



NGH

**ACCOMMODATION AND
EMPLOYMENT STRATEGY (STAGE
3A UPDATES)
Wollar Solar Farm**

November 2021



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Draft 1.0	04/11/2021	Ainslee Roser	Will Weir	Will Weir
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W. www.nghconsulting.com.au

BEGA - ACT & SOUTH EAST NSW

Suite 11, 89-91 Auckland Street (PO Box 470) Bega NSW 2550 **T.** (02) 6492 8333

BRISBANE

Suite 4, Level 5, 87 Wickham Terrace Spring Hill QLD 4000 **T.** (07) 3129 7633

CANBERRA - NSW SE & ACT

8/27 Yallourn Street (PO Box 62) Fyshwick ACT 2609 **T.** (02) 6280 5053

GOLD COAST

PO Box 466 Tugun QLD 4224 **T.** (07) 3129 7633

E. ngh@nghconsulting.com.au

NEWCASTLE - HUNTER & NORTH COAST

Unit 2, 54 Hudson Street Hamilton NSW 2303 **T.** (02) 4929 2301

SYDNEY REGION

Unit 18, Level 3, 21 Mary Street Surry Hills NSW 2010 **T.** (02) 8202 8333

WAGGA WAGGA - RIVERINA & WESTERN NSW

Suite 1, 39 Fitzmaurice Street (PO Box 5464) Wagga Wagga NSW 2650 **T.** (02) 6971 9696

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ACRONYMS AND ABBREVIATIONS

AC	Alternating current
AES	Accommodation and Employment Strategy
CoC	Conditions of Consent
DPIE	Department of Planning, Industry and Environment
EMS	Environmental Management Strategy
EIS	Environmental Impact Statement
IPC	Independent Planning Commission
km	kilometres
LGA	Local government area
MW	Megawatt
MWRC	Mid-Western Regional Council
The Project	Wollar Solar Farm
PV	Photovoltaic
SSD	State Significant Development
WSD	Wollar Solar Developments Pty Ltd (the proponent)

1. INTRODUCTION

1.1. OVERVIEW OF WOLLAR SOLAR FARM

Wollar Solar Farm, being a State Significant Development (SSD), received planning approval on 24 February 2020 for the construction and operation of an up to 290-megawatt (MW) capacity alternating current (AC) photovoltaic (PV) solar farm. The Wollar Solar Farm (the 'Project') would be located on a rural property approximately 7 kilometres (km) south of Wollar village.

The construction period of the solar farm is expected to last for 12 to 18 months from the commencement of site establishment works. Construction hours would be limited to Monday to Friday 7am to 6pm, and Saturday 8am to 1pm.

1.2. OBJECTIVES OF THIS STRATEGY

The Project will be developed in stages as outlined in Table 1-1. The Accommodation and Employment Strategy for Stage 2 has already been approved and the works associated with Stage 2 will be complete in November 2021 by a local contractor (A1 Earthworx) using local personnel. This Accommodation and Employment Strategy (AES) has been prepared specifically in relation to Stage 3a of the development. Stage 3a is not expected to have a significant impact to accommodation and employment in the local area. Stage 3b will have a significant impact in the local area and a detailed Accommodation and Employment Strategy will be developed prior to construction commencing (March 2022).

Table 1-1 Development Staging

Development Stage	Description	Approach for AES
Stage 1	Road upgrade works on Barigan Road as required for use of the Northern Access.	Not required for this stage. Road upgrades are a "pre-construction" activity required prior to commencing Construction. MWRC works team commenced this stage in August 2020.
Stage 2	Construction of the Northern Access between Barigan Road and the Solar Farm site.	AES for Stage 2 has been approved and the works will be complete in November 2021.
Stage 3a	Construction of the TransGrid substation.	This document has been updated to include information for Stage 3a.
Stage 3b	Construction of the main solar farm including piled foundations, solar panels, substation, and ancillary infrastructure.	A separate AES will be prepared for Stage 3b.
Stage 4	Road upgrade works on Barigan Road and Maree Road as required for the Southern Access Option.	Note that Stage 4 may not be required to be undertaken for the Project. Per Stage 1 an AES is not required for this stage if it is undertaken.

The objective of this Stage 3a AES is to address the relevant Conditions of Consent (CoC) from the New South Wales, Minister for Planning for the Project in relation to the Stage 3a works, per Table 1-2.

Table 1-2 Relevant conditions of consent

Condition of Consent	Report Section	Timing	Responsibility
<i>Prior to commencing construction, the Applicant must prepare an Accommodation and Employment Strategy for the development in consultation with Council, and to the satisfaction of the Secretary in writing. This strategy must:</i>			
a) <i>Propose measures to ensure there is sufficient accommodation for the workforce associated with the development:</i>	Section 5	Pre-construction	WSD
b) <i>Consider the cumulative impacts associated with other State significant developments in the area, including nearby mines:</i>	Section 0	Pre-construction	WSD
c) <i>Investigate options for prioritising the employment of local workers for the construction and operation of the development, where feasible: and</i>	Section 4	Pre-construction	WSD
d) <i>Include a program to monitor and review the effectiveness of the strategy over the life of the development, including regular monitoring and review during construction.</i>	Section 7	Construction	WSD

1.3. DOCUMENT HIERARCHY

This Stage 2 and 3a AES sits within a range of management plans and strategy documents required by the CoC for the Project, with its position in the hierarchy shown in Figure 1-1, which details specific environmental performance criteria and management measures and procedures required to be implemented. The principal document is the Environmental Management Strategy (EMS) required by the CoC. The Stage 2 and 3a AES sits within the management plans required under the CoC and should be read in conjunction with the EMS.

