Centuria Capital at Enfield

Social and Economic Impact Assessment

Prepared for Centuria

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HillPDA CONSULTING

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Definitions

Acronym	Meaning
ABS	Australian Bureau of Statistics
ASGS	Australian Statistical Geography Standard
ASRS	Automated Storage and Retrieval Systems
BOCSAR	NSW Bureau of Crime Statistics and Research
CPTED	Crime Prevention Through Environmental Design
DA	Development Application
DPHI	NSW Department of Planning, Housing and Infrastructure
FTE	Full Time Equivalent
GRP	Gross Regional Product
GSP	Gross State Product
GVA	Gross Value Added

Acronym	Meaning
IER	Index of Economic Resources
IRSD	Index of Relative Socio-economic Disadvantage
LGA	Local Government Area
NVIA	Noise and Vibration Impact Assessment
SA2	Statistical Area Level 2
SEIFA	Socio-Economic Indexes for Areas
TIA	Traffic Impact Assessment

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This document is for discussion purposes only unless signed and dated by a Principal of HillPDA.

Reviewer

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1.0 INTRODUCTION

This socio-economic impact assessment (SEIA) has been prepared for Centuria Capital Limited (Centuria) to support a Planning Proposal to amend the height of buildings and floor space ratio development standards under the Strathfield Local Environmental Plan 2012 (Strathfield LEP 2012) on land identified as 94-98 Cosgrove Road, Strathfield South (the site).

The Planning Proposal will enable the future development of a state-of-the-art three-level warehouse and distribution centre that responds to industrial and logistics market demands and trends. It will deliver modern and in-demand warehouse and distribution floorspace in a location highly accessible to Sydney's key trade gateways of Port Botany and Sydney Airport. It will also support the capacity and future growth of jobs and warehouse and distribution floorspace, as well as the retention of industrial zoned land within the existing employment precinct.

This report includes an integrated assessment of the Planning Proposal's economic impacts. The methodology used to identify potential socio-economic impacts for the proposed development is consistent with the NSW Department of Planning Housing and Infrastructure (DPHI) Social Impact Assessment Guideline (the SIA Guideline). This report also suggests mitigation measures that aim to maximise socio-economic benefits and minimise negative impacts to the community.

Figure 1: Rendering of the concept design

Source: Nettletontribe (2024)

1.1 Approach

The approach to preparing this SEIA reflects current industry best practice, including the *SIA Guideline*. The method is summarised below in Figure 2. A full description of the SIA method is included in Appendix A.

Figure 2: Overview of the social impact assessment process

1.2 The site

The site is identified as 94-98 Cosgrove Road, Strathfield South within the Strathfield local government area (LGA). It comprises a singular lot legally described as Lot 100 DP 862635 with a total area of 43,100m^2 and street frontages to Cosgrove Road to the west, Madeline Street to the east and Hope Street to the south.

The site is located within an established industrial precinct zoned E4 General Industrial, and sits adjacent to the Enfield Intermodal Logistics Centre to the west operated by NSW Ports. Its immediate surrounding context comprises industrial land uses with sports and recreation fields, and residential areas further to the south.

The site is shown in Figure 3.

Figure 3: The site

Source: HillPDA (2024)

1.3 The proposal

The Planning Proposal seeks to enable the future development of a multi-level warehouse through the following amendments to the Strathfield LEP 2012 for the site:

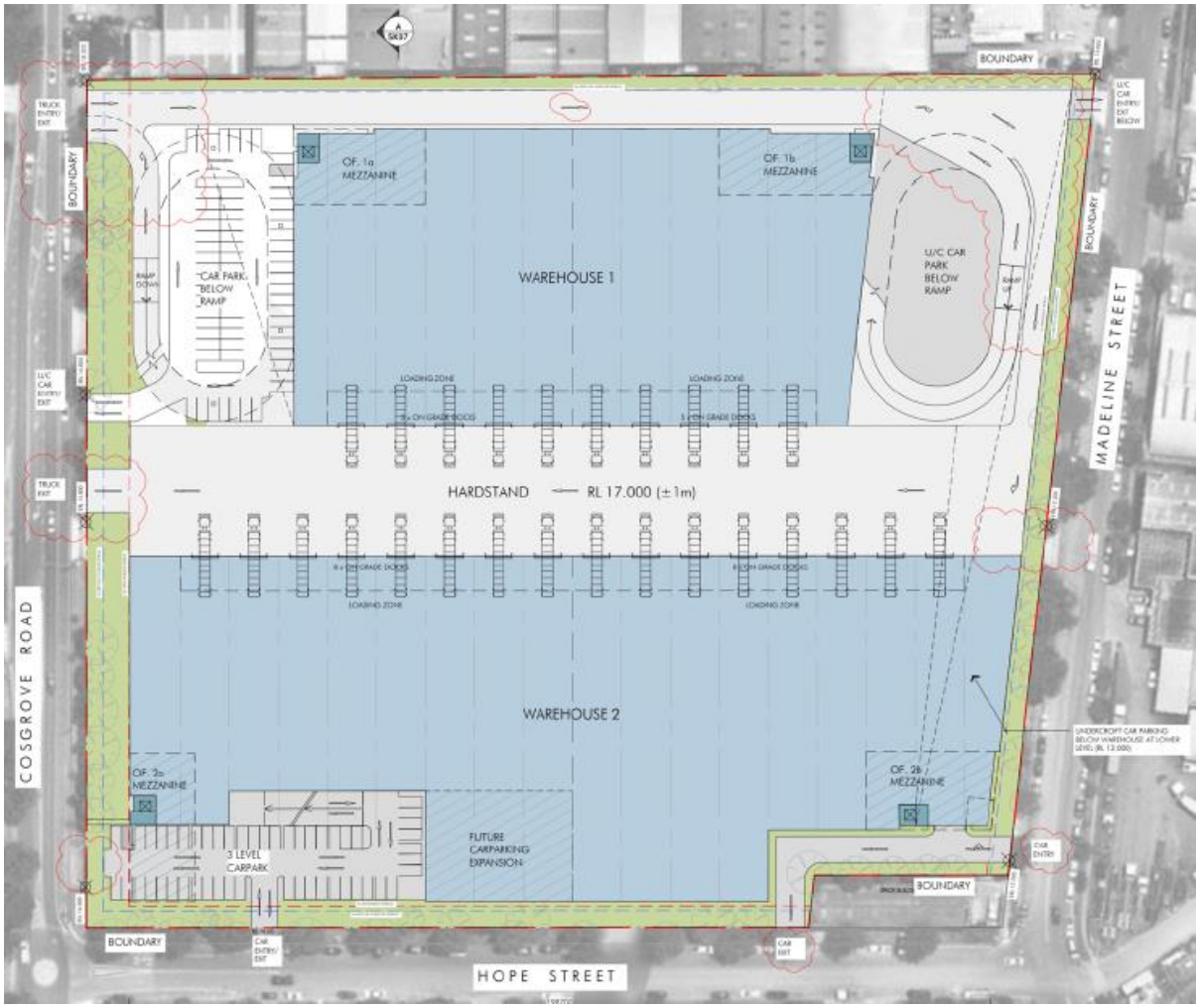
- Amendment to the Height of Buildings Map from 12m to 35m; and
- Amendment to the Floor Space Ratio Map from 1:1 to 1.6:1.

The Planning Proposal also seeks to amend the *Strathfield Consolidated Development Control Plan 2005* (Strathfield DCP) to include a new Site-Specific DCP for the site. It is noted that no physical works are proposed, with the Planning Proposal limited to the amendment of planning controls for the site only.

