

Port Stephens Local Emergency Management Plan

February, 2026

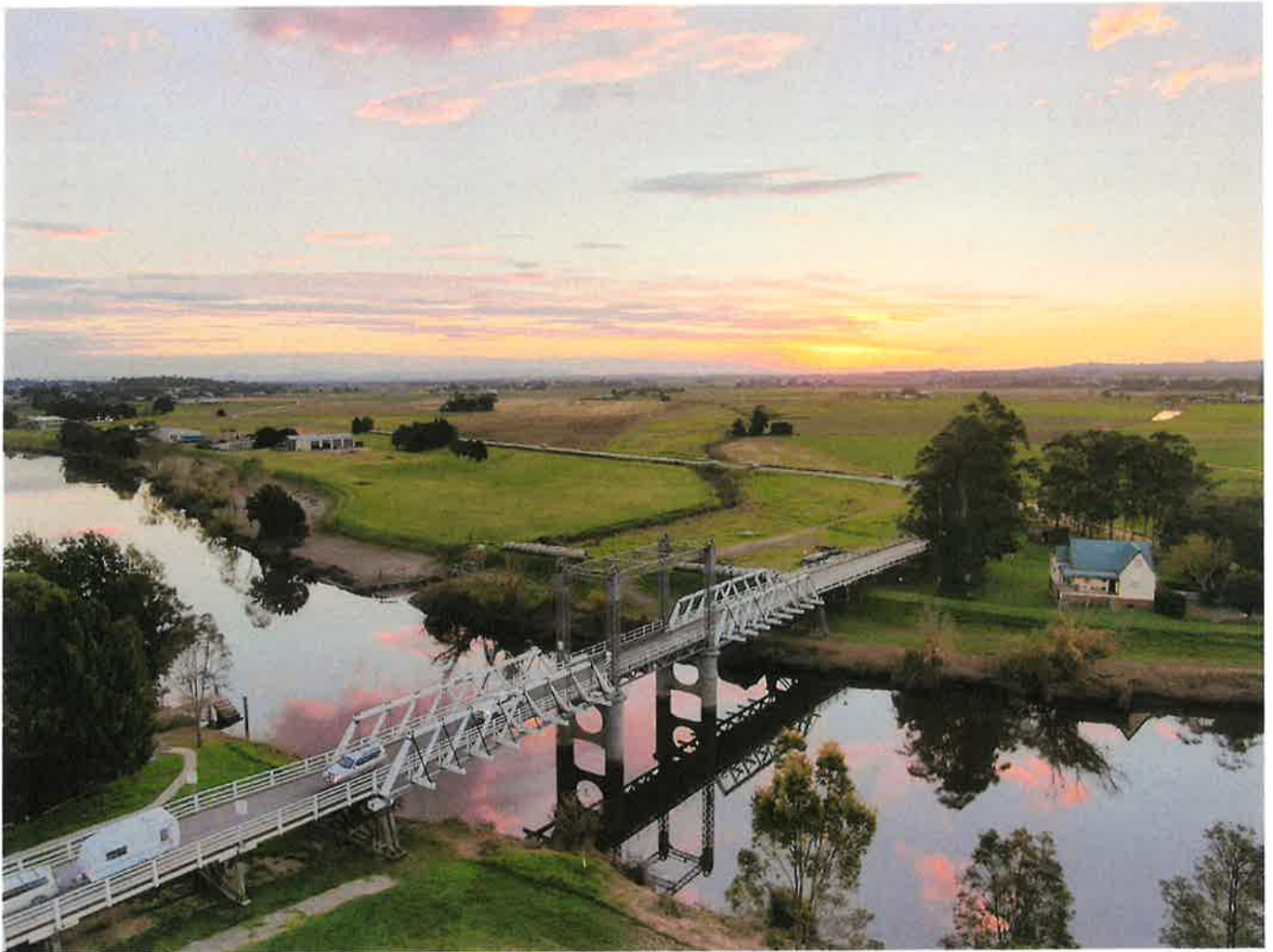


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Administration

1.1 Authority

The Port Stephens Local Emergency Management Plan (EMPLAN) has been prepared by the Port Stephens Local Emergency Management Committee in compliance with the *State Emergency and Rescue Management Act 1989*.

APPROVED



Chair - Tim Crosdale General Manager Port Stephens Council
Port Stephens Council Local Emergency Management Committee

Dated: 31/3/2026

ENDORSED



Chair - David Wadell Assistant Commissioner APM
Hunter Regional Emergency Management Committee

Dated: 26 May 2026

1.2 Purpose

The purpose of this plan is to detail arrangements for the prevention of, preparation for, response to and recovery from (PPRR) emergencies within the Local Government Area(s) (LGA) covered by this plan.

It encompasses arrangements for:

- emergencies controlled by Combat Agencies
- emergencies controlled by Combat Agencies and supported by the Local Emergency Operations Controller (LEOCON)
- emergency operations for which there is no Combat Agency and are therefore controlled by the LEOCON
- circumstances where a Combat Agency has passed control to the LEOCON.

1.3 Objectives

The objectives of this plan are to:

- detail activation and alerting arrangements for involved agencies
 - detail arrangements for the acquisition and coordination of resources.
-

1.3 Scope

The plan describes the arrangements at the local level to prevent, prepare for, respond to, and recover from emergencies, and also provides policy direction for the preparation of local sub plans and supporting plans:

- Arrangements detailed in this plan assume that the resources upon which the plan relies are available when required.
 - The effectiveness of arrangements detailed in this plan is dependent upon all involved agencies preparing, testing, and maintaining appropriate internal instructions and/or standing operating procedures.
-

1.4 Principles

The following principles are applied in this plan:

- a) The Emergency Risk Management (ERM) process is to be used as the basis for emergency planning in NSW. This methodical approach to the planning process is to be applied by emergency management committees at all levels.
 - b) Responsibility for preparation, response, and recovery rests initially at the local level. If local agencies and available resources are not sufficient, they are augmented by those at the regional level.
 - c) Control of emergency response and recovery operations is conducted at the lowest effective level.
 - d) Agencies may deploy their own resources from their own service from outside the affected LGA or region if they are needed.
 - e) The LEOCON is responsible, when requested by a Combat Agency, to coordinate the provision of resource support. Emergency Operations Controllers (EOCONs) would not normally assume control from a Combat Agency unless the situation can no longer be contained. Where necessary, this should only be done after consultation with the Regional Emergency Operations Controller (REOCON) and with the agreement of the Combat Agency and the appropriate level of control.
 - f) Emergency preparation, response, and recovery operations should be conducted with all agencies carrying out their normal functions wherever possible.
 - g) Prevention measures remain the responsibility of authorities/agencies charged by statute with the responsibility.
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1.5 Audience

The audience for this plan is the Port Stephens Local Emergency Management Committee (LEMC) and local non-government organisations (NGOs), business and community groups with a significant role in emergency management.

Although the wider community is not the primary audience, community members may find the contents of this plan informative.

Parts 6 to 8 contain restricted operational information that is not made publicly available due to the sensitivity and privacy of the information contained. The LEMC will make available the restricted sections to Combat Agencies and Functional Areas.

1.6 Test and review process

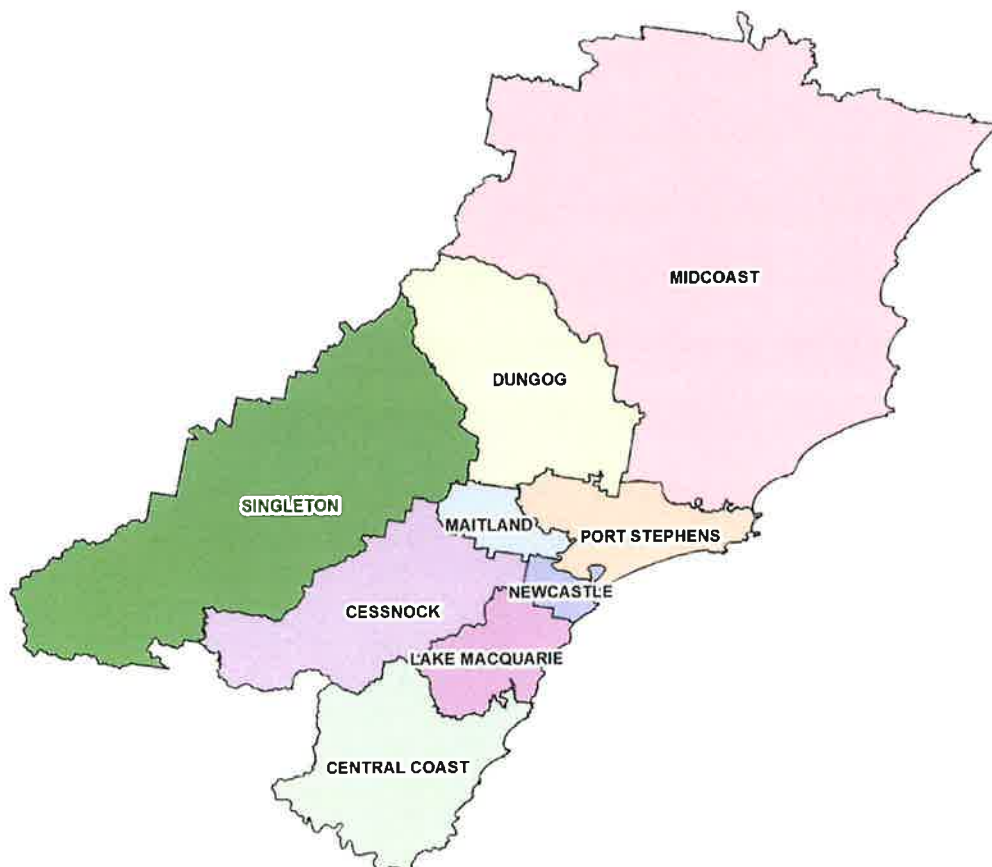
The Port Stephens Local Emergency Management Committee (LEMC) will review this plan every 3 years, or following any:

- activation of the plan in response to an emergency
- legislative changes affecting the plan
- exercises conducted to test all or part of the plan.

