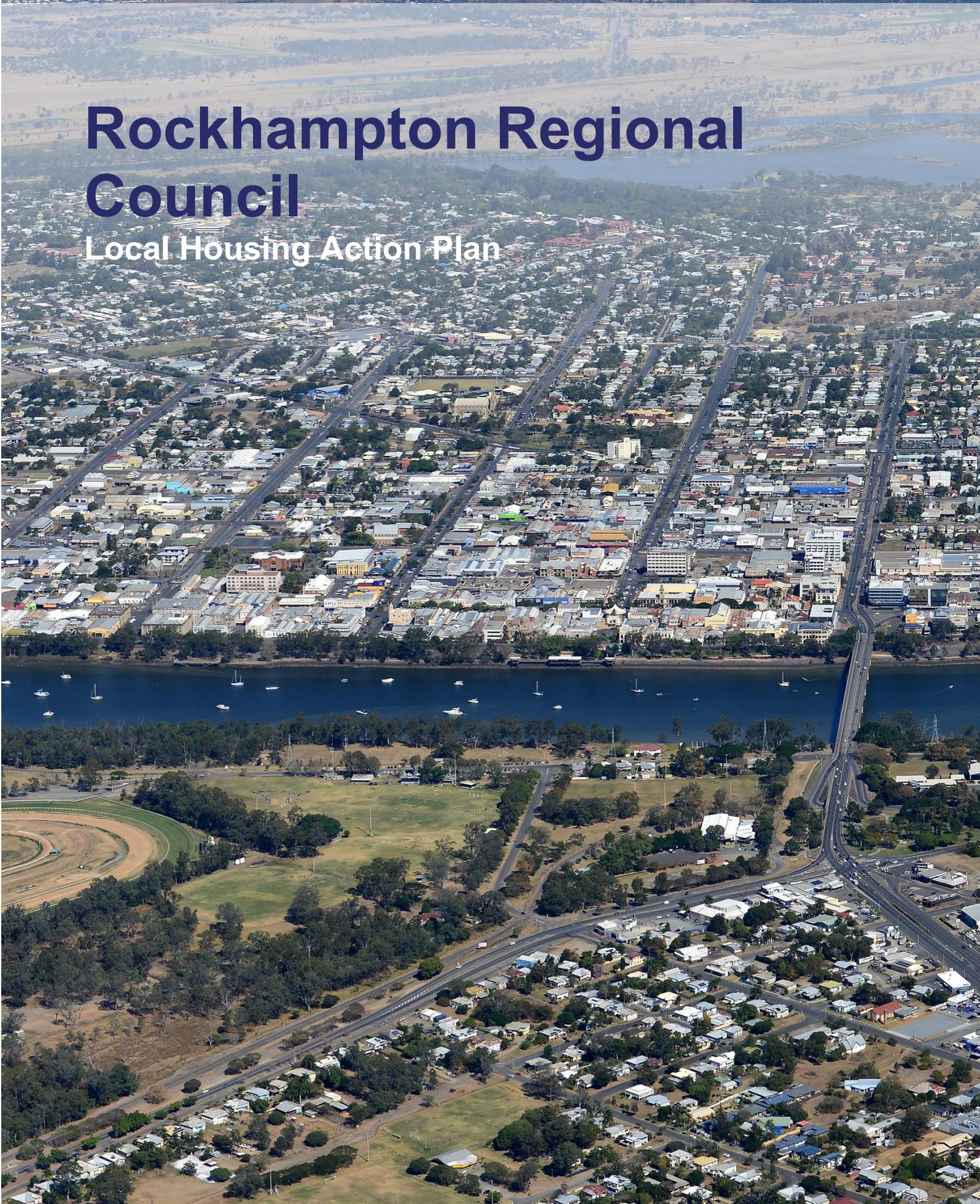


# Rockhampton Regional Council

## Local Housing Action Plan



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### Acknowledgement

Rockhampton Regional Council acknowledges Australia's Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the lands on which we live, learn and work. We pay our respect to their Elders, both past and present, and to our shared future.

### Disclaimer

This information has been prepared by Rockhampton Regional Council using data sourced from Australian and Queensland Government data, as well as other authoritative sources as listed in the document. In addition, insights and findings from community consultation have been included. Data was current at the time of developing this document.

# 1.0 Introduction

This Local Housing Action Plan (the Plan) is developed through a joint initiative involving the Queensland Government, Rockhampton Regional Council and the Local Government Association of Queensland (LGAQ) to respond to a range of immediate, emerging, and longer-term housing challenges in the Rockhampton region.

This is an iterative process that does not intend to duplicate existing actions of Council or the actions under the Queensland Housing Strategy 2017-2027 or the Housing and Homelessness Action Plan 2021-2025. It seeks to identify opportunities, consider an agreed response, develop targeted actions on key priorities and enable ongoing review of effort to adapt and respond to changing need.

The Plan aims to:

1. **develop agreed priority actions** to respond to housing need in the local government area.
2. **establish strong foundations for longer-term housing responses** to assist housing and homelessness outcomes in the local government area into the future
3. **incorporate existing information and plans** that assist with developing responses to housing need and acknowledge work already completed by the Council, state agencies, private and not-for-profit organisations
4. **facilitate targeted interaction between all parties through agreed actions** to ensure a focus on deliverables and projects that can improve housing responses in the short and longer-term



Rockhampton Regional Council has already undertaken actions in-line with these aims.

## 2.0 Executive summary

### 2.1 The Rockhampton Region

Located along the Tropic of Capricorn, Rockhampton Regional Council is the hub of Central Queensland and sits within Northern Australia. Rockhampton is one of the oldest cities in Queensland, having been founded in 1853.

The region covers a land area of 6,565 square kilometres, which incorporates inner regional, outer regional and remote areas. The Local Government Area incorporates 3 major population centres – Rockhampton City, Gracemere and Mount Morgan - along with a number of smaller towns and localities.

Rockhampton's natural and community assets are used by areas outside its boundaries, with water from the Fitzroy River servicing other areas. The city is an important logistics hub with significant road, rail, air transport networks. Rockhampton Regional Council owns and operates the Rockhampton Airport, one of the few regional councils that operates a commercial airport. In addition, council owns several significant community assets such as the Rockhampton Botanic Gardens & Zoo, the Pilbeam Theatre, the Rockhampton Museum of Art, the Rockhampton Showgrounds, and Kershaw Gardens.

Renowned as the Beef Capital of Australia, the city is also a vital economic, business and service centre for Central and Western Queensland. Rockhampton is a major service hub and provides health, education, community, government, and financial services for Central and Western Queensland. It's proximity to major resource operations and renewable energy projects means that Rockhampton plays an important role in the transition economy.

### 2.2 Rockhampton population data

- 83, 604 (Estimated resident population for 2023)
    - Male 49.4%
    - Female 50.6%
  - 7,102 Aboriginal and/or Torres Strait Islander (8.7% of the population)
  - Median age: 36.9
  - Average household size 2.43 people
  - 25.6% couples with children
  - 23.9% couples without children
  - 13.1% one parent families
  - 26% lone person households
  - 3.2% group households
- Data source: Australian Bureau of Statistics, Census of Population and Housing 2016 and 2021. Compiled and presented by .id (informed decisions).*

## 2.3 Rockhampton housing supply and tenure data

This information provides general information about the composition of dwellings and tenure status in Rockhampton.