The Planning Proposal is accompanied by an Indicative Reference Scheme prepared by Nettletontribe Architects that demonstrates a suitable built form, urban design and landscape outcome can be achieved within the proposed amendments to the Strathfield LEP 2012 and Strathfield DCP. The Indicative Reference Scheme comprises a multi-level warehouse and distribution centre that includes:

- Three (3) levels with a centrally located hardstand area positioned between two warehouse forms;
- A total gross floor area (GFA) of approximately 69,900m^2 comprising warehouse or distribution centre and ancillary office floorspace;
- Heavy vehicle access from Cosgrove Road and ramps in the northern portion of the site;
- On-site car parking; and
- Landscaping along the street frontages to Cosgrove Road, Hope Street and Madeline Street.

Figure 4: Indicative site plan (ground floor)



Source: Nettletontribe Architects

1.4 Proposed operations

The proposed development will provide warehouse and distribution capability. The specifics of proposed operations would be refined as part of a future Development Application (DA), noting that warehousing and logistics are consistent with the objectives of the existing controls applicable to the site.

2.0 TREND ANALYSIS

The following section discusses the emerging broader industry trends and potential implications on employment lands across Strathfield LGA and the Planning Proposal.

2.1 Summary of Globalisation and Industrial Trends in NSW

Globalisation and information technology have increased demand for industrial floorspace, shifting its use from storage to high throughput distribution. This has decreased manufacturing jobs due to global competition. Low inventory turnover businesses seek cheap land, while high turnover and high-value product businesses pay premiums for strategic locations.

From 1985 to 2023, industrial land and floorspace development in NSW has lagged behind employment growth. Manufacturing and wholesale trade employment fell by 33% and 23%, respectively, while transport and storage jobs grew by 52%, driven by last-mile delivery demand.

Technological efficiencies in manufacturing reduced employee numbers but maintained floorspace needs. The COVID-19 pandemic temporarily boosted local manufacturing jobs from August 2019 to August 2021, but these gains reversed by February 2023.

Wholesale trade and transport/warehousing employment initially declined between August 2019 and August 2021. However, wholesale trade job losses slowed, and transport/warehousing jobs rebounded significantly from August 2021 to February 2023[1]. This trend demonstrates growing demand for warehousing floorspace.

2.2 Non-Traditional Uses within Industrial Precincts

Industrial precincts are increasingly occupied by non-traditional uses, including knowledge-intensive businesses, large format retail stores, factory outlets, and education or health services. HillPDA's surveys in Clarence Valley (2022), Hornsby LGA (2019), and Byron Bay LGA (2017) revealed that 20-40% of industrial-zoned floorspace is now used for these purposes. These businesses are drawn to industrial precincts due to lower land values, market rents, and the availability of large lots with good road access. However, their presence can drive up rents and land values as they often have the willingness and capability to pay more than traditional industrial users. Increasing the supply industrial uses, such as that proposed, will help mitigate rising rents and land values.

2.3 Highway accessibility

Proximity to motorways has become a key priority for industrial tenants, as highlighted by CBRE research showing a 2.1% rent increase for every minute closer to a motorway. Tenants pay on average $3 more per square metre for such locations[2]. This preference is driven by the significant transport cost savings that outweigh rental costs. Strathfield's employment precincts, including the site, are well-positioned to benefit from this travel cost saving, given their proximity to current and planned transport corridors.

2.4 Freight and Logistics 'Last Mile' Services and E-Commerce

The rise of e-commerce has significantly increased demand for 'last mile' logistics space close to customers, enabling quicker delivery times, including same-day services. With e-commerce growing faster than traditional retail, the need for such industrial spaces is expected to rise.

[1] Sources: Australian Bureau of Statistics, Labour Force, Australia, Detailed
[2] CBRE - Motorway access drives rental shift in Sydney's industrial powerhouse market, Natasha Pierson 2018

COVID-19 had minimal impact on retail spending in NSW, with retail expenditure rebounding above pre-lockdown levels. This surge has driven higher demand for delivery, storage, and warehousing services, boosting the need for logistics space. A 2019 CBRE report projected an annual need for 350,000 sqm of additional distribution space in Australia, a figure likely higher post-COVID as online retail sales surged, peaking at 15% of total sales in September 2021.

Strathfield, with its population forecast to grow by 19% from 2021 to 2036 and its central location, is well-positioned to meet this demand. The site's proximity to population centres and major transport routes, including the Enfield Intermodal logistics centre, is ideal for 'last mile' logistics services.

2.5 Employment land stock – ELDM

According to the Employment Lands Development Monitor, Strathfield has approximately 288.2 hectares of zoned employment land across six precincts. This constitutes about 21 percent of the Eastern Cities Districts' zoned employment land and 41 percent of its undeveloped zoned employment land, which includes around 24 hectares of undeveloped land in Strathfield. This emphasises Strathfield's critical role in providing appropriately zoned land for the district's future urban and industrial services. The Planning Proposal will help to increase the supply of industrial space in a strategically suitable location.

2.6 Relevance to proposal

The Planning Proposal aligns with current trends of growing employment in wholesale trade and transport/warehousing, alongside rising demand for related floorspace driven by e-commerce. This surge in e-commerce has significantly increased the need for 'last mile' logistics space close to customers, allowing for quicker delivery times, including same-day services. The site's proximity to population centres, projected growth, major transport routes, and the Enfield intermodal logistics centre makes it ideal for 'last mile' logistics services and warehousing, which this proposal will facilitate. By leveraging its strategic location near key transport infrastructure, the Planning Proposal will help increase warehousing supply, addressing rising rents, land values, and the limited availability of well-located undeveloped employment land in the Eastern City District amidst growing demand.

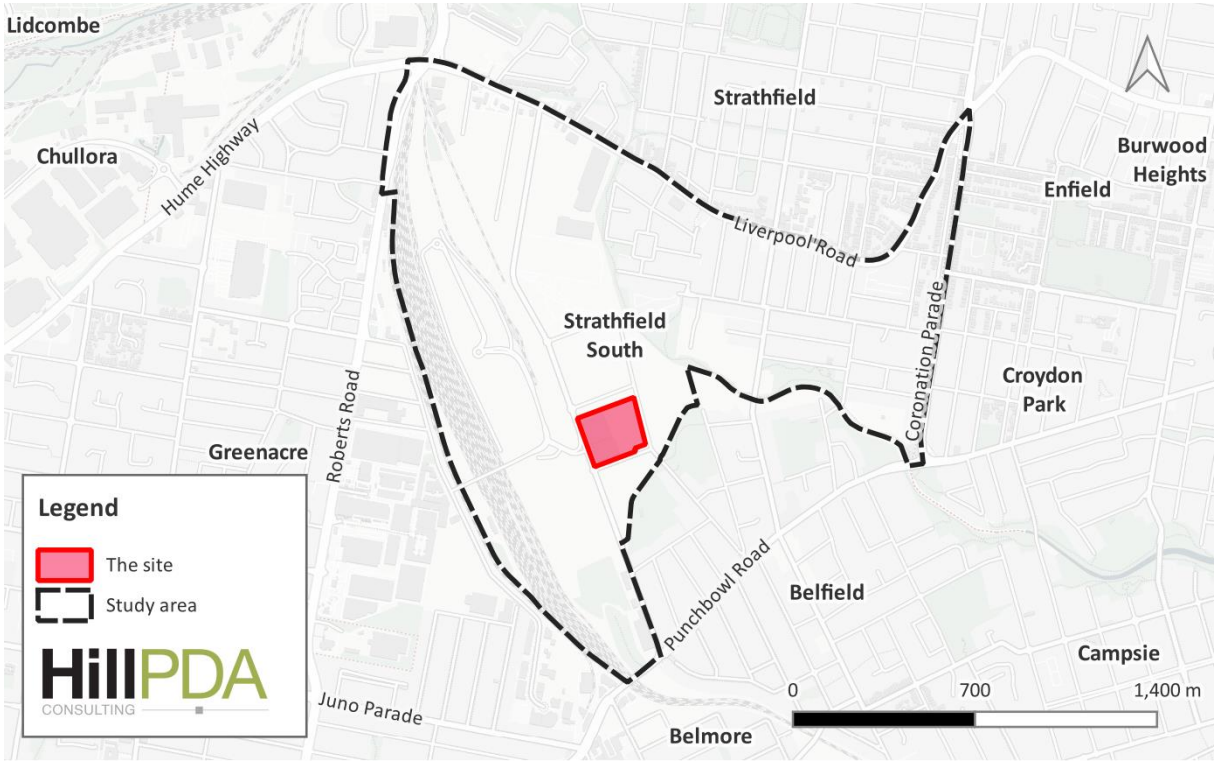
3.0 EXISTING ENVIRONMENT

This section describes the socio-economic characteristics of the study area to enable the potential impacts of the proposed development to be considered within the local context.