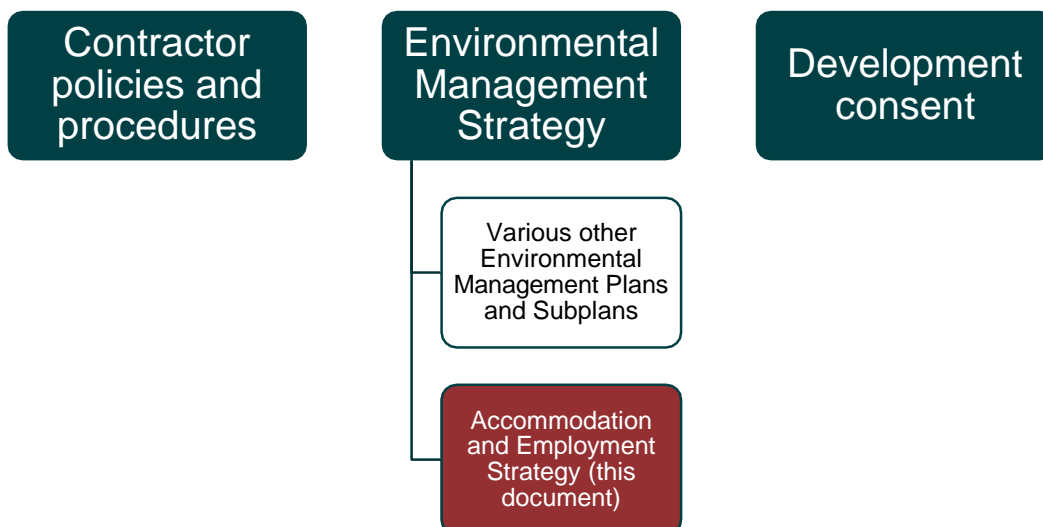


Figure 1-1 EMS Framework

Table 1-3 Further commitments to conditions of consent

Condition of Consent	Wollar Solar Development Commitment
<p><i>Schedule 2 Condition 4:</i> <i>The Applicant must comply with any requirement/s of the Secretary arising from the Department's assessment of:</i></p> <p><i>(a) any strategies, plans or correspondence that are submitted in accordance with this consent;</i></p> <p><i>(b) any reports, reviews or audits commissioned by the Department regarding compliance with this consent; and</i></p> <p><i>(c) the implementation of any actions or measures contained in these documents.</i></p>	<p>This condition will be complied with.</p>
<p><i>Schedule 4 Condition 2:</i> <i>The Applicant must:</i></p> <p><i>(a) update the strategies, plans or programs required under this consent to the satisfaction of the Secretary prior to carrying out any upgrading or decommissioning activities on site; and</i></p> <p><i>(b) review and, if necessary, revise the strategies, plans or programs required under this consent to the satisfaction of the Secretary within 1 month of the:</i></p> <ul style="list-style-type: none"> <i>• submission of an incident report under condition 7 of Schedule 4;</i> <i>• submission of an audit report under condition 9 of Schedule 4; or</i> <i>• any modification to the conditions of this consent.</i> 	<p>This condition will be complied with in relation to the AES.</p>
<p><i>Schedule 4 Condition 4:</i> <i>Prior to commencing the construction, operations, upgrading or decommissioning of the development or the cessation of operations, the Applicant must notify the Department in writing via the Major Projects website portal of the date of commencement, or cessation, of the relevant phase.</i></p> <p><i>If any of these phases of the development are to be staged, then the Applicant must notify the Department in writing prior to commencing the relevant stage, and clearly identify the development that would be carried out during the relevant stage.</i></p>	<p>This condition will be complied with.</p>
<p><i>Schedule 4, Condition 8:</i> <i>The Department must be notified in writing via the Major Projects website portal immediately after the Applicant becomes aware of an incident. The notification must identify the development (including the development application number and the name of the development if it has one), and set out the location and nature of the incident</i></p>	<p>This condition will be complied with.</p>
<p><i>Schedule 4 Condition 9:</i> <i>The Applicant must commission and pay the full cost of Independent Environmental Audits of the development. The audits must:</i></p> <p><i>(a) be prepared in accordance with the relevant Independent Audit Post Approval requirements (DPE 2018);</i></p> <p><i>(b) be led and conducted by a suitably qualified, experienced and independent team of experts whose appointment has been endorsed by the Secretary in writing;</i></p> <p><i>(c) be prepared, unless otherwise agreed with the Secretary in writing:</i></p> <ul style="list-style-type: none"> <i>• within 3 months of commencing construction;</i> <i>• within 3 months of commencement of operations; and</i> <i>• as directed by the Secretary;</i> <p><i>(d) be carried out in consultation with the relevant agencies;</i></p> <p><i>(e) assess whether the development complies with the relevant requirements in this consent, and any strategy, plan or program required</i></p>	<p>This condition will be complied with.</p>

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<p><i>under this consent; and</i></p> <p><i>(f) recommend appropriate measures or actions to improve the environmental performance of the development and any strategy, plan or program required under this consent.</i></p> <p><i>Within 3 months of commencing an Independent Environmental Audit, or unless otherwise agreed by the Secretary in writing, a copy of the audit report must be submitted to the Secretary, and any other NSW agency that requests it, together with a response to any recommendations contained in the audit report, and a timetable for the implementation of the recommendations.</i></p> <p><i>The recommendations of the Independent Environmental Audit must be implemented to the satisfaction of the Secretary, confirmed in writing.</i></p>	
<p><i>Schedule 4 Condition 10:</i></p> <p><i>The Applicant must:</i></p> <p><i>(a) make the following information publicly available on its website as relevant to the stage of the development:</i></p> <ul style="list-style-type: none"> <i>• the EIS;</i> <i>• the final layout plans for the development;</i> <i>• current statutory approvals for the development;</i> <i>• approved strategies, plans or programs required under the conditions of this consent;</i> <i>• the proposed staging plans for the development if the construction, operation or decommissioning of the development is to be staged;</i> <i>• how complaints about the development can be made;</i> <i>• a complaints register;</i> <i>• compliance reports;</i> <i>• any independent environmental audit, and the Applicant's response to the recommendations in any audit; and</i> <i>• any other matter required by the Secretary; and</i> <p><i>(b) keep this information up to date</i></p>	<p>This condition will be complied with.</p> <p>The approved AES will be uploaded to the following website: https://www.wollarsolarfarm.com.au/</p>