<p><b>Housing supply and dwelling composition</b></p>	<p>Rockhampton's supply of housing increased modestly between 2016 and 2021. What is most noticeable is that there were increases in the proportion of separate dwellings but decreases in medium- and high-density housing.</p> <p>An action in our plan is to have a greater mix of dwellings in the region.</p> <ul style="list-style-type: none"> <li>• Total dwellings (2021) - 35,714</li> <li>• Occupied private dwellings (2021) - 32,134</li> <li>• Total dwellings anticipated by 2041 – 42,144</li> </ul> <p><b>Dwelling types</b></p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">2021</th> <th colspan="2">2016</th> <th rowspan="2">Change</th> </tr> <tr> <th></th> <th>%</th> <th>Number</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Total Private Dwellings</td> <td>35,714</td> <td></td> <td>34,826</td> <td></td> <td>+888</td> </tr> <tr> <td>Separate house</td> <td>30,701</td> <td>86.0</td> <td>29,470</td> <td>84.6</td> <td>+1,231</td> </tr> <tr> <td>Medium density</td> <td>4,255</td> <td>11.9</td> <td>4,190</td> <td>12.0</td> <td>+65</td> </tr> <tr> <td>High density</td> <td>189</td> <td>0.5</td> <td>201</td> <td>0.6</td> <td>-12</td> </tr> <tr> <td>Caravans, cabin, houseboat</td> <td>347</td> <td>1.0</td> <td>641</td> <td>1.8</td> <td>-294</td> </tr> <tr> <td>Other</td> <td>74</td> <td>0.2</td> <td>167</td> <td>0.5</td> <td>-93</td> </tr> <tr> <td>Not stated</td> <td>148</td> <td>0.4</td> <td>157</td> <td>0.5</td> <td>-9</td> </tr> </tbody> </table> <p><i>Source: Australian Bureau of Statistics, Census of Population and Housing 2016 and 2021. Compiled and presented by .id (informed decisions).</i></p>		2021		2016		Change		%	Number	%	Total Private Dwellings	35,714		34,826		+888	Separate house	30,701	86.0	29,470	84.6	+1,231	Medium density	4,255	11.9	4,190	12.0	+65	High density	189	0.5	201	0.6	-12	Caravans, cabin, houseboat	347	1.0	641	1.8	-294	Other	74	0.2	167	0.5	-93	Not stated	148	0.4	157	0.5	-9
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<p><b>Tenure status and vacancy rate</b></p>	<p>An increasing proportion of Rockhampton households have a private rental tenure. However, the number of bonds held with the RTA has decreased in recent years. Bonds held is an indicator of how much movement is occurring in the rental market.</p> <p>This tightening market is reflected in the vacancy rate, which has been below 1% since June 2020.</p> <table border="1"> <thead> <tr> <th>Tenure</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Fully owned</td> <td>28.3%</td> </tr> <tr> <td>With a mortgage</td> <td>32.7%</td> </tr> <tr> <td>Private rental</td> <td>26.2%</td> </tr> <tr> <td>Social housing</td> <td>4.3%</td> </tr> <tr> <td>Crisis and temporary accommodation (est)</td> <td>0.2%</td> </tr> <tr> <td>Homeless (est)</td> <td>0.4%</td> </tr> <tr> <td>Other accommodation – aged care, gov't staff, etc. (est)</td> <td>7.9%</td> </tr> </tbody> </table> <p><i>Data source: Australian Bureau of Statistics, Census of Population and Housing 2021. Compiled and presented in economy.id by .id (informed decisions)</i></p> <p>The number of rental bonds (private and social housing) held by the Residential Tenancy Authority (RTA) has decreased by approximately 10% since 2019, indicating slow turnover of available rental properties.</p> <table border="1"> <thead> <tr> <th>2022</th> <th>2021</th> <th>2020</th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>8,976</td> <td>9,299</td> <td>9,839</td> <td>10,012</td> </tr> </tbody> </table> <p><b>Rental vacancy and turnover</b></p> <p>From February 2022 onwards, Central Queensland has had the lowest vacancy rates in the State.</p> <ul style="list-style-type: none"> <li>• Q3 2023 vacancy rate – 1.1%</li> </ul>	Tenure	%	Fully owned	28.3%	With a mortgage	32.7%	Private rental	26.2%	Social housing	4.3%	Crisis and temporary accommodation (est)	0.2%	Homeless (est)	0.4%	Other accommodation – aged care, gov't staff, etc. (est)	7.9%	2022	2021	2020	2019	8,976	9,299	9,839	10,012																												
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- Q3 2022 vacancy rate – 1.3%
- Q3 2023 listings are 1.7% lower than 2022 and 20% lower than 5-year average

*Data source: Corelogic Regional Market Update Report, November 2023*

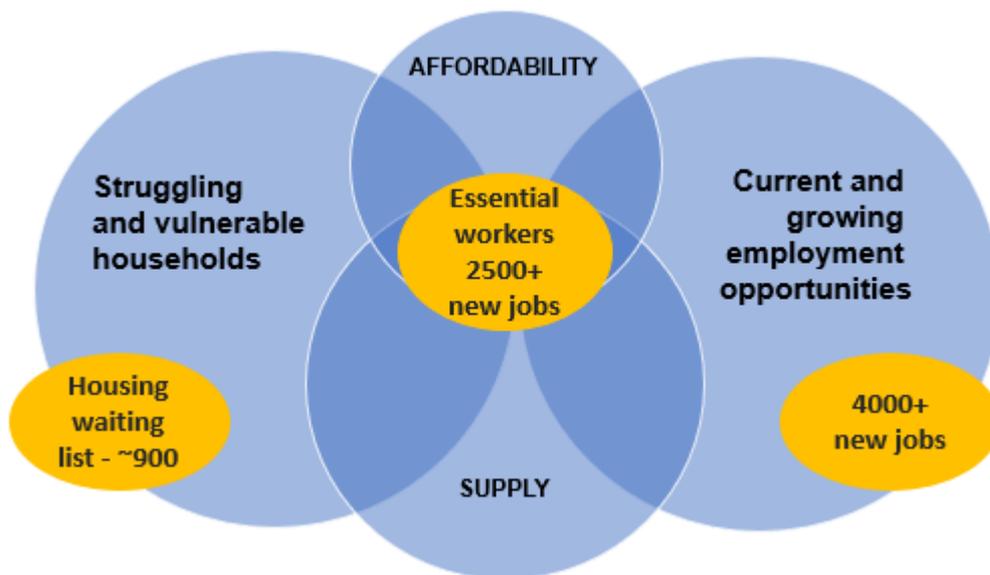
The vacancy rate in Rockhampton was below 1.0% from June 2020 until February 2023. It was as low as 0.3%, with an average of 0.9% in the 30-month period.

*Data source: SQM Research, Vacancy rates by postcode.*

## 2.4 Rockhampton's main housing concerns

When assessing the current and future housing situation in Rockhampton, the following issues became the foundation for the actions in our LHAP:

- Workforce growth is strong with an anticipated 4000+ new jobs to be created over the next 2 years
- Social housing register has remained persistently high - above 900 households
- Affordability for essential workers will become more critical with a forecast increase of 2500+ new jobs and an increasingly unaffordable rental market
- New development is ready to go but is stalled by lack of infrastructure



## 3.0 Approach and methodology

This Local Housing Action Plan has been developed by identifying a range of issues that impact or are impacted by housing situation in Rockhampton.

While Rockhampton is certainly not alone in experiencing housing pressures, it was important to identify the unique drivers that have led to the situation locally. This was achieved through:

- 1) Analysis of available local, state and national data sets, including:
  - Population data
  - Rockhampton economic data
  - Housing data, including social housing register, housing supply and demand, and housing costs
  - Current, planned and potential residential development
- 2) Extensive stakeholder engagement to ensure that the information that was gathered genuinely reflected the experience “on the ground”. Council officers met with a wide range of stakeholders from the region’s communities, businesses and services.
- 3) Land assessment was undertaken at the request of DSDLGIP, with further requests from EDQ and Department of Housing. In addition, Council has assessed land suitability for specific housing requirements, such as social and workforce housing. Land identification and assessment will be ongoing.
- 4) Workforce housing assessment has become a priority for Council as major projects and the needs of large employers in the region have highlighted the current and future impacts on housing. It is important for Council to continue to update this information in order to define and prioritise housing requirements.

We identified:

- housing priorities for the Rockhampton region
- issues and barriers to development
- capacity for development within the region
- stakeholders needed to assist in delivery of actions
- roles for Rockhampton Regional Council

These factors were also important considerations in developing actions:

- Ensuring Rockhampton Regional Council has the information available it needs to make decisions
- Ensuring that Council develops strong stakeholder relationships so that the community can work together on housing solutions
- Developing of innovative solutions for our region that suit the identified time-critical needs
- Establishing of realistic targets for different housing needs, based on demand

A summary of key inputs is provided below.

## 3.1 Data

<b>Population and socio-economic data</b>	<p>Sources used in the LHAP include:</p> <ul style="list-style-type: none"> <li>• Queensland Government – Open Data Portal, Queensland Government Statistician's Office, Jobs Queensland</li> <li>• Australian Government – ABS, data.gov.au, housingdata.gov.au</li> <li>• Social Health Atlases (PHIDU, Torrens University Australia)</li> <li>• .id (informed decisions)</li> </ul>
<b>Additional supporting documentation</b>	<p>It is important for the LHAP to be aligned to existing plans and strategies – both those internal to RRC, and those of the Queensland Government.</p> <ul style="list-style-type: none"> <li>• Regional infrastructure plans</li> <li>• Council's planning scheme</li> <li>• Relevant Council strategies, reports and plans</li> <li>• Statistical data from the Queensland Government Statisticians Office, including Census and other data sets such as building approvals, rental market data and housing approvals</li> <li>• Housing needs data from the Department of Housing and other state agencies as required</li> <li>• The Queensland Housing Strategy 2017-2027 and the Housing and Homelessness Action Plan 2021-2025</li> <li>• Other local data and information such as RAI reports</li> </ul>

## 3.2 Consultation

<b>Stakeholder Consultation</b>	<p>Two stakeholder meetings were held on 15 September and 16 November 2023.</p> <p>Local and out-of-area stakeholders have been consulted individually, including:</p> <ul style="list-style-type: none"> <li>• Community Housing Providers</li> <li>• Indigenous community representatives, including housing services</li> <li>• Queensland Government representatives from Department of Housing (now the Department of Housing, Local Government, Planning and Public Works); Economic Development Queensland; Department of State Development, Infrastructure, Local Government and Planning</li> <li>• Australian Government representatives from Department of Social Services, Regional Development Australia</li> <li>• Major employers and workforce representatives</li> <li>• Sector representatives from construction, healthcare, community services, business/economic development</li> </ul> <p>This has led to working closely with relevant stakeholders to address pressing housing demands to accommodate workforce requirements and for the development of social housing. More information about the consultation sessions is in Attachment 1: Stakeholder consultation.</p>
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### 3.3 Land assessment

Making land available for development has been identified as one of the major roles that local governments can play in addressing housing issues. RRC has worked with Queensland Government, as well as internally, to identify land for residential development.

There is limited land owned by RRC that is available for residential development. Council has also identified State and private land that may be considered for residential development, particularly for social and affordable housing.

