



**ACCOMMODATION AND  
EMPLOYMENT STRATEGY**

Wollar Solar Farm

**FINAL**

September 2022



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Wollar Solar Farm

## FINAL

Prepared by  
Umwelt (Australia) Pty Limited  
on behalf of  
Sunterra Energy Pty Ltd

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Report No. 22142/R03  
Date: September 2022



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*Umwelt and Sunterra would like to acknowledge the traditional custodians of the country on which we work and pay respect to their cultural heritage, beliefs, and continuing relationship with the land. We pay our respect to the Elders – past, present, and future.*

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### Document Status

Rev No.	Reviewer		Approved for Issue	
	Name	Date	Name	Date
01	Paul Douglass	27/05/2022	Paul Douglass	27/05/2022
02	Paul Douglass	23/06/2022	Paul Douglass	27/05/2022
03	Paul Douglass	31/08/2022	Paul Douglass	31/08/2022
04	Paul Douglass	06/09/2022	Paul Douglass	06/09/2022

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# 1.0 Introduction

Wollar Solar Development Pty Limited (WSD) received planning approval for the Wollar Solar Farm (SSD 9254) on the 24 February 2020. The development involves the construction, operation and decommissioning of an up to 290-megawatt (MW) capacity alternating current photovoltaic solar farm and associated infrastructure.

The development is situated in a rural setting approximately seven kilometres (km) south of Wollar in New South Wales (NSW) and is wholly located within the Mid-Western Regional Local Government Area (LGA).

Sunterra Energy Pty Limited (Sunterra) have been awarded the contract to develop the Early Works of Wollar Solar Farm, including producing the design and compliance documents required for construction to commence.

## 1.1 Purpose of Accommodation and Employment Strategy

The purpose of this Accommodation and Employment Strategy (AES) is to outline an approach for the management of social impacts and opportunities associated with the construction and operation of the Wollar Solar Farm, specifically as they relate to accommodation and employment.

This AES has been prepared by Umwelt (Australia) Pty Limited on behalf of Sunterra to satisfy the requirements outlined in Condition 30 within Schedule 3 of the development consent. This AES was prepared in consultation with Mid-Western Regional Council (MWRC).

This AES has been prepared specifically in relation to Stage 3a and 3b of construction. An overview of all the stages of construction for development are outlined in **Table 1.1**.

**Table 1.1 Construction Staging**

Construction Stage	Description
Stage 1	Road upgrade works on Barigan Road as required for use of the Northern Access.
Stage 2	Construction of the Northern Access Road between Barigan Road and the Solar Farm site
Stage 3a	Construction of the TransGrid substation
Stage 3b	Construction of the main solar farm including civil works, piled foundations, solar panels, and ancillary infrastructure.
Stage 4	Road upgrade works on Barigan Road and Maree Road as required for the Southern Access Option.

The objective of this Stage 3b AES is to address the relevant Conditions of Consent (CoC) from the NSW, Minister for Planning for the development in relation to the Stage 3 works. A compliance matrix for this AES and Schedule 3 (Condition 30) requirements is presented **Table 1.2**.

**Table 1.2 Schedule 3 Condition 30 Requirements**

Schedule 3	Condition 30	Where Addressed in this AES
	<p><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></p>	Appendix C
	<p><i>(a) Propose measures to ensure there is sufficient accommodation for the workforce associated with the development;</i></p>	Table 5.4 and Appendix A
	<p><i>(b) Consider the cumulative impacts associated with other State significant development projects in the area, including nearby mines;</i></p>	Section 4.0
	<p><i>(c) Investigate options for prioritising the employment of local workers for the construction and operation of the development, where feasible; and</i></p>	Section 6.0
	<p><i>(d) 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></p>	Section 7.0
	<p><i>Following the Secretary's approval, the Applicant must implement the Accommodation and Employment Strategy.</i></p>	This AES will be implemented following Planning Secretary approval.

## 1.2 Workforce and Accommodation Overview

The development will generate around 500 FTE jobs during Stage 3 of construction (a maximum of 400 people onsite at any one-time during construction), and 5 full time staff on-site during its operation and maintenance phase. Additional workers will be required to perform short term contracts on site during the operational and maintenance phase for tasks such as equipment repair, panel cleaning and landscaping. Key jobs during Stage 3 of construction will include operators, project managers, mechanical management, labourers, installation experts and technicians. Stage 3a of construction commenced in November 2021 with Stage 3b expecting to commence in October 2022. It is anticipated that construction employment numbers will peak in mid-2023 with up to 400 personnel required on-site, with numbers then falling to 89 from November 2023.

Aside from direct employment opportunities associated with the development itself, the employment benefits are expected to extend through the local supply chains to include fuel supply, vehicle servicing, uniform suppliers, hotels/motels, B&B's, cafés, pubs, catering and cleaning services, tradespersons, tool and equipment suppliers and many other businesses.

Wollar Solar Farm is expected to require an estimate of 360 beds of accommodation at its peak of construction in July of 2023. This estimate was calculated by assuming that up to 10 % of the 400 workers will be sourced locally where feasible.

## 1.3 Documents Hierarchy

The Stage 3b AES forms part of a range of management plans and strategy documents required by the CoC for the development which details specific environmental performance criteria and management measures and procedures required to be implemented. The Stage 3b AES should be read in conjunction with the development's Environmental Management Strategy.



## 2.0 Regional Profile

The following section provides an overview of the locality relevant to the development. While analysis predominantly focuses on the scale of the Mid-Western Regional LGA and its major townships of Mudgee and Gulgong, there are instances when considering broader or more narrow scales is appropriate.

### 2.1 Regional Context

The development is located within the Mid-Western Regional LGA in Central West NSW. The region covers approximately 9,000 km<sup>2</sup> and includes several historic towns, large agricultural holdings and large coal mining operations. Town and localities within proximity to the development are listed in **Table 2.1**

**Table 2.1 Localities with Relevance to the Development**

Location	Distance from Development	Development relevance	2021 Census population
Wollar	7 km north	Wollar is the closest village to the development.	52
Mudgee	38 km southwest	The closest regional centre for residents of Wollar.	12,563
Ulan	25km northwest	Location of the Ulan Coal Mine	81
Wilpinjong	11 km northwest	Location of the Wilpinjong Coal Mine	0
Moolarben	20 km northwest	Location of the Moolarben Coal Mine	10
Beryl	50 km northwest	4 km south of the closest approved solar farm (SSD) to the development	117
Gulgong	40 km northwest	9 km south-east of the development and the closest regional centre to the residents of Beryl	2,680

Source: ABS, 2021

### 2.2 Population

With a median age of 42, Mid-Western Regional LGA's population is older than NSW median age of 39 (ABS, 2021). The major differences between Mid-Western Regional LGA and the broader NSW population are:

- A higher proportion of Mid-Western Regional LGA's population are aged under 15 years (19.6 % compared to 18.2 % in NSW).
- The population of Mid-Western Regional LGA is more likely to be a lone person household (28.3 % in Mid-Western Regional compared to 25 % in NSW), less likely to be a couple with children (39.6 % in Mid-Western Regional compared to 44.7 % in NSW) and less likely to have a tertiary education (14.4 % in Mudgee compared to 23.8 % in NSW).
- The median weekly household income in Mid-Western Regional LGA is \$1,486, lower than NSW at \$1,829 (ABS, Australian Bureau of Statistics - Quick Stats Mid-Western Regional LGA, 2021).
- The median weekly personal income in Mid-Western Regional LGA is \$703, lower than NSW at \$813 (ABS, Australian Bureau of Statistics - Quick Stats Mid-Western Regional LGA, 2021).

## 2.3 Community Facilities and Services

Wollar is the closest village in proximity to the development. The village has limited services and facilities.

The closest regional centre to the development is the town of Mudgee and comprises of the existing facilities and services, shown in **Table 2.2** below.

**Table 2.2 Community Services and Facilities Available in the Mudgee LGA**

Type	Facilities and services in Mudgee
Automotive mechanics	A number of automotive mechanics are located within Mudgee.
Cultural and entertainment facilities	A wide range of licensed Clubs & Hotels including Club Mudgee and Mudgee Golf Club. Approximately 100 accommodation services are located within or close to Mudgee.
Emergency services	Mudgee Police Station Fire and Rescue NSW Mudgee Fire Station NSW Rural Fire Service Ambulance Station SES.
Grocery stores	Woolworths and Coles Independent and specialty stores.
Health and medical facilities	Medical Centre Hospital Dental General Practitioners Allied and Alternative Health Services including – Psychology / Counselling, Optometrist.
Petrol stations	BP Shell Coles Express Ampol.
Religious facilities	Mudgee Baptist Church St John the Baptist Anglican Church One Life Church Frontline Christian Church.
Retail and services	Mudgee is a regional centre providing a range of retail, commercial, professional and personal services including post office, newsagents, hardware stores.
Transportation	Mudgee Airport Mudgee Railway Station.