2 Community context

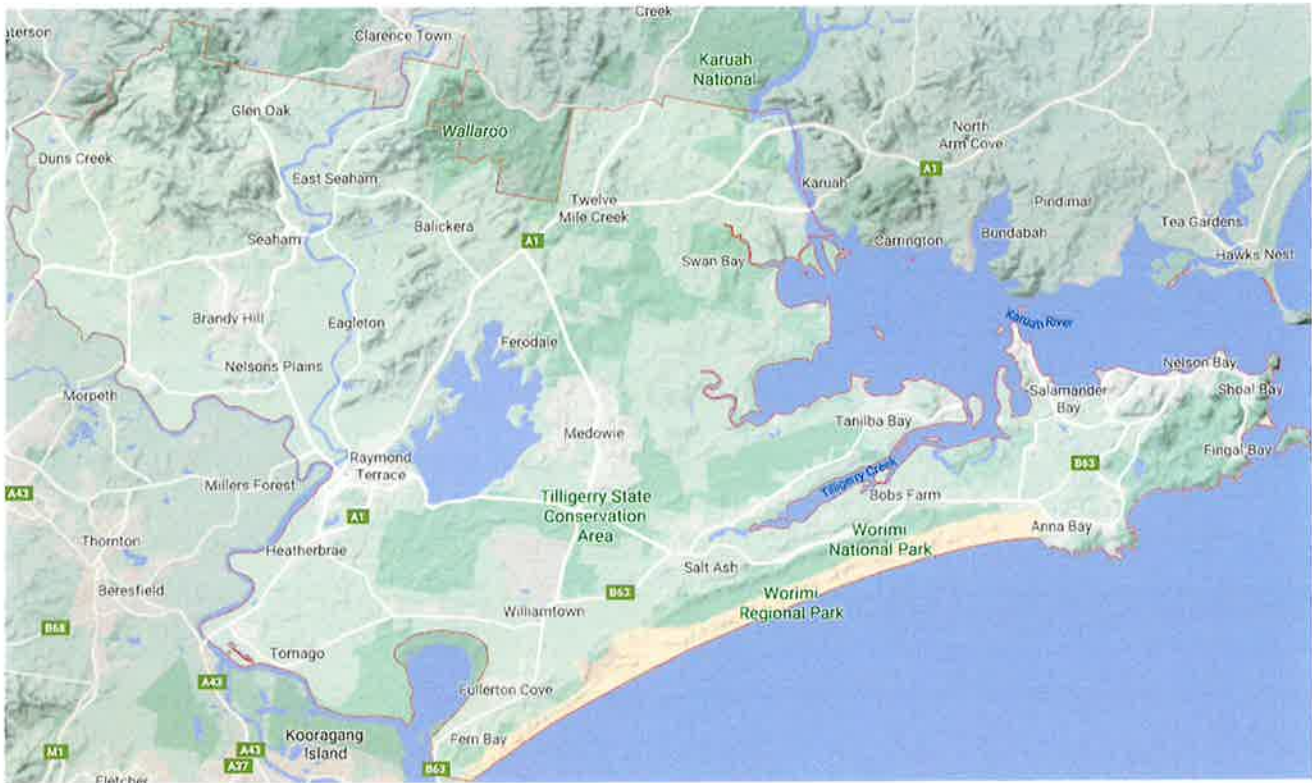
2.1 General

Port Stephens is a coastal Local Government Area (LGA) in the Hunter Region of New South Wales. Located just north of Newcastle, Port Stephens is approximately 200 kilometres north of Sydney. Dungog Shire and the Mid Coast Council area in the north, the City of Newcastle across the Hunter River in the south, and Maitland in the west, bound the Port Stephens LGA. Port Stephens, with a land area of almost 86,000 hectares, is approximately 55 kilometres from east to west and 30 kilometres from north to south.



Map 1.0 Port Stephens LGA and surrounding LGA's

To the Northwest lies the harbour of Port Stephens, with an area of approximately 134 square kilometres, which is larger than Sydney Harbour. It extends generally from the Hunter River in the south, to near Clarence Town in the north, and from the Tasman Sea in the east, to just south of Paterson in the west. The area is bisected by the Pacific Highway, which runs near Raymond Terrace, the largest township in the local government area.



Map 2.0 Port Stephens LGA and the location of its settlements

The LGA contains major service centres at Raymond Terrace (regional centre), and Nelson Bay/Salamander Bay. A major industrial area is located at Tomago, which is adjacent to the Port of Newcastle, and the regional civilian airport is located at Williamtown. A large defence facility, RAAF Base Williamtown, is located adjacent to the airport.

There are several smaller rural communities, such as Karuah, Seaham, and Wallalong, dispersed throughout other less populated planning districts to the north and west of Raymond Terrace and Medowie.

Port Stephens has a population of 78,906 people and supports 31,070 jobs. It has an annual economic output of approximately \$18.538 billion. Port Stephens has an ageing population with high growth rates of people aged 65 years and over. The 20-29 age group is small and decreases as people leave for higher education and employment.

2.2 Landform and topography

The Port Stephens LGA enjoys substantial biodiversity due to the variety of ecosystems it contains. These include open forest, rainforest, riparian forest, coastal swamp forests, woodland, and heath and sedge land.

Port Stephens has a unique coastal zone from its sandy beaches and rocky headlands to its mangroves, salt marshes, and wetlands. It stretches from Fern Bay in the south to Yaccaba Headland in the north, including the estuary of Port Stephens. The coastal zone covers areas of both Port Stephens Council and Mid Coast Council.

Approximately 37% of the Port Stephens LGA (32,156 hectares) consists of protected land dedicated to biodiversity conservation. These areas safeguard numerous vegetation communities recognised for their national, state, and regional significance.

2.3 Climate

Port Stephens enjoys a temperate year-round climate, characterised by low humidity and minimal seasonal temperature extremes.

The Port Stephens area has moderate summer temperatures. The average summer high temperature for Port Stephens is approximately 28 °C. The average summer low temperature is approximately 18 °C.

The Port Stephens area has mild winter temperatures. The average winter high temperature for Port Stephens is approximately 18 °C. The average winter low temperature is approximately 7 °C. Rainfall is evenly distributed throughout the year, with around 6 - 9 days per month of rainfall. The annual average is 1,340mm of rain.

2.4 Land use

Land use zone/type/classification	Area (Ha)	% of LGA
RU2 Rural Production	21465.13	22.17%
E1 National Parks & Nature Reserves	18979.13	19.6%
W2 Recreational Waterways	12718.89	13.14%
RU1 Primary Production	11527.85	11.91%
SP1 Special Activities	7169.61	8.35%

