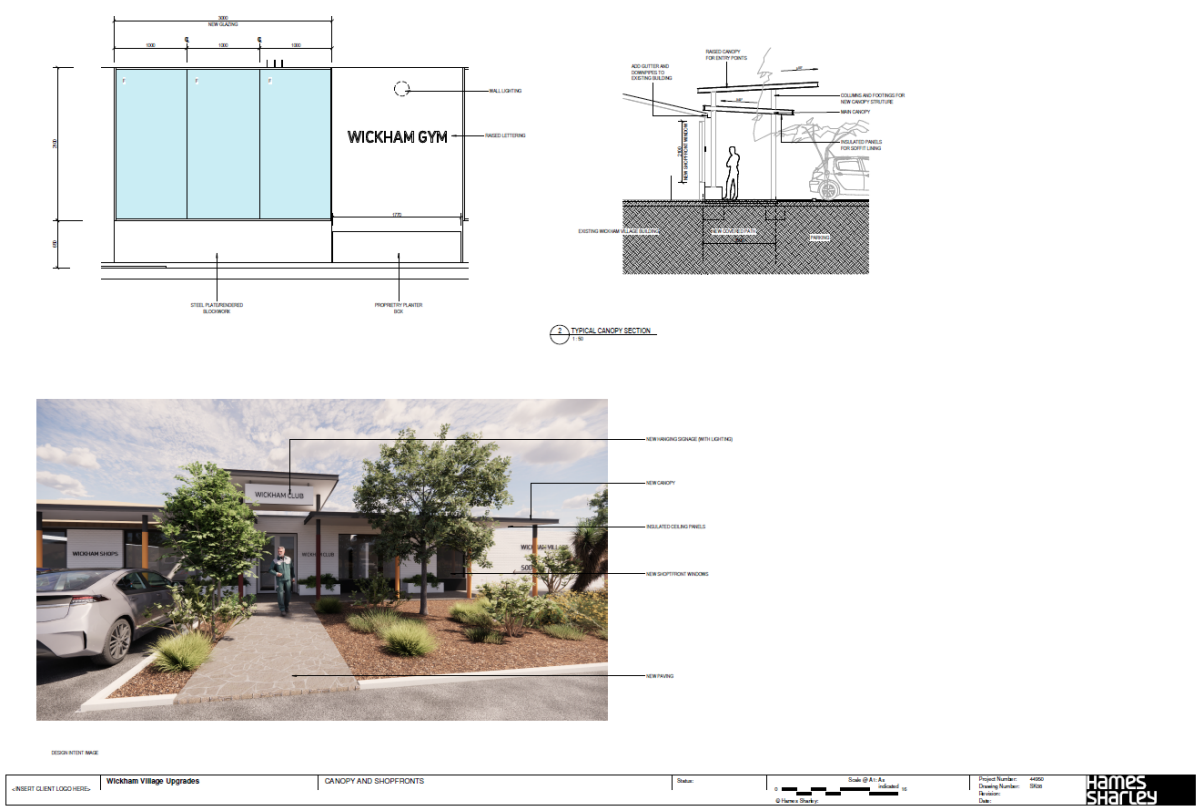




SCREENING TYPES 2-4



Canopy and Shopfronts





**Wickham Village Upgrades**

**SITE DEMOLITION PLAN**

Date: 08/07/16 Scale: @ A1 : 1 : 200

Drawn By: [Signature] Checked By: [Signature]

Project Number: 0000 Drawing Number: 0000 Date:

Hames Sharley



## OUR PURPOSE

To transform communities by uniting the interests of people, industry and government, driving shared value.



**Creating  
Communities**





# Attachment F

Copy of Previous Development Approval  
(DA16153)



Taylor Burrell Barnett  
PO Box 7130  
Cloisters Square  
PERTH WA 6850

Atten: Farida Farrag

Dear Farida

**DA16153-ADM1 BEING APPLICATION FOR EXTENSION OF TIME-LIMITED DEVELOPMENT APPROVAL FOR EXISTING WORKFORCE ACCOMMODATION (WICKHAM VILLAGE) – LOT 103 WICKHAM DRIVE, WICKHAM WA 6720**

At the Ordinary Council Meeting held on 21 November 2022, Council resolved to approve your application to amend Development Approval DA16153.

The amended Decision Notice is enclosed for your attention.

Should you have any questions in relation to this decision or wish to discuss any related matters, please contact Ben Sharman on 9186 8653 or at [ben.sharman@karratha.wa.gov.au](mailto:ben.sharman@karratha.wa.gov.au).