<p><b>State Land Audit Process</b></p>	<p>RRC responded on 18 October 2022 to a request from DSDILGP to identify surplus land in the Rockhampton LGA as part of the State Land Audit Process, which was an action resulting from the Queensland Housing Summit.</p> <p>Following this, RRC had several discussions with different representatives from DSDILGP, Department of Housing, and Economic Development concerning land availability.</p> <p>On 27 September 2023, DSDILGP Strategic Services &amp; Insights provided a shortlist of land identified as suitable for housing. The shortlist identified 6 parcels of land in Gracemere owned by Department of Housing, and 4 sites owned by RRC (2 in Parkhurst and 2 in Rockhampton CBD).</p> <p>Local governments would benefit from a coordinated approach in future land assessment processes, as well as providing input into the criteria used to determine what land within a region would be most suitable for what types of development (e.g., social housing, affordable housing, medium- or high-density housing, workforce accommodation/housing, and general residential development).</p>
<p><b>Department of Housing interest in RRC-owned land</b></p>	<p>In November 2023, RRC was contacted by the Property Section within Department of Housing about purchasing 888 Yaamba Road, Parkhurst (old tennis court site). Council approved the sale of the site on 11 December 2023, conditional to completing a valuation.</p> <p>Also in November 2023, RRC was contacted by a representative from the local office of the Housing Delivery Section about the Yaamba Road site and the William Street site. We informed them that negotiations had progressed with the Property Section for Yaamba Road and provided additional information about William Street. William Street had preliminary concepts developed in conjunction with EDQ for a multi-story housing project for social and disability housing. The project did not progress at that time.</p>
<p><b>Internal assessment of land</b></p>	<p>RRC has conducted its own assessment of available land based on:</p> <ul style="list-style-type: none"> <li>• Queries from developers</li> <li>• Current development applications, including greenfield development</li> <li>• Potential for in-fill development</li> <li>• Potential of redevelopment, including CBD development</li> <li>• Needs identified through the LHAP</li> </ul>

## 4.0 Key focus areas

Through the process of working on the LHAP, Council has identified 6 main areas to be worked on:

- Social housing
- Workforce housing
- Affordable housing
- Land availability and planning
- Data, communication and networks
- Challenges and barriers to development

### 4.1 Social housing

The Rockhampton region has had a growing need for social housing, with those on the register increasing by 50% between 2022 and 2023.

Council has worked with CHPs, other support services providing referral services and emergency accommodation, the Department of Housing, and housing peak bodies. Council activities include:

- Understanding the nature of the developments needed in the region
- Understanding the capacity of local CHPs to develop and manage social housing
- Identifying land suitable for social housing developments
- Developing supports and incentives within Council for social housing development

Data used to assess social housing requirements included:

<b>Social housing dwellings</b>	As of September 2023: <ul style="list-style-type: none"> <li>• 1,772 total social housing dwellings</li> <li>• 336 government-owned</li> </ul> <i>Data source: DCHDE, Queensland Government Open Data Portal</i>				
<b>Social housing register</b>	As of 21 August 2023, the Housing Register for the region included 920 applicants who were on the social housing register.  Data available for the past five years shows that the number of applicants on the register has dramatically increased.  Of note: <ul style="list-style-type: none"> <li>• a significant number of households reporting a disability.</li> <li>• 60% of applicants are single people needing 1-bedroom accommodation</li> </ul>				
<b>Social Housing Register – annual comparison</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>
<b>Rockhampton total</b>	<b>904</b>	<b>605</b>	<b>560</b>	<b>430</b>	<b>283</b>
Very High	903	573	457	256	99
High	--	19	52	97	105
Moderate	1	7	36	54	52
Lower	--	6	15	23	26
TBD	--	--	--	--	1
Longest time on register	98 mo	86 mo	109 mo	97 mo	44 mo
Placed on register in last 12 months	173	194	255	261	232
Disability flag	221	179	71	12	79
Need 1 bedroom	538	526	332	274	174
Need more than 1 bedroom	367	362	228	156	109
*= <i>Very High, High, Moderate and Lower are classified as A, B, C, D in 2019-18.</i>					
<i>Data source: DCHDE, Queensland Government Open Data Portal, <a href="#">Social Housing Register</a></i>					

<b>Community Housing Providers (CHPs)</b>	<p>There are 312 registered providers nationally (excluding Victoria and WA, whose state governments regulate their CHPs), 82 providers are in Queensland. The highest growth in CHPs is with Tier 3 providers.</p> <p>Rockhampton has three registered CHPs:</p> <ul style="list-style-type: none"> <li>• Anglicare CQ – Tier 2 - largest CHP in Central Queensland with a service footprint that takes in Rockhampton and Livingstone LGAs.</li> <li>• Roseberry – Tier 3 – operates out of Gladstone but has some housing stock in Rockhampton. They also operate a youth crisis accommodation service.</li> <li>• REACH - Tier 3 - manage housing primarily on behalf of the Department of Housing.</li> </ul> <p><i>Data source: National Regulatory System for Community Housing</i></p>																																			
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Issues and other factors identified:

<b>Capacity of CHPs</b>	<p>Discussions with local CHPs has identified that additional social and affordable housing will require additional operational resources. CHPs are planning to develop and manage more social housing but are currently limited by operational capacity.</p> <p>It should be noted that the CHPs located in Rockhampton have service footprints that extend beyond the LGA boundary, encompassing neighbouring councils of Livingstone Shire Council, Gladstone Regional Council, as well as councils in Western Queensland.</p>
<b>Establishment of targets for future social housing development</b>	<p>While both State and Federal Governments have announced targets for increasing social housing, no local targets for have been provided for Rockhampton LGA.</p> <p>Central Queensland is identified as one of 7 target regions on the <a href="#">Department of Housing QuickStarts Queensland webpage</a>, however no specific targets are detailed.</p>

Establishment of targets for social, affordable and other housing was seen as an important first step to addressing local housing issues during stakeholder consultation and was identified as an action that Council should include in its LHAP.

The Queensland Government has, through its *Homes for Queenslanders* plan, a target of “53,500 new social homes by 2046” with a financial contribution to social housing of \$1.25 billion “over next five years to contribute to a ramp up to over 2,000 social homes each and every year from 2028.”

Based on this, there is a target of 36,000 homes during the 18-year period between 2028 and 2046, leaving 17,500 homes to be constructed before 2028. It is vital to ensure Rockhampton receives enough of these additional social homes to meet the need in the region.

<p><b>Development of housing solutions</b></p>	<p>In Rockhampton, social housing is either developed by the Department of Housing or by Anglicare CQ. Other CHPs do not have the capacity at present to deliver new housing construction projects.</p> <p>In November 2023, Council have been contacted by Department of Housing concerning two sites that could be for social housing development.</p> <p>Council have worked with Anglicare CQ to identify potential available land to meet the requirements for specific development, and to develop targets for social housing development in Rockhampton.</p>												
<p><b>Preferences for social housing</b></p>	<p><b>The need to diversify location of future social housing projects</b></p> <p>The suburb of Berserker holds a large proportion of Rockhampton’s public and community housing stock. This has presented challenges for community services and Queensland Police, as well as for neighbouring residents.</p> <p><b>Preferred locations for those on the register</b></p> <p>Anglicare CQ provided information about the preferred location of those on the social housing register. The list also includes Yeppoon, in Livingstone Shire Council. The preferred locations for areas within the Rockhampton LGA are:</p> <table border="1" data-bbox="443 1301 1382 1570"> <thead> <tr> <th></th> <th>Number</th> <th>Ratio of suburb population</th> </tr> </thead> <tbody> <tr> <td><b>Rockhampton</b></td> <td>817</td> <td>1.2%</td> </tr> <tr> <td><b>Gracemere</b></td> <td>152</td> <td>1.3%</td> </tr> <tr> <td><b>Mount Morgan</b></td> <td>43</td> <td>2.1%</td> </tr> </tbody> </table> <p><i>Data source: Anglicare CQ Social housing waiting list breakdown</i></p> <p>While Mount Morgan is a small community (2,018), there is a relatively high demand for social housing in that locality. As the most affordable suburb in the LGA with the highest level of disadvantage, it is the most vulnerable to increasing rental/housing costs. Through its internal land assessment, Council has identified potential sites for consideration.</p>		Number	Ratio of suburb population	<b>Rockhampton</b>	817	1.2%	<b>Gracemere</b>	152	1.3%	<b>Mount Morgan</b>	43	2.1%
	Number	Ratio of suburb population											
<b>Rockhampton</b>	817	1.2%											
<b>Gracemere</b>	152	1.3%											
<b>Mount Morgan</b>	43	2.1%											
<p><b>Coordination of social housing development</b></p>	<p>Council has worked with CHPs and other developers who have expressed an interest in social housing development in the Rockhampton region. In most cases, this has been with respect to Council-owned land that could be given or leased.</p> <p>Council has worked with the Queensland Government during the land audit process. Recent discussions have identified opportunities for increasing the supply of social housing in the region. Understanding the government’s plans</p>												

helps Council to identify opportunities to negotiate the location and type of housing to be developed.

Council would be open to a plan for working together to deliver the actions in this LHAP.

## 4.2 Workforce housing

Anticipated workforce growth – not projected population growth based on historical patterns – provides a much clearer and more detailed picture of future demand for housing in Rockhampton.

The number one driver for housing issues in Rockhampton is current and forecast workforce growth. The pressures related to workforce housing have impacts affordability and supply of housing, and more importantly, significant impacts for the region’s economy.

Following consultation with local employers, industry sector representatives, and proponents for upcoming major projects, Council has a good understanding of the extent and nature of housing issues for the region’s workforce and employers. In addition, current workforce data and projections from Jobs Queensland have identified the industry sectors that are likely to feel housing pressures the most.

Rockhampton has several major projects (Rockhampton Ring Road, Fitzroy-Gladstone Pipeline, Mount Morgan Pipeline) that will impact the region’s housing and rental markets. There are also a significant number of renewable energy projects across our LGA and the Central Queensland region that will require workforce accommodation.