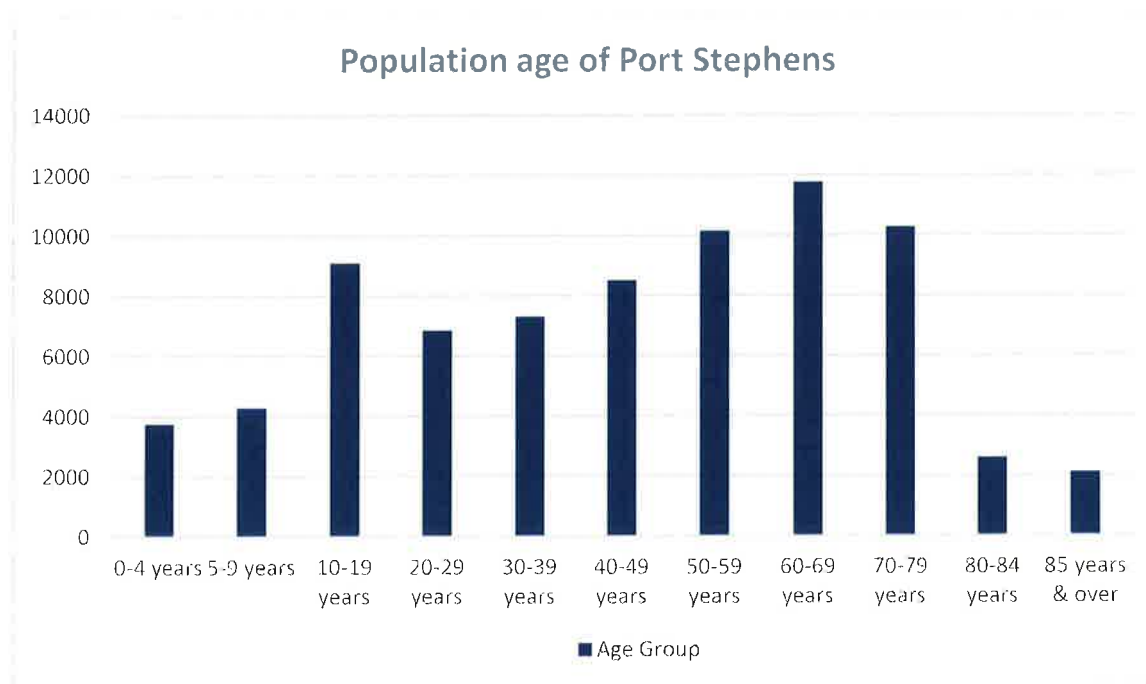
2.5 Population and people

The total population of Port Stephens in 2024 was 78,906. The population at the ABS 2021 Census was 75,276. This represents an annualised growth rate of 1.6%.

Port Stephens has an ageing population, with approximately 46.6% of the LGA comprising individuals 50 years and older, which is higher than the 33.9% for NSW. 26.5% of the population is aged 65 years and over compared to the state average of 17.7%. The single largest age cohort in Port Stephens is 60 - 64 years, with 5,564 people representing 7.4% of the population.

The median age is 48 years for Port Stephens. The population is represented by 37,701 males (49.3%) and 38,712 females (50.7%). The average number of people per household is 2.4, while 7.2% of the population requires assistance with one or more of the following core activity areas:

- Self-care
- Mobility
- Communication

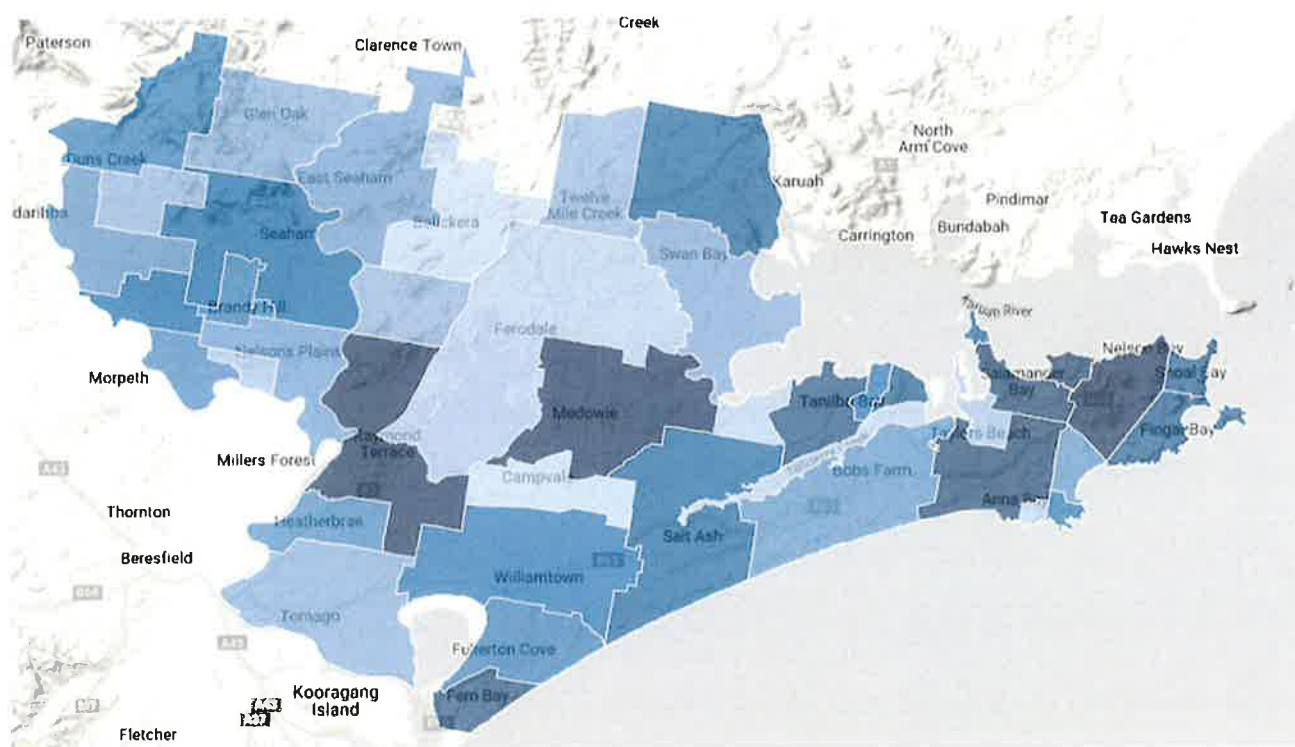


Graph 1.0 Port Stephens population by age

The Port Stephens LGA has varying community demographics with a dispersed and fragmented settlement pattern. The majority (54.68%) of Port Stephens residents live in Raymond Terrace, Medowie, and the Tomaree (Nelson Bay, Corlette, and Salamander Bay) planning districts. 75.66% of the population of Port Stephens lives in the following 10 suburbs across the LGA.

82.4% of residents in Port Stephens were born in Australia, where English is the language spoken (90.8% of households).

Suburb	Population	Area (ha)	Persons / ha
Raymond Terrace	13453	4077.12	3.29
Medowie	10879	4254.22	2.55
Nelson Bay	6141	1565.64	3.92
Corlette	5699	305.87	18.63
Salamander Bay	4991	856.47	5.61
Anna Bay	4221	2225.02	1.89
Fern Bay	4043	835.32	4.48
Tanilba Bay	3237	1303.29	2.48
Lemon Tree Passage	2476	297.25	8.32
Shoal Bay	1815	401.88	4.51

Table 2.0 Port Stephens population top 10 suburbs

<https://app.remplan.com.au/port-stephens/community/summary>

Map 7.0 Port Stephens by population density

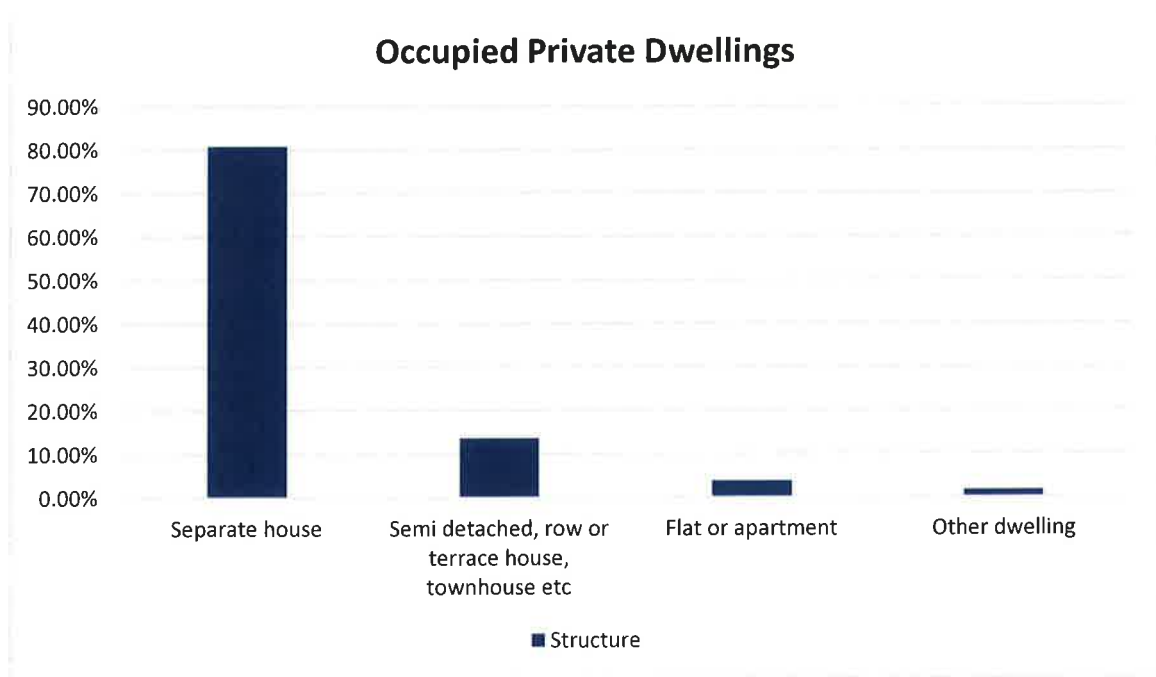
The Port Stephens population includes 4,940 Aboriginal and Torres Strait Islander people, who make up 6.5% of the population (NSW 3.4%). The Worimi people are the traditional owners of the land of Port Stephens.