Gulgong, a nearby sub-regional centre comprises many of the same services and facilities based in Mudgee. Although limited in comparison to Mudgee, community facilities and services in the locality include one hospital, one medical centre, supermarket (IGA), two clubs (Gulgong RSL Club and Gulgong Bowling & Sporting Club), accommodation services, petrol stations, newsagency, and post office.

### 2.3.1 Health and Medical Facilities

MWRC has provided advice regarding the limitation on medical facilities and as such Sunterra will take all actions possible to ensure the local health and medical facilities are not impacted by the proposed construction workforce. In this regard the AES will incorporate strategies to, where possible, avoid adding cumulative stress to the medical field and local communities. These strategies include:

- Ensuring the issue of limitation on health services is covered as part of the workers induction process. The intent would be to raise awareness and ensure that workers arrive in the area without an expectation of utilising local health facilities or prescription services. This will be achieved by including slide(s) into the site induction to inform the inductees of the limitations of local medical services.
- Encouraging employees to investigate their potential to access to telehealth services with their individual GP. This will be promoted and encouraged through the induction process.
- Sunterra will explore the potential to enter an arrangement with a Sydney based facility to provide Telehealth services.

On site mitigation measures include:

- A fully qualified paramedic will be considered on a as needed basis for the site;
- A dedicated room and with standard first aid equipment, including defibrillators;
- Trained first aiders to manage any minor medical issues on site as required under First-aid-in-the-workplace 2020 & Managing-the-work-environment-and-facilities 2019 NSW, Safework Code of Practice
- Where persons require higher-level medical assistance, the public hospital system will be used to fulfil WHS Act obligations.

## 2.4 Regional Economy

The MWRC's publication 2021 (update) covering the economic and business profile provides an economic insight into the region. In 2016, the largest gross regional product contributors according to the publication were:

1. Mining, contributing \$2.437 billion
2. Construction, contributing \$417 million
3. Real estate, contributing \$315 million.

Furthermore, it was estimated an overall economic growth of more than \$100 million per annum was generated comprising of contributions from mining, construction, agriculture, tourism, real estate, and manufacturing. Of the 7,053 registered businesses in the region, approximately 1,277 are engaged in agriculture and approximately 942 in construction.

The coal mining sector in the region is concentrated around Mudgee and Lithgow. The existing mines surrounding Wollar village include Wilpinjong, Ulan and Moolarben Coal Mines. These mines would remain operational throughout the construction stages of the development.

Other industries in the region generate a demand for accommodation, however these services range from seasonal (tourist periods) 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).
- Tourism (outlined in **Section 4.3**).
- Mining activities (identified in **Section 4.2**).
- Contracts awarded for local projects (e.g., infrastructure projects, which on occasion require external workers or assistance).

## 2.5 Labour and Employment

The unemployment rate in Mid-Western Regional LGA was 2.4 % in December 2021, lower than the NSW average of 4.1 % (RemPlan, 2021). Unemployment in Mid-Western Regional LGA is consistently lower than the broader Central West region and NSW. While low unemployment is usually an indicator of a healthy economy, it is also indicative of labour constraints and difficulties in sourcing and retaining local employees and flow-on challenges for business productivity. The key industry sectors are agriculture, tourism, mining, real-estate, construction, and manufacturing.

The *Mid-Western Regional Council Regional Economic Development Strategy (2018-2022)* has identified the limited availability of skilled workers as a key vulnerability in the region and the difficulties in attracting skilled labour. This is exacerbated by competition for workers and residents in other regions, challenges attracted workers to the region and a lack of regional business identity.

## 3.0 Workforce Estimates

### 3.1 Construction

Stage 1 (upgrades to Barigan Road) and Stage 2 (Northern Access Road) works are already complete. Stage 3a commenced in November 2021 and Stage 3b is to commence in October 2022.

#### 3.1.1 Stage 3a Construction

Stage 3a is the construction of the greenfield substation by TransGrid and their sub-contractor Downer. Stage 3a of construction commenced in November 2021 and is expected to take approximately 12 months. The indicative schedule of Stage 3a and the estimated workforce numbers and targets for local personnel are shown in **Table 3.1**. 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 8 local subcontractors would be utilised for Stage 3a. A peak of 30 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.

**Table 3.1 Required Personnel and Targets for Local Employment for Stage 3a**

Timing	Non-local Personnel Peak (Estimate)	Local Personnel Peak (Estimate)
<b>Stage 3a – Construction of Substation</b>		
November 2021	3	5
December 2021	3	5
January 2022	4	5
February 2022	4	5
March 2022	8	3
April 2022	10	3
May 2022	22	3
June 2022	22	3
July 2022	25	4
August 2022	30	4
September 2022	25	4
October 2022	20	4
November 2022	15	4

The construction of the substation civil works will occur from November 2021 – November 2022. The bulk earthworks sub-contractor for the civil works is local to the Mudgee area and will not require accommodation for their personnel. The first non-local subcontractors (Civil, HV and LV electrical works) that will require accommodation for personnel is expected to start work from March 2022.

### 3.1.2 Stage 3b Construction

The Wollar Solar Farm will be constructed by an EPC contractor as part of Stage 3b of the Project. The construction of Stage 3b is expected to commence in October 2022 and take approximately 15 – 18 months (targeting to be completed by March 2024).

Stage 3b will be further divided into activities. The indicative schedule of these activities and the estimated workforce numbers and targets for local personnel associated is shown in **Table 3.2**.

**Table 3.2 Required Personnel and Targets for Local Employment for Stage 3b**

Activity	Timing	Non- local personnel peak (estimate)	Local employment target (estimate)
<b>Stage 3b – Construction of Solar Farm</b>			
<b>Site establishment</b>	October 2022	6	11
<b>Bulk earthworks</b>	November 2022	10	30
<b>Foundation work, road construction, concrete pourers</b>	December 2022	18	30
	January 2023	40	30
	February 2023	88	29
	March 2023	202	29
<b>Piling, installation, cabling</b>	April 2023	350	29
	May 2023	360	29
	June 2023	360	40
	July 2023	360	40
	August 2023	209	18
	September 2023	100	16
	October 2023	106	11
	November 2023	81	8
<b>Commissioning</b>	December 2023	75	8
	January 2024	66	7
<b>Float</b>	February 2024	57	6
	March 2024	53	5

The construction works involved in Stage 3b indicate piling, installation and cabling works is expected to generate the most employment, with a peak estimate of 360 non-local personnel expected to require accommodation. A breakdown of workforce by industry/employment type and specialist skills required is provided in **Table 3.3** below. It should be noted that **Table 3.3** is not a total at any one time, but an estimation over the duration of Stage 3b works.

**Table 3.3 Workforce by Industry Type for Stage 3b**

Workforce Type	Stage 3b
Project Manager	6
Construction Manager	5
Civil Engineers	3
Civil Supervisors	2
Civil Leading Hands	4
Civil Construction workers level 1-3	41
Mechanical Engineers	4
Mechanical Supervisors	8
Mechanical Leading Hands	31
Mechanical Construction Workers level 1-3	168
Electrical Engineers	2
Electrical Superintendent	0
Electrical Supervisors	3
Electrical Leading Hands	12
Apprentices / Trainees	8
Electrical Construction Workers 1-3	111
Quality Engineers	3
Quality Supervisors	0
Surveyors	5
HSE Manager	4
HSE Supervisor	0
HSE Adviser	8
HSE Administration	4
Commissioning Manager	2
Commissioning Engineers	2
Administration staff	12
Document Controller	5

### 3.1.3 Stage 4 Construction

Stage 4 of the development is optional and would be determined closer towards the commissioning of the Project. Stage 4 consists of the re-surface and upgrade of 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 AES is not required.

## 4.0 Cumulative Impacts

### 4.1 Interaction with Other Projects

The potential for overlap between the development and other projects in the area was assessed in the Environmental Impact Statement for the development (NGH Environmental, 2019). As discussed in the previous AES Stage 3a updates (NGH Environmental, 2021) the Mudgee Hospital Redevelopment was completed in May 2020 and the Bylong Coal Project has since been dismissed and is not of concern, further details are provided below:

- The Bylong Coal Project was determined in September 2019 and was 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 September 2021, therefore the Project will not impact on the works being undertaken for the Wollar Solar Farm.