Yours sincerely,



Chris Sayer  
**PRINCIPAL PLANNER**

21 November 2022

Enc.: Amended Decision Notice and Amended Endorsed Plans





**LOCAL PLANNING SCHEME NO. 8  
DECISION ON APPLICATION FOR DEVELOPMENT APPROVAL**

**APPLICATION:** DA16153-ADM1

**LOCATION:** LOT 103 WICKHAM DRIVE, WICKHAM WA 6720

**LAND PARCEL:** LOT 103 ON PLAN 175534

**OWNER:** ROBE RIVER MINING CO PTY LTD  
C/- OPERATIONS CENTER  
11 GEORGE WIENCKE DRIVE  
PERTH DOMESTIC AIRPORT WA 6105

**APPLICANT:** TAYLOR BURRELL BARNETT  
PO BOX 7130  
CLOISTERS SQUARE  
PERTH WA 6850

---

**PROPOSED DEVELOPMENT: AMENDMENT TO EXISTING DA16153 – WORKFORCE  
ACCOMMODATION (WICKHAM VILLAGE)**

**PROPOSED USES: WORKFORCE ACCOMMODATION**

Approval to amend the time limited approval is: -

**GRANTED** subject to the following conditions: -

1. The approved buildings, works and layout shall not be substantially altered without the prior written consent of the City of Karratha.
2. This development is to cease operations by 20 December 2025 and rehabilitation of the site is to be completed by 20 December 2026.
3. A Site Rehabilitation Plan (SRP) shall be submitted to the City for endorsement three (3) months prior to ceasing operations, as outlined in Condition 2. The endorsed SRP shall be completed to the City's satisfaction within the timeframe stated in Condition 2 and in accordance with works specified in the endorsed SRP.
4. A detailed Bushfire Management Plan shall be prepared by the Applicant and approved by the City prior to a Building Permit.
5. A detailed Stormwater Management Plan shall be submitted to and approved by the City of Karratha prior to the commencement of construction.
6. A detailed Dust Management Plan shall be submitted to and approved by the City of Karratha prior to any earthworks and removal of the existing redundant accommodation buildings from the site. The Dust Management Plan must comply with the "Land



development sites and impacts on air quality – A guideline for the prevention of dust and smoke pollution from land development sites in Western Australia” document.

7. A detailed Insect Vector Management Plan (IVMP) shall be submitted to and approved by the City of Karratha prior to occupation of the approved development. The Insect Vector Management Plan must specify measures that will be implemented to educate residents on the risks associated with mosquitoes, and strategies to manage onsite breeding of mosquitoes and reduce the number of adult mosquitoes when high numbers are experienced.
8. A final detailed landscaping and reticulation plan is to be submitted and approved by the City within six (6) months of this decision, with the approved landscaping and reticulation plan to be implemented at the next planting season. Matters to be addressed in the final detailed landscaping and reticulation plan include:
  - a) Removal of the proposed Entry Statement Sign located on the corner of Wickham Drive and Mulga Way; and
  - b) A footpath being installed along Wickham Drive & Mulga Way as marked in red on the approved plans with final alignments to be confirmed by the City; and
  - c) Reduction to the extent of soft landscaping along Mulga Way as marked in red on the approved plans. Existing trees as marked out on the approved plans are not subject to removal; and
  - d) Staging and implementation program for the specified works (above).
9. All landscaping areas shall be maintained to the satisfaction of the City in accordance with endorsed plans.
10. Parking areas and the number of parking bays shall be provided in accordance with endorsed plans.
11. All parking, vehicle access and manoeuvring areas shall be sealed, line marked and maintained to the satisfaction of the City of Karratha.
12. All vehicle access crossovers shall be constructed and maintained in accordance with the City's Crossover specifications.
13. Car parking areas, access driveways and building entry points shall be lit in accordance with Australian Standard AS1158 *Lighting for Roads and Public Spaces* and maintained thereafter to the satisfaction of the City.
14. No goods, materials or vehicles are to be stored or parked permanently in the designated parking bays, landscaped areas, or within access driveways.
15. Any damage to road pavements, kerbing, footpaths or City assets caused by construction activity including but not limited to vehicle movements, shall be repaired in accordance with specifications, work supervision and scheduling arrangements approved by the City.
16. Earthworks over the site and batters must be stabilised to prevent sand or dust blowing, and appropriate measures shall be implemented within the time and in the manner directed by the City in the event that sand or dust is blown from the site.
17. In accordance with the requirements of the *Health Act 1911* and the City's *Health Local Law 2012*, the applicant must ensure a laundry unit (washing machine) is available at a ratio of 1 unit for each 15 residents in the village.
18. All waste and recycling materials must be contained in bins. These must be stored within the existing bin enclosure or if an additional storage area is proposed, it should be



constructed to the satisfaction of the City's Environmental Health Services. Any new external enclosure must be of adequate size to contain all waste bins, at least 1.5m high, fitted with a gate and graded to a 100mm diameter industrial floor waste with a hose cock, all connected to sewer/onsite effluent disposal system. The minimum provision for internal bin storage is a concrete wash-down pad of at least 1m<sup>2</sup> graded to a 100mm diameter industrial floor waste with a hose cock and connected to sewer.