3.1 Study area

The primary study area has been defined as Strathfield South Statistical Area Level 2 (SA2) under the Australian Statistical Geography Standard (ASGS) Edition 3, shown below in Figure 5. This SA2 is within Strathfield LGA. The geographical area of the SA2 has been drawn upon for socio-economic indicators. Where possible, these socio-economic indicators have also been benchmarked against the Greater Sydney Region.

Figure 5: Study area



Source: HillPDA (2024)

3.2 Resident profile

The Census usual resident population of Strathfield South (SA2) in 2021 was **3,636 people**, with an **average household size of 2.8,** similar to that of Greater Sydney (2.7). This is concentrated on the eastern side of the study area. West of Cooks River, where the site is located, is **employment-focussed**, with a population of 13.

In 2021, the **median age** of Strathfield South (SA2) residents was 38**,** compared to 37 years for Greater Sydney.

Across the study area, **languages other than English** were spoken in 63 per cent of households at the 2021 Census, compared to 42 per cent across Greater Sydney.

At the 2021 Census, Strathfield South (SA2) recorded a slightly higher proportion of **family households** (76.4 per cent) compared to Greater Sydney (72.6 per cent).

In 2021, Strathfield South (SA2) had a **median household income** of $2,045. This was similar to that of Greater Sydney as a whole ($2,077).

The **top 5 industries of employment** for residents in Strathfield South (SA2) at the 2021 Census were Health Care and Social Assistance (12%), Professional, Scientific and Technical Services (11%), Education and Training (11%), Financial and Insurance Services (8%) and Retail (7%).

Source: ABS Community Profile, 2021

3.3 Worker Profile

In 2021, approximately **3,397 workers were employed** in Strathfield South (SA2). It accounted for **6.4 per cent of all workers** employed in Strathfield LGA.

In 2021, 18.9 per cent of workers in Strathfield South (SA2) had a **Bachelor degree-level qualification,** fewer than workers across Greater Sydney, at 29.9 per cent.

In Strathfield South (SA2) in 2021, 17 per cent of workers aged over 15 years stated that their **highest level of educational attainment** was Year 10 (or equivalent), compared to 12.6 per cent for Greater Sydney.

More workers in Strathfield South (SA2) worked in **Transport, Postal and Warehousing** than in any other industry in 2021 (23.5 per cent). Other common industries were **Construction** (14.7 per cent) and **Manufacturing** (14.1 per cent).

The most common occupation was **Machinery Operators and Drivers** (20.2 per cent), followed by **Clerical and Administrative Workers** (17.0 per cent) and **Managers** (16.0 per cent).

In 2021, 15.9 per cent of workers in Strathfield South (SA2) reported an **individual income of $2,000 or more per week**, compared to 27 per cent in Greater Sydney. In the same period, 6.7 per cent of workers in the SA2 reported a **weekly individual income of less than $500**, compared to 9.8 per cent across Greater Sydney.

64.2 per cent of workers in Strathfield South (SA2) **used a private vehicle to travel to work** in 2021. This is higher than the 37.4 per cent of Greater Sydney's workers. A similar number in the study area **used public transport** compared to Greater Sydney (5.1 per cent and 5.8 per cent, respectively).

Source: ABS Community Profile, 2021

3.4 Crime

Analysis of data from the NSW Bureau of Crime Statistics and Research (BOCSAR) for the period April 2022 to March 2024 revealed that the area has relatively low rates of crime. However, three crime hotspots were identified in the study area. These are shown in the tables below.

Table 1: Incidents of Theft (Steal from motor vehicle), April 2022 to March 2024 (rate per 100,000 persons)

Year to	March 2024	March 2023		March 2024	
Area	Trend (2 year)	Count	Rate	Count	Rate
Strathfield South	Stable	23	639.4	36	1000.8
Strathfield LGA	Stable	185	400.2	185	400.2
New South Wales	Stable	27430	335.9	28650	350.9

Source: NSW Bureau of Crime Statistics and Research (2024)

A small hotspot was identified for theft (steal from motor vehicle). While rate of this crime is higher than for New South Wales generally, the overall count of crimes per year is small and has remained stable over the past two years.

Table 2: Incidents of Theft (Motor vehicle theft), April 2022 to March 2024 (rate per 100,000 persons)

Year to	March 2024	March 2023		March 2024	
Area	Trend (2 year)	Count	Rate	Count	Rate
Strathfield South	n.c.	10	278.0	9	250.2
Strathfield LGA	Up 35.5% per year	62	134.1	84	181.7
New South Wales	Up 12.9% per year	12857	157.5	14516	177.8

Source: NSW Bureau of Crime Statistics and Research (2024)

Motor vehicle theft also represented a small crime hotspot for the area. While the rates are higher than that of New South Wales, the number of crimes does not appear to be rising, unlike in New South Wales where it is up 12.9% per year. However, the crime count has been too small in Strathfield South to establish a clear trend.

Table 3: Incidents of Theft (Steal from dwelling), April 2022 to March 2024 (rate per 100,000 persons)

Year to	March 2024	March 2023		March 2024	
Area	Trend (2 year)	Count	Rate	Count	Rate
Strathfield South	n.c.	8	222.4	10	278.0
Strathfield LGA	Stable	116	250.9	114	246.6
New South Wales	Up 5.3% per year	15290	187.2	16093	197.1

Source: NSW Bureau of Crime Statistics and Research (2024)

There is a medium hotspot for theft (steal from dwelling) in the study area. However, while the rate has risen in 2024, like motor vehicle theft, the crime count is too small to establish a trend.

The overall lack of crime hotspots reflects the industrial nature of the broader area, to which the proposal would contribute. It is therefore unlikely that the development of the proposal would add to crime in the area.

3.5 Socio-economic status

The Socio-Economic Indexes for Areas (SEIFA) are rankings of relative socio-economic status (advantage and disadvantage) for different geographic areas, within each state and nationally. The indexes rank areas against others of the same geographic type (e.g. Local Government Area or Statistical Area Level 1) based on specific socio-economic metrics, selected based on the particular SEIFA index.

3.5.1 Relative socio-economic disadvantage

The Index of Relative Socio-economic Disadvantage (IRSD) examines factors including unemployment, proportion of lower income households, lower education levels or lack of internet access to compare overall levels of disadvantage in areas. When compared with other SA2s nationally, the study area placed within the 64th percentile, suggesting the area had comparatively lower levels of disadvantage. By comparison, Greater Sydney averaged within the 48th percentile nationally.

Lower levels of disadvantage, as experienced in the study area, can indicate:

- A moderate to low number of households with low incomes
- A moderate to low number of people with no qualifications
- A moderate to low number of residents in unskilled skilled occupations.

3.5.2 Relative economic resources

The Index of Economic Resources (IER) focuses on the financial aspects of relative socio-economic advantage and disadvantage, by summarising variables related to income and housing. At the 2021 Census, the study area fell within the 58th IER percentile when compared against other SA2s nationally. This indicates an average level of access to economic resources.

An average score may indicate:

- An average number of households with low incomes
- An average number of households paying low rent
- An average number of people who own their own home.

3.6 Economic snapshot

According to Economy.id, in 2023, Strathfield LGA's Gross Regional Product (GRP) was estimated at $3.87 billion, a -2.5 per cent growth in the LGA's GRP over the previous year, which represents 0.5 per cent of the NSW's Gross State Product (GSP). In the financial year 2022-23, Strathfield LGA contributed 0.6 per cent of NSW's employment.