Using this information, workforce numbers and specific housing requirements have been mapped out by:

- Industry sector
- Workforce numbers (local and non-local)
- Type of accommodation needed (worker camp, temporary/short-term, transitional, permanent)
- Type of dwelling
- Location
- Timeframes

Understanding where and when this growth is occurring has helped RRC to identify stakeholders that need to be brought together to work on housing solutions together. Combined with information about land availability, construction capacity and other factors, Council is able to prioritise workforce housing projects.

Information in *Attachment 2: Workforce requirements* summarises findings so far. Council's understanding of workforce housing requirements will continue to develop, particularly as new major projects and industries such as renewable energy grow within the region.

<b>Current workforce</b>	<b>Current workforce</b>		
	<ul style="list-style-type: none"> <li>• 39,976 employed residents</li> <li>• 66.5% of workers aged 25-54 work full-time</li> </ul>		
	Rockhampton’s current proportion of employment in these industries and the projected new jobs for Rockhampton by 2025/26:		
		<b>Central Queensland</b>	<b>Rockhampton - Current</b>
Health Care and Social Assistance	15,831	9,051 (57%)	2,016
Retail Trade	13,008	4,315 (33%)	376
Construction	12,089	3,319 (27%)	1,531

	Education and Training	11,680	4,380 (37%)	413																	
	Mining	11,309	991 (9%)	71																	
	<i>Data sources: Jobs Queensland Anticipating Future Skills Series 4: Working Paper, the top growth industries in Central Queensland (projections for employment numbers by 2025-26)</i>																				
<b>Anticipated demand</b>	Rockhampton provides diverse opportunities for employment in the region. A significant barrier to economic development is the availability of housing.																				
	<p>Projections from Jobs Queensland were used to identify sector jobs growth. Into this information, RRC have incorporated additional information collected from consultations with major project proponents, particularly in construction and renewable energy projects, which were not included in the Jobs Queensland data. Please see <i>Attachment 2: Workforce requirements</i> for more detail.</p> <p>Of note:</p> <ul style="list-style-type: none"> <li>• Central Queensland is the 4th fastest growing region in the State in terms of employment opportunities</li> <li>• The fastest growing and largest industry is Health Care and Social Assistance, which is anticipated to add over 2,000 jobs in the Rockhampton LGA</li> </ul> <table border="1"> <thead> <tr> <th>Sector</th> <th>Number</th> </tr> </thead> <tbody> <tr> <td>Services (Healthcare, social/community services, education, retail)</td> <td>2,805</td> </tr> <tr> <td>Renewable energy</td> <td>1,350</td> </tr> <tr> <td>Resources</td> <td>150</td> </tr> <tr> <td>Defence</td> <td>70</td> </tr> <tr> <td>Transportation</td> <td>70</td> </tr> <tr> <td>Agriculture</td> <td>680+</td> </tr> <tr> <td>Construction</td> <td>1,531+</td> </tr> <tr> <td><b>TOTAL</b></td> <td><b>6,656+</b></td> </tr> </tbody> </table> <p><i>Data sources: Jobs Queensland Anticipating Future Skills Series 4: Working Paper, the top growth industries in Central Queensland (projections for employment numbers by 2025-26); consultation with local employers and industry stakeholders</i></p>				Sector	Number	Services (Healthcare, social/community services, education, retail)	2,805	Renewable energy	1,350	Resources	150	Defence	70	Transportation	70	Agriculture	680+	Construction	1,531+	<b>TOTAL</b>
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The construction workforce requirements for major projects are still being identified. In addition to the number of workers, we are using project delivery timeframes and proponent requirements to identify demand to match up with opportunities.

<b>Government employee housing</b>	<p>Queensland Government has:</p> <ul style="list-style-type: none"> <li>• 7 houses in Rockhampton</li> <li>• 1 house planned for Mount Morgan</li> </ul> <p><i>Data source: information supplied by Department of Housing</i></p>
	<p>In addition to the above, Queensland Police provided information about their past need for employee housing. Accommodation had been sold off in recent years, with the remaining residence being earmarked for conversion to office accommodation due to a shortage of office space.</p> <p>Consultation with other government stakeholders confirmed that much of government employee housing had been sold in the past, with the rationale that housing was affordable, and supply was plentiful.</p> <p>Based on workforce projections (detailed in <i>Attachment 2: Workforce requirements</i>), there is likely to be an increased demand for those employed in government roles, particularly in Healthcare and Social Assistance sector.</p>

	<p>Consultation with healthcare sector representatives, including those from Queensland Health, have indicated that housing is the number one issue facing the sector.</p> <p>In housing affordability report, <i>Town of Nowhere</i>, commissioned by QCOSS, and Anglicare's <i>Rental Affordability Snapshot</i>, two noteworthy points were highlighted:</p> <ul style="list-style-type: none"> <li>• Central Queensland is one of 3 affordability hotspots, with the other 2 in SEQ</li> <li>• Essential workers in government roles, such as ambulance officers, nurses and teachers, can only afford 1-3% of rental properties in Central Queensland</li> </ul>
<p><b>Affordability considerations for essential workforce</b></p>	<p>As highlighted in analysis by QCOSS and Anglicare Australia, essential workers are most vulnerable to changes in housing affordability.</p> <p>Four of the top 5 industries in Rockhampton are predominantly made up of essential workers. And it is anticipated that over 1000 of the anticipated 6,600+ new jobs created in the next 2 years will be in these industries.</p> <p>Rockhampton will need to increase its supply of affordable rental properties.</p>
<p><b>Identifying workforce housing requirements</b></p>	<p>To identify current and future housing requirements and impacts on the local housing market, Council are collecting information from major employers, proponents of major projects, and industry representatives. As well, we have used Jobs Queensland workforce projections. The results are summarized in <i>Attachment 2: Workforce requirements</i>.</p> <p>The information we have collected includes:</p> <ul style="list-style-type: none"> <li>• Workforce numbers</li> <li>• Type of workforce – Operational, Project, Seasonal</li> <li>• Housing requirements – Worker camp, Temporary/Short-term, Transitional, Permanent</li> <li>• Location – suburb or locality</li> <li>• Timeframes – estimated start and end dates for projects, stages (if known), start dates for operational</li> </ul>
<p><b>Development of housing solutions</b></p>	<p>Council is working with major employers, proponents of major projects and industry representatives to develop solutions to meet housing requirements for their workforces. These include:</p> <p><b>Temporary workforce accommodation</b></p> <ul style="list-style-type: none"> <li>• Deliver legacy benefits, including repurposing for social housing, tourism or other short-term accommodation.</li> <li>• Ability to share facilities between multiple projects</li> </ul> <p><b>Medium-density housing for high-volume employers</b></p> <p>Issues that employers have raised are:</p> <ul style="list-style-type: none"> <li>• Proximity to work as immigrant workforce may not have the ability to drive</li> <li>• Inclusion in community</li> </ul> <p><b>Housing for executives associated with major projects</b></p> <ul style="list-style-type: none"> <li>• Housing suitable to bring family</li> <li>• Community connections</li> </ul>

**Workforce housing issues identified during consultation**

Early on in consultation with stakeholders, it became apparent that Rockhampton's employers across all sectors are affected by the lack of housing for current and future workforce.

The lack of housing to meet workforce needs impacts Rockhampton's economy:

- **Jobs are going empty**

Several large employers across a number of industries have reported that they are unable to fill vacant positions due to the inability to find housing in the region.

- **Rockhampton's ability to be a service hub for Central Queensland and beyond is at risk**

Rockhampton is home to healthcare, community, education and other services for Central and Western Queensland. The largest employment sector in Rockhampton is in healthcare and social services, and this is expected to continue to grow by over 2000 new jobs by 2025/26. Analysis by Anglicare and QCOS have assessed housing affordability for essential workers across Queensland and have identified Central Queensland as an unaffordability 'hotspot'. Consultation with healthcare and aged care providers indicates that all services resort to FIFO/non-local agency services to fill employment gaps. The lack of housing has been identified by healthcare as the number one barrier to overcome.

- **There is no reliable accommodation for freight transportation workforce supporting Queensland's economy**

A lack of short-term accommodation is affecting freight transportation the workforce that supports local and regional businesses. This impacts supply chains, construction, agriculture and resources sectors.

- **Demand for short-term accommodation puts tourism and event hosting at risk**

Short-term accommodation is being used as extended or even semi-permanent housing for the region's workforce. Short-term accommodation is also being used to meet the demands for crisis accommodation and urgent social housing.

- **Lack of adequate housing affects retention of workers brought to the region**

Several large employers and industry representatives have stated that despite a high degree of liveability in Rockhampton, community connections need to be improved. Inadequate temporary or short-term accommodation, with little to no community connection results in workers deciding not to settle in the region. This is particularly the case with immigrant workforce or instances where families are unable to move along with the newly employed worker.

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## CASE STUDY #1 – WORKFORCE HOUSING IMPACTS - TEYS AND ALL INDUSTRIES

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Council has consulted with major employers in the region to get an understanding of how housing availability and affordability has impacted their businesses. It's important to have a thorough understanding of what their needs are so that solutions can not only meet their requirements, but also provide ongoing benefits to the region's communities.

These requirements are more complex than just staff numbers, as the circumstances of these two large employers demonstrate.

**All Industries** is an engineering and fabrication business that supports several major industries in the region. They have had challenges filling vacancies because of the lack of available and suitable housing in Rockhampton. The issues they have identified are:

- **Jobs are going empty**

The founders of All Industries have stated that unless there is housing available, they are unable to attract many skilled jobs. They and other similar businesses would be able to create 100s of jobs if it weren't for a lack of housing.

