

Variation to the terms of the Gladstone Ports Corporation Limited (GPC) Enforceable Undertaking (EU) accepted on 7 August 2023

A variation to the following term of the GPC EU is proposed:

- **Under Term 3.3.1 – Scholarships for aspiring health and safety professionals**

Replace the varied term dated 6 March 2024 with the following:

Activities	Minimum cost	Timeframe
<p>3.3.1 Scholarships for aspiring Health & Safety professionals</p> <p>GPC has become aware, through discussions with Queensland Universities, that the enrolment numbers for Health and Safety undergraduate studies are declining and current enrolments are very low.</p> <p>If current trending continues, availability of qualified and skilled Health and Safety professionals could be an emerging risk for all industries.</p> <p>As part of this undertaking, GPC will partner with Central Queensland University (CQU) to offer a scholarship program to eligible students completing undergraduate degrees in Occupational Health & Safety at CQU. The intent of these scholarships will be to assist successful applicants financially and practically in completing their undergraduate degrees.</p> <p>GPC will obtain agreement through CQU through a Memorandum of Understanding.</p> <p>The scholarship program will be flexible in nature such that it can cater for new or existing students and the level of interest from students each year. Scholarships will be \$8000 per year per successful applicant and may be offered as a one, two or three-year scholarship depending on number and quality of eligible applicants. CQU will have the discretion on successful applicants and how many scholarships they issue each year.</p> <p>As part of the scholarships, the successful applicants will also be able to complete any practical components of their studies at GPC's sites.</p>	<p>\$72,000. (Cost breakdown – \$8000 per year per successful applicant)</p>	<p>GPC will develop and start implementing the marketing campaign for this initiative within 10 months of acceptance of this undertaking and continue with the marketing as needed.</p> <p>Evidence of the initial funding for the first scholarship year, transferred to CQU on 6 Jul 24 (\$24,000).</p> <p>Evidence of successful applicants to be provided by 1 May 2025.</p> <p>A summary of the scholarship program to date (number of eligible applicants, number of successful applicants received and remaining funding -\$48,000) to be provided by 31 May 2026.</p>

Note: A copy of this approved (signed) Addendum will be published on the OIR Website with the EU and Reasons for Decision and is to be attached to a copy of the EU and made available to the Office of Industrial Relations when requested or during compliance audits.

	<p>GPC will provide the funding for the scholarships (refer to minimum costs) to CQU for distribution to the successful applicants based upon agreed criteria (i.e. successful completion of the previous semester, and continued enrolment in the upcoming semester)</p> <p>To promote this scholarship initiative and also help raise the awareness and pathways into the Health and Safety profession, GPC will develop a marketing campaign which could consist of:</p> <ul style="list-style-type: none"> • promotion of the scholarship programs at career days for high school students; • promotion of the scholarship programs on the relevant university's websites and/or university-related social media; and • promotion of the scholarship programs on GPC's website, social media page and through GPC's monthly newsletter. <p>Benefits:</p> <ul style="list-style-type: none"> • The intent of this initiative is to increase enrolment in Health and Safety undergraduate degrees to support the continuation of the Health and Safety profession and the contribution of the profession to health and safety in industry. • This initiative will also promote the Health and Safety profession generally to encourage students, undergraduates and graduates to join the profession in industry. <p>Evidence that will be provided to OIR includes:</p> <ul style="list-style-type: none"> • Copy of agreement or MOU between GPC and CQ • Copies of GPC's marketing material and evidence of delivery of the marketing campaign • Funding transfer to CQU (confirmation of payment) • Confirmation of completed selection process. • Summary of the scholarship 		
--	---	--	--

Note: A copy of this approved (signed) Addendum will be published on the OIR Website with the EU and Reasons for Decision and is to be attached to a copy of the EU and made available to the Office of Industrial Relations when requested or during compliance audits.

	program up to 31 May 2026, includes final payment of funds.		
--	--	--	--

Variation Proposed



Kim Gebers
Acting Chief Executive Officer
Gladstone Ports Corporation Limited

8 August 2024

Variation Accepted



Donna Heelan
Deputy Director-General
Office of Industrial Relations

6 September 2024

Note: A copy of this approved (signed) Addendum will be published on the OIR Website with the EU and Reasons for Decision and is to be attached to a copy of the EU and made available to the Office of Industrial Relations when requested or during compliance audits.