The ABS reported that there were 6,934 businesses active across the LGA in 2023, with 15.9 per cent of those being in Construction, followed by Rental, Hiring and Real Estate Services, at 15.8 per cent. Transport, Postal and Warehousing was the strongest industry for full-time equivalent (FTE) employment, with 3,500 (17.2%) of the LGA's jobs. This was followed by Retail Trade, with 2,384 (11.7%). Transport, Postal and Warehousing was also the most productive industry, generating $534 million in 2022/23.

The strong presence of transport and logistics businesses is likely the result of the LGA's transport connections, as well as the presence of intermodal logistics facilities.

The area of Strathfield South (SA2) is a destination zone for businesses, employing 12.8% of all local workers in the Strathfield LGA. However, while the number of businesses has grown in recent years (from 599 in 2019 to 757 in 2023), the number of non-employing businesses as a proportion of the total has been growing since 2021 (from 52.8% to 56.5%), while the number of businesses employing 5 or more people has shrunk (from 16.8% to 14.4%).

3.7 Potentially sensitive land uses

Sensitive receivers are nearby properties, stakeholders and facilities that may be impacted by changes associated with development activities. These can include nearby residents, businesses, community facilities and recreational facilities.

The site is located within an area currently undergoing industrial development. There are several potential sensitive receivers within an approximate 800-metre range of the site. However, these receivers can be expected to be insulated from the impacts of the development, due to the presence of natural barriers and the character of the site surrounds.

Residential dwellings are located approximately 85 metres to the site's southeast and 250 metres to the east and northeast at the nearest point. These land uses would typically be particularly sensitive to noise, vibration, and visual amenity impacts from development. However, these receivers are separated from the site by Cooks River to the east and Coxs Creek to the southeast. Furthermore, the presence of large trees on either side of the waterways would additionally insulate these receivers from any noise, vibration, or amenity impacts arising from the proposed development.

4.0 ECONOMIC IMPACTS

This chapter assesses the economic impacts that the Planning Proposal would have during the construction phase and post-construction (operational) phase Statewide. The economic impacts of the Planning Proposal are measured against the base case ('do nothing' or 'existing land use and activities continue' option).

4.1 Economic impact assessment approach

The economic impacts assessed include direct and indirect impacts, with indirect impacts referring to economic multipliers.

Economic multipliers are the level of additional economic activity generated or supported by a source industry. There are two types of effects captured by multipliers:

Production induced effects, which are made up of:

- *First round effects:* which are all outputs and employment required to produce the inputs for the source industry, and:
- *Industrial support effects:* which is the induced extra output and employment from all industries to support the increased production by suppliers in response to increased sales.

Consumption induced effects, which relate to the demand for additional goods and services due to increased spending by the wage and salary earners across all industries arising from employment.

The modelling for this report is based on the Australian National Accounts Input Output tables 2021-22. Input-Output modelling estimates economic activity through the examination of four types of impacts described in the table below.

Table 4: Economic impact metrics assessed

Metric	Description
Output	Output is a gross measure of the total sales generated by the types of land uses present on the site or in the proposal.
Employment	Employment generated by the types of land uses present on the site or in the proposal. Employment is expressed as Full-Time Equivalent (FTE).
Wages	The wages and salaries paid to employees on the site or in the proposal.
Gross Value Added	Gross Value Added (GVA) of an industry refers to the value of outputs less the costs of inputs. It measures the contribution that the industry makes to the country's wealth or gross state product (GSP).

The economic impacts have been assessed at the NSW State level.

Economic impact phases

Economic impacts are assessed during the design and construction phase and operational phase, described below.

- **Design and construction phase:** the economic activity supported during the design and construction phase of the proposed development. These impacts are expected to be short-term, concluding upon the completion of development. The base case assumes no construction activity, thus all jobs and economic activity resulting from the construction of the proposal represent a net gain.
- **Operational phase (post-construction):** is the jobs and economic activity generated/supported by the base case land uses as compared to the proposed development land uses once operational.

Limitations with multipliers

Both the ABS and the NSW Treasury Employment Calculator describe several limitations with input-output multipliers, or at least shortcomings with typical interpretations of the multipliers, which generally result in an over-estimation of impacts. The main shortcomings or limitations are as follows:

- Production induced impacts can leave the impression that extra output can be produced without taking resources away from other activities.
- Multipliers assumed fixed input ratios and hence measure impacts based on average effects rather than marginal effects.
- The impacts are nationwide and are not regional or local impacts, which would be smaller.

Other limitations are described in both the NSW Treasury Guide and on the ABS website.[3]

4.2 Construction phase economic benefits

4.2.1 Construction Investment value

The Construction Investment Value (CIV) of the Planning Proposal is estimated at around $230 million net of GST[4]. This value has been used to assess the construction related benefits of the proposed development.

4.2.2 Construction – gross output

The development would have a direct impact on construction output as well as indirectly stimulating other industries which assist in production and cater to increased consumption.

The table below details the output multipliers and shows the impact of the change in demand supported by the development and the impact on NSW's economy. The forecast increase in total output supported across NSW is estimated at approximately $676.0 million (directly and indirectly).

Table 5: Design and construction impact on gross output ($2023 Million)

	Direct effects	Production induced effects		Consumption induced effects	Total
		First Round	Industrial Support		
Output multipliers	1.00	0.60	0.54	0.80	2.94
Output ($million)	230.0	137.0	124.1	184.9	676.0

Source: HillPDA estimate using data from ABS Australian National Accounts: Input-Output Tables 2021-22

4.2.3 Construction – job creation

Every million dollars of construction work undertaken generates 2.08 full time job years[5] on-site directly in construction[6]. Based on the estimated design and construction cost, a total of around 478 job years would be directly supported by the development during construction as shown in the table below.

[3] https://www.abs.gov.au/statistics/economy/national-accounts/australian-national-accounts-input-output-tables/latest-release
https://www.treasury.nsw.gov.au/information-public-entities/nsw-treasury-employment-calculator
[4] Source: Centuria
[5] Note: One job year equals one full-time job over one year
[6] Source: ABS Australian National Accounts: Input – Output Tables 2021-22 (ABS Pub: 5209.0)

Table 6: Design and construction impact on employment (job years)

	Direct effects	Production induced effects		Consumption induced effects	Total
		First Round	Industrial Support		
Multipliers	1.00	0.80	0.73	1.21	3.74
Job Years per $million	2.08	1.65	1.52	2.52	7.77
Total Job Years Generated	**477.7**	**380.0**	**350.1**	**579.4**	**1,787.2**

Source: HillPDA estimate using data from ABS Australian National Accounts: Input-Output Tables 2021-22

Every job year generated directly in construction would support a further 1.53 job years in production induced support (providing the inputs to construction). And for every job year directly in construction a further 1.21 job years is supported in consumption induced impacts (providing the goods and services for the workers directly employed in construction).

A total of 1,787 job years would be directly and indirectly be supported across NSW as a result of the development.

4.2.4 Construction – workers' remuneration

We estimate the remuneration of workers directly in design and construction would be around $38.7 million. Total remuneration of workers generated and supported by the development both directly and indirectly would be around $143.6 million as shown in the table below.

Table 7: Design and construction impact on wages ($2023 Million)

	Direct effects	Production induced effects		Consumption induced effects	Total
		First Round	Industrial Support		
Workers' remuneration per $ of gross output	0.17	0.13	0.13	0.20	0.62
Workers' remuneration ($million)	**38.7**	**30.0**	**29.5**	**45.4**	**143.6**

Source: HillPDA estimate using data from ABS Australian National Accounts: Input-Output Tables 2021-22

4.2.5 Construction – Gross Value Added (GVA)

The Gross value added (GVA) of an industry refers to the value of outputs less the costs of inputs. It also measures the contribution that the industry makes to gross regional product (GRP). The major components of GVA are workers' remuneration, company profits and government taxes from production.