Within the Port Stephens LGA, Raymond Terrace is home to the largest Indigenous and Torres Strait Islander community, with 1,661 residents. This is followed by Medowie, Karuah and Williamtown, which collectively account for a further 1,139 residents.



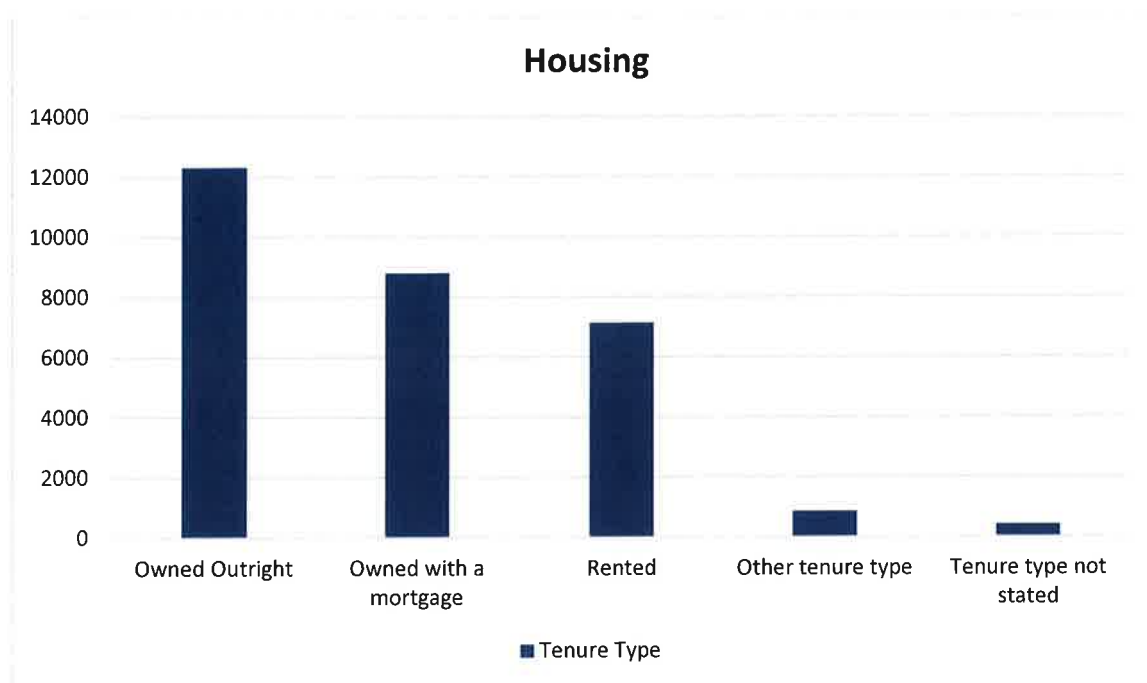
Graph 3.0 Port Stephens Indigenous and Torres Strait Islander population proportion

The dominant dwelling type in the Port Stephens LGA is separate housing at 80.8%. This is much higher than the NSW average of approximately 65.6%.



Graph 4.0 Port Stephens dwelling type

Home ownership is higher than the state average (owned outright 41.7% compared to 31.5% for NSW). This could be attributed to the higher population of individuals entering retirement. Homes owned with a mortgage are at 29.8% while NSW stands at 32.5%. Rented dwellings are below the NSW average, 24.3% locally in comparison to 32.6% for NSW.

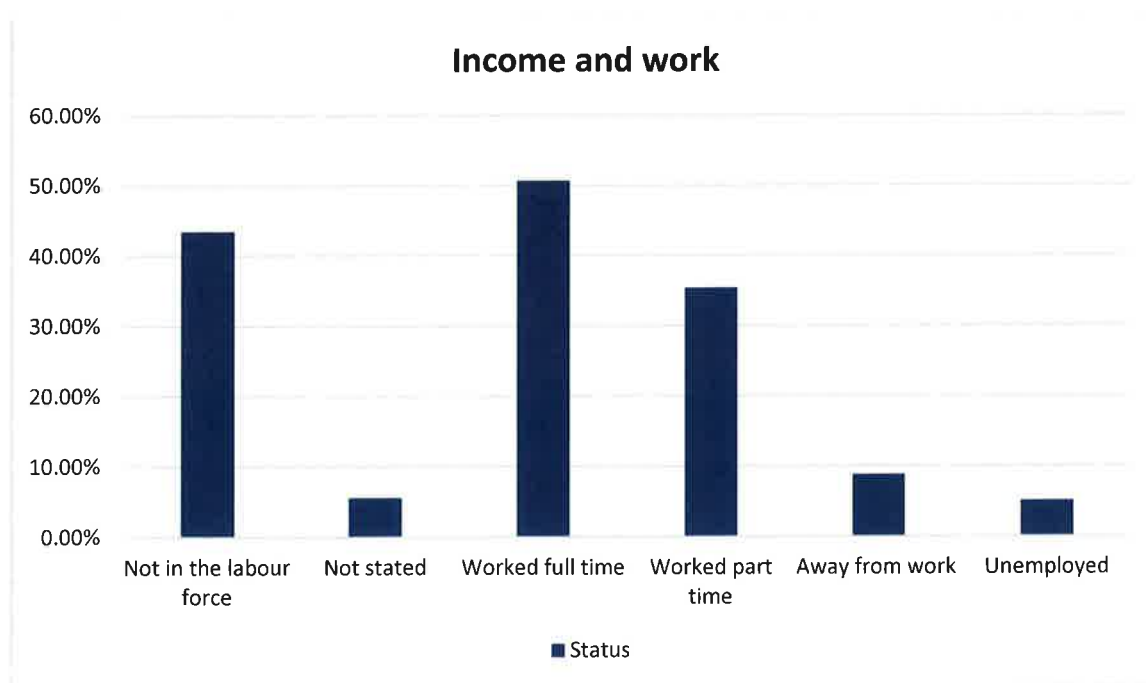


Graph 5.0 Port Stephens home ownership

Unemployment in Port Stephens is at 5.1%, which is higher than the state average of 4.9%.

50.7% of the population is full-time employed, sitting below the average for NSW of 55.2%.

Those 'In the labour force' are the most common employment status, with 32,550 people represented.



Graph 6.0 Port Stephens employment status of residents

2.6 Transport

Port Stephens Council is located on the NSW lower North Coast. The LGA is bisected and serviced by the Pacific Highway, the major interstate highway linking Sydney and Brisbane. Nelson Bay Road connects the Tomaree Peninsula with Newcastle. The main arterial roads in the area carry significant volumes of heavy vehicles carrying freight and servicing the local heavy industrial operations.

Public transport is provided by Port Stephens Coaches and Hunter Valley Buses, who operate bus services in the main centres and across the LGA.

Port Stephens Ferry Service provides a ferry link between Nelson Bay and Tea Gardens.

There are no rail services within the Local Government Area.

Newcastle Airport

Newcastle Airport is located in Williamtown, 15 kilometres north of Newcastle and 16 kilometers South East of Raymond Terrace, New South Wales. The airport occupies a 28 ha (69-acre) site on the southern border of RAAF Base Williamtown.

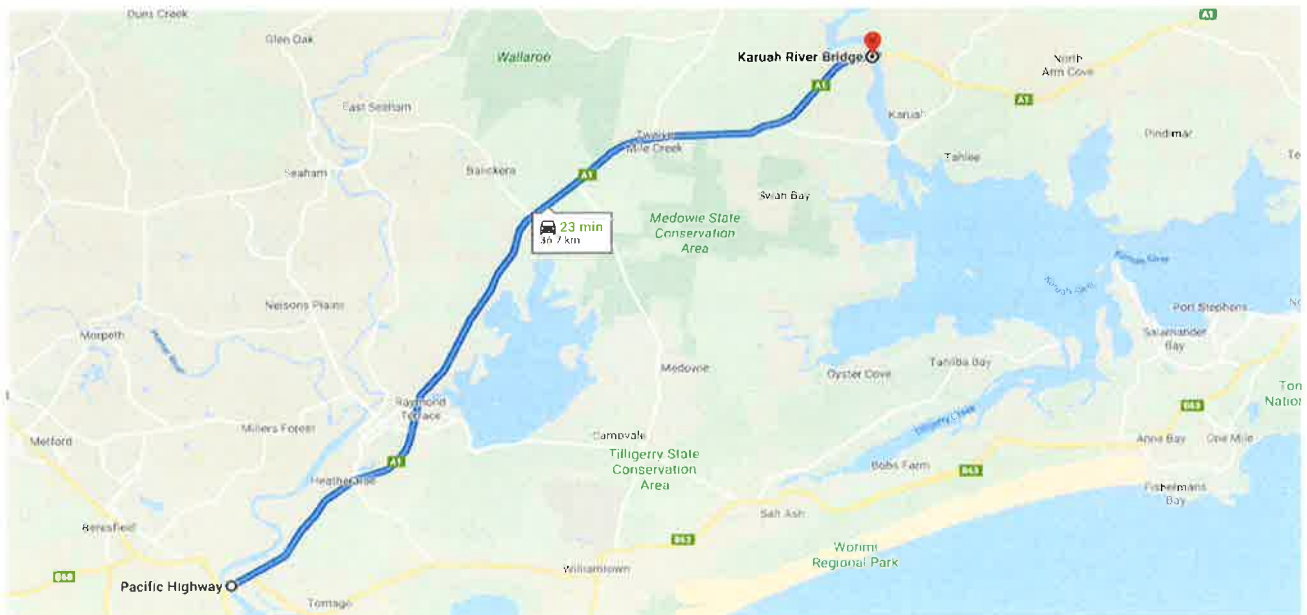
The airport runway is shared with the RAAF Base Williamtown. Even though this base is a military airfield, civilian operations are permitted. The airport is leased from the Federal Government for civilian air travel until 2045. The airport is jointly owned by Newcastle City Council and Port Stephens Council and managed by Newcastle Airport Limited. Approximately 185 domestic and international flights operate at Newcastle Airport each week. It is estimated that the Airport generates \$633.5 million for the local economy annually.