- **Reliance on short-term accommodation to bring people to the region, but no housing for people to bring their families once they're established in their jobs**

As a result, many workers stay for brief periods and then leave. This has significant impacts for All Industries' workforce costs.

- **High proportion of immigrant workforce unable to secure rental accommodation**

Without a rental history, many workers are locked out of the rental market. Temporary accommodation has been secured at CQU dormitories, but this is an interim solution only.

**Teys** is a meat processing plant, and as Rockhampton is the Beef Capital of Australia, it plays a key role in the region's economy. With plans to expand their workforce significantly starting in 2024, Teys has an urgent need for accommodation.

- **Open to innovative solutions for housing that benefit the community**

Teys approached Council to seek solutions to sourcing or developing housing for their growing workforce. They are willing to participate in developing and delivering housing that will meet their needs, as well as providing benefits to the community. They are aware that any development needs to be sensitive to the community's views.

- **Consideration of Fringe Benefit Tax implications**

By providing housing for its workforce, Teys is potentially subject to Fringe Benefit Taxes. This could be a possible disincentive to growing their workforce. Teys does not want to become landlords but would rather seek arrangements for private ownership and management.

- **The type of housing needed is unique**

Teys has a large immigrant workforce. And on paper, it would appear that lone-person accommodation is what's needed. In many cases, however, workers plan to bring family eventually after they have settled, saved money and found permanent accommodation. As such, there is a need for 'transition' accommodation. However, because of the lack of affordable housing, this transition has now become drawn out – placing stress on those transition accommodation arrangements.

## 4.3 Affordable housing

Affordable housing is a priority for the Queensland Government and for the Rockhampton region. Workforce projections indicate that the greatest demand for jobs will be in essential services, and a significant proportion of these workers will need to be brought from out of area. Assessment of affordability by employment sector shows that essential workers are only able to afford 1-3% of available rental properties.

Affordable housing is also reliant on local context. A recent article in the media (<https://www.abc.net.au/news/2023-12-19/rockhampton-cheapest-houses-in-queensland-reiq-report/103229314>) stated that Rockhampton is the most affordable city in Queensland in which to purchase a house, with a median price lower than other cities and regional centres.

Housing still remains unaffordable for many of Rockhampton's residents. For those renting, Central Queensland (including Rockhampton) is an unaffordability 'hotspot'. The change in median rents between 2018 and 2022 were the second highest in the state – increasing by 41% for 2b flats and 42% for 3b houses.

The vacancy rate in Rockhampton has been persistently low – currently at 1.1% but has been less than .9% over the past two years. The demand for social housing has increased dramatically, which places even greater strains on the limited supply of affordable private rentals.

This undersupply of private rentals can be tracked by the number of new rental bonds lodged annually decreasing by over 10% in the last 4 years. Rockhampton also had one of the largest reductions in rental property supply, with a reduction of 24% between 2019 and 2022 (Hal Pawson Report). By contrast, greater Brisbane had a reduction in rental properties between 5% and 9%.

The perception of relative affordability in Rockhampton has made the region attractive for out-of-area investors, with many properties never making it to open market. This has the impact of further distancing local residents looking to purchase affordable housing.

A lack of affordable housing can also have flow-on effects. Consultation with health and aged care sector representatives has highlighted the urgent need for housing by care workers and the impacts on the ability of services to meet the demands of those within their service footprints. As the hub of health, social, education and other services that cover large areas of Central and Western Queensland, Rockhampton may be at risk of being unable to provide adequate services more than just local residents.

It will be important for Council to plan for and encourage a variety of housing types, including a mix of affordable housing options, taking into consideration where essential workers are needed throughout the region.

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### CASE STUDY #2 - CENTRAL QUEENSLAND – AFFORDABILITY HOTSPOT

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Rockhampton is a service hub for Central and Western Queensland, providing access to healthcare, education, social/community and financial services. Rockhampton is home to a large number of residential aged care facilities, as well as disability and youth services.

Four of the top five employment sectors in Rockhampton are categorised as essential worker occupations.

Two reports released in 2023 have looked at regional rental affordability:

- Anglicare Australia – *Rental Affordability Snapshot: Regional Reports, Fourteenth Edition* and *Rental Affordability Snapshot: Essential Workers Report, Special Release*
- University of New South Wales for Queensland Council of Social Services (QCOSS) – *The Town of Nowhere: A Blueprint to Tackle Queensland's Housing Crisis* (Hal Pawson Report)

The reports looked at rental affordability from the standpoint of household wage levels, with one of the Anglicare reports also focusing on essential workforce jobs:

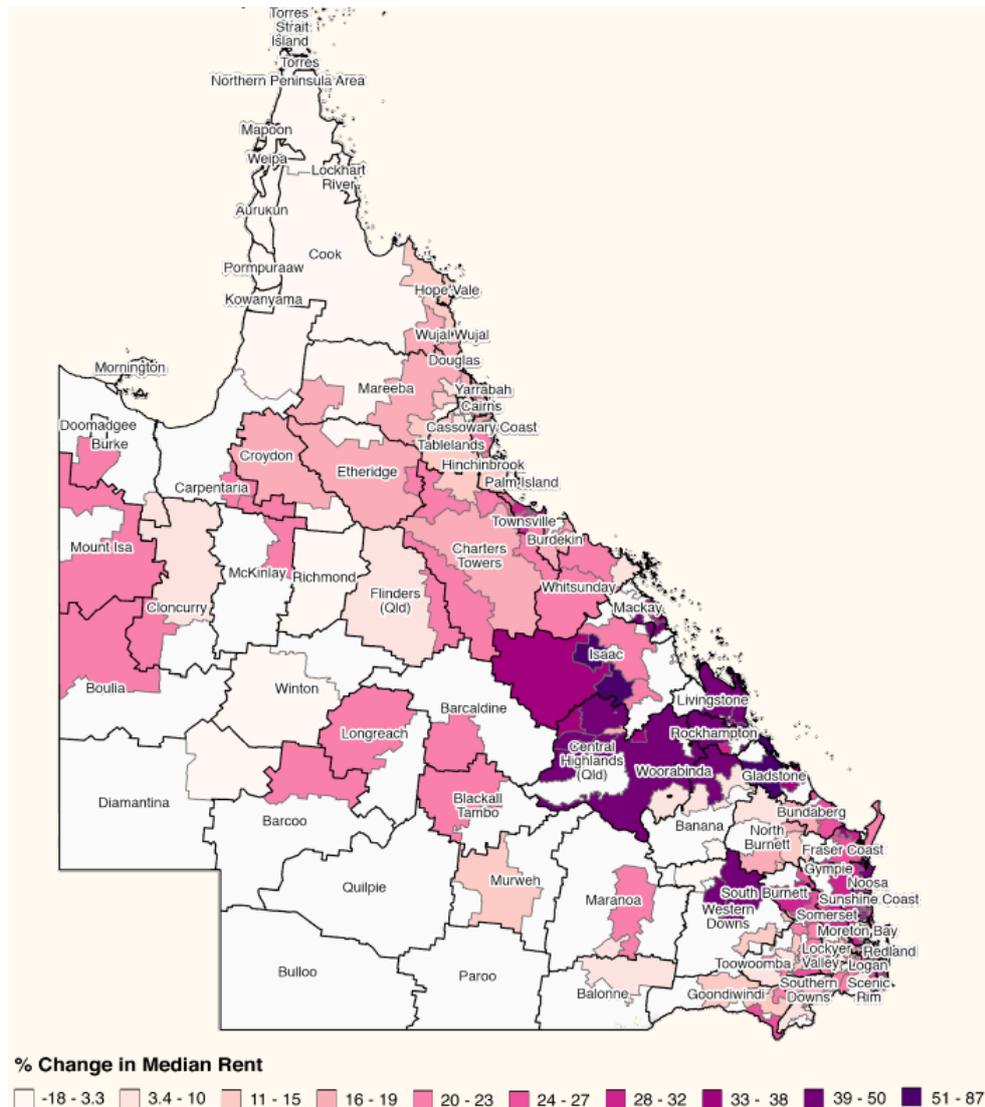
## Rental affordability by occupation – national listings on 17 March 2023

Occupation	Number of workers in this occupation	Percentage of housing affordable to workers in this occupation
Aged care worker	507	1.10%
Ambulance officer	1087	2.40%
Cleaner	522	1.10%
Construction worker	582	1.30%
Delivery driver	522	1.10%
Dispatcher	507	1.10%
Early childhood educator	428	0.90%
Freight driver	506	1.10%
Hospitality worker	424	0.90%
Meat packer	424	0.90%
Nurse	666	1.50%
Retail worker	522	1.10%
School teacher	1507	3.30%
Social and community services worker	522	1.10%

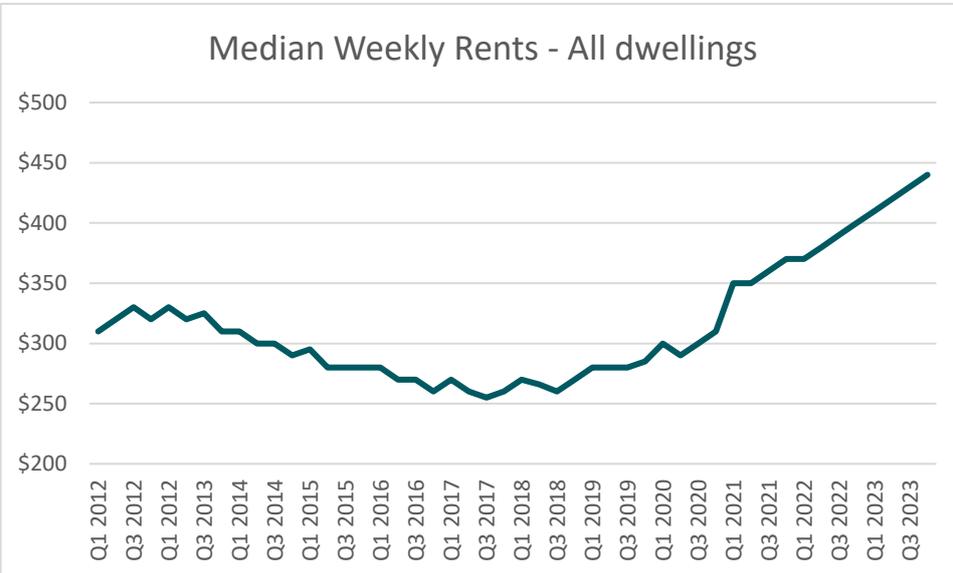
Data source: Anglicare Australia, Rental Affordability Snapshot, Essential Workers, 2023

When combined with workforce projections from Jobs Queensland and stakeholder engagement within the health care sector, it's clear that Rockhampton's current and immediate future as a service hub for Central and Western Queensland is at risk.

