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City of
Greater Geraldton
a vibrant future



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Your Ref: n/a
File Ref: ED/5/0007
Enquiries: Tony Brun

5 October 2011

Mr Tony Windsor MP
Chairman
House Standing Committee
Regional Australia
House of Representatives
PO Box 6021 Parliament House
Canberra ACT 2600

Dear Mr Windsor

INQUIRY INTO THE USE 'FLY-IN, FLY-OUT' (FIFO) WORKFORCE PRACTICES IN REGIONAL AUSTRALIA

Thank you for the opportunity to submit to the above inquiry. A copy of our submission has been attached for your consideration. The City wishes to indicate its desire to give evidence and make statements at any hearing held in Western Australia.

The City would request that the Committee schedules inquiry sessions in Western Australia and would be prepared to assist in facilitating such a session by providing the use of a function room. Our facilities have been used by other House and Senate Committees in the past.

Yours sincerely

Tony Brun
CHIEF EXECUTIVE OFFICER

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WESTERN AUSTRALIA

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SUBMISSION

HOUSE STANDING COMMITTEE ON REGIONAL AUSTRALIA

**INQUIRY INTO THE USE 'FLY-IN, FLY-OUT' (FIFO) WORKFORCE
PRACTICES IN REGIONAL AUSTRALIA**

Disclaimer

The City of Greater Geraldton submission to the Australian House of Representatives Standing Committee on Regional Australia Inquiry into the use 'fly-in, fly-out' (fif) workforce practices in regional australia.

The City of Greater Geraldton shall not be liable for any loss or damages howsoever caused as a result of reliance upon information contained in this text.

Executive Summary & Recommendations

The development of resources has provided a major increase and proportion of the national income. However it is becoming apparent that policies developed over a long period of time have failed to adapt to the new circumstance and have allowed, and in some cases, facilitated the flow of population from regional areas where the natural resources are to already over-crowded metropolitan capital cities.

The submission calls for a systematic review and change to policies and funding mechanisms to ensure that employment for the resources sector is kept as much as practical close to the source of the project. Simple measures could see the utilisation of the development of our natural resources to create substantial, strong and diverse regional communities across Australia.

Geraldton at the centre of the burgeoning and emergent Mid-West and Yilgarn mineral provinces has the capacity to become a major regional city providing an integral part of the national logistics and industrial needs at a national context. However there is a real risk that given current State and Commonwealth policies such a vision may come to naught.

Key Recommendations

1. That the Commonwealth Government review the current structure of company and income tax exemptions and FBT exemptions in respect to FIFO operations for all projects and to only provide exemptions where a projects source labour from genuine, the immediate rural, or remote area or a declared regional city in the same State.
2. That the Commonwealth Government review the current definitions of a remote area under FBT law and create a definition in relation to major regional cities across Australia with the aim of providing additional benefits and facilitate the location of employees and services to support the resources sector in those communities as opposed to encouraging settlement in the major metropolitan centres.
3. That the Commonwealth Government apply revenues from the Mining Resource Rent Tax and from general company taxation revenue (in recognition of the significant positive inflows from resources projects) towards a specific infrastructure and services development fund to help develop and enhance Australia's regional cities.
4. That the Commonwealth Government review the current requirement under the Foreign Investment review process to enhance the regional workforce plans to ensure they maximise local employment and build capacity within the region the natural resource is located.
5. That the State Government review the current arrangement under the approvals processes for resources or infrastructure projects to go beyond simple environmental assessment but to also place requirements and conditions to facilitate regional development and social infrastructure and outcomes.
6. That the Commonwealth and State Governments review options to direct and facilitate international migration to Australia's regional cities through a series of incentives and benefits and to withhold any incentives and benefits for those who choose to migrate to the major metropolitan centres.
7. That the Commonwealth and State Government review options to facilitate interstate and intrastate migration away from the major metropolitan cities to Australia's regional cities and rural communities by way of providing incentives and tax benefits such as stamp duty exemptions and tax credits.
8. That the Commonwealth and State Government review options and partner with industry to substantial increase funding and program for the delivery of tertiary and vocational education and training (VET) in Australia's regional cities.

Background & Context

The City of Greater Geraldton is the focal point of a major and emerging resources region supporting two mineralisation provinces being the Mid-West and the Yilgarn areas. The development of these resources has led to bilateral support for major infrastructure through the combined (Federal and State) funding of \$660 million toward the Oakajee deep water port project.

The City has been developing a strategic context to capitalise on the potential that comes with the development of a true deep water port (that is one with a capacity to take 210 KT DWT ‘Cape Size vessels’) and an adjacent and associated 6,800ha heavy industry zone that has all zoning and environmental approvals in place.