2. REGIONAL PROFILE

2.1. REGIONAL ECONOMIC PROFILE

The Project site is within the Mid-Western Regional Local Government Area (LGA) in Central West NSW. The region covers approximately 9,000km² and includes several historic towns, large agricultural holdings and large coal mining operations. Town and localities within proximity to the Project site and with relevance to the Project are listed in Table 2-1

Table 2-1 Localities with relevance to the Project

Location	Distance from Project site	Relevance to proposed solar farm	2016 Census population (Australian Bureau of Statistics, 2019)
Wollar	7km north	Wollar is the closest village to the Project site.	69
Mudgee	38km south-west	The closest regional centre for residents of Wollar.	10,923
Ulan	25km north-west	Host to the Ulan coal mine.	58
Wilpinjong	11km north-west	Host to the Wilpinjong coal mine.	0
Moolarben	20km north-west	Host to the Moolarben coal mine.	17
Beryl	50km north-west	4km south of the closest approved solar farm (SSD) to the Project site.	132
Gulgong	40km north-west	9km south-east of and the closest regional centre to the residents of Beryl.	2,521

The Mid-Western Regional Council's (MWRC) publication covering the 2018 economic and business profile provides information about the region. Estimated overall economic growth of more than \$100 million per annum is comprised mainly of contributions from mining, construction, agriculture, real estate, and health care. Of the 2,625 registered businesses in the region, approximately 445 are engaged in agriculture and approximately 367 in construction. Significant population growth is expected in line with ongoing expansion of the coal mining industry, tourism sector and the establishment of future state significant developments.

The *Central West and Orana Regional Plan 2036* (Department of Planning & Environment, 2017) describes the region as "... one of NSW's most diverse regional economies...". In 2011, the largest gross regional product contributors according to the plan were:

1. Mining, contributing \$2.5 billion and 5% of jobs, and
2. Agriculture, forestry, and fishing, contributing \$1.3 billion and 11% of jobs.

Additionally, health care and social assistance contributed \$1.1 billion, manufacturing contributed \$1 billion and education and training contributed \$849 million.

The plan also presents the top three economic opportunities for the Mid-Western Regional Council as:

- Mining,
- Agribusiness, and
- Tourism.

The regions coal mining sector is concentrated around Mudgee and Lithgow, and coal mines of particular relevance to the Project site include the existing mines surrounding Wollar village, which include Wilpinjong, Ulan and Moolarben Coal Mines. The proposed Bylong Coal Project was refused by DPIE, and at the time of writing was undertaking a gateway application. As such, it is not anticipated this would overlap the Project construction stage.

The most recent agricultural census (ABS, 2010-11) showed the total value of agricultural commodities in the Mid-Western Regional LGA to be \$48,110,977 (0.41% of NSW) and the total value of agriculture, as a whole, to be \$64,715,602 (0.55% of NSW). Total land in the region used for crops, fruit and vegetables comprised 10,204ha (0.14% of NSW) and land dedicated to beef and dairy cattle, chickens, horses, pigs, and sheep was 536,506ha (0.81%).

The top 3 contributors to agribusiness in 2011 within the Mid-Western Regional LGA were:

1. Wool, contributing \$28.4 million,
2. Cereal crops, contributing \$27.4 million, and
3. Cattle and calves, contributing \$16.1 million.

Other Developments

Other industries in the region generate a demand for accommodation, however these services range from seasonal to intermittently required throughout the year as contracts are awarded for projects. For example, other employment generating developments include:

- Seasonal demands for harvesting (agricultural and vineyard),
- Mining activities (identified previous in Section 3.2), and
- Contracts awarded for local projects (e.g. infrastructure projects, which on occasion require external workers or assistance).

2.2. FACILITIES AND SERVICES

Wollar being the closest village to the Project has a general store (with petrol station facilities), post office and public school. It is expected that the general store will close in the near future.

The nearest regional centre, Mudgee, provides:

- One hospital and two medical centres,
- Three major supermarkets,
- Two clubs (Club Mudgee and Mudgee Golf Club),
- Approximately 100 accommodation services within or close to Mudgee,
- Two newsagents,
- Seven petrol stations,
- A post office, and
- A regional airport with daily flights to and from Sydney.

Gulgong provides:

- One hospital and one medical centre,
- One supermarket (IGA),
- Two clubs (Gulgong RSL Club and Gulgong Bowling & Sporting Club),
- Six accommodation services,
- Three petrol stations and one truck stop,
- One newsagency, and
- One post office.

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Other local towns such as Denman, Dunedoo and Sandy Hollow provide limited services, however, do include essential businesses such as, but not limited to a grocery store, cafes, petrol stations, newsagency, and post office.

3. WORKFORCE ESTIMATES

3.1. CONSTRUCTION

Stage 1 of the works is already complete. Stage 2 of the works is expected to be complete in November 2021 using local personnel. Stage 2 will not occur concurrently to Stage 3a.

3.1.1. Stage 3a construction

For the Greenfield Substation construction work the peak workforce would be approximately 30-35 at any single point during the 12-month construction period (November 2021 to November 2022). It is expected that approximately 16 local subcontractors would be utilised for Stage 3a. A peak of 28 non-local workers would require accommodation. It is expected that this work will overlap with the Wollar Solar Farm main works, Stage 3b which is being undertaken by the proponent and an EPC contractor.