Design and construction would directly contribute around $67.0 million to the NSW economy or gross regional product (GRP). Including the multiplier impacts, a total of around $271.9 million would be contributed both directly and indirectly to the NSW GRP.

Table 8: Construction – impact on gross value added (GVA) ($2023 Million)

	Direct effects	Production induced effects		Consumption induced effects	Total
		First Round	Industrial Support		
GVA multipliers	0.29	0.23	0.24	0.42	1.18
GVA ($million)	**67.0**	**52.7**	**54.5**	**97.7**	**271.9**

Source: HillPDA Estimate using data from ABS Australian National Accounts: Input-Output Tables 2021-22

4.2.6 Other construction impacts

The construction process may lead to short-term negative impacts in the locality such as increased traffic, noise, dust and so on. We have assumed that the development would take the necessary steps to mitigate the extent of these impacts.

4.3 Operational phase economic benefits

4.3.1 Base Case economic performance

The site currently accommodates around 18,785 square metres of industrial and warehousing-related floorspace which tenants such as K&S freighters current operate from. Applying average employment densities[7] to the current provision of floorspace, it is estimated that 125 full-time equivalent (FTE) workers currently work on-site. These workers generate an estimated $50.8 million in gross output and $13.7 million in GVA and earn an estimated $10.5 million in salaries[8].

Accounting for multiplier effects, total employment directly generated and indirectly by the current uses increases to 370 FTE jobs Statewide. These direct and indirect workers generate an estimated $135.0 million in gross output and $41.2 million in GVA and earn an estimated $30.6 million in salaries[9].

4.3.2 Proposed development economic performance

The proposed development will intensify and increase the provision of industrial and warehousing uses on site to include circa 69,900 square metres of modern fit for purpose warehousing floorspace, some 51,115 square metres more warehousing than currently provided on-site.

4.3.3 Employment generation

Based on industry average employment densities for the land use proposed, it is estimated that the proposed development would directly generate 467 FTE jobs during the operational phase.

Accounting for multiplier effects, total employment directly generated and indirectly supported by the proposed development is estimated at 1,379 FTE jobs statewide. This is 1,009 more jobs (direct and indirect jobs) than the base case.

Table 9: Estimated employment generation – Planning Proposal (FTE)

Land use	Direct Jobs	Production Induced Jobs	Consumption Induced Jobs	Total
Warehousing	467	448	464	1,379

Source: ABS Retail Survey 1998-99, Australian Benchmarks, Sydney City Employment & Floorspace Survey 2017, Landcom and HillPDA, Department of Planning 2023 CPA Workspace Ratios

4.3.4 Economic output

Upon operation, it is estimated that the proposed development could directly generate $189.4 million in output each year. Accounting for multiplier effects, total output directly generated and indirectly supported by the proposed development is estimated at $503.0 million per annum Statewide. This represents a total net increase of around $368.0 million in generated and supported output over the base case.

Table 10: Operational phase – proposed development's economic output ($2023 million)

Land use	Direct output	Production Induced	Consumption Induced	Total
Warehousing	$189.4	$158.6	$155.0	$503.0

Source: Australian National Accounts Input Output tables 2021-22, IBIS World Reports 2023, HillPDA

4.3.5 Wages and salaries

Direct remuneration of workers onsite once the proposed development is operational is estimated at $39.2 million per annum. Accounting for multiplier effects, total remuneration directly generated and indirectly

[7] Source: Department of NSW Common planning assumption Table 1: 2023 CPAG workspace ratios –guidance and ranges, TPA employment forecasts and HillPDA Strathfield Employment lands study 2019

[8] In 2023 Australian dollars

[9] In 2023 Australian dollars

supported by the proposed development is estimated at $114.0 million per annum Statewide. This equates to a total net increase of around $83.4 million in generated and supported wages over the base case.

Table 11: Operational phase – proposed development's estimated salary generation ($2023 million)

Land use	Direct salaries	Production Induced	Consumption Induced	Total
Warehousing	$39.2	$38.8	$36.0	$114.0

Source: Australian National Accounts Input Output tables 2021-22, IBIS World Reports 2023, HillPDA

4.3.6 Gross Value Added

The Gross Value Added (GVA) of an industry refers to the value of outputs less the costs of inputs. It also measures the contribution that the industry makes to the regions wealth or gross regional product (GRP).

Upon operation, it is estimated that the proposed development could directly support $51.2 million in GVA to the State each year. Accounting for multiplier effects, the total GVA directly generated and indirectly contributed to NSW's State economy, by the proposed development increases to $153.4 million per annum. This represents a total net increase of around $112.3 million in generated and supported GVA over the base case.

Table 12: Operational phase – proposed development's GVA ($2023 million)

Land use	Direct GVA	Production Induced	Consumption Induced	Total
Warehousing	$51.2	$49.1	$53.1	$153.4

Source: IBIS World Industry Reports 2023, HillPDA

4.4 Other impacts

4.4.1 Investment stimulus

Where a significant property investment decision has been made, it is generally viewed as a strong positive commitment for the local area. Such an investment can, in turn, stimulate and attract further investment. The direct investment in the proposed development would raise the profile of the South Strathfield and Enfield industrial land precinct and can act as catalyst for other similar developments in the precinct. It will also support a wide range of economic multipliers which would, in turn, support investment in associated industries.

4.4.2 New modern warehousing facility

Constructing a new modern warehouse facility offers numerous benefits, including enhanced operational efficiency and improved inventory management. Modern warehouses are designed with advanced technologies such as Automated Storage and Retrieval Systems (ASRS), which streamline operations and improve efficiencies. New facilities are also typically built to be more environmentally sustainable leading to long term cost savings and reduced environmental impact. Moreover, the proposed facility leverages its proximity to the Enfield Intermodal, with the proposed warehouse maximising logistical efficiencies, and significantly reducing transportation costs and delivery times. The warehouse also provides the opportunity to respond to new trends in last-mile delivery, meeting the growing demand for rapid, on-demand shipping, and changing customer behaviours.

4.4.3 Additional local job opportunities

Providing additional jobs brings numerous benefits, including meeting local government area (LGA) job targets and boosting the local economy. Increasing employment opportunities helps to reduce local unemployment rates, enhance household incomes, and improve the overall standard of living within the community. New jobs can attract skilled workers to the area, fostering a more diverse and dynamic workforce. Additionally, meeting LGA job targets supports regional economic plans and strategic goals, ensuring sustainable growth and development. The influx of workers also stimulates demand for local services and amenities, benefiting local

businesses and encouraging further investment in the area. Furthermore, creating jobs locally reduces the need for long commutes, contributing to a reduction in traffic congestion and pollution, and promoting a better work-life balance for residents. Overall, the provision of additional jobs not only aligns with LGA objectives but also drives economic vitality.

4.5 Net operational economic impact and conclusion

Compared to the base case the proposed development would support a more intensified economic outcome for the site. The net increase in economic activity generated and supported during the operation phase, when compared to the base case, is estimated at:

- **Employment:** a total net increase of around 1,009 FTE jobs generated and supported. Of these, 341 FTE jobs are directly generated on site.
- **Output:** a total net increase of around $368.0 million in generated and supported output. Of this, $138.6 million is directly generated.
- **Remuneration:** a total net increase of around $83.4 million in generated and supported wages. Of this, $28.7 million is directly generated.
- **GVA:** a total net increase of around $112.3 million in generated and supported GVA. Of this, $37.4 million is directly generated by the uses onsite.

The proposed development would have additional economic benefits, these being:

- Providing a catalyst for further investment in the locality.
- Providing jobs closer to home
- Contribute to Strathfield attaining its employment targets
- Modern warehouses facility enable improved efficiency in storage and operations, integration of advanced technologies, flexibility and scalability, improved cost-effectiveness and sustainability
- Optimal location for logistics efficiency.