Map 7.0 map of Newcastle Airport, Williamtown

Pacific Highway

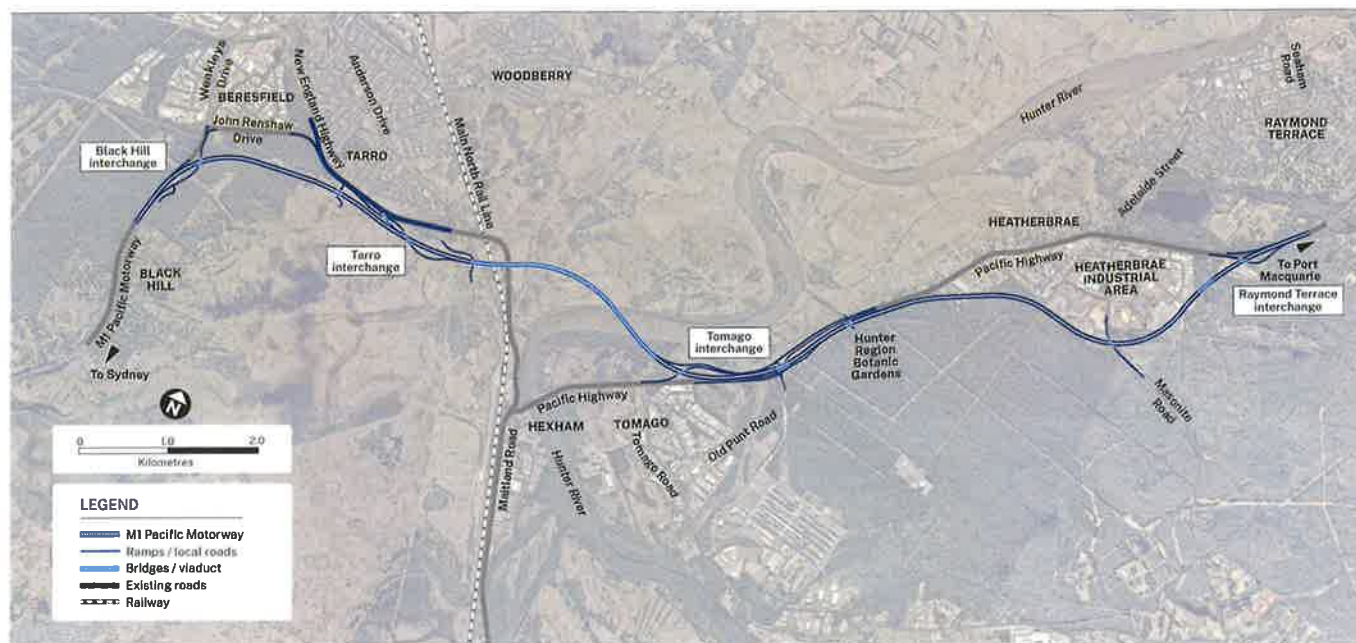
The Pacific Highway is a 790-kilometre-long national highway and major transport route along the central east coast of Australia. It dissects the Port Stephens LGA at Hexham to the South through to Karuah in the North. The Pacific Highway North of the Hexham Bridge has an average daily traffic count in excess of 47,000 vehicles a day.



Map 8.0 map of Pacific Highway from Hexham to Karuah

The federal government has committed \$2 billion to build the M1 Pacific Motorway extension to Raymond Terrace. It includes 15 kilometers of dual carriageway around Hexham and Heatherbrae; interchanges at Black Hill, Tarro, Tomago and Raymond Terrace; and a 2.6km bridge over Woodlands Close, the Main Northern Railway, New England Highway and Hunter River.

The proposal includes a 2.6 kilometer viaduct crossing the Hunter River, substantially reducing upstream flooding impacts and improving flood immunity and accessibility along the National Land Transport Network. The completed project will be built to withstand a minimum one-in-20-year flood event and provides an alternative flood emergency and evacuation route to the existing road network.



Map 9.0 Proposed Pacific Highway bypass extension from Black Hill to past Heatherbrae

The M1 Pacific Motorway extension is expected to be open to traffic in 2028.

Key Bridges

Name	Crossing	Location	Owner	Significance
Pacific Highway Tomago Bridge	Hunter River	Tomago	Transport for NSW	National transport route Two dual lane bridges (northbound and southbound) of Pacific Highway
Pacific Highway Karuah Bridge	Karuah River	Tarean Rd, Karuah	Transport for NSW	National transport route Two dual lane bridges (northbound and southbound) of Pacific Highway
Fitzgerald Bridge	Williams River	Seaham Rd, Raymond Terrace	Transport for NSW	2 lane bridge east and west over the Williams River
Windeyers Creek	Windeyers Creek	Raymond Terrace	Transport for NSW	2 lane bridge east and west over the Windeyers Creek
Pacific Highway Grahamstown Drain	Grahamstown Drain	Ferodale	Transport for NSW	National transport route Two dual lane bridges (northbound and southbound) of Pacific Highway
Pacific Highway Mount Hall Road	Mount Hall Road	Raymond Terrace	Transport for NSW	National transport route Two dual lane bridges (northbound and southbound) of Pacific Highway
Pacific Highway Richardson Road	Richardson Road	Raymond Terrace	Transport for NSW	National transport route Two dual lane bridges (northbound and southbound) of Pacific Highway
Pacific Highway Grahamstown Dam Spillway	Grahamstown Dam Spillway	Raymond Terrace	Transport for NSW	National transport route Two dual lane bridges (northbound and southbound) of Pacific Highway
Pacific Highway Balikera Canal	Balikera Canal	Raymond Terrace	Transport for NSW	National transport route Two dual lane bridges (northbound and southbound) of Pacific Highway

Pacific Highway Limeburners Creek overflow	Limeburners Creek	Karuah	Transport for NSW	National transport route Two dual lane bridges (northbound and southbound) of Pacific Highway
Balikera Canal	East Seaham Road	Seaham	Hunter Water	Blocking access to East Seaham Road north and south bound.
Tilligerry Creek	Nelson Bay Road	Salt Ash	Transport for NSW	Main and ONLY access road to Tomaree Peninsula. (Approximately 40% of the LGA reside). Single dual lane bridge
James Scott Bridge	East Seaham Road,	Seaham	PSC	Connects Seaham to East Seaham Road and New Line Road
Tumbledown Creek Bridge	Clarence Town Road	Glen Oak	PSC	Single dual lane bridge Clarence Town Road, the main access road to Clarence Town and Dungog.

Table 3.0 Port Stephens key bridges

2.7 Economy and industry

Port Stephens boasts both rural and coastal environments, as well as a growing population base, supporting a range of industries and businesses. The Port Stephens economy supports an estimated 31,070 jobs and has an annual economic output of \$18.538 billion.

In Port Stephens, the locality of Raymond Terrace contains the highest number of jobs. Across the entire Port Stephens LGA, the Public Administration & Safety sector is the largest single employment category by place of work, supporting roughly 4,315 jobs. This is significantly influenced by major regional drivers such as the Williamstown RAAF Base and Newcastle Airport, which serve as key economic anchors for the area.

The top five employment industries by place of work (where the jobs are located) are:

1. **Public Administration & Safety:** 4,315 jobs (13.9% of total employment).
2. **Health Care & Social Assistance:** 4,482 jobs (the largest sector for residents and highly significant locally).
3. **Construction:** 3,500 jobs (11% of the workforce).
4. **Retail Trade:** 3,100 jobs (10% of the workforce).
5. **Accommodation & Food Services:** 2,500 jobs (heavily supported by tourism, which provides 7.8% of all local jobs).

Socio-Economic Indexes for Areas (SEIFA) is a product developed by the ABS that ranks areas in Australia according to relative socio-economic advantage and disadvantage. The indices are based on information from the five-yearly Census. SEIFA scores are a summary measure combining Census data on income, education, employment, occupation, and housing. The SEIFA score for Port Stephens in 2021 was 982. Port Stephens ranks in the bottom half of Australian LGAs, with 262 areas being less disadvantaged and 284 areas being more disadvantaged.