Outside of SEQ, Central Queensland has had the greatest change in median rents – creating an unaffordability 'hotspot'. Rockhampton's median rents increased by 41% for 2b flats and 42% for 3b houses between 2018-2022.



Data source: UNSW, The Town of Nowhere, March 2023

<b>Changes in median rents and home values</b>	<p>Between 2018 and 2022, Rockhampton had the second highest change in median rent in the state (41% for 2b flats, 42% for 3b houses).</p> <table border="1" data-bbox="422 331 1299 546"> <tr> <td>Median rent (pw)</td> <td>\$484</td> </tr> <tr> <td>Annual change (2022 – 2023)</td> <td>6.3%</td> </tr> <tr> <td>5-year change (2018 – 2023)</td> <td>48.1%</td> </tr> <tr> <td>Home value</td> <td>\$397,102</td> </tr> <tr> <td>Yearly change (2022 – 2023)</td> <td>9.8%</td> </tr> <tr> <td>5-year change (2018 – 2023)</td> <td>43.3%</td> </tr> </table> <p>Information is from CoreLogic Regional Market Update, November 2023 (values for October 2023)</p>	Median rent (pw)	\$484	Annual change (2022 – 2023)	6.3%	5-year change (2018 – 2023)	48.1%	Home value	\$397,102	Yearly change (2022 – 2023)	9.8%	5-year change (2018 – 2023)	43.3%
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<b>Reduction in private rental tenancies</b>	<p>Tenancies created or lost between 2018 and 2022:</p> <ul style="list-style-type: none"> <li>• Rockhampton: -24%</li> <li>• Brisbane: -9%</li> <li>• Queensland: -13%</li> </ul> <p><i>Data source: Residential Tenancies Authority, Queensland</i></p>												
<b>Change in Median Weekly Rents – All dwellings, Rockhampton Region LGA 2012-2023</b>	 <p><i>Data source: Residential Tenancies Authority, Queensland</i></p>												
<b>Increase in median rents</b>	<p>Percentage change in median rents between 2018 and 2022:</p> <ul style="list-style-type: none"> <li>• Rockhampton: +41% (2b flat), +42% (3b house)</li> <li>• Brisbane: +19% (2b flat), +28% (3b house)</li> <li>• Queensland: +18% (2b flat), +24% (3b house)</li> </ul> <p><i>Data source: CoreLogic Regional Market Update</i></p>												

## 4.4 Land and planning

As mentioned, there is a limited amount of land owned by RRC within the region. Council has assessed that land and identified some sites that could be considered for residential development. Council will continue to work with developers and CHPs to identify land opportunities.

### Land

<b>Identified suitable land</b>	<p>Suitable land for development has been identified through:</p> <ul style="list-style-type: none"> <li>• State Government Land Audit Process, which identified sites that were deemed suitable for housing development. The results from that process are in Attachment 4: Land assessment</li> </ul>
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	<ul style="list-style-type: none"> <li>• Internal audit, which has produced an internal list of land that could be considered for different types of housing development</li> <li>• Consultation with individual developers (residential and social housing)</li> </ul>																																																
<b>Development – planned and under discussion</b>	<p>Prior to the LHAP process, Council have been working with developers on 3 estates in the northern suburb of Parkhurst.</p> <p>During the development of the LHAP, Council have worked with Department of housing to progress discussions on potential sites for social and affordable housing development.</p>																																																
<b>Rockhampton’s high growth areas</b>	<p>Rockhampton has two main high growth areas – Gracemere in the south, and Parkhurst in the North. The CBD is also anticipated to experience growth as multi-story developments progress.</p> <table border="1"> <thead> <tr> <th>AREA</th> <th>2021</th> <th>2026</th> <th>2031</th> <th>2036</th> <th>2041</th> <th>Total change</th> <th>Avg. annual % change</th> </tr> </thead> <tbody> <tr> <td><b>Rockhampton LGA</b></td> <td><b>83,196</b></td> <td><b>85,142</b></td> <td><b>89,151</b></td> <td><b>93,562</b></td> <td><b>98,102</b></td> <td><b>+14,906</b></td> <td><b>+0.83</b></td> </tr> <tr> <td>Gracemere (North)</td> <td>4,619</td> <td>4,934</td> <td>5,667</td> <td>6,385</td> <td>7,085</td> <td>+2,466</td> <td>+2.16</td> </tr> <tr> <td>Gracemere (South)</td> <td>7,612</td> <td>7,898</td> <td>9,089</td> <td>10,385</td> <td>11,699</td> <td>+4,087</td> <td>+2.17</td> </tr> <tr> <td>Parkhurst – Northern suburbs</td> <td>3,350</td> <td>4,083</td> <td>5,287</td> <td>6,872</td> <td>8,512</td> <td>+5,163</td> <td>+4.77</td> </tr> <tr> <td>Rockhampton CBD</td> <td>3,087</td> <td>3,505</td> <td>4,007</td> <td>4,466</td> <td>4,913</td> <td>+1,826</td> <td>+2.35</td> </tr> </tbody> </table> <p><i>Data source: Australian Bureau of Statistics, Census of Population and Housing 2016 and 2021. Compiled and presented by .id (informed decisions).</i></p>	AREA	2021	2026	2031	2036	2041	Total change	Avg. annual % change	<b>Rockhampton LGA</b>	<b>83,196</b>	<b>85,142</b>	<b>89,151</b>	<b>93,562</b>	<b>98,102</b>	<b>+14,906</b>	<b>+0.83</b>	Gracemere (North)	4,619	4,934	5,667	6,385	7,085	+2,466	+2.16	Gracemere (South)	7,612	7,898	9,089	10,385	11,699	+4,087	+2.17	Parkhurst – Northern suburbs	3,350	4,083	5,287	6,872	8,512	+5,163	+4.77	Rockhampton CBD	3,087	3,505	4,007	4,466	4,913	+1,826	+2.35
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Parkhurst – Northern suburbs	3,350	4,083	5,287	6,872	8,512	+5,163	+4.77																																										
Rockhampton CBD	3,087	3,505	4,007	4,466	4,913	+1,826	+2.35																																										
<b>Areas that are and will continue to experience housing pressures</b>	<p>Understanding the timeframes, accommodation requirements, and the impacts for communities will help Council to plan appropriately for housing in these areas, as well as to attract development.</p> <p><b>Parkhurst</b> The northern suburbs are Rockhampton’s high-growth corridor. Planned estates have the capacity of adding 3500+ homes to the region. A current barrier is accelerating enabling infrastructure so that construction can proceed.</p> <p><b>Gracemere</b> Gracemere sits strategically on the Capricorn Highway, which provides ready access to major projects, such as the Gladstone water pipeline project, as well as numerous renewable energy projects that are due to commence in the region. There is a need to manage large temporary workforces, as well as workers who plan on staying in the region to work progressively on the renewable energy projects.</p> <p><b>Mount Morgan</b> Mount Morgan has a high degree of disadvantage. However, it also offers some of the most affordable housing in the region. It is currently experiencing rapid increases in housing prices and rental costs, as it catches up to other suburbs in the LGA. Heritage Minerals has begun work to establish operations, which will add 250 construction jobs. Once operations commence, 150 new jobs will come on-line. This has the potential of further increasing housing pressures. Assessment of the social housing register show that there is a great deal of interest in the community for available social housing.</p>																																																
<b>Areas for future development</b>	<p>In addition to the suburbs above, there are areas where future development may be considered.</p>																																																

	<p><b>CQU Campus Consolidation</b></p> <ul style="list-style-type: none"> <li>• CQU is seeking to consolidate its presence in Rockhampton to its northern campus in Norman Gardens.</li> <li>• Its southern campus is located next to the Rockhampton Base Hospital precinct, which could meet the needs for healthcare services and workforce accommodation.</li> <li>• Part of the land on its northern campus is being proposed to become a Priority Development Area (PDA), which could include planning for housing, in particular affordable housing.</li> <li>• Council is working closely with CQU to support planning for both campuses.</li> </ul> <p><b>CBD</b></p> <p>Proximity to services and public transportation makes the Rockhampton CBD and adjacent areas desirable for some types of housing development, including social and affordable housing, as well as workforce accommodation.</p> <p><b>In-fill</b></p> <p>A concern shared by many stakeholders was the lack of community connectivity for certain groups of people/workforces. Large employers and major project proponents have stressed that they want to minimise negative impacts on communities through large-scale development. There is also a preference to avoid concentrating social housing development in any one area within the region. A solution to be investigated is incentivising in-fill development, which could provide mutually beneficial outcomes for temporary workforce accommodation and future social housing development.</p>
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## Planning

Rockhampton Regional Council regulates new development through its Planning Scheme. The intentions of RRC's Planning Scheme are to:

- provide a high-quality urban environment through design outcomes achieved in the built form of buildings and streetscaping
- address the changing needs of the Rockhampton community by providing housing choice and diversity and accommodate growth

Council has worked on residential density provisions and has identified future amendments to encourage greater diversity in development.