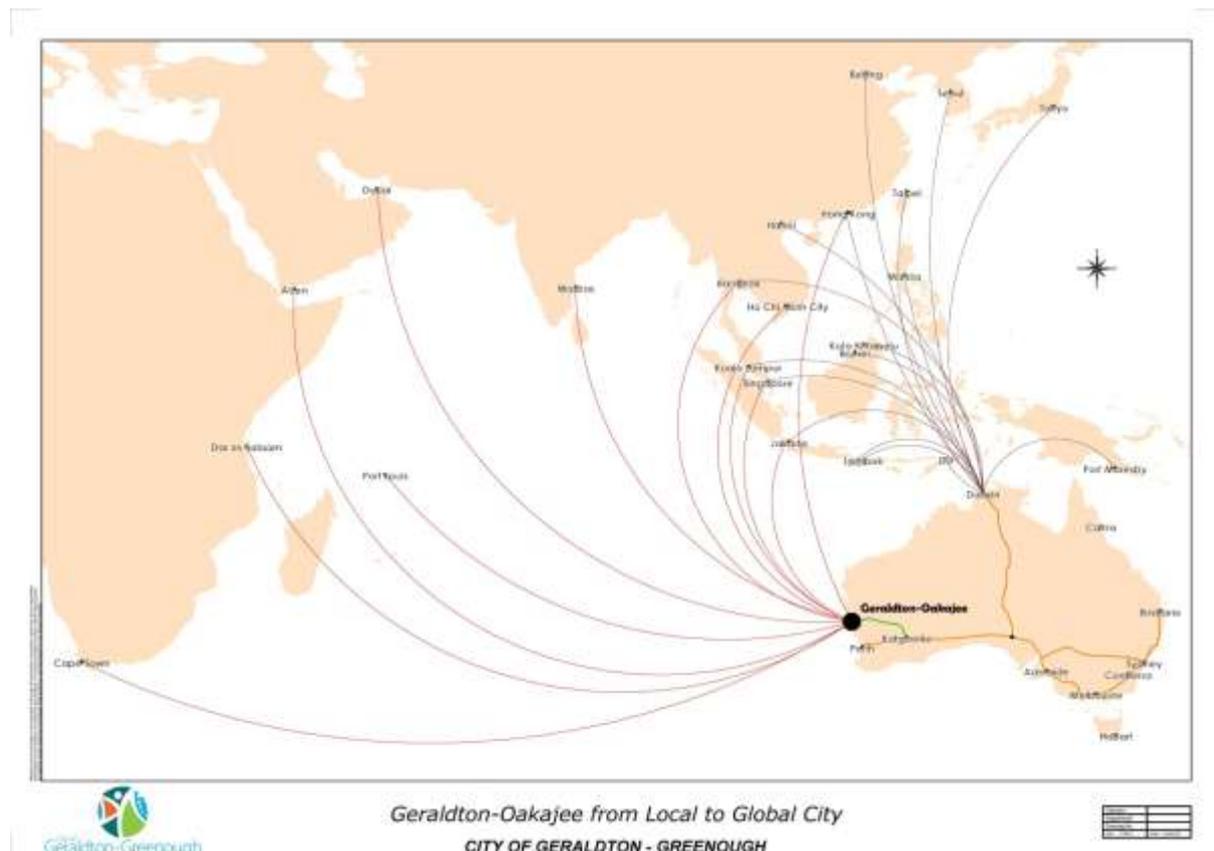


The scope for Oakajee’s development as a national industry and logistics hub can be further expanded and realised through the development of strategic rail corridors connecting to the Pilbara rail lines in the north and ultimately to the east to Kalgoorlie and thereby providing a link to the major new port and industry park to the national rail grid.

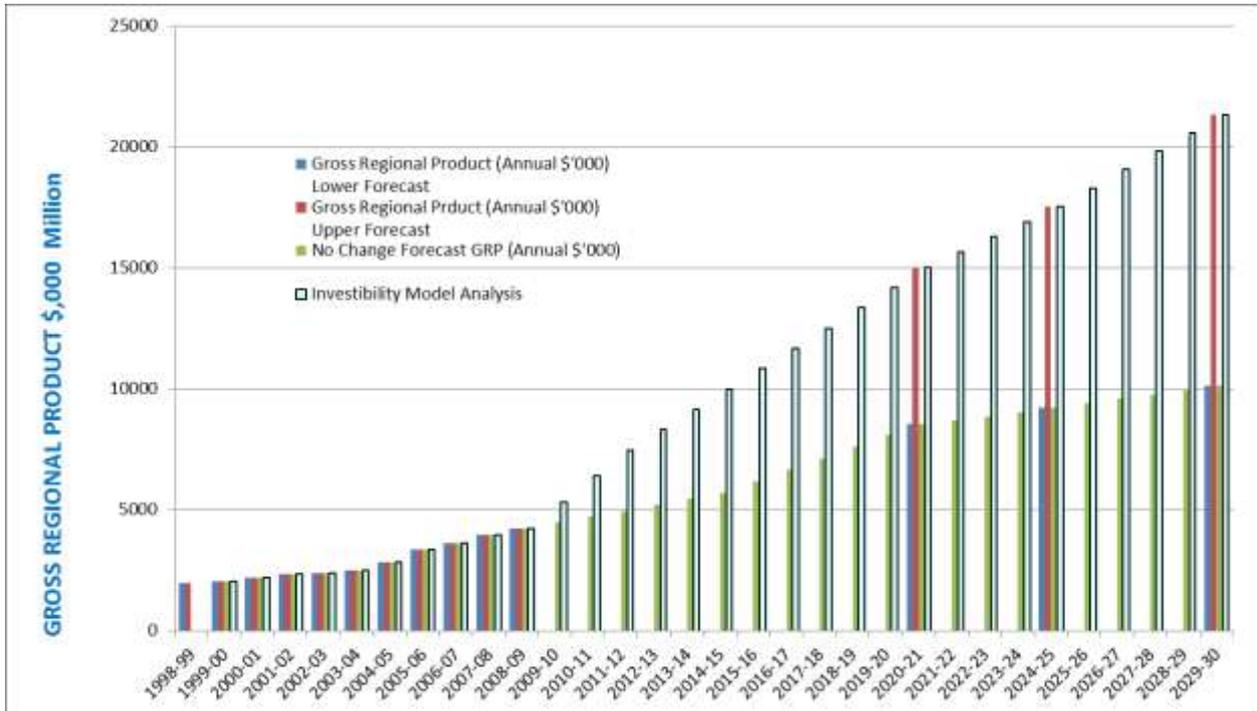
The main justifications for pursuing an integrated grid can be summarised as being:-