**Table 4.1** identifies the current renewable projects identified in the Central-West Orana Renewable Energy Zone and the current estimations regarding construction commencement, estimated workforce and length of construction. Given the time frames of these project estimations they should be regarded as subject to change.

**Table 4.1 Renewable Projects – the Central-West Orana Renewable Energy Zone**

Project Name	Project Phase	Estimated Construction Start	Estimated Workforce	Estimated Length of Construction
Barneys Reef Wind Farm	Amend SEARs and EIS preparation	2024	Construction – 340 jobs; Operation – 10 jobs	28 months
Birriwa Solar Farm	EIS development	2024	Construction – 500 jobs; Operation – unknown	24 months
Cobbora Solar Farm	EIS development	2024	Construction – 700 jobs; Operation – unknown	36 months
Dapper Solar Farm	Preliminary assessments, site design and community consultation	2024	Both construction and operation unknown	24–36 months
Liverpool Range Wind Farm	Approved	2024	Construction – 800 jobs; Operation – unknown	24–36 months
Orana Wind Farm	Planning development	June 2025	Both construction and operation unknown	24 months
Sandy Creek Solar Farm	Preliminary assessments, site design and community consultation	2024	Construction – 600 jobs; Operation – unknown	24 months
Spicers Creek Wind Farm	SEARs received and EIS being prepared	2024	Construction - 250 jobs; Operation - 12 jobs	24–30 months
Stubbo Solar Farm	Design and engineering	2023	Construction – 400 jobs; Operational – 10 ongoing jobs	18–24 months



Project Name	Project Phase	Estimated Construction Start	Estimated Workforce	Estimated Length of Construction
Stubbo Solar Farm (stage 2)	Preliminary assessments, site design and community consultation	2025	Construction – 400 jobs; Operation – 10 jobs	18–24 months
Tallawang Solar Farm	EIS development	2024	Construction – 390 jobs (TBC); Operation – unknown	30 months
Valley of the Winds	EIS on display	2024	Construction - 400 jobs (TBC); Operation - unknown	24–42 months

**Table 4.2** identifies the SSD projects as of May 2022 occurring within the region surrounding the Wollar Solar Farm Project. The status and construction timelines for these projects have been assessed in relation to Stage 3 works as well as their proximity to the Wollar Solar Farm development.

**Table 4.2 State Significant Development Projects in the region**

Project	Location	Status (May 2022)	Likely demand concurrent Stage 3a and 3b (2022)	Likely demand concurrent Stage 3a and 3b (2023)
Barneys Reef Wind Farm	Barneys Reef, NSW	Preparing EIS	No	Yes
Bellambi Heights Solar Farm	Mudgee, NSW	Preparing EIS	No	No
Beryl Solar Farm	Gulgong NSW	Completed	No	No
Bodangora Wind Farm	Bodangora, NSW	Completed	No	No
Bowdens Silver	Lue, NSW	Under Assessment	No	Yes
Central West Orana REZ Transmission – Wollar Substation Upgrade	Wollar, NSW	Prepare EIS	No	No
Crudine Ridge Wind Farm	Pyramul, New South Wales	Completed	No	No
Dubbo Solar Hub	Dubbo NSW	Completed	No	No
Dunedoo Solar Farm	Dunedoo, NSW	Determined on the 2 September 2021. Construction expected to commence late 2022, with accommodation to be procured in Dubbo, NSW.	No	No
Gilgandra Solar Farm	Gilgandra, NSW	Determined on the 17 July 2017 Undertaking connection studies	No	No

Project	Location	Status (May 2022)	Likely demand concurrent Stage 3a and 3b (2022)	Likely demand concurrent Stage 3a and 3b (2023)
Liverpool Range Wind Farm	Coolah, NSW	Undertaking modification preparing modification report	No	Yes
Manildra Solar Farm	Manildra, NSW	Completed	No	No
Molong Solar Farm	Molong, NSW	Completed	No	No
Moolarben Coal Mine – Expansion	Ulan, NSW	Completed	No	No
Moolarben Stage 1 MOD 15 – UG4 Ancillary Works	Ulan, NSW	Completed	No	No
Mumbil Solar Farm	Mumbil, NSW	Prepare an EIS	No	No
Stubbo Solar Farm	Stubbo, NSW	Determined on the 24 June 2021	Yes	Yes
Suntop Solar Farm	Suntop, NSW	Completed	No	No
Tallawang Solar Farm	Tallawang, NSW	Prepare an EIS	No	Yes
Ulan Coal Mine – Expansion	Ulan, NSW	Completed	No	No
Uungula Wind Farm	Wuuluman, NSW	Determined on the 07 May 2021 Undertaking post approval contracting and financing.	No	No
Wellington North Solar Farm	Wuuluman, NSW	Determined on the 21 April 2021 Awaiting construction	Yes	No – Yes
Wellington Solar Farm	Wuuluman, NSW	Determined on the 25 May 2018 Under construction	No	No

The main projects that may impact accommodation availability within the region include:

### **Barneys Reef Windfarm**

Barneys Reef Windfarm is currently preparing their EIS and are looking to submit in late 2022.

If approved, construction is expected to start in Quarter 4 of 2023 and would overlap Stage 3b of the Wollar Solar Farm. The construction of the windfarm is expected to take up to 28 months and generate 340 construction jobs (Umwelt, 2021a). It is anticipated construction to peak at 9 months.

The construction peak of Barneys Reef Windfarm would unlikely be concurrent to the peak of Stage 3b of Wollar Solar Farm.

It has been assumed that 25 % of the peak workforce for Barneys Reef Windfarm may require accommodation concurrently to the peak of Wollar Solar Farm as they begin early construction works. By the time Barneys Reef Windfarm commences construction, Wollar Solar Farm will be entering its commission stage and the number of workers required at Wollar Solar Farm will be low.

Barneys Reef Wind Farm is required to provide an AES prior to construction commencing and it will need to consider that the workers at Wollar Solar Farm will already be accommodated in the area.

### **Bowdens Silver**

Bowdens Silver is currently under assessment. If approved, there is potential construction would overlap with Stage 3b of the Wollar Solar Farm in 2023. Construction of the Bowdens Silver is expected to take 18 months and create 320 construction jobs (R.W. Corkery and Co, Pty. Limited, 2020). No construction dates or peak periods of construction have been identified however if construction commences in 2023, its peak is unlikely to coincide to the peak of Stage 3b. It has been assumed that 80 % of workers will require accommodation concurrently to the peak of Wollar Solar Farm.

Bowdens Silver would need to consider prior to construction their accommodation needs and consider that the workers at Wollar Solar Farm will already be accommodated in the area.

### **Liverpool Range Wind Farm**

Liverpool Range Wind Farm are currently undertaking a modification report focusing on turbine and layout modifications (Tilt Renewables, 2022). If approved, construction could start in 2023 and overlap Stage 3b of the Wollar Solar Farm. Construction is estimated to be between 24 months – 36 months and generate up to 829 construction jobs (Tilt Renewables, 2022). In the EIS there is no detail of the number of local employees to be utilised or construction timing, although engagement with local stakeholders suggests that a maximum of 10 % local employment on all renewable energy projects in the region is likely. It has been assumed that 25 % of the peak construction workforce of Liverpool Range Wind Farm (or about 200 people) may require accommodation concurrently to the peak of Wollar Solar Farm as they begin the early stages of construction.

It is unlikely the construction peak of the Liverpool Range Wind Farm will be concurrent with the peak in Stage 3b of the Wollar Solar Farm.

Liverpool Range Wind Farm is required to provide an AES prior to construction commencing and it will need to consider that the workers at Wollar Solar Farm will be accommodated in the Mudgee and Gulgong area.

### **Stubbo Solar Farm**

Construction of the Stubbo Solar Farm is anticipated to commence construction in early 2023, therefore it would overlap the 3b works however as of mid-2022 the project was subjected to further engineering and design.

Construction of the Stubbo Solar Farm is expected to require 400 workers with an estimated 10 % of those being local and not requiring accommodation, this leaves a peak of 360 workers requiring accommodation. It has been assumed that 90 % of the peak construction workforce of Stubbo Solar Farm may require accommodation concurrently to the peak of Wollar Solar Farm although it is likely that the Wollar Solar Farm will be at 4 to 6 months ahead of Stubbo Solar farm.