Based on the above, the Planning Proposal provides positive economic impacts, with minimal negative impacts identified and has strong economic merit.

4.6 Nearby sensitive receivers

As noted in section 3.7, there are few sensitive receivers in the area surrounding the site due to its industrial character. While there are residential areas within an 800-metre radius of the site, mainly to the east and southeast, they are likely to be largely insulated from any impacts of the development due to other surrounding industrial uses, the presence of Cooks River and Coxs Creek, and large trees along the length of the waterways.

It can be concluded that the impact to nearby sensitive receivers and social infrastructure from the development would be low.

5.0 SOCIAL IMPACTS

This section details the potential social impacts to arise from the Planning Proposal. The assessment is informed by the analysis from the previous chapters.

5.1 Scoping

The social impacts to arise from the Planning Proposal will be influenced by the existing situation, the eventual consequences of the Planning Proposal, and measures put in place to mitigate against any negative impacts and enhance positive impacts. Should the Planning Proposal proceed, the social impacts that may arise would be influenced by:

- The social and geographic context of the site
- The design and final built form of the Planning Proposal
- Any measures put in place to mitigate against identified negative impacts and enhance positive impacts.

Social impacts can involve changes to:

- Way of life
- Culture
- Community
- Political systems
- Environment
- Health and wellbeing
- Personal and property rights
- Fears and aspirations.

Noting the preliminary nature of the concept plans associated with a Planning Proposal, some project-specific impacts may only be understood and with detailed design of the proposal. Where these are anticipated as part of the proposed development and land use, the have been detailed at a high level in the following section.

5.2 Area of influence

The potential social impacts of the proposed development can extend beyond the immediate surroundings of the site.

Issues have been assessed based on their impact during the construction and operational period of the development. The social impact matters are as stated in Chapter

Table 13: Area of influence of potential impacts

Impact type	Meaning	Area of impact	
		Local Community	Broader Community
Way of life	How people live, how they get around, how they work, how they play, and how they interact on a daily basis	• Construction disturbance • Noise • Light pollution	• Increased truck movements on road network during construction
Community	Composition, character, cohesion, function, and sense of place	• Character • Sense of place	• None
Access	How people access and use infrastructure, services and facilities, whether provided by local, state, or federal governments, or by for-profit or not-for-profit organisations or groups	• Access to employment • Construction vehicle movements • Operational road congestion • On street parking availability • Additional pressure on community facilities	• Road congestion

Impact type	Meaning	Area of impact	
		Local Community	Broader Community
Culture	Both Aboriginal and non-Aboriginal culture, including shared beliefs, customs, values, and stories, and connections to country, land, waterways, places, and buildings	• Potential impacts to non-Aboriginal heritage items • Potential impact to Aboriginal heritage items	• Cultural heritage
Health and wellbeing	Physical and mental health, especially for those who are highly vulnerable to social exclusion or substantial change, plus wellbeing of individuals and communities	• Health • Air quality • Safety	• Emissions from truck movements
Surroundings	Access to, and use of, services that ecosystems provide, public safety and security, access to and use of the natural and built environment, and its aesthetic value and amenity	• Visual impact and local character • Passive surveillance • Overshadowing	• Visual impact and local character (for visitors)
Livelihoods	People's capacity to sustain themselves, whether they experience personal breach or disadvantage, and the distributive equity of impacts and benefits	• Job creation • Livelihood • Increased local spending/flow on effects • Development of underutilised site/efficient use of infrastructure	• Construction expenditure (direct and indirect) • Operational expenditure (direct and indirect)
Decision making systems	Whether people experience procedural fairness; can make informed decisions; have power to influence decisions; and can access complaint, remedy and grievance mechanisms	• Feelings of exclusion from decision making processes	• Feelings of exclusion from decision making processes

Each of the above impacts has been considered in the context of the area of influence, with findings outlined below.

5.3 Construction phase social impacts

The construction process has the potential to affect the amenity of sensitive receivers within the surrounding area. Sensitive receivers generally relate to residents but may also include child care centres, places of worship, community and recreational facilities or businesses (such as cafés and restaurants) that rely on the amenity of a locality to attract customers.

During construction, the following may affect local amenity:

- The removal of established vegetation
- The introduction of construction facilities to the environment
- Noise and dust arising from construction activities
- Unpleasant odours
- Increased traffic volumes and/or congestion.

Short term reduction in amenity may impact the existing residential properties within the immediate vicinity of the site, however due to the distance of nearby properties, disruption is likely to be minimised at the distance where residence and businesses are located. Construction impacts on local amenity are generally contained within close proximity to construction sites. Best practice for construction in established residential areas is to include consultation with neighbouring residents to outline expectations and standards.

A range of mechanisms can be applied to minimise any potential construction impacts on amenity. Such mechanisms are developed with the detailed design of the proposal and are required as a condition of development consent, implemented through a Construction Management Plan or similar. Such plans tend to focus on issues such as demolition and construction staging, noise, air and water quality, construction traffic

management, pedestrian safety and site management. They include simple but effective measures such as screening, noise mitigation at source and varying work hours.

5.4 Operational phase social impacts

5.4.1 Way of life

Definition:

How people live, work, play and interact with one another day-to-day.

Key social aspects:

- Access to employment
- Construction disturbance
- Noise
- Light pollution
- Road congestion

Way of life refers to how people live, how they get around, how they work, how they play, and how they interact on a daily basis. It can include:

- Impacts on people's daily routines caused by construction activities and/or operational arrangements
- Impacts on people's commuting/travelling times, their experience of travel, and their ability to move around freely
- Impacts on people's experience of privacy, peace, and quiet enjoyment, especially if affected by increased noise
- Impacts on people's general experience of life in their community, especially if the project might cause a 'tipping point' of cumulative impacts on their lives (e.g. through property acquisitions, severance of communities, or major disruption during construction).

Benefits to way of life are likely to flow from additional employment being located within an existing employment area, improving employment access for local residents and the broader community. This would have positive impacts to way of life and livelihoods. These benefits would be felt both by future residents of the proposal and by the community more broadly. The introduction of more jobs on the site will increase the number of people accessing the site, and therefore congestion on surrounding transport and street networks, thereby potentially impacting routines and daily travel patterns.

A Traffic Impact Assessment (TIA) will be required as part of any future DA for the site, to model any potential impacts on the surrounding road transport network and develop design mitigations to ensure that any impacts are minimised. In this way it would also contribute to minimising potential amenity impacts on surrounding properties, businesses and worker arising from road congestion.

Noise and vibration from operation could potentially impact upon the amenity of surrounding properties, while also noting the existing industrial character and usage of the area. A Noise and Vibration Impact Assessment (NVIA) will be required as part of any future DA for the site. These reports have standard requirements and standards they adhere to, which are designed to mitigate potential noise and vibration impacts to the surrounding properties, businesses and workers.

5.4.2 Community

Definition:

Cohesion, stability, character, services and facilities.

Key social aspects:

- Character
- Sense of place

Community refers to the composition, character, cohesion, function, and sense of place that people experience. There are several aspects to community impacts, including:

- **Composition**: impacts on demographic characteristics and community structure. Can be changed by in-migration and out-migration over time, including the presence of newcomers and loss of longer-term residents or sections of the community. Also, inflow/outflow of temporary residents, e.g. during construction.
- **Character:** Impacts on a community's shared identity and attributes, and natural and built features that people value. Can be affected by changes to buildings, vegetation, landscapes, land uses/industries, or land ownership and management.
- **Cohesion and function:** Impacts on social connections, interrelationships, networks and interactions, trust and cooperation, participation in community activities and institutions, and the potential for harmony or conflict. Lack of cohesion can result in social dislocation, alienation, division, dispossession, tensions, impoverishment, and crime.
- **Sense of place**: Impacts on feelings of belonging in a place, or identity with a place, which may derive from cultural or historical connections.