1. an integrated state wide national standard gauge logistic network;
2. connecting all the major west coast industry precincts and ports via a standard gauge railway;
3. the development of the Kalgoorlie Inland Freight Intermodal Logistics Hub;
4. the development of Oakajee industry and deep water port as a significant industrial and logistics hub servicing a national scale imperative and connections to the Indian Ocean Rim economies;
5. a strategic logistical network to enable a national defence strategy for the emergency and rapid mobilisation of forces to protect Australian's western and north-western coast.
6. the 'opening' and 'access' to the central resource provinces of Western Australia for resource (and potentially agricultural and community) development;
7. a framework for the diversification of Western Australia's logistics network which suffers from a concentration and over-reliance on Fremantle/Cockburn as the sole international logistics nodes; and
8. the decentralisation of development and industry to regional areas.

The ultimate connection also facilitates the development of Oakajee / Geraldton as a potential western gateway for imports and exports for all of Australia.



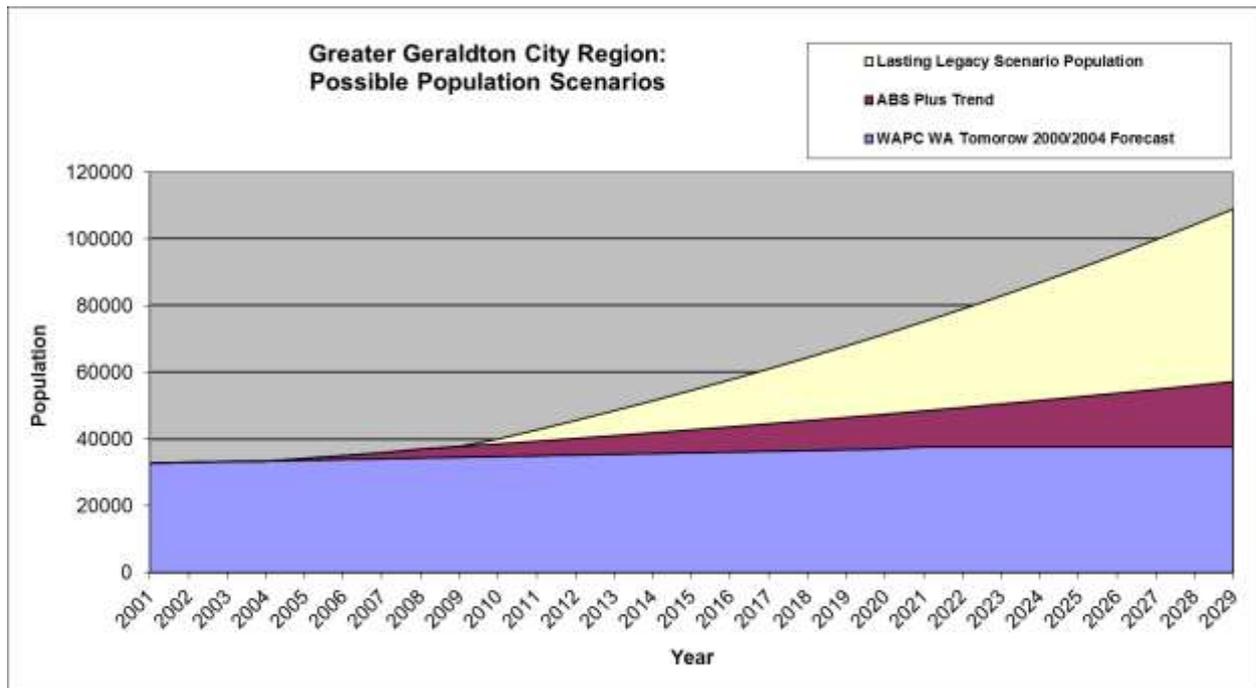
The City has been undertaking extensive review of economic and demographic modelling in order to prepare for growth and to ensure it can capitalise on the extensive projects occurring within its region. The aim is to identify mechanisms which will transfer the billions of dollars' worth of resources and logistics projects in its area into real and lasting economic gains in the local and regional economy.