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

### **Tallawang Solar Farm**

Tallawang Solar Farm is preparing an EIS for submission in late 2022 and if approved, construction is expected to start in June 2023. Construction could overlap with Stage 3b of the Wollar Solar Farm. Construction is anticipated to take 34 months with a peak period of 6 months generating up to construction 430 jobs (Umwelt, 2021b). In the scoping report there is no detail of the number of local employees to be utilised. It has been assumed that 25 % of the peak construction workforce required for Tallawang Solar Farm (about 100 people) may require accommodation concurrently to the peak of Wollar Solar Farm as they begin the early stages of construction.

It is very unlikely the peak of Tallawang Solar Farm will be concurrent to the peak of Stage 3b of the Wollar Solar Farm.

Tallawang Solar Farm is likely required to provide an AES prior to construction commencing and it will need to consider that the workers at Wollar Solar Farm will already be accommodated in the area.

### **Wellington North Solar Farm**

Wellington North Solar Farm received development approval on 21 April 2022 and will soon commence construction. Construction is likely to overlap with Stage 3a and 3b of the Wollar Solar Farm. Construction is anticipated to take 18 months with construction numbers peaking at 250 workers from late 2022 to early 2023. The Wellington North AES assumes that 125 beds of accommodation will be required during this peak construction phase.

It is likely that the peak of the Wellington North Solar Farm will be concurrent to the peak of Stage 3a and 3b of the Wollar Solar Farm.

The Wellington North Solar Farm provided an AES that outlined plans to predominantly house their construction workforce in short-term accommodation and via rental head leases in Dubbo and Wellington.

If all projects are approved and go ahead as planned, **Table 4.3** estimates the combined number of workers between SSD's and Wollar Solar Farm requiring accommodation. It is worth noting that the peak construction workforce for each project will likely last a few months and not the entire year. It is very unlikely the peak workforce for each project will occur at the same time as Wollar Solar Farm.

**Table 4.3 State Significant Development workers requiring accommodation**

Project	Estimated personnel requiring accommodation in 2022	Estimated personnel requiring accommodation in 2023
Wollar Solar Farm 3a	35	0
Wollar Solar Farm 3b	18	374
Stubbo Solar Farm	0	360
Barneys Reef Windfarm	0	85 <sup>2</sup>
Bowden Silver	0	288 <sup>1</sup>
Liverpool Range Wind Farm	0	208 <sup>2</sup>
Tallawang Solar Farm	0	108 <sup>2</sup>
Wellington North Solar Farm	125	125
<b>Total</b>	<b>178</b>	<b>1,548</b>

**Note:** Ulan Coal, Moorlaben Coal and Wilpinjong Coal Mine have not been added as they have already acquired accommodation. Details regarding these mines is provided in **Table 4.4**.

**1** Bowden Silver construction peak is 320 as advised by MWRC then applied a 90 % non-local ratio.

**2** Barneys Reef Windfarm, Liverpool Range Windfarm and Tallawang Solar Farm are applied at 25 % of total peak construction workforce to reflect concurrent jobs not peak non-local workforce.

It is noted the numbers above provide only an overview of the calendar year and does not take into account if projects are not approved or if construction is held back. Upon assessment majority of projects peak construction workforces differs from the Wollar Solar Farm reducing the pressure on accommodation providers within the region.

In terms of acquiring accommodation, the Wollar Solar Farm development would employ strategies outlined in **Table 5.4** and would endeavour to procure accommodation 6–8 weeks in advance where possible to allow time for tourists to utilise accommodation. It will also endeavour to prioritise longer term accommodation intending to leave short term accommodation for the tourism industry. In terms of rental availability in the Orana Region the REINSW reported a 1.9 % residential vacancy rate in July with the trend increasing marginally. Accommodation if needed could also be sourced from surrounding areas such as Scone or Muswellbrook which may require a modification to the development consent and an additional traffic assessment.

MWRC provided a list of projects to be reviewed regarding their cumulative impacts. **Table 4.4** outlines their proposed construction timeframe; accommodation plans and estimated employee numbers. The data provided in the table below includes publicly available information. These are estimates and are subject to change.

**Table 4.4 Cumulative Impacts – Other Major Projects**

Project	Construction Timeframe	Accommodation	Construction Estimated Employees
Bowden's Silver Mine	2023/2024 for 18 months	No information specified	Workforce of 320
Moolarben Mine Extension	Estimated 2022/2023	80 % are proposed to reside in Mudgee and 20 % in Gulgong.	Peak workforce of approximately 250 78% resides locally
Stubbo Solar Farm	2022 for 24 months	No information specified – AES to be provided	Peak workforce of approximately 400
Tallawang Solar Farm	Estimated 2023/2024 for 34 months	No information specified	Peak workforce of approximately 430
Barneys Reef Wind Farm	Estimated 2024 for 28 months	No information specified	Peak workforce of approximately 340
Birriwa Solar Farm and Battery	Estimated 2024 for 24 months	No information specified	400 construction workforce
Burrendong Wind Farm	Estimated 2024	No information specified	250 construction workforce
Bellambi Heights Solar Farm	Estimated 2024	Aiming to source accommodation from rental and motel accommodation	Peak workforce of approximately 400
Ulan Solar Farm	Estimated 2024	Accommodation in Mudgee, Gulgong, Beryl and Dunedoo.	Peak workforce of approximately 120
Liverpool Range Wind Farm	Estimated 2024	Housing strategy to be provided.	Peak workforce of approximately 829
Ungula Wind Farm	Estimated 2023/2024	Majority housing in Dubbo with some in Gulgong and Mudgee is support is needed.	Peak workforce of approximately 250
Valley of the Winds Wind Farm	2023 for 24 to 42 months	120 workers in Coonabarabran, 80 in Mudgee, 60 in Coolah, Dunedoo and Gulgong respectively and 20 in Cassillis.	Peak workforce of approximately 400
Dunedoo Solar Farm	Estimated 2023/2024 for 10 to 12 months	Accommodation locations include Dunedoo, Coolah and possibly Binnaway and Mendooran.	Peak workforce of approximately 100 40 being non-local
Spicers Creek Wind Farm	Estimated 2024 for 24 to 34 months	No information specified.	Peak workforce of approximately 250 jobs
Cobbora Solar Farm	Estimated 2024 for 36 months	Some onsite dwellings used for accommodation purposes. Other short term/rental accommodation will be sourced from Dubbo, Dunedoo, Gulgong and Mudgee.	Peak workforce of approximately 700
Sandy Creek Solar Farm	Estimated 2024 for 24 months	No information specified.	Peak workforce of approximately 700
Merriwa Solar Farm	Estimated 2024 for 18 months	No information specified.	Peak workforce of approximately 500

Project	Construction Timeframe	Accommodation	Construction Estimated Employees
Bowmans Creek Wind Farm	Estimated 2024 for 18 months	Housing demand will be limited and likely negligible during the Project operations phase due to the small size of the workforce (approximately 15-person).	Peak workforce of approximately 156
Goulburn River Solar Farm	Estimated 2023/2024 for 18 to 24 months	Notes there may be strain on accommodation.	300-500 jobs generated

## 4.2 Interaction with Local Mine Sites

There are three existing coal mines currently in operation within the surrounding area of the Project. The mines include the Wilpinjong, Moolarben and Ulan coal mines. It is anticipated there will be minimal impacts affecting accommodation to mine works as accommodation is often leased and / or on a contract basis.

It is unlikely that Wollar Solar Farm would be able to utilise the accommodation at Ulan Village Green. The majority of rooms located at the Ulan Village Green are utilised as a temporary mining and worker’s camp. If there is availability it may be possible to utilise however it would be prioritised for mining projects and should not be seen as part of the solution.

**Table 4.5** outlines the three key local mines, their estimated employees, accommodation plans, and general projects planned for the mines.

**Table 4.5 Local Mine Sites – Cumulative Impacts**

Mine	Employees	Accommodation	Projects
Moolarben Coal Mine	700 total	Majority of workers reside in Mudgee or Gulgong.	Extension Project – see <b>Table 4.4</b> for details.
Ulan Coal Mine	660 total	Ulan Village Green	Ulan Coal Continued Operations Project
Wilpinjong Coal Mine	625 total	PEA have purchased the majority of the houses in Wollar Village the surrounding rural area – some of which now accommodate WCM employees.	