The Planning Proposal is unlikely to impact on neighbourhood identity, due to the existing industrial character of the surrounds which is in keeping with the proposed land use. The proposed changes to the planning controls applicable to the site are unlikely to produce a noticeable social impact to the local community's character or sense of place.

5.4.3 Access

Definition:

Access and use of infrastructure, services and facilities.

Key social aspects:

- Access to employment
- Local pedestrian and road access

Access refers to how people access and use infrastructure, services and facilities, whether provided by local, state, or federal governments, or by for-profit or not-for-profit organisations or groups. It includes impacts on how people use roads and other access routes, including severance, restrictions, and/or improvements in access.

The proposal will be required to meet relevant design and planning guidelines for parking provision and site access. A TIA will be required as part of any future DA for the site to ensure that these guidelines are adhered to and to model any potential impacts on the surrounding road transport network and develop design mitigations to ensure that any impacts are minimised. In this way it would also contribute to minimising potential amenity impacts on surrounding properties, businesses and workers arising from road congestion.

5.4.4 Culture

Definition:

Peoples' shared beliefs, customs, values and language or dialect.

Key social aspects:

- Potential impacts to Aboriginal heritage items
- Potential impacts to non-Aboriginal heritage items
- Cultural heritage.

Cultural impacts refer to both Aboriginal and non-Aboriginal culture, including shared beliefs, customs, values, stories, and connections to country, land, waterways, places, and buildings. Specifically, it encompasses impacts to people's values, customs, and beliefs associated with (or embedded in) the site or locality, e.g. as secondary effects of changes to scenic quality, landforms, or water flows. It also includes the strengthening of community values and culture through project design elements. There are also potential intangible cultural impacts, particularly concerning Aboriginal cultural heritage, with risks of 'cultural or spiritual loss' (i.e., loss or diminution of traditional attachment to the land or connection to country, or loss of rights to gain spiritual sustenance from the land).

A future application on the site will require advice on potential cultural significance (Aboriginal and non-Aboriginal), through the consultation of relevant databases and investigations carried out on the site itself. Reporting would then be required based on the assessed significance, to mitigate any impacts to items of cultural significance.

5.4.5 Health and wellbeing

Definition:

Health is a state of complete physical, mental, social and spiritual wellbeing and not merely the absence of disease or infirmity.

Key social aspects:

- Disruptive noise
- Dust

Health and wellbeing concerns both physical and mental health, especially for those who are highly vulnerable to social exclusion or substantial change, plus wellbeing of individuals and communities.

This includes health impacts and well-founded concerns/fears about health impacts associated with noise, dust, odour, vibration, lighting, and toxic materials. It also includes:

- Stress, anxiety, and uncertainty - or hopes - about a proposal, about changes to adjacent uses, and about cumulative change to a neighbourhood
- Psychological stress and fears/hopes for the future. Potential impact of the project on social behaviours such as alcohol/drug use, domestic or other violence
- Impacts of project elements on ability to sleep, people's general health and wellbeing, and overall community health.

Noting the site's relative isolation from potentially sensitive land uses, the changes proposed in the Planning Proposal are unlikely to produce a noticeable variation in the social environment. As part of any future proposal on the site, potential health impacts will require assessment and mitigation as a condition of consent, particularly potential dust and odours, noise and vibration, and traffic safety concerns.

Developments can increase or decrease perceived and actual safety. The earlier investigation of BOCSAR crime data revealed that crimes rates in the study area were generally higher than the rates for the LGA, and either higher than or comparable to the rates for NSW. It should be noted, however, that the total number of incidents is too low to produce a statistically significant trend. It is considered unlikely that the proposal would result in increased rates of crime in the area. In addition, the Planning Proposal would result in increased activation of the area. As such, the Planning Proposal is expected to have a positive impact on crime and safety in the area.

It is recommended that Crime Prevention Through Environmental Design (CPTED) principles are incorporated into the design of any subsequent DA.

5.4.6 Surroundings

Definition:

Access to and use of the natural and built environment, and its aesthetic value and amenity

Key social aspects:

- Visual impact and local character
- Passive surveillance
- Overshadowing

Impacts to surroundings can include access to, and use of, services that ecosystems provide, public safety and security, access to and use of the natural and built environment, and its aesthetic value and amenity.

Impacts to surroundings extends to:

- Anything provided by the environment that is useful for people e.g. food and clean water supply
- The safety of pedestrians, children, drivers, and cyclists.
- Levels of crime and violence, perceptions of crime, safety, and security, especially for women.
- Loss or enhancement of public spaces.
- Impacts on the perceived quality and uses of a natural or built area.
- Impacts on the valued features, the soundscape, and aesthetics of a place and how people use or appreciate it.

The proposal does not seek to change the type of uses on site (warehousing and logistics), as such the nature of the development would largely be the same. The changes to the planning controls increases the risk of potential negative impacts to surroundings arising from increased bulk and scale, but the situation of the site in an industrial area (reduced sensitivity) and relatively minimal scale of the proposed changes to controls mean that, in all likelihood, these possible impacts could be mitigated through high quality exterior design and landscaping on the site as part of a future DA. In this way, the present could also present benefits to the surrounds, by enhancing the visual quality of uses on site. Overshadowing would also be a consideration of any future DA, which would include modelling to mitigate shadowing impacts to surrounding properties.

Potential impacts to surroundings during construction could emerge from disruptive activities. While these would be temporary in nature, they would be subject to a Construction Management Plan or similar (as described above), which would be required to include mechanisms to minimise such impacts such (e.g. hoarding, minimising impacts to existing landscaped areas, where possible).

5.4.7 Livelihoods

Definition:

Capacity to sustain oneself and distributive equity of impacts and benefits.

Key social aspects:

- Job creation
- Earning capacity
- Increased local spending/flow on effects
- Development of underutilised site/efficient use of infrastructure

A person's livelihood is their capacity to sustain themselves, whether they experience personal breach or disadvantage, and the distributive equity of impacts and benefits. It can include changes in livelihood from new employment and business opportunities (positive), or from disruption during construction (negative). For Aboriginal people, it also includes rights to land and to gain spiritual and cultural sustenance from the land.

The Economic Impact Assessment in Chapter 4.0 quantified the potential economic outputs of the proposal, noting that it would contribute:

- **Employment:** a total net increase of around 1,009 FTE jobs generated and supported. Of these, 341 FTE jobs are directly generated on site.
- **Output:** a total net increase of around $368.0 million in generated and supported output. Of this, $138.6 million is directly generated.
- **Remuneration:** a total net increase of around $83.4 million in generated and supported wages. Of this, $28.7 million is directly generated.
- **GVA:** a total net increase of around $112.3 million in generated and supported GVA. Of this, $37.4 million is directly generated by the uses onsite.

The Planning Proposal stands to make a positive contribution to the livelihood of residents in the area by creating new employment opportunities closer to residents' homes. The creation of employment opportunities could aid in improving community cohesion and social capital in the area and help to support social cohesion.

5.4.8 Decision making systems

Definition:

Capacity of affected people to influence project decisions.

Key social aspects:

- Possible feelings of exclusion from decision making processes.

Decision making systems concerns whether people:

- Experience procedural fairness
- Can make informed decisions
- Have power to influence decisions
- Can access complaint, remedy and grievance mechanisms.

It concerns matters such as the capacity of affected people to influence project decisions, including elements of project design and the:

- Extent to which they can navigate large amounts of technical material and make informed decisions

- Effectiveness of engagement mechanisms at enabling all groups (especially vulnerable or marginalised groups) to participate in the assessment process. Levels of trust in the rigour and impartiality of the assessment process
- Extent to which people feel empowered to determine their futures, including after a project closes
- Opportunities for people to have a say in the project's community investment decisions
- Accessibility and effectiveness of complaint and remedy procedures/mechanisms.

