

Social Impact Management Plan (SIMP)

As part of the HumeLink Environmental Impact Study, Transgrid completed a Social Impact Assessment (SIA) to evaluate social impacts, including potential changes to way of life, community, accessibility, culture, health, and well-being during the construction and operation of the HumeLink East and HumeLink West projects. The assessment recommended management and mitigation measures to minimise the identified impacts.

To support the construction phase of the projects, a Social Impact Management Plan (SIMP) is required.

What is a SIMP?

A Social Impact Management Plan (SIMP) is designed to enhance positive and mitigate negative social impacts throughout project delivery, including potential effects on local communities and businesses. The SIMP will guide how these impacts—both positive and negative—will be monitored, evaluated, and reported. Specifically, the SIMP:

- reflects the findings and recommendations of the SIA.
- considers the results of engagement with stakeholders.
- establishes roles and responsibilities for enhancing positive and mitigating negative social impacts throughout construction.
- establishes a monitoring, reporting, and review system for assessing and communicating the effectiveness of management strategies.
- outlines ongoing engagement strategies and feedback mechanisms for the project.

Social impacts during construction

Social impact	Potential impacts	Proposed measures
Impacts on Near Neighbours and the Broader Community	Changes to the local environment, noise, traffic disruptions, and community access during construction.	<ul style="list-style-type: none"> • Individual Property Management Plans developed in consultation with directly impacted landowners. • Tailored plans to manage specific impacts related to noise, air quality, and traffic. • Dedicated Community Liaison Officer and a Community Communications Strategy that ensure diverse and inclusive engagement. • Clear communication to residents about expected disruptions and alternative routes. • Community awareness programs in impacted local areas. • Complaints management process in place.
Impacts on Community Cohesion, Safety, Health, and Wellbeing	Changes to community cohesion due to an influx of temporary workers and potential impacts on local wellbeing	<ul style="list-style-type: none"> • Dedicated Community Liaison Officer to mediate conflicts and address grievances. • Cultural Awareness Training for Workers to enhance their understanding of local customs, values, and concerns. • Code of Conduct outlining expected behaviours of workers in the community. • Clear policies to prevent discrimination or harassment. • Investment in local community projects through funding for cohesion programs or initiatives.
Access to Social Infrastructure and Services	Increased demand for healthcare, education, and emergency services due to the temporary workforce.	<ul style="list-style-type: none"> • Coordination with emergency services to ensure timely access during construction. • Wellness programs for workers promoting preventative care and mental health support. • Engagement with local suppliers and prioritisation of contracts with local businesses. • Encouragement of workforce integration to boost the local economy. • Provision of temporary workforce accommodation at Adjungbilly and Yass. • Implementation of a Community Investment and Benefits Plan, informed by engagement with local councils and stakeholder groups. • Partnerships with local mental health services to benefit both the construction workforce and landowners.



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Impacts on Housing Availability and Affordability	Housing shortages and increased rental costs due to workforce demand.	<ul style="list-style-type: none"> • Maximising local employment opportunities to reduce demand for temporary accommodation. • Collaboration with Workforce Australia and TAFE NSW for pre-employment training. • Provision of workforce accommodation at Adjungbilly and Yass. • Accommodation strategies for Goulburn and surrounds, including rental properties, hotels, and motels. • Monitoring baseline housing data and tracking changes due to the project. • Engagement with stakeholders to address cumulative pressures on housing and accommodation markets.
Impacts on Tourism	Disruptions to tourism activities and impacts on local businesses.	<ul style="list-style-type: none"> • Regular liaison with councils and event organisers to understand upcoming events. • Modifications to construction activities to accommodate major events. • Minimisation of disruptions to tourism activities. • Participation in planning meetings related to major events.
Labour Draw and Impacts on Local Businesses and Services	Changes in demand for goods and services in the community due to the project workforce.	<ul style="list-style-type: none"> • Pre-employment training, skills programs, and internships to boost local employment. • Partnerships with Australian Network for Disabilities and Australian Spatial Analytics to support workforce diversity. • Dedicated trainee, apprenticeship, school-based apprenticeships and traineeships, and graduate opportunities. • Collaboration with universities and Career Trackers to recruit Aboriginal and Torres Strait Islander graduates. • Scholarships for local Aboriginal community members in business and entrepreneurship. • Conservation and ecosystem management traineeships. • Support for Recognised Aboriginal Businesses for ongoing asset maintenance. • Subcontractor Support Guide to aid compliance and maximise local procurement. • Regional employment shows to connect businesses.
Cumulative Social Impacts from Other Infrastructure Projects	Overlapping impacts of HumeLink and other major projects in the region.	<ul style="list-style-type: none"> • Continued engagement with local councils and industry groups to understand cumulative pressures. • Implementation of an Interface Management Plan to coordinate with adjacent projects. • Regular interface meetings to identify and mitigate conflicts. • Joint communications where applicable. • Ensuring key stakeholders can engage with the appropriate project representatives.