In the Port Stephens LGA:

Defence and Aviation Economy

The Defence sector contributes 2,876 jobs (10.5%) to total employment. There is a large cluster of high-skilled and well-paid jobs in the RAAF, defence support, and in aviation services. Defence is being driven by government policy, defence spending, the aviation sector, and the expansion of the airport due to business and passenger growth.

Manufacturing

This sector is driven by global market growth and regional supply chains that are supporting mining and heavy engineering activities. Tomago is a strategic location for these activities. Westrac, which is located in Tomago, is a key business providing mining servicing and support.

Services Economy

The local services economy (retail and services) is largely based at Raymond Terrace, which is the service and administrative centre for the LGA.

Tourism Economy

The services and tourism economy is based around Nelson Bay and Salamander Bay. It serves both the local resident population and the strategically important tourism industry.

In Port Stephens, tourism supports an estimated 2,431 jobs, which is 7.8% of total employment. The largest sub-sector in Port Stephens is Accommodation & Food Services, with 1,703 jobs supported by tourists' expenditure. By comparison:

- 20,076 jobs are supported by tourism in Hunter Region - HROC from a total of 325,647 jobs (6.2%).
- 217,285 jobs are supported by tourism in New South Wales from a total of 3,672,240 jobs (5.9%).
- 753,491 jobs are supported by tourism in Australia from a total of 12,049,411 jobs (6.3%)

Tomago Aluminium**Map 10.0 Tomago Aluminium, Tomago**

Tomago Aluminium is Australia's largest aluminium smelter and a cornerstone of the nation's manufacturing and export economy. Operating continuously since 1983, the smelter runs 24 hours a day, 365 days a year, reflecting the uninterrupted nature of primary aluminium production.

The company produces 590,000 tonnes of high-quality, low-carbon aluminium each year, which is around 37 per cent of Australia's total primary aluminium output. Tomago Aluminium's products are used across critical industries, including automotive, transport, construction, electronics, heat transfer, and aviation, with around 90 per cent of production exported to Asia-Pacific markets.

Tomago Aluminium makes a substantial contribution to the Australian economy, generating approximately \$2.2 billion in economic value annually, including around \$800 million in local expenditure. The business employs more than 1,000 full-time equivalent employees and supports hundreds of contractors, providing stable, long-term employment and underpinning a strong regional supply chain in the Hunter region.

The company is an independently managed joint venture between Rio Tinto Alcan, CSR, and Hydro Aluminium. Aluminium smelting is an energy-intensive process that requires a continuous and reliable electricity supply, with Tomago Aluminium consuming around 10 per cent of New South Wales electricity to operate at scale. As Tomago Aluminium progresses toward its target of sourcing 100 per cent renewable electricity by 2035, the company is demonstrating that large-scale manufacturing in the Hunter can remain globally competitive while reducing emissions and supporting Australia's clean energy transition.

Newcastle Gas Storage Facility

The NGSF stores and handles very large quantities of liquefied natural gas (LNG). Pipeline natural gas is converted to LNG by cooling it to -162°C and is then stored to meet peak domestic gas market requirements over winter, and provides additional security of gas supply during supply disruption events. The plant is capable of processing up to 66,500 tonnes of LNG per year.

It includes an insulated, non-pressurised LNG storage tank capable of containing 30,000 tonnes or 63,000 m³ of LNG, equivalent to 1.5 petajoules (PJ) of natural gas, and an associated containment area.

The NGSF stores and handles very large quantities of liquefied natural gas (LNG). As the quantity of natural gas to be stored is above threshold amounts, it has been classified as a Major Hazard Facility (MHF) by the NSW Government.

Major hazard facilities include sites like oil refineries, chemical manufacturing plants, LPG facilities, and gas-processing plants, and the NGSF is one of 39 major hazard facilities in NSW.

To ensure that safety is managed to the highest standard, the NSW Government has a regulatory framework for the control of MHFs. Under this regulatory framework, AGL had to prepare and submit to the Government a formally documented safety case, before it gained its MHF license. AGL's Safety Case demonstrates how we safely manage and operate the site. It demonstrates the measures we have taken to minimise the likelihood of a major accident occurring, and documents the measures taken to minimise the consequences of any major accident in the unlikely event that it does occur.

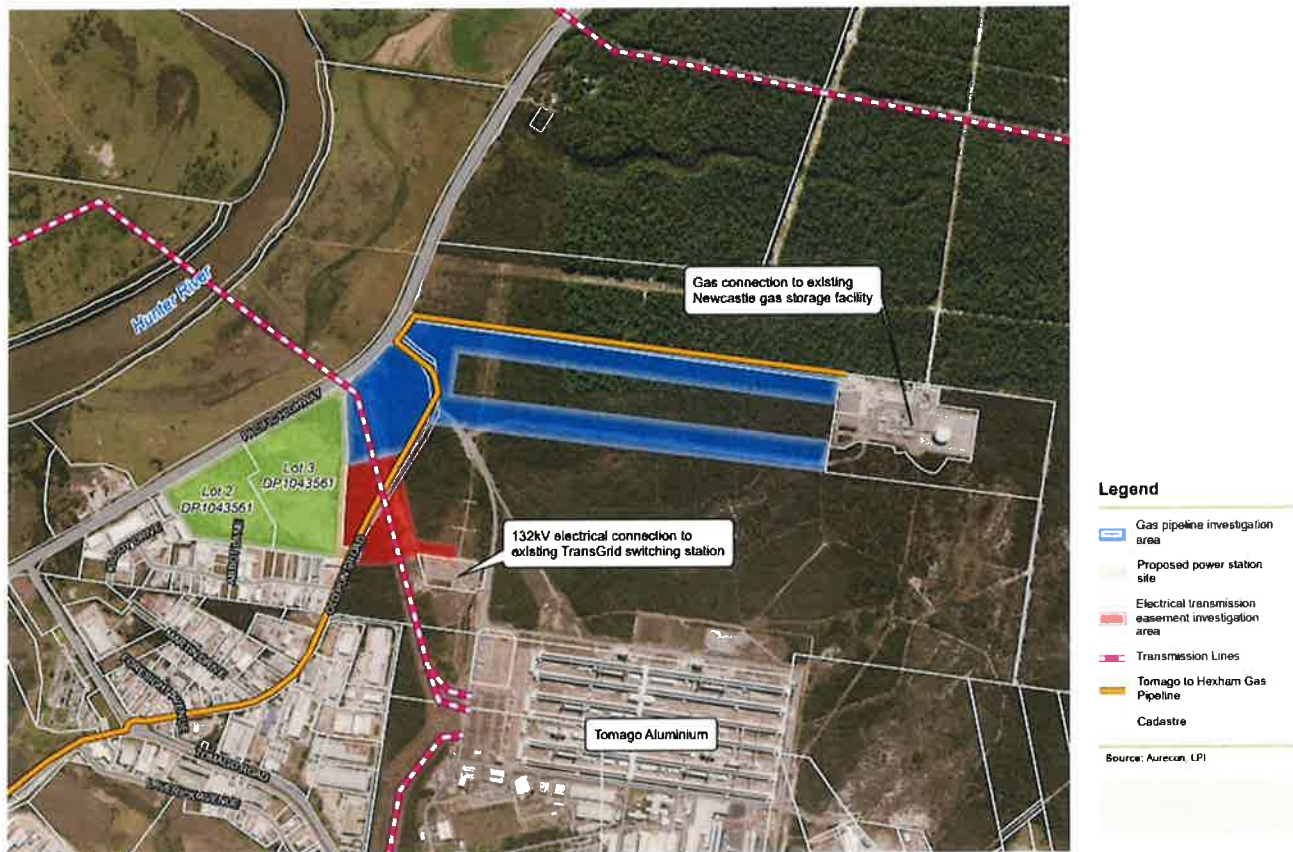


Map 11.0 Newcastle AGL Gas Storage Facility, Tomago

AGL Tomago Battery Energy Storage System (BESS)

AGL is developing a large-scale grid-connected battery energy storage system at Tomago, replacing the previously proposed gas-fired power station. The \$800 million Tomago Battery Project will have a capacity of up to 500 MW

and is designed to support a reliable and secure electricity supply across NSW by providing fast-response, dispatchable energy during periods of high demand and system variability.



Map 12.0 Proposed BESS, Tomago

Construction has commenced and is expected to take approximately two years, with operations targeted for the second half of 2027. The project forms part of AGL's broader energy transition strategy, complementing its existing generation and storage assets in NSW and supporting the shift toward a renewable, firm and flexible energy system.

Newcastle Airport Business Park

The airport is jointly owned by Newcastle City Council and Port Stephens Council and is managed by Newcastle Airport Limited. The airport and its associated developments support more than 3,300 jobs and contributed \$1.19 billion to the Lower Hunter Region economy, according to a 2015 economic impact study.