The Construction of the substation civil works and will occur from December 2021 – September 2022. The sub-contractor for the civil works is local to the Mudgee area and will not require accommodation for their personnel. The first non-local subcontractor (HV and LV electrical works) that will require accommodation for personnel is expected to start work in March 2022.

3.1.2. Stage 3b construction

The solar farm will be constructed by an EPC contractor as part of Stage 3b of the project. The EIS and Submissions report currently allows a peak workforce of 320 personnel and it is expected that the maximum allowable number of workers will be required. The Stage 3b will include all on-site works except for the work done in Stages 3a (substation) and Stage 2 (Northern Access Road). The EPC contractor has not been engaged at the time of writing this report and so the Accommodation and Employment strategy is not available. WSD commits to providing a fully detailed Accommodation and Employment Strategy for review and approval for the entire project prior to commencing construction of Stage 3b. This strategy is expected to be provided to Council in January 2022. This will include detail regarding management of the concurrent Stages 3a and 3b. Construction of Stage 3b is expected to be mid-March 2022.

3.1.3. Stage 4 construction

Stage 4 of the project is an optional stage to re-surface and upgrade Barigan Road and Maree Road to allow access to the southern end of the site. This work may not occur. It is likely that Mid-Western Regional Council will complete this work, should it be required, and so a detailed Accommodation and Employment Strategy is not required.

Table 3-1 shows the estimated workforce numbers and targets for local personnel.

Wollar Solar Development (WSD) have collected information from individuals and business who are interested in providing services to the Project via an “Expression of Interest” section on the Project website.

Table 3-1 Required personnel and targets for local employment

Contract Type	Types of Work	Personnel	Indicative Timing
Stage 2	Grading Road construction	Up to 20 personnel Local Employment Targets 5-10 local employment opportunities	Start: August 2021 Completion: November 2021
Stage 3a	Substation Construction	Up to 35 personnel Local Employment Targets up to 18 personnel	Start: 30 November 2021 Completion: 30 November 2022
Stage 3b	Solar Farm Construction	Up to 320 personnel (combined 3a and 3b) Further detail will be provided after engaging the EPC contractor.	Start: March 2022 Completion: July 2023

3.2. INTERACTION WITH OTHER PROJECTS

The potential for overlap between the Project and other developments in the area was assessed in the Environmental Impact Statement (EIS) for the Project (NGH Environmental, 2019). Of the major projects identified in the EIS, two had potential for cumulative impacts with the Project, being the Mudgee Hospital Redevelopment and Bylong Coal Project.

- The Mudgee Hospital Redevelopment was completed in late May 2020 (Western NSW Local Health District, 2020), and therefore will not overlap with Wollar Solar Farm Stage 2, and
- The Bylong Coal Project was determined in September 2019 and refused. KEPCO appealed the decision and was considered in the NSW Land and Environment court. The NSW Court of Appeal upheld the decision to refuse the Bylong Coal Project on the 14/09/2021, therefore will not impact on the works being undertaken for the Project.

Given the relatively small workforce associated with Stage3a, it is not expected that there will be any issue obtaining the temporary accommodation required given the number of accommodation providers available in the surrounding townships.

3.2.1. State Significant Development within the Region

Table 3-3 lists the State Significant Development (SSD) projects occurring within the region surrounding Wollar as of October 2021. The status and construction timelines for these projects have been assessed in relation to the Wollar Solar Farm Stage 3a works.

The main projects that may impact accommodation availability within the region, which have potential to be under construction at approximately the same time as the Project, are:

- Crudine Ridge Wind Farm,
- Stubbo Solar Farm
- St Matthews Catholic College, and
- Uungula Wind Farm.

Crudine Ridge Wind Farm

Crudine Ridge Wind Farm was identified as an SSD project, which will overlap with the Stage 2 works of Wollar Solar Farm. WSD has engaged with the developer for Crudine Ridge Wind Farm to discuss the

projects accommodation and workforce requirements. The project is now in the late stage of construction with activities focussed on commissioning the turbines with the Wind Farm expected to be fully operational in early 2022. Therefore, there are few workers on site. The operations and maintenance teams would mostly have long term rental accommodation.

St Matthews Catholic College

The construction of a new secondary school for St Matthews Catholic College is anticipated to begin in June 2021 (_planning Pty Ltd, 2020). As construction of the Project (Stage 2) is anticipated to begin in September 2020, accommodation for any 'out of area' workers would have already been secured. Construction of Stage 3a is anticipated to begin in November 2021, however given the small number of workers requiring accommodation, this would not put pressure on local accommodation providers.

It is anticipated that construction workers would peak at 150 per day during the fit-out/ finishes and commission stage anticipated for 8 months from July 2021 (_planning Pty Ltd, 2020). The EIS and management plans do not detail the number of local employees to be utilised, therefore it has been assumed that at least 50% of the construction workers required would be local and not require accommodation services.

Stubbo Solar Farm

Construction of the Stubbo Solar Farm is anticipated to begin in mid-2022 (Ramboll Australia Pty Ltd, 2020), therefore would overlap the Stage 3a works. It is expected to require 400 workers with 50% of those being local and not requiring accommodation means, this leaves a peak of 200 workers requiring accommodation. It is unlikely the peak of Stubbo Solar Farm will be concurrent to the peak of Stage 3a of Wollar Solar Farm. Stubbo Solar Farm is required to provide an Accommodation and Employment Strategy prior to construction commencing and it will need to consider that the workers at Wollar Solar Farm will already be accommodated in the area.

Given the small scale of workers required for Stage 3a, it is unlikely that there would be significant cumulative impact on accommodation and employment in the region.

Uungula Wind Farm

Construction of the Uungula Wind Farm is expected to commence in mid-2022 (CWP Renewables Pty Ltd, 2020). It is expected to require a peak of 262 workers (CWP Renewables Pty Ltd, 2020). A peak non-local workforce of up to 125 workers may need to be accommodated in the region (Ethos Urban, 2020).