It is noted that the Planning Proposal does not seek to alter the established land uses on the site, but rather the planning controls. As such, it does not represent a significant departure from the understood uses of the site. Nonetheless, with lodgement, the Planning Proposal would be placed on exhibition for public comment, providing an opportunity for ongoing input. Further, any future redevelopment of the site would be subject to a future DA, with further exhibition and opportunity for community input.

As the nature of operations on the site are remaining the same, it is not anticipated the Planning Proposal would introduce additional fears relating to decision making systems above the social baseline.

5.5 Proposed mitigation and enhancement measures

While minimal social impacts have been identified as part of this Planning Proposal, several areas will require further investigation as part of any future DA pursuant to this proposal:

- A TIA to model any potential impacts on the surrounding road transport network and develop design mitigations to ensure that any impacts are minimised. In this way it would also contribute to minimising potential amenity impacts on surrounding properties, businesses and worker arising from road congestion.
- An NVIA will be required as part of any future Development Application for the site, these reports have standard requirements and standards they adhere to, which are designed to mitigate potential noise and vibration impacts to the surrounding properties, businesses and workers.
- A future application on the site will require advice on potential cultural significance (Aboriginal and non-Aboriginal), through the consultation of relevant databases and investigations carried out on the site itself. Reporting would then be required based on the assessed significance, to mitigate any impacts to items of cultural significance.
- It is recommended that CPTED principles are incorporated into the design of any subsequent Development Application.
- Modelling of shadowing and light spill from the site to ensure that surrounding occupants' enjoyment of their surroundings and amenity is not disrupted.

The Planning Proposal represents minor adjustments to the existing characteristics and usage of the site and surrounds, with the potential to yield social benefits to livelihoods by facilitating additional economic activity within the site. As such it represents a net social positive.

6.0 CONCLUSION

This SEIA has been prepared for Centuria to support a Planning Proposal to amend the height of buildings and floor space ratio development standards under the Strathfield LEP on a site located at 94-98 Cosgrove Road, Strathfield South. The site is located within an industrial precinct and is currently used as a warehouse.

The Planning Proposal will enable the future development of a state-of-the-art three-level warehouse and distribution centre that responds to industrial and logistics market demands and trends. It will deliver modern and in-demand warehouse and distribution floorspace in a location highly accessible to Sydney's key trade gateways of Port Botany and Sydney Airport. It will also support the capacity and future growth of jobs and warehouse and distribution floorspace, as well as the retention of industrial zoned land within the existing employment precinct.

The SEIA has considered both potential social and economic impacts from the Planning Proposal. The economic assessment has quantified the potential economic outputs of the proposal, noting that it would contribute:

- **Employment:** a total net increase of around 1,009 FTE jobs generated and supported. Of these, 341 FTE jobs are directly generated on site
- **Output:** a total net increase of around $368.0 million in generated and supported output. Of this, $138.6 million is directly generated
- **Remuneration:** a total net increase of around $83.4 million in generated and supported wages. Of this, $28.7 million is directly generated
- **GVA:** a total net increase of around $112.3 million in generated and supported GVA. Of this, $37.4 million is directly generated by the uses onsite.

The analysis of social impact recognises that the proposed changes to controls represent a relatively minor adjustment to the local social environment and would not substantially alter the character of the area. Most possible social risks would arise as part of an eventual DA and, as such, would need to be assessed in detail at that stage. The assessment notes a range of standard mitigations can be employed to minimise impacts at this stage, while also noting that the industrial character of the area means there is a lower level of sensitivity to impacts. Similarly, the Planning Proposal would potentially enable renewal of and increased employment opportunities on the site, improving long term amenity and livelihoods. This report has also made a range of recommendations for inclusion as part of a future DA to ensure that the social benefits of the proposal will be maximised, while potential impacts will be mitigated.

The Planning Proposal represents minor adjustments to the existing characteristics and usage of the site and surrounds, with the potential to yield social benefits to livelihoods by facilitating additional economic activity within the site. As such it represents a net social positive.

APPENDIX A METHOD

The approach to conducting this SIA reflects current industry best practice including DPHI *SIA Guideline*.

The SIA aims to scope, assess, and enhance or mitigate potential positive and negative impacts that may arise from the project. The method for this SIA is divided into four phases as shown in Figure 6 below.

Figure 6: SIA process

Source: HillPDA, DPHI (2023), *Social Impact Assessment Guideline*.

A.1 Defining social impacts

A social impact can be defined as the net effect of an activity on a community and the wellbeing of individuals and families. Figure 7 outlines the types of social impacts, according to the *SIA Guideline*.

Figure 7: Types of social impact

way of life	how people live, how they get around, how they work, how they play, and how they interact on a daily basis
community	composition, character, cohesion, function, and sense of place
access	how people access and use infrastructure, services and facilities, whether provided by local, state, or federal governments, or by for-profit or not-for-profit organisations or groups
culture	both Aboriginal and non-Aboriginal culture, including shared beliefs, customs, values, and stories, and connections to country, land, waterways, places, and buildings
health and wellbeing	physical and mental health, especially for those who are highly vulnerable to social exclusion or substantial change, plus wellbeing of individuals and communities
surroundings	access to, and use of, services that ecosystems provide, public safety and security, access to and use of the natural and built environment, and its aesthetic value and amenity
livelihoods	people's capacity to sustain themselves, whether they experience personal breach or disadvantage, and the distributive equity of impacts and benefits
decision-making systems	whether people experience procedural fairness; can make informed decisions; have power to influence decisions; and can access complaint, remedy and grievance mechanisms

Source: Adapted from DPHI (2023), *Social Impact Assessment Guideline*.

A.2 Scoping

Social impacts arising from a development may be positive, negative, or cumulative. Table 14 presents the types of outcomes of impact scoping undertaken for the project. The table identifies high level key impact areas for detailed investigation, that may be affected by the project.

Table 14: Types of social impacts

Type of impact	High level scoping of issues
Negative social impacts	Negative social impacts result from changes to the physical or social fabric that make it worse (in any of the impact categories) than before the project took place. These may include: • Increased dust or noise levels affecting health • Decreased amenity during construction • Alterations to community character through land use changes.
Positive social impacts	Positive social impacts result from changes to the physical or social fabric that make it better (in any of the impact categories) than before the project took place. These may include: • Increased access to jobs in the local area • Improved amenity through provision high quality communal areas and facilities for residents • Stronger sense of community through provision of aged care facility enabling retention of community and family ties.
Cumulative social impacts	Cumulative social impacts result from changes to the physical or social fabric that occur from multiple projects or activities that need similar resources or affect similar impact categories. These may include: • Increased traffic level from construction vehicles for multiple projects in one area • A shortage of workers in an area due to multiple similar projects • Health impacts from persistent noise or dust levels due to ongoing projects.

Source: HillPDA, DPHI (2023), *Social Impact Assessment Guideline.*

A.3 Evidence base

To assess the social impacts accurately, an SIA must also provide an accurate assessment of the social baseline of the project surrounds. This means that the existing surrounds of the project must be considered through the collection of data to establish benchmarks against which the impacts of the project can be assessed. The social baseline is provided in Chapter 3.0.

To establish this social baseline, HillPDA has conducted a desktop review of the available information provided by the proponent, as well as research conducted with a high degree of impartiality using trusted, industry-standard sources to inform our understanding of relevant demographic and social trends.

A.4 Predicting, analysing and evaluating impacts

The impact assessment framework presented in this report identifies and evaluates changes to the social baseline due to the project. This includes the assessment of positive, negative, and cumulative impacts as outlined in Section A.1. Changes can be tangible or intangible; qualitative or quantitative; direct or indirect; and subjectively experienced. The scale of assessment required should also be informed by and proportional to the magnitude of changes proposed.

A.5 Social impact management

Where impacts are identified, the SIA provides mitigation and/or enhancement measures. For potential negative impacts, measures are identified to avoid or minimise impacts by amending the project or its delivery. For potential positive social impacts, the SIA identifies measures to retain or enhance the benefit of that impact. Social impact management is an ongoing process.

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