## 4.3 Interaction with Tourism

Tourism is an important industry within the Mid-Western Region, the thriving Accommodation and Food Services sector supports thousands of visitors from outside the Region and employed 8 % (or 770 people) in the Mid-Western region in 2016. The region has achieved such success that Mudgee was recently crowned the “Best Tourism Town in Australia”.

In the last 18 months, the region has received record tourism visitation numbers. Where Mudgee was always a popular weekend destination, there has been a significant uptake in mid-week visitation and year-round occupancy rates. The tourism industry plays a critical role in the strength of the local economy with around 700,000 visitors per year spending an average of \$288 per trip (an economic contribution of \$200 million per year).

The AES recognises the importance of the industry and will endeavour to cater for the tourism industry by avoiding the booking of short-term accommodation on weekends during peak tourist periods and will remain in contact with relevant accommodation providers via monthly updates to identify potential peak tourist periods. Further, the AES plans to avoid hotels and tourist specific Airbnb's as to allow space for the tourism industry. This will be achieved by using the filtering system on the Airbnb website to avoid popular tourist accommodation.



## 5.0 Accommodation Strategy

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

### 5.1 Scope

Wollar Solar Farm is expected to require an estimate of 360 beds of accommodation at its peak of construction in July of 2023. This estimate was calculated by assuming that up to 10 % of the 400 workers will be sourced locally where feasible.

This accommodation profile relates to accommodation options within a 70-minute drive of the development.

### 5.2 Accommodation Profile – Review of Options

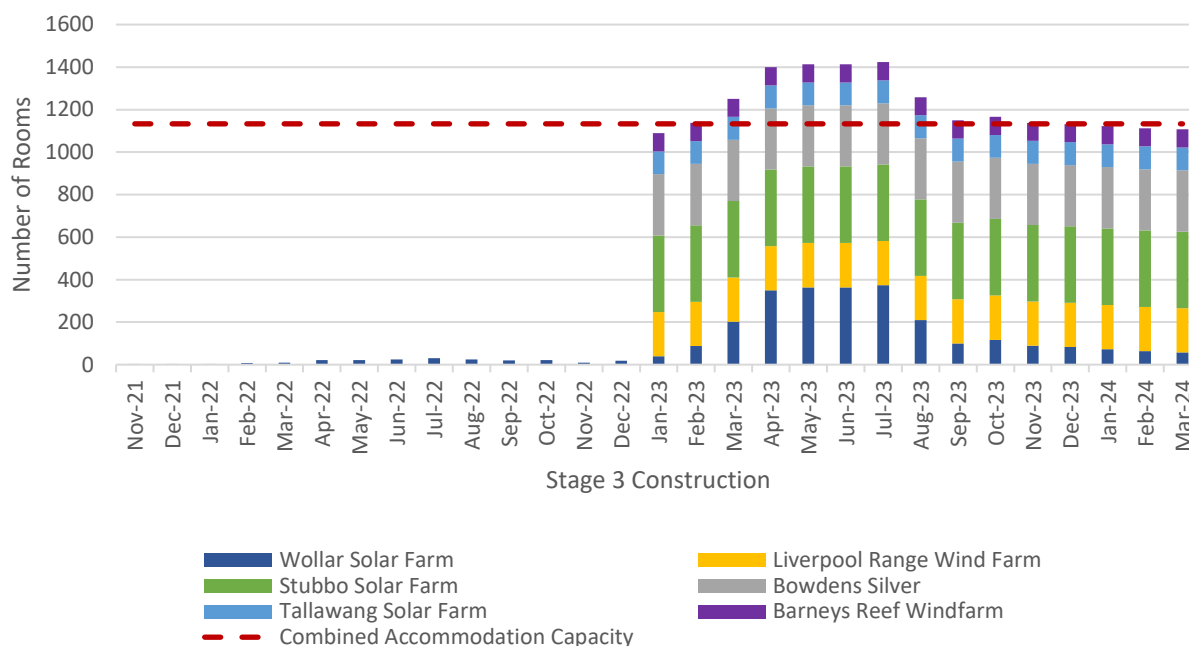
A review of accommodation services utilising online resources identified a range of options for accommodating the construction workforce throughout Stage 3 of the development. This data is based on phone survey research carried out in May 2022 to create a snapshot of extent and availability of accommodation. Accommodation services available in the region include:

- **Short term accommodation (Section 5.2.1)** - this includes motels, caravan parks, serviced apartments and holiday parks– with the availability of properties influenced by a strong visitor economy. A total of 660 rooms were found in Mudgee, Gulgong, Sandy Hollow, Erudgerie and Denman. The average occupancy rate of these rooms was found to be 80–90 % booked Friday to Monday and 50 % booked Tuesday through to Friday. During major event weekends, occupancy rate has been recorded as high as 96 %. Council notes that the average weekly rent for short term accommodation properties will be \$2,233 to \$2,275. It is noted that the average weekly rent for short term accommodation is significantly higher than longer term accommodation. From a financial perspective, longer term accommodation is preferred. The AES will also favour longer term accommodation to leave space for the tourism industry that commonly utilises shorter term accommodation.
- **Longer term accommodation (Section 5.2.2)** – this includes privately-owned dwellings available under a formal lease arrangement, boarding rooms in private residential dwellings or farms and Airbnb. This also extends to properties that are available for purchase. The availability of these properties is influenced by the supply and future development of housing options in the target area. A total of 196 rooms from rental properties and 516 rooms from Airbnb were found in Mudgee, Gulgong, Sandy Hollow, Erudgerie and Denman. The average occupancy rates of long-term rental accommodation are 0.77 %. Downer and their subcontractor currently have six rental properties leased through local real estate agents in Mudgee that will assist with long term accommodation strategies.

It is noted that between July 2021 and July 2022 there was a maximum of 196 rooms available in any given month. In terms of properties, there has been between 30-52 properties maximum per month advertised.

The review of accommodation options outlined in **Section 5.2.1, Section 5.2.2**, and the associated number of available rooms as summarised in **Appendix A** shows accommodation available in the region for worker accommodation for Wollar Solar Farm.

**Figure 5.1** shows that based on current understandings of the timing of SSD Projects, the cumulative impact will be at or above the accommodation capacity (comprising of 660 rooms for short-term accommodation, 196 rooms for long term and 516 rooms from Airbnb) of the region. However, changes to the construction programs of the identified SSD projects should be expected. The changes to the construction programs are most likely to delay commencement which would delay the cumulative peak and affect the accommodation demand in relation to level and timing. The construction programs of each SSD project presented in **Figure 5.1** are based on the assumptions outlined in **Section 4.1**.