Uungula Wind Farm is required to provide an Accommodation and Employment Strategy prior to construction commencing and it will need to consider that the workers at Wollar Solar Farm will already be accommodated in the area.

Table 3-2 estimates the combined number of workers between State Significant Developments and Wollar Solar Farm requiring accommodation.

Table 3-2 State Significant Development workers requiring accommodation

Project	Personnel requiring accommodation in 2022
Wollar Solar Farm Stage 2	0
Wollar Solar Farm Stage 3a	28
Crudine Ridge Wind Farm	10
St Matthews	52
Stubbo Solar Farm	200
Uungala Wind Farm	125
Combined	415

Table 3-3 State Significant Development Projects in the region

Project	Location	Status (October 2021)	Potential Demand Concurrent to Stage 3a
St Matthews Catholic College	Spring Flat/Mudgee	Determined 16/12/2020	Yes
Beryl Solar Farm	Gulgong	Completed	No
Gateway Application – Bylong Coal Project	Bylong	Refusal upheld	No
Mod 7 – Temporary Production Increase	Wilpinjong	Completed	No
Wilpinjong Modification 1 – Water Supply Infrastructure	Wilpinjong	Withdrawn	No
Bowdens Silver	Lue	Response to submissions	No
Ulan Coal Mine - Expansion	Ulan	Completed	No
Moolarben Coal Mine - Expansion	Ulan	Completed	No
Moolarben Stage 1 MOD 15 – UG4 Ancillary Works	Ulan	Completed	No
Crudine Ridge Wind Farm	Pyramul	Construction completed and Commissioning in process.	Yes
Stubbo Solar Farm	Gulgong	Determined 29/06/2021	Yes
Uungala Wind Farm	Wellington	Determined 07/05/2021	Yes
Central West Orana REZ Transmission – Wollar Substation upgrade	Wollar	Preparing EIS	No

4. EMPLOYMENT STRATEGY

4.1. STAGE 2 LOCAL OPPORTUNITY

WSD undertook a review of local civil contracting companies with the capability to undertake the Stage 2 construction works. Stage 2 was undertaken wholly by local contractor A1 Earthworx. This included employment of up to 20 personnel.

4.2. STAGE 3A LOCAL OPPORTUNITY

The substation works are being undertaken by Downer on behalf of Transgrid have undertaken a review of the local employment opportunities and the required work for stage 3a. Due to the High Voltage Substation construction work requiring a specific set of skills set beyond general electrical work; management, supervision, electrical - HV & LV, communication and the commissioning portions of the construction works will be performed by Downers experienced substation teams on a drive-in drive-out and fly-in flyout arrangement.

This would require accommodation for an anticipated peak of 28 non-local workers. Given the breadth of accommodation providers in surrounding towns such as Mudgee and Gulgong, this would not put a strain on local accommodation providers and would provide an economic boost for the local economy despite not being able to utilise local workers for all of the work.

Local employment will be obtained via subcontractor and supplier arrangements as per the following anticipated subcontractor packages (to local companies):

1. Civil – Bulk Earth Works:

Contract confirmed with A1 Earthworx Mining and Civil with a peak of approximately 12 local personnel.
2. Transmission line; foundation work:

Contract confirmed with A1 Earthworx Mining and Civil with an additional 4 local personnel.
3. Cleaning -temporary construction facilities:

Cleaners will be on boarded for the project resulting in local employment of approximately 1-2 personnel.
4. Water supply delivery – potable and construction:

Water supply for the site will result in local employment of approximately 1-2 personnel.
5. Rubbish disposal:

Rubbish deposal for the site will result in local employment of approximately 1-2 personnel.
6. Plant and Equipment Hire:

Downer typically utilises local companies and personnel for the hire of Plant & Equipment for their projects, this also includes utilising local suppliers for materials, tools, equipment etc.

Any further arising opportunities to employ locally will be pursued where possible. Downer will endeavour to onboard local personnel if and where possible.

5. ACCOMMODATION STRATEGY

The following sections include a review of accommodation options in the LGA and propose measures to ensure there is sufficient accommodation for the workforce associated with Stage 3a of the development, in accordance with the CoC, in order to satisfy the objectives of the Stage 3a AES.

5.1. REVIEW OF ACCOMMODATION OPTIONS

A review of accommodation services utilising online resources identified a range of options for accommodating the envisaged construction workforce. Accommodation services available in the region include:

- **Short term accommodation** (Section 5.1.1) - motels, caravan parks, hotels, bed & breakfasts, serviced apartments and holiday parks.
- **Rental accommodation** (Section 5.1.2) - privately-owned dwellings available under a formal lease arrangement, boarding rooms in private residential dwellings or farms and Airbnb.

The review of accommodation options outlined in Section 5.1.1 Section 5.1.2 and the associated number of available rooms as summarised in Appendix A and Table 5-2, shows that there is sufficient accommodation available in the region for worker accommodation. Due to the relatively small workforce associated with Stage 3a it is expected that the accommodation requirements for the workforce can be fulfilled without having a significant impact on the existing local economies (including tourism) even when the cumulative impact of the workforce for other projects is considered (see Section 5.2). The following Table 5-1 indicates the number of non-local workers requiring accommodation for Stage 3a substation works.

Table 5-1 – Employment Breakdown for Stage 3a

Month/Year	Local Personnel Peak	Non-local Personnel Peak
November 2021	9	3
December 2021	9	3
January 2022	9	3
February 2022	13	3
March 2022	18	6
April 2022	18	7
May 2022	13	22
June 2022	13	18
July 2022	13	18
August 2022	7	28
September 2022	7	26
October 2022	4	6
November 2022	4	5

5.1.1. Short term accommodation

A number of short-term accommodation options within surrounding towns and regional centres have been assessed in the preparation of this Stage 3a AES (including the larger towns of Mudgee and Gulgong as well as smaller towns such as Sandy Hollow, Denman and Dunedoo). A list of short-term accommodation options identified is included in Appendix A.