What the modelling undertaken highlights, as referred in the graph above, is that the Mid West economy has grown from \$2bn to \$4bn from 1998 to 2008 and under current frameworks and State and Federal policies is expected to grow to around \$10bn by 2030. However, if different multipliers are used, that is estimating the level of local circulation of project funds and revenues and adoption of policies which facilitate regional development, then the potential for the regional economy is to reach a staggering \$22bn by 2030. That is equivalent to the total economy that of Bahrain. Such growth is not dependent on subsidies or anti-competitive policies – rather it requires the removal of incentives which encourage the location of staff in major metropolitan cities.

The impact of economic drivers also then reflects on potential growth of Geraldton's population. There are significant variations in scenarios undertaken for the future levels of population as these can be affected by a significant number of variations, not the least being the level of workforce on major resource and logistics projects which are based in the region as opposed to being FIFO based.

Based on the economic modelling undertaken an assessment of multiple scenarios was developed and provided the following results.



As can be seen, there is a significant variation between the 'official' State Government demographers forecast of future population of Geraldton which assumes no growth. That would leave Geraldton remaining at approximately 35,000 up to 2030. That is notwithstanding the fact that Geraldton has grown approximately 30% in the past decade and exceeded its 2030 forecast population in the mid 2000's.

The trend line based on official ABS figures would indicate a population around 2030 of approximately 50,000 to 55,000. However, the modelling which assumed a slightly higher, albeit conservative, population multiplier identified that Geraldton's population could reach in the order of 100,000 plus by 2030. It is worth noting the multiplier used was significantly less than the economic-population multipliers being achieved in the Townsville and Mackay regions of Queensland.

In order to facilitate the highest possible sustainable return for the community, the Council of the City of Greater Geraldton adopted a formal policy "Positive Lasting legacy Principle". The purpose of this policy was to ensure resources and logistics projects contributed to the local economy in a positive manner.

Key target areas are to prefer against the development of workers camps within 50km of the urban area. The preference is that where all opportunities for local employment and subcontracting have been exhausted, then accommodation should be provided in facilities which can be converted into tourism facilities (e.g. hotels, resorts or caravan parks) or lifestyle (over 55 year) developments.

There are examples of resource companies who are applying positive targets and seeing local employment. [Appendix 3](#) highlights such an example where a major regional resource proponent will be targeting 70% of their employment needs through Geraldton.

There has been significant statements made from resources and infrastructure project proponents that they cannot deliver major projects using local labour or companies. It is worth noting that in the early 1980's Iluka built a major mineral sands processing facility at a cost of \$200m. This was built

totally by local labour and companies. Effectively a community of around 20,000, as Geraldton was then, delivered a complex technical processing facility which in today's dollars would be worth around \$600-800 million. Projects such as this were the basis of development of local services and construction companies which today service mines around the world.

Such examples clearly show the folly and error of the logistics and resource companies who claim the only solution to delivering major projects is through the FIFO model. This is a major reason why the government must question the premise of the models put forward by resources and logistics companies and seek to implement policies which are of the national and community interest and not short term profits.

Key Issues

The following represents the key issues identified by the City as having an effect of the sustainable development of regional communities and with a specific focus on the major regional cities.

Fringe Benefits Tax Implications

There are concerns with the current Fringe Benefits Tax (FBT) structure that encourages companies to create camps and FIFO to major metropolitan cities (or even overseas to NZ and other places). Further, the provision of the camps, services and air travel is all a deductible expense for the mining companies. This effectively means the Government is subsidising to the tune of billions of dollars per annum a system which is anti-regional by nature.

Ironically the current framework by encouraging massive air travel in numbers of trips, people travelling and distances travelled is contributing significantly to massive carbon emissions.

An alternate view is that the Government should consider reviewing the FBT laws to be changed to only allow FBT exemption where FIFO is to a non-metropolitan area within the same state as the mine or project being undertaken;

Lack of Regional Investment

There are concerns at the lack of investment from FIFO dominated projects in regional communities. There is evidence of projects in the Pilbara which have assessed the production change and found that there was effectively no input or integration with the local or regional economy. Even to the extent some projects weren't even buying basic services such as bread from the region - even though there were suitable providers of this.

Whilst the argument may be that the service or system may be provided cheaper or more competitively out of a major metropolitan centre (or worse overseas) there is a real cost and subsidy borne by the taxpayer in covering the shortfall that impacts the local and regional communities which miss out. The resource and infrastructure projects still are pleased to have a nearby hospital or emergency services (in many cases staffed by volunteers); however there tends to be no acknowledgement that have a strong local population and economic can support and improve these services.

There are significant opportunities for State and Commonwealth Government to substantially review their environmental and investment approval processes to mandate and condition a higher level of local and regional employment and social dividend through provision or contribution to infrastructure and associated services. Also, by ensuring the highest possible number of local work force participants, they can stimulate population growth which by nature results in a stronger local and regional economy.