**Note:** The accommodation statistics are based of original research data

**Figure 5.1 Forecast – Accommodation Capacity Considering Cumulative SSD Project Personnel**

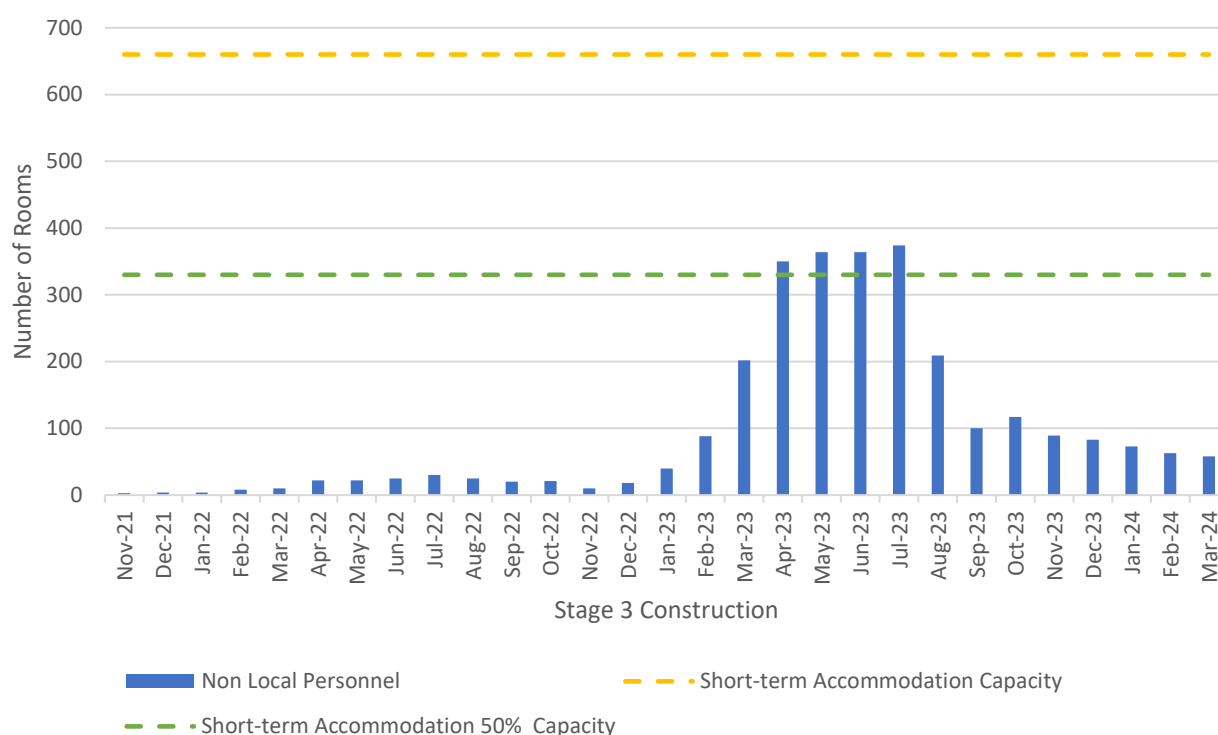
### 5.2.1 Short-Term Accommodation

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

In May 2022 Umwelt 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 (Umwelt 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?
- If they were interest in providing accommodation for the project?

Providers who were successfully contacted are identified within **Appendix A**. The review of available accommodation in Mudgee, Gulgong, Sandy Hollow, Denman and Erudgere shows that there is capacity for workers to stay in short term accommodation, with up to 660 rooms (as of July 2022). A further 254 short term accommodation rooms were found in Muswellbrook if required. Providers explained occupancy rates vary throughout the year and are heavily influenced by tourism seasons. The average occupancy rates, as stated from the providers was found to be 80–90 % booked Friday to Monday and 50 % booked Tuesday through to Friday. During major event weekends, occupancy rate has been recorded as high as 96 %. MWRC notes that the lowest occupancy rate including weekdays is 49 % and the highest being 78 %. However, weekend occupancy is significantly higher at 70–96 % (refer to **Figure 5.2** as based off providers estimated weekday rates).



**Note:** The accommodation statistics are based of original research for weekday data.

**Figure 5.2 Forecast – Short-Term Accommodation Capacity (50 % Occupancy Rate Applied)**

This firsthand data is also supported by Aidna data and the details are contained in **Appendix B**. This shows totals for Mid-Western, Warrumbungle and Dubbo Regions.

At its peak, construction of Wollar Solar Farm would require accommodation for close to 360 people however would be procured in advance. During the survey, providers identified that accommodation if procured at least 6–8 weeks in advance would provide sufficient amount of time.

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

## Peak Demand Periods

Accommodation providers identified peak annual periods where the region would experience larger numbers of tourist and visitors. These periods were often associated with major local events, weekends and the start of the wine tasting season (September -November). Major events in 2022 are listed in **Table 5.1** to provide an overview and identify busy periods of the calendar year. It is assumed peak demand periods of 2022 will be similar to 2023.

**Table 5.1 Predicted Peak Tourist Periods of the Mid-Western Region (Mudgee)**

Event	Timing
NRL Telstra Premiership round 4 – Sea Eagles v Raiders	01 April 2022 – 03 April 2022
Easter 2022	15 April 2022 – 17 April 2022
Mudgee classic	29 April 2022 – 01 May 2022
Bull-A-Rama	April
Shute Shield	April
Henry Lawson Festival	June
Mudgeeque 2022	03 June 2022 – 04 June 2022
Mudgee Field Days	July
Town Hall Cinema	05 August 2022 – 07 August 2022
Mudgee Running Festival	21 August 2022
Wine Festival Month	September 2022
Flavours of Mudgee	24 September 2022
School Holidays (Spring)	26 September 2022 – 7 October 2022
Mudgee Masters	October
Guy Sebastian Concert (cancelled)	01 October 2022
Sculptures in the Garden	08 October 2022 – 23 October 2023
Gardens of Mudgee	15 October 2022 – 16 October 2022
Wildflower Music Festival	29 October 2022
Rylstone Street Feast	05 November 2022
Rugby 7's Tournament	November
Mudgee Cup	02 December 2022
School Holidays (Summer)	21 December 2022 – 26 January 2023
Charity Shield	February
Easter 2023	07 April 2023 – 10 April 2023
School Holidays (Autumn)	10 April 2023 – 21 April 2023
Mudgee classic	28 April 2023 – 30 April 2023
School Holidays (Winter)	03 July 2023 – 14 July 2023
Wine Festival Month	September 2023
School Holidays (Spring)	25 September 2023 – 06 October 2023

MWRC notes that school holidays are key peak mid-week visitation periods. The largest month of visitation is April, the quietest month is August. July is busy with Field Days and School Holidays. September is busy with Food and Wine Month, Flavours of Mudgee and School Holidays.

However, it also noted this is an indicative schedule and due the COVID-19 pandemic, restrictions and lockdowns could be imposed causing events to be reschedule or even cancelled. This would have a major effect on the region’s tourist and visitor numbers.

As mentioned in **Table 5.4**, accommodation providers would be provided with monthly updates about the Project so that they can consider how potential increased demand from the workforce relates to the peak demand periods and factor this into their plans for taking bookings. In addition, some further options include negotiating with Ulan Green Village in expanding their operations to accommodate non-local personnel or seeking accommodation in surrounding areas as far as Scone or Muswellbrook to reduce the pressure on accommodation requirements within the area.

## 5.2.2 Long Term Accommodation

## 5.2.3 Rental Accommodation

**Table 5.2** provides an overview of the rental accommodation available within the Mid-Western Regional LGA. Approximately 84 rental properties in Mudgee (averaging 3 rooms per house) and 17 rental properties in the surrounding area (including Gulgong) were available at the time of preparing this AES.

Statistics were used from Rent-investar which outlined 101 rental stock was available at the time of preparing the AES. Rent investar has been used in previous AES such as Wellington Solar Farm. On the 21 July 2022 realestate.com listed 54 properties for rent, 37 were listed with 3 rooms or greater, thus resulting in the 3-room average. MWRC notes that from July 2021 to July 2022, there was a minimum of 115 Rooms available and a maximum of 196 rooms available in any given month. In terms of properties available, this has been between 30 and 52 properties maximum.

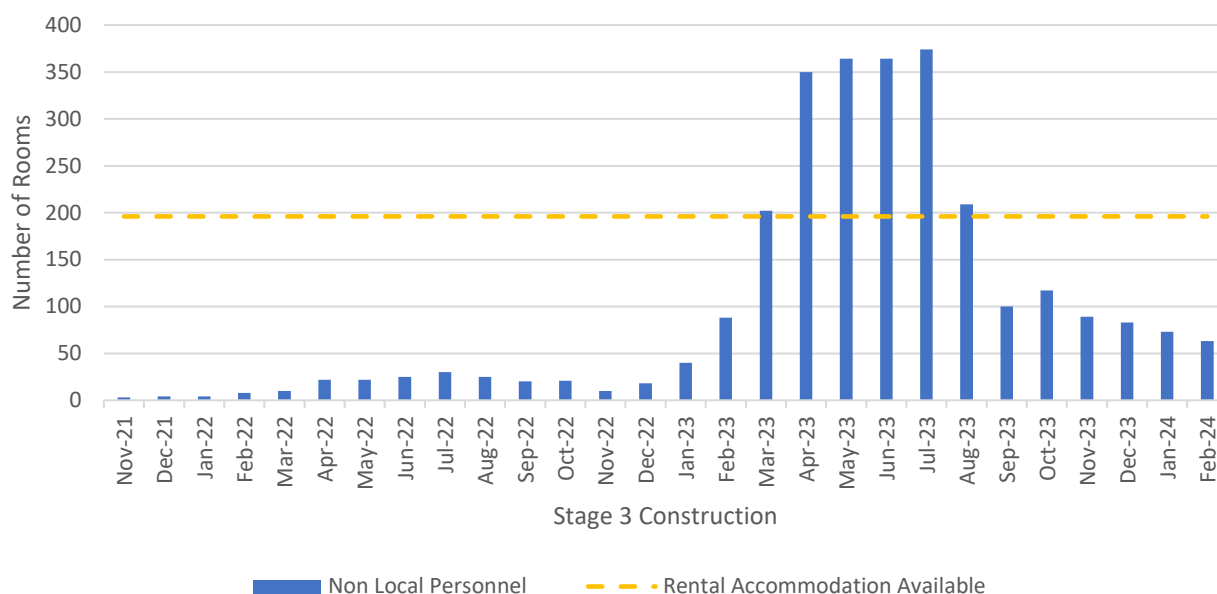
**Table 5.2 Rental Accommodation Availability in Mid-Western Regional LGA**

Location	Number of dwellings	Rental stock available	Vacancy rate
Mid-Western Regional	13,116	101 <sup>1</sup>	0.77

<sup>1</sup>Rental properties averaged 3 rooms per house.