In May 2020 NGH contacted a number of the accommodation providers by phone a part of a survey to cover the following specific points/questions:

- Purpose for our call (NGH is preparing an accommodation strategy for Wollar Solar Farm)
- Types of rooms available?
- Number of rooms available?
- The average occupancy rates?
- Known peak periods throughout the year?

Providers who were successfully contacted are identified within Appendix A. Feedback from those providers contacted was incorporated into the Stage 2 AES.

In October 2021, Downer contacted a number of accommodation providers from the list provided in the Stage 2 AES and confirmation is recorded in Appendix A. The list was expanded to include the provision of Ulan Village Green, who currently have 64 rooms and are expanding an additional 40 rooms before the end of 2021. Ulan Village Green is a temporary mining and workers camp in Ulan, which mainly caters for mine workers and is not typically utilised by the tourist market.

The list in Appendix A will be provided to the relevant personnel seeking short term accommodation and shows that on average there is 50% availability in accommodation from December 2021. This availability is on the assumption that accommodation will be procured at least 4 weeks in advance.

The review of available accommodation shows that there is capacity for workers to stay in short term accommodation, with up to 568 rooms for short term accommodation options available (plus up to 40 rooms expected to be available at the Ulan Village Green). The substation works will not impose significant load on the accommodation providers because the works have a peak of 28 people requiring accommodation and an average of 11 people requiring accommodation.

The Downer project management team consists of 3 personnel that will be on site from the construction start date (30th of November 2021) and plan on utilising the local caravan parks for accommodation. Non-local subcontractors will be on-site from March 2022 and accommodation will be secured in advance however it is too early to procure that accommodation at the time of writing this strategy.

Due to the impact of Covid-19 pandemic and the resulting downturn in overall tourism since June 2021, it is expected that the accommodation requirements from the Stage 3a workforce will provide a beneficial economic boost in the local communities.

Peak Demand Periods

Accommodation operators identified peak annual periods where the region, or respective town hosted larger numbers than average, due to an increase in tourists and visitors.

Peak demand periods identified include:

- April to May,
- September to October, and
- typically, on weekends.

In addition to these periods, school holidays create a higher demand. If border restrictions from Covid 19 have been lifted, it is anticipated that tourism numbers will increase in the area.

Smaller operators such as local boutique vineyards and food markets, for example, are held frequently throughout the year, however visitors to these events are focused on a local scale i.e. specifically the vineyard areas.

Per Section 5.3, accommodation providers would be provided with regular updates about the Project so that they can consider how potential increased demand from the workforce relates to the peak demand periods listed above and factor this into their plans for taking bookings.

Given the relatively low number of workers required for Stage 3a it is not expected that peak demand periods would impact the workforce in finding accommodation.

5.1.2. Rental accommodation

Long term rental accommodation for Stage 3a may be required from March 2022 to satisfy the non-local subcontractor that will commence works. This accommodation will be procured in advance; however, it will be procured closer to the date that non-local subcontractors will be coming to site.

5.2. ACCOMMODATION OPTIONS

For Stage 3a works it is expected that personnel who relocate to the region temporarily would utilise short-term accommodation options. The Wollar Solar Farm Stage 3a works will have a relatively small peak workforce of 35. The expected availability of short-term accommodation (based on the NGH assessment described in Section 5.1.1) is presented in Table 5-2. As identified in Section 3.2.1 Stage 3a works will overlap with Crudine Ridge Wind Farm, Stubbo Solar Farm, Uungula Wind Farm and St Matthews Church and the combined number of workers requiring short term accommodation for these projects including Stage 3a could be up to 415 (identified in Table 3-2). The expected availability of short term accommodation (based on the NGH assessment described in Section 5.1.1) is presented in Table 5-2 and shows that 284 are expected to be available if procured with at least 4 weeks' notice.

Securing short term accommodation for the Stage 3a works is expected to be achievable due to the following circumstances:

- Crudine Ridge Wind Farm construction is complete, and the commissioning works requires relatively few workers,
- A portion of Crudine Ridge Wind Farm workers secure accommodation in Rylstone (not expected to be utilised by Wollar Solar Farm Stage 3a), and
- Ulan Village Green represents an option for Wollar Solar Farm workers which is not likely to be utilised by Crudine Ridge Wind Farm or tourists.
- Stubbo Solar Farm and Uungula Wind Farm construction would commence after accommodation for Stage 3a has been secured.

Given the Stage 3a peak workforce will be approximately 35 personnel, there is sufficient availability to accommodate the construction workforce.

Table 5-2 Accommodation availability

Priority	Comment	Total number of rooms (approx.)	Rooms expected to be available
1. Short-term temporary accommodation such as motels and caravan	Accommodation surveyed was in Mudgee, Gulgong, Sandy Hollow, Denman, and Dunedoo. Local businesses are also located in these areas.	568 ¹	284 ²

Priority	Comment	Total number of rooms (approx.)	Rooms expected to be available
parks in surrounding regional towns			

Notes:

¹ 568 rooms available, refer to Appendix A.

² A 50% availability rate has been applied to the number of short-term accommodation rooms identified in Appendix A. This was the average availability of the providers surveyed in October 2021.

5.3. ACTIONS TO ENSURE SUFFICIENT ACCOMMODATION FOR WORKFORCE

The accommodation providers listed in Appendix A have identified availability for providing accommodation in the region. These details were provided to the selected contractor for the Stage 3a works to assist with procuring accommodation required.

WSD will provide regular updates of the Project timeline and expected workforce numbers to accommodation providers to allow them to plan.