19. This decision to approve will expire if the development has not substantially commenced and is in continuation within two (2) years of the date of this decision.
20. The 2011 SIMP Update Report (revision dated 11 March 2022) updated to clarify Rio Tinto's commitments to contributions to the wider Wickham community associated with this development.

### **Advice Notes**

- a) The approved development requires a Building Permit in accordance with the *Building Act 2011*.
- b) The existing mess building conversion is likely to require the building to be reclassified under the *Building Act 2011*, which will require full compliance with AS1428.1 – 2009 in regards to accessibility.
- c) The gymnasium will require registration as a Public Building and a maximum occupancy certificate will be required to be issued by the City's Environmental Health Services. The facility will be subject to an annual inspection and the payment of an annual registration fee. Please contact the City's Environmental Health Services for relevant application forms and information on submission requirements.
- d) A revised Lodging House registration certificate will be required to be issued by the City's Environmental Health Services as a result in an increase in occupancy of the camp. Please contact the City's Environmental Health Services for relevant application forms and information on submission requirements.
- e) In regard to stormwater disposal, the design shall not create areas where water has the potential to pond as this creates a risk of developing a mosquito breeding habitat.
- f) The development shall comply with the noise pollution provisions of the *Environmental Protection Act 1986* and the *Environmental Protection (Noise) Regulations 1997*. No construction activities causing noise and/or inconvenience to neighbours are to be carried out after 7.00pm or before 7.00am Monday to Saturday, and not at all on Sunday or Public Holidays. Should it be necessary to undertake construction work outside these times, please contact the City's Environmental Health Services for information.
- g) The burning of vegetation is not permitted on site.
- h) The development must be connected to the Water Corporation's reticulated sewerage system prior to occupation of the new accommodation buildings.
- i) Industrial liquid wastes, including wash-down wastes, are not permitted to enter any stormwater system. The disposal of industrial liquid waste is to comply with the City of Karratha Local Laws and be discharged to sewer as approved by the Water Corporation. Discharge of industrial liquid wastes directly to soak or ground is also not permitted and requires the approval of Department of Environment and Conservation.
- j) Any wash-down of plant, vehicles or equipment must be carried out over a wash down pad with waste water treated to the satisfaction of the Water Corporation.
- k) The storage of Liquefied Natural Gas (LNG) and Liquefied Petroleum Gas (LPG) must comply with the requirements of AS 3961:2005 (for LNG) and AS/NZS 1596:2008 (for



LPG) with regard to storage and handling of these gases. The applicant is advised that a Building Permit application is required to be submitted for these facilities if there are no approvals currently in place.

- l) Refuse bins shall be provided adequate to service the development and the bins are to be screened from view to the satisfaction of the City of Karratha prior to occupation of the approved development.
- m) In regard to Condition 2, the City is only prepared to grant a three year extension to the approval for Wickham Village because this would allow Rio Tinto to catch up on project and maintenance works deferred due to COVID-19 and transition to an accommodation strategy for Wickham that does not rely on keeping Wickham Village open, that preferences a residential workforce and that accommodates any required FIFO workers in the existing workforce accommodation developments at Cajaput Villas and Wickham Lodge.
- n) In regard to Condition 20, contributions are to be focussed on improvements to the Wickham Shopping Centre and improvements to the footpath network as per correspondence submitted to the City of Karratha by Rio Tinto dated 2 November 2022 (Ref: 08/073).
- o) Should the owner and/or applicant be aggrieved by this decision, or any of the conditions imposed, there is a right of review under the *Planning and Development Act 2005*. An application for review must be submitted in accordance with Part XIV of the *Planning and Development Act 2005* within 28 days of the date of this decision to: the State Administrative Tribunal, GPO Box U1991, Perth, WA 6845. Further information regarding this right of review is available on the SAT website [www.sat.justice.wa.gov.au](http://www.sat.justice.wa.gov.au) or by phoning 1300 306 017.

#### **Amendments to DA16153**

- 1. Condition 2 amended to replace time limited approval period to extend period of approval for an additional three years.**
- 2. Condition 8 amended to include specific requirements for an amended landscaping plan to address prior to final approval from the City.**
- 3. Condition 20 added as an additional condition of approval.**
- 4. Advice notes m, n and o added as additional advice notes of the development approval.**

SIGNED:



---

Chris Sayer  
**PRINCIPAL PLANNER**

DATE OF DECISION: 21 November 2022

DATE OF ORIGINAL DECISION: 23 January 2017