Future growth plans include a \$250 million redevelopment designed to significantly expand this impact, with projections estimating \$12.7 billion in economic benefits and more than 4,000 new jobs. The airport's master plan and development projects are expected to generate over 3,000 additional jobs, potentially increasing total employment to more than 7,000, particularly with the introduction of Code E international flights.

Recent investments in runway upgrades and terminal enhancements are aimed at accommodating larger aircraft and increasing visitor numbers, further strengthening the local economy.

Toll Security Sensitive Transport - Tomago

Toll Security Sensitive Transport, Tomago, is registered with SafeWork New South Wales as a Major Hazard Facility (MHF) under Chapter 9 of the New South Wales Work (NSW), Health and Safety Regulations 2017. Tomago is classified as a major hazard facility as it stores above the threshold quantity of Ammonium Nitrate. Infrequently, loaded ammonium nitrate (AN) prill trucks are stored within designated in-transit areas on site up to quantities of 200 tonnes.

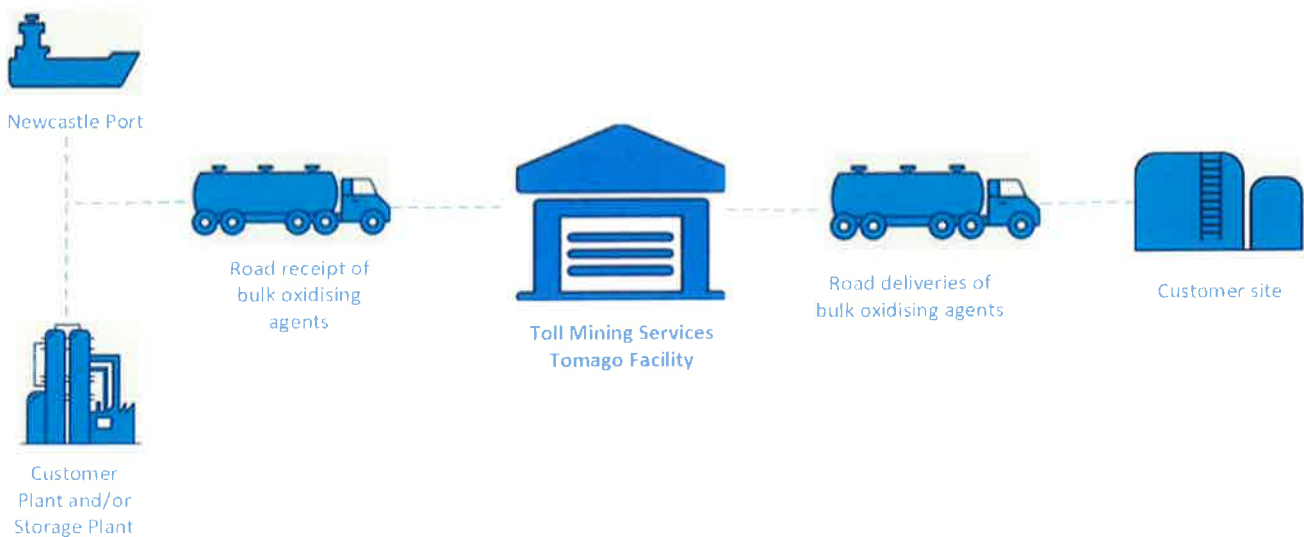
The Toll Global Logistics Tomago facility is located at 12 Old Punt Rd, Tomago. The facility is located on a 2.6-hectare site bounded by Old Punt Rd to the East, stormwater drain and industrial sheds to the south, wetland to the west and north, with industrial development also to the north. The site was developed by R&H Transport Pty Ltd in 1976 as a purpose-built ammonium nitrate and general freight storage and distribution facility. Toll gained full operational rights of the Tomago facility in 2006. Before 2006, Toll acquired a part ownership of the operation with R&H Transport Pty Ltd. This ownership commenced when Toll purchased TNT. Toll does not own the land or fixed infrastructure.

AN is stored in four locations within the facility. Secure Store Ammonium Nitrate (SSAN) 1, 2 and 4 are buildings constructed of steel and sheet metal, with a sealed floor construction. These stores are used for the storage of bagged AN, typically in 1.2 tonne polyethylene bulka bags. SSAN 3 is an external store and is used for the storage of shipping containers containing AN.

The storage of AN is done on behalf of either the manufacturer of the product or a licensed explosive company. The ownership of the material does not pass to Toll North Pty Ltd, and the delivery of AN into and out of the store is authorised by the owner of the AN. The primary role of the warehousing function at Tomago is to allow for the importation or export of AN through the Port of Newcastle.

AN is transported into and out of the facility via road registered heavy vehicles and is loaded and unloaded via forklift.

TMS Tomago Facility Supply Chain Flow Diagram



3 Hazards and risk summary

This identifies the following hazards as having risk of causing loss of life, property, utilities, services and/or the community's ability to function within its normal capacity. These hazards have been identified as having the potential to create an emergency.

The ERM study aligns with *AS/NZ ISO 31000:2018 – Risk Management – Guidelines* and the *National Emergency Risk Assessment Guidelines Handbook 2020*.

The Port Stephens ERM study should be referenced to identify the complete list of consequences and risk descriptions.

The Port Stephens Disaster Adaptation Plan may be referenced for disaster adaptation measures.

Hazard	Risk description	Likelihood rating	Consequence rating	Risk priority	Combat Agency/ responsible agency
Agricultural disease (animal/plant)	An agriculture/horticulture incident that results, or has the potential to result, in the spread of a communicable disease or infestation	Likely	Major	Extreme	Department of Primary Industries and Regional Development
Bridge collapse	Failure of a major bridge structure with or without warning, owing to structural failure or because of external/ internal events or other hazards/ incidents	Rare	Moderate	Medium	LEOCON
Building collapse	Collapse of building owing to structural failure or impact from external/internal event, or other hazards/incidents	Rare	Moderate	Medium	Fire and Rescue NSW (FRNSW) Urban Search and Rescue (USAR) LEOCON
Communicable disease (human/animal)	A pandemic illness that affects, or has the potential to affect, large portions of the human or animal population	Unlikely	Major	High	Department of Health
Dam failure	A dam is compromised, resulting in localised or widespread flooding	Rare	Major	High	Hunter Water NSW State Emergency Service (SES)
Earthquake	An earthquake of significant strength that results in localised or widespread damage	Rare	Catastrophic	High	LEOCON

Hazard	Risk description	Likelihood rating	Consequence rating	Risk priority	Combat Agency/ responsible agency
Fire (bush or grass)	Major fires in areas of bush or grasslands	Almost Certain	Major	Extreme	NSW Rural Fire Service (RFS) FRNSW
Fire (industrial)	Serious industrial fire in office complexes and/or warehouses within industrial estates	Possible	Moderate	High	FRNSW NSW RFS
Fire (commercial)	Serious commercial fires in shopping centres, aged persons units, nursing homes, and hospitals	Possible	Major	Extreme	FRNSW NSW RFS
Fire (residential)	Serious residential fire in medium/high-rise apartments	Possible	Minor	Medium	FRNSW NSW RFS
Flood (flash)	Heavy rainfall causes excessive localised flooding with minimal warning time	Almost Certain	Major	Extreme	NSW SES
Flood (riverine)	River flows exceed the capacity of normal river systems, resulting in flood waters escaping and inundating river plains	Almost Certain	Major	Extreme	NSW SES
Hazardous release	Hazardous material released as a result of an incident or accident	Almost Certain	Major	Extreme	FRNSW
Heatwave	A sequence of abnormally hot conditions has the potential to adversely affect a community	Almost Certain	Major	Extreme	NSW Ambulance
Landslip	Landslip/landslide resulting in localised or widespread damage	Possible	Minor	Medium	LEOCON
Storm	Severe storm with accompanying lightning, hail, wind, and/or rain that causes severe damage and/or localised flooding (includes tornado)	Almost Certain	Major	Extreme	NSW SES
Transport emergency (air)	Aircraft crashes in LGA resulting in a large number of fatalities, injuries, and/or damage to property	Rare	Catastrophic	Extreme	LEOCON

Hazard	Risk description	Likelihood rating	Consequence rating	Risk priority	Combat Agency/ responsible agency
Transport emergency (road)	A major vehicle accident that disrupts one or more major transport routes that can result in risk to people trapped in traffic jams, restrict supply routes, and/or protracted loss of access to or from the area	Almost Certain	Minor	High	LEOCON
Transport emergency (sea)	A major accident that results in environmental damage and a major recovery operation	Rare	Major	High	Port Authority/Maritime NSW
Tsunami	A tsunami wave of magnitude that presents a risk to land and marine elements	Rare	Catastrophic	High	NSW SES
Utilities failure	Major failure of an essential utility for unreasonable periods of time as a result of a natural or man-made occurrence	Possible	Major	Extreme	LEOCON

4 Local plans and policies

Responsibility for the preparation and maintenance of local plans rests with the relevant lead agency (e.g. Combat Agency).