Source: (Real Estate Investor, 2022)

Long term rental accommodation for Stage 3 will be utilised during Stage 3b of construction and may likely be procured as early as late 2022 to satisfy the non-local subcontractor that will commence works. A review of available accommodation shows that there is up to 196 rooms available for workers staying in long term accommodation.



**Figure 5.3 Forecast – Rental Accommodation Capacity**

### 5.2.3.1 Airbnb

Aside from the above hotels, motels and apartments, there are a number of Airbnb accommodation options available in the Mid-Western Regional LGA. Airbnb lists over 172 houses (averaging 3 rooms per house providing a total capacity of 516 rooms) available within and surrounding Mudgee. **Table 5.3** highlights the number of rooms available in Mudgee and Gulgong, based on a month-long stay in July 2022. This timeframe and timing was chosen to reflect longer accommodation needs likely to be associated with the development and early booking for accommodation. The filtering system will be used for Airbnb to reserve the common tourist accommodations for the tourism industry throughout the project.

**Table 5.3 Airbnb Rooms Available in July 2022**

Location	Airbnb
Mudgee	70
Gulgong	13

Source: Airbnb, 2022.

## 5.3 Objectives / Intended Social Outcomes

The key objectives of the AES for the development are:

1. Prioritise clusters of accommodation in Mudgee and Gulgong and Denman to minimise traffic impacts.
2. Prioritise use of local accommodation within approximately 75 minutes-drive from the development.
3. Reduce or avoid upward pressure on housing prices, rental costs and demand that may result from development activities.
4. Prioritise procurement and employment of local business and workers to reduce impact on housing demand.
5. Monitor and adjust the accommodation strategy throughout development planning and construction in response to workforce needs, impacts on locations and on-going stakeholder feedback.

## 5.4 Action Plan and Mitigation Strategies

The actions in **Table 5.4** are proposed to prioritise the use of local accommodation options for the project planning and construction phase of the development. From left to right, the columns of **Table 5.4** (and **Table 6.2** of **Section 6.5**) describe:

- The ‘Source’: describes where the mitigation and/or management measure has been recommended for the development.
- The ‘ID’: a unique identifier for each mitigation and/or management measure identified in this AES.
- The ‘Aspect’: a high-level summary of what AES matter is being mitigated.
- The ‘Mitigation and or Management Measure’: describes the actions that will be undertaken to reduce the impacts of the development, including a summary of any proposed techniques that will be used to implement the mitigation.
- The ‘Development Phase’: identifies what part of the development phase the mitigation and/or management measure will apply. A mitigation and/or management measure can apply to multiple development phases.
- The ‘Responsible Party’: identifies which group is responsible for implementing the applicable mitigation and/or management measure. The ‘Personnel Responsible’ column identifies the individual from the ‘Responsible Party’ who is to implement the mitigation and or management measure. Numbers 1-4 have been used to represent which individual is responsible, as follows:
  - 1 Sunterra
  - 2 Engineer, Procurement & Construction (EPC) Site Manager
  - 3 EPC Health, Safety and Environment (HSE) Coordinator
  - 4 All Employees and Contractors
  - Note: for some mitigation measures, there is more than one ‘Responsible Party’ and ‘Personnel Responsible’.
- The ‘Timing/Frequency’: describes when a mitigation and or management measure is likely to be implemented.
- The ‘Implementation Action’: describes the procedures that show how the proposed techniques for the mitigation and/or management measures are practically being achieved for the development, and how they align with the AES “Objective/ Intended Social Outcome” identified in **Section 5.3**.

The ‘Compliance Record’: identifies the record that will be used to maintain compliance with the applicable mitigation and/or management measure.

## 5.5 Summation

The accommodation data gathered demonstrates that the impact of Wollar Solar Farm workforce can be accommodated in the short term. However, the cumulative impact of the combined employee housing for all approved and proposed construction projects will have a significant impact on accommodation in the region. In this regard Energy Co NSW is investigating the impact of the Central West Orana and considering the cumulative impact of proposed projects on the zone.



**Table 5.4 Action Plan and Mitigation Strategies for Accommodation**

Source	ID	Aspect	Mitigation/Management Measure	Development Phase			Responsible Party				Timing/Frequency	Implementation Action	Compliance Record
				Stage 3 Construction	Operations and Maintenance	Decommissioning	Principal (Sunterra)	EPC Contractor	Operations & Maintenance Contractor	Personnel Responsible <sup>1,2,3,4</sup>			
SSD 9254 Development Consent	AES-01a	Accommodation Strategy	Prepare an AES in accordance with Schedule 3, Condition 30	✓	✓	✓	✓	-	-	1	Prior to construction.	This AES.	This AES.
	AES-01b	Accommodation Strategy	Implement the AES in accordance with Schedule 3, Condition 30	✓	✓	✓	-	✓	✓	All	Prior to construction.	This AES.	This AES.
	AES-02	Housing Availability	Where feasible, lease rental properties in Mudgee and Gulgong on year-long rental contracts to cover peak employment periods from Jan 2023 to Jan 2024 and secure rental properties.	✓	-	-	-	✓	-	2 or 3	Lease accommodation in preparation for main works construction. Once-off.	Lease up to five houses in Mudgee and encourage house sharing for workers without dependents or partners. Establish a monthly review process to monitor worker accommodation requirements throughout construction. This measure aligns with Objective 1 and 2 of <b>Section 5.3</b> .	Lease Record.
	AES-03	Housing availability	Prioritise booking long-term accommodation to reduce impacts on tourism industry in Mudgee and liaise with accommodation providers to manage peak accommodation timing. Collaborate with Mid-Western Regional Council via their monthly accommodation meeting with providers.	✓	-	-	-	✓	-	2 or 3	Monthly review meetings with accommodation providers to manage access to housing throughout construction.	Book long-term accommodation through priority arrangements with accommodation providers in Mudgee, Gulgong, Denman and Sandy Hollow. Establish a monthly review process to monitor worker accommodation requirements throughout construction. This measure aligns with Objective 1 and 2 of <b>Section 5.3</b> .	Monthly review documentation.
	AES-04	Housing availability and traffic management	Manage internal human resources and hiring processes to encourage employees to share accommodation and use shuttle busses or carpool where feasible.	✓	-	-	-	✓	-	2 or 3	Internal monthly review of leases, housing needs and housing availability.	Establish and maintain a register of forecasted worker accommodation requirements and accommodation options to prioritise accommodation sharing or clustering. This measure aligns with Objective 1 and 3 of <b>Section 5.3</b> .	Register of worker and accommodation forecasts and location of accommodation for workers.

Source	ID	Aspect	Mitigation/Management Measure	Development Phase			Responsible Party			Timing/Frequency	Implementation Action	Compliance Record
				Stage 3 Construction	Operations and Maintenance	Decommissioning	Principal (Sunterra)	EPC Contractor	Operations & Maintenance Contractor			
	AES-05	Housing availability, local procurement and local employment	Prioritise and select sub-contractors that can demonstrate a high proportion of workforce living in the Mid-Western Regional LGA or greater Orana and Dubbo Regional LGA.	✓	-	✓	-	✓	✓	1 and 2	Establish sub-contractor selection criteria from project inception.  Embed selection criteria with a weighting to prioritise sub-contractors that employ workers from Mid-Western Regional LGA or from the Orana and Dubbo Region. This measure aligns with Objective 3 and 4 of <b>Section 5.3</b> .	Maintain a register of employees and sub-contractors to report on 1) proportion of jobs filled by residents of Mid-Western Regional LGA and Dubbo and Orana Region and 2) proportion of sub-contractors appointed with businesses registered in the Mid-Western Regional LGA and Dubbo and Orana Region.
	AES-06	Housing availability and traffic management	Where booking accommodation from larger accommodation suppliers in Mudgee, Gulgong and Denman manage scheduling to allow for shuttle buses to site.	✓	-	-	-	✓	-	2 or 3	Monthly review of worker accommodation requirements and shift timing.  Establish and maintain a register of forecasted worker accommodation requirements and accommodation options to prioritise accommodation sharing or clustering. This measure aligns with Objective 1 of <b>Section 5.3</b> .	Register of worker and accommodation forecasts and location of accommodation for workers.
	AES-07	Housing availability	Establish and maintain a register of local property owners who have expressed interest in offering dwellings for rent.	✓	-	-	-	✓	-	3	Monthly review of local property availability during main works construction.  Establish a register of property owners with rooms or houses/dwellings to rent and maintain records of number of rooms and rates of rental costs. This measure aligns with Objective 1 and 2 of <b>Section 5.3</b> .	Maintained register of housing arrangements.

