

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 entire term 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 three 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 for a duration of 3 years with CQU.</p> <p>As part of the scholarship, the successful applicants will also be able to complete any practical components of their studies at GPC's sites.</p> <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</p>	<p>\$72,000. (Cost breakdown as agreed with CQU 3 x scholarships – \$24,000 each).</p>	<p>GPC will develop and start implementing the marketing campaign for this initiative within 10 months of acceptance of this undertaking.</p> <p>GPC intends to participate in the selection of the successful applicants and have the scholarships in place for the first learning year following the acceptance of this undertaking (12 months from EU acceptance.</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>pathways into the Health and Safety profession, GPC will develop a marketing campaign which will 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. • Confirmation of the scholarship program completion and outcome 		
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Variation Proposed



Craig Haymes
Chief Executive Officer
Gladstone Ports Corporation Limited

9 February 2024

Variation Accepted



Peter McKay
Deputy Director-General
Office of Industrial Relations
6 March 2024

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