Local plans are developed in consultation with the Port Stephens LEMC and the community.

The plans listed below are supplementary to this EMPLAN. The plans have been endorsed by the LEMC and are determined as compliant and complementary to the arrangements listed in this EMPLAN.

These plans are retained by the LEMO on behalf of the LEMC, and public release versions may be made available on the council website.

Plan/policy	Purpose	Responsible agency
Port Stephens Pre-Event Recovery Plan	To outline the arrangements for recovery within Port Stephens	NSW Reconstruction Authority Port Stephens Council
Port Stephens Disaster Adaptation Plan	Collaborative, regional scale and community focused approach to disaster adaptation planning.	NSW Reconstruction Authority Port Stephens Council
Bush Fire Risk Management Plan	A strategic document that identifies assets at risk and sets out a program of	NSW Rural Fire Service

Plan/policy	Purpose	Responsible agency
	coordinated multi-agency treatments to reduce the risk of bushfire to key assets.	
Port Stephens Flood Emergency Sub Plan	This plan covers preparedness measures, the conduct of response operations, and the coordination of immediate recovery measures from flooding within the Port Stephens Council area. It covers operations for all levels of flooding within the LGA.	NSW State Emergency Service
Dam Safety Emergency Plan	A Dam Safety Emergency Plan outlines roles and responsibilities for monitoring and responding to incidents.	Hunter Water NSW State Emergency Service
Hunter Valley Flood Mitigation Scheme – Flood Emergency Response Plan (Lower Hunter Valley)	The purpose of this Flood Emergency Response Plan is to detail arrangements for preparedness, response, and recovery of the Hunter Valley Flood Mitigation Scheme (HVFMS). The scope of the plan is to: • Outline the HVFMS • Outline emergency management arrangements to operate the scheme • Identify linkages with other organisations This document is an internal document to guide DPIE HVFMS operations and does not form part of broader NSW emergency management planning arrangements. Arrangements for the emergency management of floods and flood intelligence are outlined in the State Flood Plan and relevant Local Flood Plans.	DPIE - Hunter Valley Flood Mitigation Scheme
Newcastle Airport Aerodrome Emergency Plan	The Aerodrome Emergency Plan covers the roles and responsibilities for a number of possible scenarios at the airport.	Newcastle Airport
Port Stephens Tsunami Plan	The Port Stephens Tsunami Plan identifies emergency management arrangements for the management of a tsunami in the LGA.	NSW State Emergency Service
RAAF Williamstown Airfield Emergency Plan	The RAAF Williamstown Airfield Emergency Plan covers the roles and responsibilities of several Military and Civilian aircraft incident scenarios for RAAF Williamstown Airfield and areas of operation.	Royal Australian Air Force
AGL Newcastle Gas Storage Facility Emergency Response Plan	The AGL Newcastle Gas Storage Facility Emergency Response Plan identifies emergency management arrangements	AGL

Plan/policy	Purpose	Responsible agency
	for the management of the Major Hazard Facility	
Thales Group Emergency Plan	The Thales Group Emergency Plan identifies emergency management arrangements for the management of the Major Hazard Facility at Williamtown RAAF base	Thales Group
Coastal Waters Marine Pollution Plan	The NSW State Marine Pollution Contingency Plan has been prepared in support of the New South Wales State Emergency Plan (EMPLAN) and the National Plan for Maritime Environmental Emergencies (National Plan) to outline arrangements for dealing with marine oil or chemical spills and maritime incidents such as groundings, collisions, disabled vessel or fire on a vessel that could result in an oil or chemical spill into State waters of NSW.	Transport NSW – NSW Maritime

5 Informal volunteer management

The LEMC recognises that informal volunteers may be a source of local knowledge, skills, and surge capacity to meet the immediate demands of an emergency and facilitate recovery.

The LEMC has considered the community and risk profile of the local area and identified opportunities where informal volunteers may be engaged.

Reference addendum for Port Stephens Council's framework regarding the engagement and use of informal volunteers before, during, and after an emergency.

Opportunity	Purpose	Existing groups to liaise with
Catering	For responders	NSW Rural Fire Service NSW State Emergency Service
Catering	For local community members attending Community Resilience Hubs	Rotary Clubs Lions Clubs New Life Community Relief Local sporting clubs
Sandbagging	Flood preparation	NSW State Emergency Service
Clearing debris	Clear debris from properties and public spaces after storms or fires.	NSW State Emergency Service

Opportunity	Purpose	Existing groups to liaise with
Logistics	Help distribute supplies or assist with basic tasks for response teams.	NSW State Emergency Service NSW Rural Fire Service
Assisting vulnerable community members	Check on and assist elderly or isolated neighbours with essentials (food, water, medication).	NSW State Emergency Service
Assisting with animal care	Assist with caring for or evacuating pets and livestock.	Local Land Services
Assist at Community Resilience Hubs	Community Champions - Provide updates at local community points.	Port Stephens Council + Community Resilience Network

5.1 Engagement and communication plan

During an emergency, the LEMC and Combat Agency/Agencies will advise the community on what's needed, what's not needed, and what's safe.

Communication channel	Audience	Expectations/messages
Local radio	Local community Those without internet access Vulnerable communities that rely on radio for urgent information.	Clear, timely advice from the LEMC and Combat Agency/Agencies on what is needed, what is not needed, and what is safe. Encourage cooperation with emergency instructions, promote community reassurance, and reinforce equipment and preparedness considerations. Use CRN representatives where appropriate to localise messages and address community concerns.
Local news	Local community	Consistent, authoritative messaging on emergency status, required actions, and safety information. Emphasise donations or assistance that are required and discourage unsolicited or unsafe offers. Highlight community resilience stories and CRN-supported initiatives to build trust and compliance.
Social media	Members of local social media groups and messaging apps (e.g. Facebook community pages, WhatsApp groups). Younger audiences People seeking real time updates	Short, shareable updates on what help is needed, what to avoid, and what is safe to do. Actively counter misinformation. Leverage CRN members, group administrators, and trusted local voices to tailor messages for specific neighbourhoods and amplify official advice.

Communication channel	Audience	Expectations/messages
Website	Local community People seeking verified information Local businesses, service providers and media outlets	Central source of truth for verified information, situation updates, FAQs, and safety advice. Clearly outline current needs, items or actions not required, and safe ways to assist. Provide links to CRN resources, local support services, and community-led recovery activities.
Community noticeboards	Local community Passersby Visitors to key locations (community centres/resilience hubs, libraries)	Simple, clear notices outlining key safety messages, required actions, and what assistance is or is not needed. Use CRN and community group input to ensure messaging reflects local context, accessibility needs, and culturally appropriate communication.
Interagency group coordinators and relevant community groups	Leaders and coordinators of community groups, CRN representatives, faith-based organisations, service providers, volunteer coordinators, and members who relay information to wider networks.	Detailed, two-way communication on priorities, community needs, and messaging alignment. Enable CRN partners to distribute targeted community messaging, coordinate safe community assistance, identify emerging issues, and provide feedback to the LEMC.

Neighbourhood Safer Places (NSPs)

Title	Type	Location
Apex Park	Open Space	Cnr of Victoria Parade and Stockton Street, Nelson Bay
Spencer Park	Open Space	Corner of Mitchell Avenue and Soldiers Point Road, Soldiers Point
Dunmore Reserve	Open Space	Blake Parade, Anna Bay
Henderson Park	Open Space	52 Cook Parade, Lemon Tree Passage
Foreshore Car Park	Open Space	Victoria Parade, Nelson Bay
Car Park & Beach	Open Space	Cnr Victoria Parade and Teramby Street, Nelson Bay
Birubi Beach & Robinson Reserve	Open Space	Fitzroy Street, Anna Bay
North Stockton Beach	Open Space	End of James Paterson Street, Anna Bay
Birubi Sands Reserve	Open Space	Gan Gan Road (near Morna Point Road), Anna Bay
Lakeside Leisure Centre (Car Park)	Open Space	Leisure Way, Raymond Terrace
Boat Harbour	Open Space	Graham Street, Boat Harbour
Boyd Oval (Tennis Courts)	Open Space	7 Grey Gum Street, Medowie
Mallabula Sports Complex	Open Space	Strathmore Street, Mallabula
West's Nelson Bay Diggers Club	Building	Shoal Bay Road, Nelson Bay
Shoal Bay Beach	Open Space	Intersection of Shoal Bay Road and Government Road, Shoal Bay
Fingal Bay	Open Space	Cnr Boulder Bay Road and Marine Drive, Fingal Bay

Title	Type	Location
Salt Ash	Open Space	Cecilia Close, Salt Ash
Ferodale Park (Entrance)	Open Space	Intersection of Ferodale Road and Kirrang Drive, Medowie
Memorial Park	Open Space	Memorial Drive, Karuah
Oyster Cove	Open Space	63 Frederick Drive, Oyster Cove
Old Wharf Park	Open Space	Corner of Lemon Tree Passage and Rookes Road, Salt Ash
Banksia Park - Seaside Village	Open Space	Jabiru Drive, Fern Bay