In the past, Council has had inventive programs to attract certain types of development, for example through discounts on infrastructure charges. Through developing the LHAP, Council has recognised that it is important to attract and facilitate social housing development to the region in order to meet demand. Council is developing a process and policy for assessing social housing projects that may be suitable for incentives.

<p><b>Residential density provisions under the Planning Scheme</b></p>	<p>Workforce requirements, the social housing register and demographic information, indicate that smaller lot sizes will provide the diversity in housing that will suit the needs of our region's households.</p> <p>Within residential areas many lots already exist that are smaller than 400m<sup>2</sup> throughout particularly Rockhampton. Development of small lots is likely to occur gradually over time and where redevelopment opportunities arise.</p> <p>Council looks to achieve higher residential density through infill development and working with greenfield developers to incorporate a greater variety of housing options.</p>
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	In addition, Council is working with CHPs and representatives from major projects and employers to identify locations for appropriate higher density development.
<b>Future amendments</b>	<p>Future amendments to the Planning Scheme include:</p> <ul style="list-style-type: none"> <li>• Reducing of minimum lots sizes for residential subdivisions</li> <li>• Increasing density for units (duplex, multiple dwelling)</li> <li>• Reducing levels of assessment (multiple dwelling)</li> </ul>

## 4.5 Data, communication and networks

Housing is a complex issue, with policy, legislation and regulation at all levels of government. The policy environment has changed and evolved quickly, with new policies, construction/supply targets, funding programs, and governance structures emerging while this LHAP has been developed. Coordination between levels of government relies on:

- access to authoritative and meaningful data
- effective communication channels
- strong local and regional networks that feed into housing discussions

<b>Data</b>	<p>In developing the LHAP, RRC have found differences and gaps in the housing data that has been used to describe the current housing situation in Rockhampton and in other areas. Issues we have found include:</p> <ul style="list-style-type: none"> <li>• Data is sometimes not available at an LGA level or includes areas outside the LGA</li> <li>• Up-to-date data is not always available, with 2021 Census data frequently being the only data publicly available</li> <li>• Different sources are sometimes used for same/similar data</li> <li>• Some data is not publicly available</li> </ul> <p>Early Australian Government housing reviews highlighted the importance of reliable, authoritative data for decision making. The focus of recent policy development, such as <i>Homes for Queenslanders</i>, has been on developing a policy environment that can generate development quickly and provide immediate support to services. That is essential in these times.</p> <p>Coordinating development and future planning between local governments and the Queensland Government will rely on a shared 'language' in the form of agreed indicators and access to relevant data for their LGAs.</p>
<b>Communication</b>	<p>Over the past 2 years, Council has had several discussions about land availability and future development with different areas within the Queensland Government, including DSDLGIP, EDQ and multiple sections within DCHDE (Department of Housing). In many cases, the representative was unaware that Council had been contacted by other government representatives about the same parcels of land.</p> <p>In the development of the LHAP, there was differing levels of awareness between Queensland Government areas, although this is improving. Council has been fortunate to have a regional contact who has assisted in being a first point of contact.</p> <p>To ensure that the actions from Local Housing Action Plans can be successfully delivered, communication channels need to be established and understood, particularly across departments and units with whom local governments may need to work.</p>

<b>Networks</b>	<p>RRC has undertaken consultation with representatives from the housing sector, businesses, community services, and government. There has been a great deal of enthusiasm to continue being involved in information sharing and developing solutions collaboratively.</p> <p>Local stakeholder networks have added insights to the housing and population data available. This has helped Council to identify the specific housing drivers in Rockhampton.</p> <p>In addition, work through Council's Economic Development arm, Advance Rockhampton, has highlighted just how important solving Rockhampton's housing crisis is to the local economy and our region's employers.</p> <p>Council intends to continue working with these networks to address the main housing issues we face:</p> <ul style="list-style-type: none"> <li>• The need for more social housing stock</li> <li>• The need for more affordable housing, specifically for our essential workers</li> <li>• The need for housing for our growing workforce</li> <li>• The need to develop and facilitate attractive propositions for investment in residential development</li> </ul>
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## 5.0 Challenges and barriers to development

Council has identified some challenges and barriers to residential development in the region, as well as factors that need to be considered in planning and prioritising housing development in the region.

<b>Reduced capacity to source funding for enabling trunk infrastructure</b>	<p>Development in the high-growth area of Parkhurst could yield 3,500+ new homes. However, the capacity of Council to deliver enabling trunk infrastructure (roads, water, wastewater) is limited due to:</p> <ul style="list-style-type: none"> <li>• a large capital works program</li> <li>• delivery costs are only partially recovered through infrastructure charges</li> <li>• reduced capacity to self-fund because of reduction in Council's Financial Assistance Grant</li> <li>• limited ratepayer base in a region with high levels of socio-economic disadvantage</li> </ul> <p>The options open to Councils to fund the delivery of significant infrastructure projects are limited:</p> <ul style="list-style-type: none"> <li>• Few appropriately scaled funding programs to support major infrastructure projects in regional areas</li> <li>• Wastewater infrastructure is not catered for in infrastructure strategies and funding programs</li> </ul> <p>Given the timeframes set by the Queensland and Australian Governments to increase housing supply, delivery of trunk infrastructure must be accelerated. This can happen through direct financial support to local governments to deliver infrastructure projects.</p>
<b>Making funding and incentive programs suitable for regional areas</b>	<p>There are funding and incentive programs designed to support diverse housing development. However, many of the programs are either not available outside SEQ, seek to fund large scale projects that are not suitable for most regional areas, or do not fully meet the needs of local governments.</p> <p>These include:</p> <ul style="list-style-type: none"> <li>• Growth Acceleration Fund – not available outside SEQ</li> </ul>

	<ul style="list-style-type: none"> <li>• Build to Rent – not suitable for more modest development needed by regions</li> <li>• NHIFCI – one of the few funding programs that covers infrastructure, however the combination of grant and loan is not viable for local governments seeking to limit borrowing or for projects where developers will find borrowing from other sources to be more attractive</li> <li>• NAIF – does not accommodate smaller scale infrastructure projects, despite an objective to support housing development</li> </ul>
<p><b>Urgent timeframes for workforce housing</b></p>	<p>Rockhampton’s number one housing driver is the need to accommodate anticipated workforce requirements from:</p> <ul style="list-style-type: none"> <li>• Major infrastructure projects</li> <li>• Increased renewable energy projects</li> <li>• Large employers seeking to increase their workforce</li> <li>• Anticipated growth in sectors vital to Rockhampton, such as healthcare, construction and agriculture</li> </ul> <p>The anticipated short-term growth is detailed in Attachment 2: Workforce requirements.</p> <p>Council is working with major projects and employers to identify housing options for immediate needs.</p> <p>In the short-term, Council is refining the specific housing requirements, identifying land, and working with stakeholders to develop proposals that will be attractive for investment.</p>
<p><b>Making investment in social and affordable housing attractive</b></p>	<p>The housing pressures in Rockhampton have been felt across all communities and households. However, those that are vulnerable or struggling have been more acutely affected – with affordability decreasing markedly in the last year and more swiftly than the state average (see Median rent data above).</p> <p>Traditionally, Rockhampton’s housing supply has been able to meet the needs of most people in the community. A reasonable supply of affordable housing was the rationale for the reduction of government housing, and major employers did not have issues with finding housing to attract and retain workers.</p> <p>Faced with the volume of housing that is needed and in particular, the need for an increased supply of affordable housing, Council will need to work with developers to encourage a variety of housing. While smaller lot sizes and medium density development can create some affordable housing options, a range of incentives and attractors will need to be developed.</p> <p>Council will also assist with identification of land availability and funding/investment opportunities, including government programs, that may be open to developers.</p>
<p><b>Capacity of CHPs and other support providers</b></p>	<p>Discussions with CHPs working to increase the supply of social and affordable housing has identified the parallel need for greater capacity within their organisations to manage.</p> <p>The Queensland Government’s <i>Homes for Queenslanders</i> initiative has announced that additional funding has been allocated to service providers.</p> <p>Council is developing a Social Housing policy, which will outline what support Council is able to provide and the processes involved. As well, there will be criteria to ensure that the developer has demonstrated that it has considered the capacity of CHPs to manage additional housing supply.</p>

**Capacity of construction sector**

Consultation with residential development and construction sector representatives suggest that supply chain issues are still a problem, but that there is some certainty around availability of materials that had not been there previously.

Of more concern was labour availability. Some residential projects have had to bring in trade specialists (tilers, electricians, etc.) to complete projects. This has made some types of development – primarily multi-story residential development - difficult in Rockhampton.

Council has been approached by housing developers using a variety of construction methods, including temporary, modular and manufactured homes. These may be considered when addressing the urgent need for housing for major projects and large employers in the region.