As far as is practical, accommodation will be secured 8 weeks in advance. This will provide notice if a shortfall is identified and allow time for other options to be investigated. Appendix A is not an exhaustive list of every short term accommodation provider, and further investigation could be done. Alternative options for accommodation include expanding the search to new locations such as Rylstone, Kandos, Bylong, Merriwa and Musswellbrook. Further accommodation types could also be considered, such as rental of private dwellings, Airbnb and campsites.

The Downer White Collar Staff (3 workers) have already secured accommodation for the next 12 months.

6. ENGAGEMENT WITH KEY STAKEHOLDERS

This Stage 2 AES was prepared in consultation with Mid-Western Regional Council and also feedback from a survey of accommodation providers as per Table 6-1.

Table 6-1 Stakeholder engagement

Stakeholder	Consultation Outcome
Mid-Western Regional Council (MWRC)	<ul style="list-style-type: none"> • Draft Stage 2 AES provided 10th Aug 2020. • MWRC provided feedback by email 21st Aug 2020. • Teleconference held 27th Aug 2020. • Updated Stage 2 only AES provided to MWRC 4th Sept 2020. • MWRC embedded comments provided 9th Sept 2020. <p>Given the relatively low workforce associated with Stage 2, MWRC confirmed the approach of preparing a standalone AES for Stage 2 would be acceptable.</p> <p>MWRC would like to see the following points given more detailed consideration in the Stage 3 AES:</p> <ul style="list-style-type: none"> • Specific timing and detailed activities that will be undertaken to increase the number of locals employed during the construction period. • Month to month breakdown of workforce and their associated accommodation needs. • Review of potential overlap with other SSD projects.
Accommodation Providers (short-term) in surrounding towns	<p>Surveys of accommodation providers in the region were completed in October 2021. Several providers identified their interest in receiving further information regarding opportunities to service the construction workforce for the Project.</p>

6.1. STAGE 3A UPDATES

A meeting was held between WSD, MWRC and NGH on the 21/10/2021 which included discussions of accommodation required for Stage 3a and 3b. As Stage 3a would not require a substantial number of out of area workers, this updated AES would be provided to Mid-Western Regional Council upon request.

7. IMPLEMENTATION OF THE STRATEGY

7.1. ROLES AND RESPONSIBILITIES

WSD's Project team's organisational structure and overall roles and responsibilities are outlined in the EMS. The WSD's Project Manager is responsible for the implementation of the AES including consultation with stakeholders. In order for the WSD's communications to be effective the Contractor Project Manager would provide suitable information to WSD about contractor workforce requirements such as expected numbers and the skill sets required.

For Stage 3a works, Downers' Project Manager is responsible for the implementation of the Stage 3a works including consultation with stakeholders. As required during the project the Project Manager will provide information about contractor workforce requirements such as expected numbers and the skill sets during the life of the project.

7.2. REVIEW AND CONTINUOUS IMPROVEMENT

Ongoing monitoring and review of the effectiveness of the AES would be undertaken in accordance with Schedule 3 condition 30(d) of the CoC.

During construction, the AES would be reviewed monthly to assess the effectiveness of steps taken to encourage local employment and finding suitable accommodation for the workforce.

The AES may need to be revised if the construction program, scope of work, or work methods change, if the work methods are found to be ineffective, or if directed by the proponent.

Any significant changes proposed to be made to the AES that may affect stakeholders, would be discussed at monthly project review meetings as per section 7.1.1 of the EMS. The proponent would consult with relevant stakeholders (accommodation providers and business operators), in advance of changes becoming effective. Mid-Western Regional Council would be informed of any significant changes and consulted ahead of the changes occurring.

In addition, a complaints register would record concerns raised by stakeholders. All complaints would be addressed in accordance with the Complaint's Procedure outlined in the EMS, section 7.16. Information about how to make a complaint will be included in community and stakeholder notifications as well as the Project website. If complaints are raised relating to accommodation and employment matters, the proponent would consider whether changes are required to the AES.

Downer's project team will conduct ongoing monitoring and review of the effectiveness and implement improvements if / when required during the Stage 3a works period. During the construction phase, this would be reviewed monthly to assess the effectiveness of steps taken to encourage local employment and finding suitable accommodation for the workforce.

Any significant changes proposed to be made to the strategy that may affect stakeholders, would be discussed at monthly project review meetings.

The monthly review of the AES may identify potential issues. Potential issues arising from lack of accommodation could be addressed by expanding the search for accommodation to new locations (outside Mudgee and Gulgong) or expanding to include longer term rental accommodation (e.g. private dwellings), Airbnb or campsites. Potential locations to investigate include: Rylstone, Kandos, Bylong, Merriwa and Musswellbrook. Utilising accommodation in these areas would require a revision to the Workforce Transportation Plan and this would be done in consultation with Council. If required, the shuttle bus routes in the Development Consent would be amended in consultation with DPIE to consider the accommodation locations. Potential issues arising from a lack of locally available contractors could be resolved by employing additional drive-in-drive-out workers.

8. REFERENCES

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Department of Planning & Environment. (2017). *Central West and Orana Regional Plan 2036*. Retrieved May 2020, from <https://www.planning.nsw.gov.au/-/media/Files/DPE/Plans-and-policies/central-west-and-orana-regional-plan-2017-06.ashx?la=en>

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NGH Environmental. (2019). *Environmental Impact Assessment; Wollar Solar Farm*.

Ramboll Australia Pty Ltd. (2020). *Stubbo Solar Farm Environmental Impact Statement*.

Western NSW Local Health District. (2020). *Mudgee Hospital Redovelopment*.