Opportunities for Migration Policy

Migration policy plays a significant role in the development of Australia and especially regional Australia. Anecdotally it would appear that there has been a strong trend from the 1950's to present

where new migrants now settle in the major metropolitan centres as opposed to regional communities. This comes through changes in preferences of migrants and also changes to government policies which effectively encourage these migration shifts.

It is noted there is a growing groundswell of community resentment and opposition in the major metropolitan cities to the ongoing and increasing migration to already over-crowded cities, which are struggling to meet the needs of their existing communities let alone cope with additional members coming in.

There are opportunities to redirect immigration to regional centres for both skills and unskilled labour to service major construction and operational projects

It is suggested that incentives could be provided to ensure skilled and unskilled migrants are swayed to relocate to regional centres instead of naturally gravitating to Sydney and Melbourne where they are clearly not wanted.

Government Support for Social Infrastructure and Services

There is the need for the government to provide greater levels of support and social services for growing communities in regional centres.

It has been noted in various studies the cost of urban sprawl and development in major metropolitan cities costs all levels of government around \$70,000 per lot in subsidies. That is to provide freeway, rail, water and power. The cost of equivalent development in regional cities is substantially lower. Therefore it would appear to be logical for governments to encourage a lessening of growth of the major metropolitan centres and facilitate a shift to regional centres. The savings through the lower subsidy requirements would effectively provide sufficient funds to enable the delivery of improved social and recreational infrastructure in regional cities.

By providing improved amenities this will attract and support both domestic migration and immigration to these areas.

Training and development

A key issue relates to the need for State and Commonwealth to better fund universities and vet training in regional cities.

It is acknowledged that there is an emerging skills shortage in regional communities and this is being used by resources and infrastructure project proponents to claim FIFO offers the viable alternate. However, FIFO does not address the issue and only compounds the shortages across the economy as a whole, leading to increased employment costs which affect other industries not directly related to resources or infrastructure projects.

There is a real opportunity to link the demand for skilled workers to the resources and infrastructure project and come up with a bi-lateral government approach in conjunction with industry to substantially develop and enhance regional campuses for vet and tertiary education.



Appendix 1: City of Greater Geraldton – Council Policy CP003 Lasting Legacy Policy Principle

Council Policy CP003 Positive Lasting Legacy Principle			
Officer	Chief Executive Officer	Owner	Chief Executive Officer
Review Frequency	Annually	Next Review	2012
Council Resolution number and date		CS001 1 July 2011	
Chair of Commissioners		Chief Executive Officer	

OBJECTIVE

The City of Greater Geraldton is dedicated to ensuring that future major infrastructure, logistics, industry and resource projects leave a lasting legacy and integrate properly into our community, and further, being part of the transformation of Geraldton and its associated region as a major national regional powerhouse and viable alternative for industry and lifestyle to Perth.

SCOPE

This policy applies to all City employees, contractors and councillors.

This policy applies to all major infrastructure, logistics, industry and resource projects undertaken or supported by the City.

DEFINITIONS

CEO means the Chief Executive Officer of a local government.

Councillor means a person who holds the office of councillor on a council.

Mayor means a person elected by the electors to hold the office of Mayor.

Employee means:

- a) A person by whom work is done under a contract of employment;
- b) An apprentice; or trainee;
- c) Person employed as a contractor.

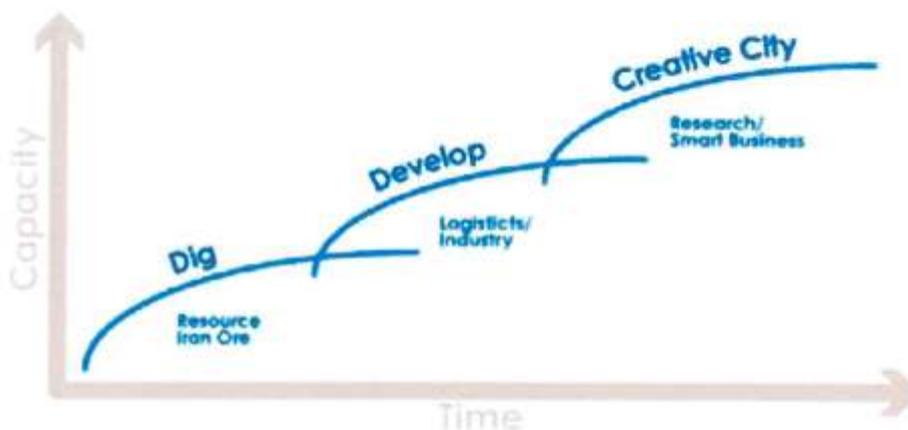
POLICY PRINCIPLES

1. The Mid West region of Western Australia is on an unprecedented growth path. The City of Greater Geraldton identifies future major infrastructure, logistics, industry and resource projects, such as the construction of a deep water port at Oakajee, as being key drivers to sustain our population growth and economy.

This is possible with good planning and coordination between major proponents and the City of Greater Geraldton, together with other Local Government Authorities and other groups within our region.