## 6.0 Response opportunities

### 6.1 Work to-date and underway

Council has delivered some of actions in this LHAP and has progressed others significantly. During the development of this LHAP, other actions that impact Council's decision making have been incorporated.

- Facilitated social housing projects and identified potential sites for social housing development
- Convened stakeholder groups for social housing, workforce housing and residential development
- Facilitated discussions about land availability and potential sale for residential development

### 6.2 Actions

<input type="checkbox"/>	Land and Development	Progress
1.1	Increase greenfield residential land supply through amendment of the Rockhampton Region Planning Scheme. (Completed via Planning Scheme Major Amendment implemented October 2023)	Completed
1.2	Progress sale of Council land at 888 Yaamba Road to the Department of Housing for social housing development – subject to agreed valuation and due diligence.	Underway
1.3	Continue to explore further opportunities around potential development of State and Council land through collaboration between Council, the Department of Housing and Economic Development Queensland. Current areas of interest include Rockhampton CBD and Mount Morgan.	Underway
1.4	Economic Development Queensland to investigate potential residential development of the CQU Priority Development Area (northern campus) in conjunction with Council and CQ University.	Underway

<input type="radio"/>	Planning	Progress
2.1	Consider current and future housing requirements in the 10 Year statutory review of the Rockhampton Region Planning Scheme.	Underway
2.2	Encourage mixture of housing in residential development and establish targets for incorporating affordable housing within residential developments	Initiated
2.3	Work with developers to incorporate affordable housing in residential developments	Initiated
2.4	Develop proposals for potential workforce housing projects	Underway

○	Optimisation	Progress
3.1	In line with the <i>Homes for Queenslanders</i> targets for social housing development, Council to advocate to the State that Rockhampton region (LGA) receive a proportionate quantity of housing.	Underway
3.2	Establish targets for private housing development in the Rockhampton region, and work with stakeholders to update targets based on demand, timeframes and housing requirements.	Underway
3.3	Improve communication and collaboration between the Department of Housing, Community Housing Providers and Council to identify potential land for social housing and progress planning and development.	Underway
3.4	Work with State agencies on plans for Queensland Government employee housing needs, including surveying State government agencies on housing requirements.	Not started
3.5	Strengthen existing and establish new networks to identify innovative housing solutions that coordinate demands for housing and return legacy benefits to the community, particularly for: <ul style="list-style-type: none"> <li>Major civil and renewable construction projects' workforces</li> <li>Large and/or growing employers with high need for workforce accommodation</li> </ul>	Underway
3.6	Identify and advocate for regional incentives or programs that encourage innovative housing solutions such as Build to Rent, Growth Acceleration Fund, infrastructure investment, etc.	Not started
3.7	Advocate for greater support from State and Federal Governments for Fringe Tax Benefit policy change/temporary supports that make it easier and more attractive for employers to help supply and manage housing for workforce	Not started

○	Master planning	Progress
4.1	Consider undertaking master planning of large englobo State and Council sites, including Council-owned freehold land.	Funding Required

○	Supports	Progress
5.1	Advocate for greater coordination of information from the Queensland Government involving/affecting local governments through: <ul style="list-style-type: none"> <li>Collecting, monitoring and communicating Rockhampton-specific information, including socio-economic indicators, relevant housing data, and input from local stakeholders</li> <li>Increasing/improving communication on government housing policy and funding programs, ensuring this is disseminated to housing stakeholders (CHPs, housing services, local governments, construction and developers)</li> </ul>	Underway
5.2	Pursue opportunities for developing community connections for new residents, particularly for immigrant and major project workforces	Not started

○	People in need	Progress
6.1	<p>Establish a housing stakeholder network that reports regularly on progress and identifies issues that need addressing, including:</p> <ul style="list-style-type: none"> <li>• Demand for social housing</li> <li>• Rental tenancy supports</li> <li>• People with complex needs</li> <li>• Homelessness supports</li> <li>• First Nations/Islander communities</li> </ul>	Completed and continuing
6.2	Address specific housing and services needs of specific communities. Example: the Mount Morgan community's need for affordable housing and pressures on housing availability from major projects	Underway

○	Construction	Progress
7.1	Ensure accurate data/information is available concerning residential construction workforce and supply chain issues on Rockhampton region developments	Underway
7.2	Support and encourage end-to-end developers that can deliver finished housing product in the region.	Underway
7.3	Support workforce and construction trades skills development in the region through delivery of targeted vocational programs and delivery of the CQU TAFE Centre of Excellence and campus consolidation project.	Funding Required

○	Capital solutions	Progress
8.1	Seek support from State and/or Federal Government and pursue grant and other funding opportunities to accelerate delivery of trunk infrastructure	Support required
8.2	Advocate to have policy/programs include cost of land purchase in funding programs for social housing development	Not started
8.3	Seek to resolve rail crossing issues in Parkhurst with Queensland Rail in order to achieve safe access to land that could be better utilised for residential development	Support required
8.4	<p>Investigate and develop potential incentives for development:</p> <ul style="list-style-type: none"> <li>• Existing multi-unit dwelling incentive - 60% of normal infrastructure charge</li> <li>• Social housing – potential policy and procedures for supporting development incentives (75% discount on infrastructure charges)</li> </ul>	Underway

### 6.3 Next steps

Council will establish a Local Housing Action Plan Working Group of key representatives from Council, relevant State agencies, key stakeholders and community organisations, to oversee and progress actions, review findings, report six monthly progress and further develop the Plan in an open partnership to address and ultimately resolve the housing challenge.

# Attachment 1: Stakeholder consultation

## Stakeholder workshops

Council convened two stakeholder workshops – one on 15 September 2023 and a follow-up workshop on 16 November 2023. Stakeholders were from state and local government, service providers, construction, housing planners and developers, and real estate sectors. Most who attended the first workshop also attended the second. Council officers also conducted follow-up, one-one-one meetings with many stakeholders to discuss issues in-depth.

The first workshop covered the LHAP process and the housing information that had been collected to-date. An update was also provided on Council's Planning Scheme. Further information about housing pressures and the demand for social housing was presented by Anglicare CQ.

In the second workshop, assessment and analysis of findings were presented. These highlighted the areas that Council would be concentrating on in its LHAP, which included: Social Housing, Workforce Housing, Affordable Housing, and Residential Development/Construction.

Participants provided Council with their views, experiences and suggestions for addressing specific housing issues. Stakeholders were very supportive of the LHAP and the efforts the work that was undertaken by Council. All those participating have agreed to continue with network meetings.

## Individual stakeholder meetings

- Anglicare CQ
- Catholic Care
- Central Queensland University
- Coast2Coast
- CQID
- Department of Housing, Local Government, Planning and Public Works
- Department of Premier and Cabinet
- Major employers
- Major project proponents/representatives
- Master Builders Association
- QShelter
- Regional Development Australia – Central and Western Queensland
- St Vincent DePaul
- Tenants Queensland
- UDIA

## Forums and workshops attended

- Australian Government, Department of Social Services, Housing and Homelessness Forum
- CQ Healthcare Workforce Workshop, Coast2Coast
- QCOSS Community Forum in Rockhampton, including a session on housing data for Rockhampton

## Attachment 2: Workforce requirements

	Total number	Number from local	Number needed to bring in	Type of accommodation needed	Location	Workforce type	Timeframes	Value
	Local + non-local workforce	Estimate of local population that is available	Estimate of non-local population that will be needed to reach total workforce required	- Worker camp - Temporary/Short-term - Transition - Residential	RRC locality	- Project - Operational - Seasonal	- Start - End - Stages	
<b>TOTAL FOR RENEWABLE SECTOR</b> Note: To establish who local or non-local, the current % of out of area was used.	1,350	N/A	N/A	Temporary/Short-term Worker camp Non-worker camp preferred for some projects	Mount Morgan Rural areas of LGA	Project Operational		
<b>TOTAL FOR RESOURCES SECTOR</b> Notes: • Jobs Queensland estimates that there will be 71 new jobs for Rockhampton • To establish who local or non-local, the current % of out of area was used.	150	105	35	Residential	Mount Morgan	Operational		
<b>TOTAL FOR AGRICULTURE SECTOR</b> Note: To establish who local or non-local, the current % of out of area was used.	680+	137	543	Transition Residential Worker Camp	Rockhampton Gracemere Rural areas of LGA	Operational Seasonal	Start – Q1 2024	
<b>TOTAL FOR CONSTRUCTION SECTOR</b> Notes: • Jobs Queensland estimates that there will be 1,531 new jobs for Rockhampton • To establish who local or non-local, the current % of out of area was used.	1,531+	1,301	230	Worker camp	Rockhampton Gracemere Mount Morgan	Project	Start – Q1 2024	
<b>TOTAL FOR DEFENCE SECTOR</b> Note: % of local or non-local not known	70	0	70	Residential	Rural areas of LGA	Operational		
<b>TOTAL FOR TRANSPORTATION SECTOR</b> Note: To establish who local or non-local, the current % of out of area was used.	70	55	15		Rockhampton	Operational		
<b>TOTAL FOR SERVICES SECTOR</b> (Healthcare, social/community, education and retail) Note: To establish who local or non-local, the current % of out of area was used.	2,805	2,140	665		Rockhampton	Operational	Start – Q1 2024	
<b>TOTAL ACROSS ALL SECTORS</b>	<b>6,656</b>	3,683* *split not known at this time	1,558* *split not known at this time					

Data source: Jobs Queensland and direct consultation with major project representatives and employers.