_Planning. (2020) St Matthews Catholic School Environmental Impact Statement. Retrieved from:
<https://majorprojects.planningportal.nsw.gov.au/prweb/PRRestService/mp/01/getContent?AttachRef=SSD-9872%2120200514T030007.191%20GMT>

APPENDIX A – REGISTER OF SHORT TERM ACCOMMODATION OPTIONS CONTACTED DURING THE PREPARATION OF THIS STRATEGY

Accommodation providers successfully contacted during October 2021 in Mudgee, Gulgong, Sandy Hollow, Denman, and Dunedoo.

Establishment	Type	Number of rooms	Rooms expected to be available from December 2021
Soldiers Motel, 33 Perry St, Mudgee 2850 NSW	Motel rooms	20 rooms	10-15
Perry St Hotel, 40 Perry St Mudgee, 2850 NSW	Three properties available, including: Hotel Apartments Cottages	30 rooms	
Comfort Inn, 1 Sydney Road Mudgee 2850 NSW	Motel rooms and self-contained townhouses	46 rooms	35 - 40
White Corner Cottage, Cox Ridge Rylstone 2849 NSW	Cottages	10 x cottages	
Mudgee Valley Park, 2-8 Bell Street, Mudgee 2850 NSW	Holiday park, self-contained cabins	15 rooms	
Owl Head Lodge, 241 Bergalin Road, Gulgong 2852 NSW	Cottages	7 rooms	
Ten Dollar Town Motel, Corner Mayne and Medley Streets, Gulgong, 2852 NSW	Motel	45 rooms	30
The Telegraph Station, 5 Robinson St Gulgong 2852 NSW	Self-contained apartments – preferably short-medium term stay.	2 rooms	
Sandy Hollow Tourist Park, 1618 Merriwa Road, Sandy Hollow	Cabins	25 rooms	20
Denman Motor Inn, 8 Crinoline Street, Denman 2328 NSW	Comprising Queen, Triple and Family rooms.	16 rooms	0 available 2021 but 16 available from January 2022
Denman Van Village, 10 Macaulay Street Denman 2328 NSW	Comprising one and two bedroom cabins	9 cabins	
Denman Serviced Apartments, 1 Ogilvie Street Denman 2328 NSW	Motel	17 rooms	
Gulgong Tourist Park, 8 Goolma Rd, Gulgong, 2852, NSW	Caravan park	5 rooms, 8 cabins	

Accommodation and Employment Strategy (Stage 3a updates)

Wollar Solar Farm

Establishment	Type	Number of rooms	Rooms expected to be available from December 2021
Yurali House, 345 Spring Flat Rd, Mudgee 2850, NSW	Holiday home	5-bedroom house	
Cudgegong Valley Motel, 212 Market St, Mudgee, 2850, NSW	Motel	16 rooms	8
Wanderlight Motor Inn, 107 Market St, Mudgee, 2850, NSW	Motel	34 rooms	10
Mudgee Apartments, 27A Horatio St, Mudgee, 2850, NSW	Apartments	5 studio apartments	
Mudgee Riverside Caravan Park, 22 Short St, Mudgee, 2850, NSW	Caravan	8 rooms	
Court House Hotel, 111 Market St, Mudgee, 2850, NSW	Motel	7 rooms	
The Parkview Hotel, 99 Market St, Mudgee, 2850, NSW	Hotel	7 rooms	
Parklands Resort & Conference Centre. 121 Ulan Rd, Mudgee	Hotel / Resort	72 rooms	15
Cobb + Co Court Boutique Hotel, Cnr Market & Perry St, Mudgee, 2850, NSW	Hotel	16 rooms	
Wildwood Guesthouse, Henry Lawson Drive, Mudgee, 2850, NSW	Guesthouse	4 rooms	
Winning Post Motor Inn, 101 Church St, Mudgee, 2850, NSW	Motel	59 rooms	30 - 40
Bandalong Cottages, 282 Hill End Rd, Mudgee, 2850, NSW	Cottages	3 cottages	
Big 4 Mudgee Holiday Park, 71 Lions Dr, Mudgee, 2850, NSW	Holiday park	17 worker rooms	
Ulan Village Green, 94 Main St, Ulan NSW 2850	Serviced accommodation	Currently 64 and expanding to 104	15 - 55
Total		568	Estimated 284

APPENDIX B – COUNCIL CONSULTATION

From: [Duncan Upton](#)
To: [Julie Robertson](#)
Cc: [Derek Powell](#)
Subject: RE: Final AES
Date: Thursday, 18 November 2021 3:02:00 PM

Hi Julie,

To confirm our discussion last Friday:

Thank you for reviewing the Accommodation and Employment Strategy for Stage 3a.

We have incorporated your comments regarding the clarification of stages 3a and 3b.

We will be submitting the stage 3a AES to DPIE today, as construction will commence from the 30th November 2021.

Thanks for your help. Give me a call to discuss anytime.

Kind regards,

Duncan

Project Manager



Beijing Jingneng Clean Energy (Australia)

Suite 3, Level 21, 1 York Street, Sydney NSW 2000 Australia

Phone: 02 8066 6032

Mobile: 0499 770 768

Email: Duncan.Upton@bjceaustalia.com

www.bjceaustalia.com

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From: Duncan Upton
Sent: Friday, 12 November 2021 5:40 PM
To: Julie Robertson <Julie.Robertson@midwestern.nsw.gov.au>
Cc: Derek Powell <derek.powell@bjceaustalia.com>
Subject: Final AES

Hi Julie,

See attached final AES for stage 3a.

Can you please confirm the AES meets the requirements of Council and that you have no further comments for this stage 3a strategy?

We will need to submit this correspondence to DPIE.

Cheers,

Duncan



Beijing Jingneng Clean Energy (Australia)

Suite 3, Level 21, 1 York Street, Sydney NSW 2000 Australia

Phone: 02 8066 6032

Mobile: 0499 770 768

Email: Duncan.Upton@bjceaustalia.com

www.bjceaustalia.com

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