2. By developing a key strategic approach to future collaborations, the can ensure positive outcomes from major projects for the region's economy, growth and future sustainability.
3. The Positive Lasting Legacy Principle will ensure effective, planned and sustainable regional development.
4. The Principle will focus on improving the outcomes for Mid-West businesses, employment growth, long term sustainability and viability of the City and the region.
5. The Principle will focus more on regional, rather than fly in fly out. This will alleviate some of the social problems that the Pilbara are now experiencing
6. The community can expect that future major developments will not be limited by models of simplistic and cheapest outcomes available in today's dollars, but will add value to the community/region by providing renewable energy options.



7. An example of how the City will plan to ensure positive lasting legacies from major regional projects is the proposed Oakajee Port project.

As illustrated in the above diagram, the first phase of the project reflects its life at start up as an iron-ore export port; then it evolves to importing and exports and development of resource processing (at the Oakajee Industry Precinct) and finally the City realises its vision of Greater Geraldton becoming a creative industries/technology based economy (with the Oakajee Port and Industry precinct continuing to add value and support the region).

8. The City will work in collaboration with proponents of future major infrastructure, logistics, industry and resource projects and the State and Commonwealth Governments, through the framework of the '2029 and beyond Sustainable Future Greater Geraldton City Region project' to achieve balanced and lasting legacy outcomes.
9. The City will work with the State and Commonwealth Governments, to identify and prioritise an appropriate level of funding, to be provided to the region to enable the development of infrastructure and social services in recognition of the substantial need generated from the new resource sector developments, which will encourage sustainable economic and social growth of the region.



10. The City will work collaboratively with the proponents of future major infrastructure, logistics, industry and resource projects together with State and Federal Government agencies to facilitate a workforce composition balance through sourcing labour by:
- a. Training and employing "under-employed" sectors such as:
 - i. Local indigenous employees;
 - ii. Youth exiting the region for careers, education and training;
 - b. Relocating employees on a permanent residential basis to Geraldton and its regional areas.
11. The City commits to supporting and facilitating a balanced workforce composition by contributing and supporting industry and skilled labour attraction programs (such as the previous Positive Geraldton Campaign and through the Go West Campaign).
12. The City reaffirms its commitment to initiatives such as the MWCCI Regional Procurement Officer and the Commonwealth's Project Connect project in order to facilitate local industry capacity building and opportunities.
13. The City will work collaboratively with and will encourage the proponents of such projects to:
- 13.1. Through the development phase and operations of their projects, ensure that existing infrastructure and services (such as roads, power, water, education, training and health services) are enhanced, upgraded and expanded in order to provide a lasting benefit to the broader community and economy;
 - 13.2. Avoid building infrastructure and services (such as roads, power, water and other services) which are for the sole use of the project or are of a temporary nature, unless it can be otherwise demonstrated that an alternative development will provide a lasting benefit;
 - 13.3. In cases where workers camps are to be constructed (as a last resort) to do so on freehold or crown land in an area and to a standard that at the conclusion of its use, it can be handed over to the local authority or sold or leased to a private operator for either one of the following uses: quality tourism development, lifestyle or retirement villages, or a community group or agency facility from which to provide human services;

The City will engage a community housing provider to explore ways to maximise the potential for use of the villages for affordable housing for socially and economically disadvantage groups;
 - 13.4. By all possible means, ensure that their contracts are packaged in such a manner (in terms of scope and scale of works) to ensure local and regional service providers and contractors have every opportunity to bid and realistically be considered to undertake the works;
 - 13.5. Make every effort to ensure work conditions stipulated in contracts do not demand that work schedules be structured in such a manner to provide a preference to workers camp/FIFO over locally based employment;

- 13.6. Make every reasonable effort to mitigate their impact of their projects on the local rental market;

An example would be working collaboratively with the City of Greater Geraldton, identifying short and medium term housing demands of the proponents, with a view to actively pursuing turn-key housing estate opportunities with developer/builder consortia; and

- 13.7. Where after exhausting all local employment options, effectively plan ahead to ensure that where relocation of workers is required, that permanent housing with the Greater Geraldton Region for those workers and their families is facilitated.

The City will advise the Commonwealth Government, the State Government and any major infrastructure, logistics or resource project proponents of its position and requirements.

WORKPLACE INFORMATION

Local Government Act 1995
Freedom of Information Act 1992, including associated regulations,
City of Greater Geraldton's Code of Conduct.

ROLES AND RESPONSIBILITIES

The Chief Executive Officer is responsible for implementing this Policy.



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Appendix 2: City of Greater Geraldton (FIFO BROCHURE)

Geraldton A Vibrant Future



Geraldton
Fly In Fly Out from Geraldton





Geraldton A Vibrant Future



Geraldton is a thriving regional city overlooking the Indian Ocean.

As the capital of the Mid West supporting a population of 40,000 people, and servicing a region in excess of 50,000, Geraldton provides outstanding opportunities, and a ready population base, for professional services. Accountants, lawyers, health professionals, teachers and consultants in a wide range of disciplines are all in high demand.

From primary industries to tertiary service providers, Geraldton offers abundant employment and business opportunities. Local knowledge of these many opportunities has spawned many a successful business operator and is waiting to do so again.

Geraldton's magnificent climate is the perfect encouragement to take to the great outdoors. Excellent facilities exist for boating with numerous launch ramps, quality pens and yacht club. Safe beaches provide a fun aquatic playground for all the family, or for those who seek the swell, surfing spots abound.

Parents can choose from a range of child care options, including a flexible, accredited home-based child care service that has been caring for young babies through to pre-teens for more than 32 years.

Families have a choice of well resourced facilities in which to educate their children, delivering a standard of education equal to that offered in larger cities.

Subject choices in the senior levels provide all the necessary background for students to gain university and TAFE entrance.

Tertiary education has moved ahead rapidly in Geraldton in recent years. Durack Institute of Technology and Geraldton Universities Centre offer students a range of vocational education and training and a range of degree courses that can either be commenced, or fully completed, in Geraldton.

The Geraldton Regional Hospital services the entire Mid West and beyond. The facility provides an extremely comprehensive range of services to deal with any situation from maternity to routine and elective surgery, to emergencies and intensive care.

Geraldton also supports a private hospital, St John of God Health Care, complete with an adjoining Specialists Centre and Palliative Care Unit - the provision of both public and private health care options providing greater choice for the Geraldton community.

Access to many General Practitioners and a full range of allied health professionals is assured in Geraldton. Physiotherapists, chiropractors, dentists, opticians and speech therapists.

A Vibrant Future



Fly In Fly Out



When flexibility, retaining staff and quality services are important, choosing Geraldton as the location for your fly in - fly out workforce makes a lot of sense.

Geraldton offers first class airport facilities and a choice of charter and regular passenger transport services, all on the doorstep of one of the richest mining areas in Western Australia. Ideally located to service mines in the Mid West, Pilbara, Murchison, Gascoyne and North Eastern Goldfields, Geraldton allows your workforce to stay closer to home.

The enviable family lifestyle available in Geraldton has already seen large mining operations and mining support companies successfully operate a fly in - fly out workforce from the regional city.

Affordable, quality housing provides for a lifestyle that could only be dreamt of for employees in Perth. New estates with ocean or rural views, cutting edge technology or heritage homes to renovate are all available.

Outstanding education and health facilities are offered in an environment that is safe, open and friendly. As the regional service centre for the Mid West, access to government services and employment and business opportunities for mining employee spouses ensures unlimited opportunities.

For those times off the mine site, recreational pursuits abound in Geraldton. First class sporting facilities and clubs cater for all interests and abilities. Geraldton is an aquatic playground with excellent fishing, boating, windsurfing and surfing. Shopping, restaurants, hotels and a host of entertainment options make Geraldton as exciting by night as it is by day.

They're all the right ingredients for a happy, contented workforce.

And if they do need to link up to Perth, it's only a one hour flight or a relaxed four and a half hour drive away.

For your fly in - fly out workforce, give them the lifestyle choice.

A Vibrant Future



Geraldton Airport



Geraldton Airport is an outstanding regional facility offering all weather access for aircraft up to a B737-800 series capacity.

With three terminals, two supporting general aviation and the major Greenough Terminal catering for regular passenger transports (RPT), its ground facilities are second to none in regional Western Australia.

The Greenough Terminal with its aeronautical streamline curves, the steel and rammed earth terminal has been designed to support growth in aviation through Geraldton for the next 20 years.

The existing Brearley Terminal services the needs of the general aviation industry.

The Greenough Terminal is designed for passenger comfort featuring conference facilities, indoor and outdoor seating, a licensed café and public showers.

Security is a major focus with a digitally recorded, 24-hour surveillance system installed to monitor and record all aspects of the car park and terminal. Parking at the terminal includes an area for long term parking. Full checked baggage screening equipment is installed within the Greenough Terminal.

Unlike the Perth metropolitan area, the Geraldton Airport is just ten minutes from central Geraldton, bringing your workforce home to their families that much quicker.

And of course, Geraldton Airport is a strategic hub that can service the mining operations of the Mid West, Murchison, Gascoyne, Pilbara and areas of the North Eastern Goldfields.

Completion in 2010 of the necessary new passenger and baggage security screening facilities required by the Commonwealth Government have enabled the start of jet RPT services. The Greenough terminal was extended to accommodate the security services upgrade.

Services to Bali began in 2011; and direct Geraldton to Kalgoorlie flights are anticipated later in the year with a connection to Melbourne.

A Vibrant Future



Aviation Services



100,000 passengers utilise the Geraldton Airport each year. Currently serviced by major RPT airlines and two general aviation operators based in Geraldton, the regional city has the capacity to service fly in – fly out operations smoothly and efficiently.

For small numbers or larger groups, the choice of aircraft and companies to provide service means that any requirements can be catered for. The inherent flexibility at Geraldton Airport allows for charter companies to increase their capacity to meet changing mining needs.

This flexibility is matched with competitive cost structures, less than or equal to Perth. Shorter flight times to the mine site plus time savings in mobilising in and out of the Geraldton Airport also increase the efficiencies of operating fly in - fly out workforces from Geraldton.

Geraldton's general aviation service providers meet mining safety requirements and have already successfully provided fly in - fly out workforces to a number of mining operations in the area. This service is continuing.

With instrument rated pilots, fly in - fly out operations from Geraldton can take place with safety in all weather conditions, at any time day or night.

Mechanical and maintenance support for aircraft is also available in Geraldton and Mobil has invested in a million dollar aircraft refuelling facility. Four vehicle car hire companies operate facilities at the airport and provision is being made to enhance their operational areas.

The RPT airline provides links from Geraldton north to the Gascoyne and the Pilbara and south to Perth. With an identified need, the airline could also provide links into the Mid West, Murchison, Kimberley and adjacent mining sectors to increase capacity in these areas.



Technology Park



New development at the Geraldton Airport will form part of a sophisticated technology park that supports a strategic aviation hub and provides a range of aviation and non aviation services and employment opportunities to Greater Geraldton and beyond.

The technology park will offer connection to the National Broadband Network, a benefit of selection of Geraldton for early rollout of fibre, as a spin-off from the nationally significant ASKAP project.

The Geraldton Airport Technology Park will have a strong identity characterised by intelligent and contemporary architectural design placed within a sensitively planted landscape setting. As a development of regional significance the Technology Park will present itself as a benchmark for new commercial development for the rest of the Mid West region. Within the precinct, provision has been made for development of a hotel/motel complex, adjacent to the terminal. The Technology Park is located close to the airport's aviation operational movement area. Certain building and operational height and lighting restrictions may apply to buildings planned to be

constructed and operated from a site in the Park. Proponents must take this into account prior to committing to being located in the Technology Park. The planning of the Technology Park is guided by the Geraldton Airport Master Plan. A wide range of different commercial land uses are promoted for the Technology Park, however land uses and/or development must not adversely affect the Airport's capacity to function and grow as a strategic infrastructure element. The first stage of development will proceed during 2011.

Land uses that may be considered include:

- Aviation support
- Logistics, Transport and Distribution
- Commercial and passenger support activities
- Professional and office services
- Training
- Renewable energy research and support
- Biofuels research and development
- Information and telecommunications technology development and support
- Mining support and administration
- Compatible light industrial uses



Geraldton Airport Subdivision Staging
CITY OF GREATER GERALDTON

A Vibrant Future



Better Staff Retention



Pools of skilled and unskilled labour are available in Geraldton, with employment agencies and hire companies established to bring employers and employees together - be it for casual, short-term or permanent staff.

Mine specific training is available in Geraldton through the Durack Institute of Technology and other private training companies, providing a workforce ready to add value to any mining operation. Careers in mining are encouraged from early schooling through to tertiary vocational, technical or managerial education and training.

Special employment services such as provision of medicals and audio-metric testing are carried out in Geraldton to meet the standards required in mining. Drug testing and education and safety auditing are also available.

It is this availability of labour that has already seen some mining companies make a conscious decision to recruit out of Geraldton. Employees have even been relocated to Geraldton to take advantage of the lifestyle it offers to both workers and their families.

With quality education, health and government services, shopping and cultural amenities, and safe, friendly neighbourhoods, mining workers can confidently leave their families for their weeks on at the mine site. Upon their return, workers time off is the best it can be, taking advantage of Geraldton's Mediterranean climate and coastal lifestyle.

Couple a pool of mine ready workers with this ideal Geraldton lifestyle and it all adds up to an increased retention rate of staff that will assist in maintaining a stable workforce at the mine site.



City of
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For more information

**City of Greater Geraldton
Manager Economic Development**

Phone: 08 9956 6600

Email: council@cgg.wa.gov.au

Web: www.cgg.wa.gov.au

Geraldton Airport Manager

Phone: 08 9923 3207

Email: manager@geraldtonairport.com.au

Web: www.geraldtonairport.com.au

Shine Aviation

Phone: 08 9923 3600

Web: www.shineaviation.com.au

Geraldton Air Charter

Phone: 08 9923 3434

Web: www.geraldtonaircharter.com.au

www.geraldtonopportunities.com.au

Appendix 3: Media relating to Industry taking up opportunities as Geraldton as FIFO base

Charter flights from Geraldton to Karara set up - ABC News (Australian Broadcasting... Page 1 of 1



Charter flights from Geraldton to Karara set up

Posted August 10, 2011 18:07:58

Gindalbie Metals says its decision to offer charter flights between its Karara mine and Geraldton is aimed at encouraging workers to settle in the region.

The flights operate each Thursday morning and evening.

Karara is about 200 kilometres south-east of Geraldton and is the Mid West's largest new resource project.

Gindalbie's managing director Steve Murdoch says with construction ramping up, the company is looking to increase its 1,300 strong workforce by at least 700 over the coming months.

Mr Murdoch says the company is hoping to encourage some of them to relocate to the region.

"Part of our medium to long term scheme is to relocate as many of our future workforce into the Mid West region and particularly we're very keen to set up Geraldton as a FIFO hub," he said.

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PHOTO: Gindalbie says the charter flights will be offered twice a week

MAP: Geraldton 6530