<sup>1</sup> Sunterra

<sup>2</sup> Engineer, Procurement & Construction (EPC) Site Manager

<sup>3</sup> EPC Health, Safety and Environment (HSE) Coordinator

<sup>4</sup> All Employees and Contractors

## 6.0 Employment Strategy

### 6.1 Scope

The purpose of a local employment and procurement strategy is to use procurement processes and purchasing power to generate positive social outcomes, in addition to the delivery of efficient goods, services and works.

The outcomes of an effective local employment and procurement strategy may include:

- Creation of training and employment opportunities through procurement processes, clauses and specifications in contracts.
- Encouragement of local economic development and growth.
- Promotion of fair and ethical trade.
- Social inclusion, particularly for vulnerable groups - giving them the opportunity to participate in the community and the economy.
- Engagement of small-to-medium enterprises and social benefit suppliers providing them with the same opportunities as other businesses, including the ability to engage in procurement processes.
- Securing the company's reputation and leadership in recognising and implementing corporate social responsibility initiatives.
- Local community package to spread the benefits of the Proposal into the operational stage.

### 6.2 Employment Profile

The development will generate around 500 direct FTE during construction (maximum of 400 at any one time) and 5 full time staff during operation and maintenance phase of 30 years. The employment benefits extend through the local supply chains to fuel supply, vehicle servicing, uniform suppliers, hotels/motels, B&B's, cafés, pubs, catering and cleaning services, tradespersons, tool and equipment suppliers and many other businesses.

Almost 75 % of jobs in renewable energy over the next 15 years are likely to be available for labourers, trades and technicians and professionals, with electricians, electrical trade assistants, mechanical trades and technicians, finance, business, legal and planning professions and administrative staff generating the largest number of jobs (Briggs, Rutovitz, Dominish, & Nagrath, 2020).

As **Table 6.1** shows, 637 people were employed in construction, 249 people worked as technicians and trades workers and 115 people worked as labourers in Mid-Western Regional LGA in 2016, indicating a base of qualified workers in the region. However, as highlighted in **Section 2.5**, skill shortages are prevalent in the region and unemployment is extremely low.

**Table 6.1 Employment by Sector in Mid-Western Regional LGA, 2016**

	Managers	Professionals	Technicians and trades workers	Community and personal services	Clerical and admin workers	Sales Workers	Machinery Operators and Drivers	Labourers	Total
Agriculture, Forestry and Fishing	550	16	55	0	20	5	11	170	827
Mining	86	120	486	0	73	3	840	56	1664
Manufacturing	63	26	124	5	38	37	33	59	385
Electricity, Gas, Water and Waste Services	5	4	33	0	10	0	21	14	87
<b>Construction</b>	76	13	249	0	70	7	107	115	637
Wholesale Trade	36	9	22	0	36	48	24	21	196
Retail Trade	151	17	97	13	52	579	18	76	1003
Accommodation and Food Services	155	7	95	199	29	74	10	190	759
Transport, Postal and Warehousing	20	6	5	3	57	5	123	4	223
Information Media and Telecommunications	7	19	12	0	23	13	0	0	74
Financial and Insurance Services	12	16	0	0	63	6	0	0	97
Rental, Hiring and Real Estate Services	13	3	4	0	21	60	3	5	109
Professional, Scientific and Technical Services	19	151	47	0	100	3	0	11	331
Administrative and Support Services	22	18	11	21	26	3	3	123	227
Public Administration and Safety	34	55	31	77	88	0	54	43	382
Education and Training	43	397	21	145	60	3	25	17	711
Health Care and Social Assistance	41	319	36	346	106	3	3	61	915
Arts and Recreation Services	7	18	19	14	4	0	3	24	89
Other Services	33	17	241	58	45	3	11	36	444
Inadequately described/Not stated	33	14	45	4	18	24	20	35	193
<b>Total</b>	<b>1,402</b>	<b>1,255</b>	<b>1,632</b>	<b>903</b>	<b>935</b>	<b>884</b>	<b>1,306</b>	<b>1,072</b>	

Source: (ABS, Community Profile , 2016)

## 6.3 Local Procurement

Across all stages of construction, the Wollar Solar Farm Project has reviewed local employment opportunities with the capability to undertake the required works including a review of the submissions received via the “Expressions of Interest” section of the Wollar Solar Farm website for persons/business interested in offering services to the Project. Contractors will also need to demonstrate suitable experience and capability to undertake construction works in the vicinity of the TransGrid existing infrastructure. Discussions have been undertaken with such identified persons/businesses and have been invited to submit a proposal. If a suitable agreement cannot be reached with a local company, Wollar Solar Farm would require engaging a contractor based outside of the area.

Events were held by WSD at Club Mudgee RSL in December 2021 and May 2022 to promote opportunities for local companies and individuals to win contracts and employment on the project. Both events ran between 5.30pm and 7pm on a Thursday and were promoted via direct mail, the Wollar Solar Farm's project website, social media channels and a radio interview. The second event was promoted by Business Mudgee and its members were invited via direct mail. Around 70 representatives of local businesses attended the event and had the chance to discuss the project and wider opportunities available in the renewables sector with members of the project team.

Contact details for attendees were recorded and passed to the project team to contact should suitable work packages arise.

### 6.3.1 Stage 3a

Stage 3a construction would be undertaken by Downer on behalf of TransGrid. 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 30 non-local workers.

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 disposal 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.

### 6.3.2 Stage 3b

Stage 3b construction would be undertaken by an external EPC contractor. The Project has set a local employment target of 10 % however due to the shortage of workers available (refer to **Section 2.5**) and complexity of works (including equipment operation, mechanical and electrical) some personnel may potentially be procured on a drive-in drive-out and fly-in flyout arrangement.

As of April 2022, local employment has been obtained via subcontractor and supplier arrangements as per the following anticipated subcontractor packages (to local companies):

1. **Heritage Salvage Survey:** Contract confirmed with A1 Earthworx Mining and Civil where they would utilise local companies to undertake works.
2. **Civil – Bulk Earth Works:** A local civil contractor will be used with an estimated peak of up to approximately 50 local personnel.
3. **Cleaning -temporary construction facilities:** Cleaners will be on boarded for the project resulting in local employment of up to approximately 1–2 personnel.
4. **Rubbish disposal:** Rubbish disposal for the site will result in local employment of up to approximately 1–2 personnel.
5. **Plant and Equipment Hire:** The EPC Contractor would typically utilise local companies and personnel for the hire of Plant & Equipment for the project, this also includes utilising local suppliers for materials, tools, equipment etc.
6. **Piling, Installation, cabling and electrical works:** The EPC will aim to utilise as much local employment as is feasible for these works. Some components of the works are specialised and require qualifications that may make it difficult to source local personnel.

Any further arising opportunities to employ locally will be pursued where possible. Job opportunities and vacancies will continue to be posted on the Wollar Solar Farm project website whilst advertisements/links to the page would be published in local job boards. The EPC Contractor will endeavour to onboard suitably qualified local personnel if and where possible.

A detailed list has been provided in **Section 3.1.2** that provides a breakdown of workers by industry type which provides detail as to which components require specialist skills.

## 6.4 Objectives/ Intended Social Outcomes

The development will partner with businesses which have the appropriate experience, qualifications, value for money and shared values to meet the needs of the development.

The key objectives of the employment strategy for the development are:

1. Implement strategies to achieve an estimate of up to 10 % (40 people) of construction workforce sourced locally, where feasible.
2. Achieve 100 % (5 people) of on-site operational workforce sourced locally, where feasible.

3. Implement strategies to achieve an estimate of 10 % of sub-contractors and suppliers sourced locally.
4. Generate lasting training and skills development opportunities for the region.
5. Pro-actively generate opportunities for under-represented communities, including Aboriginal people and women.
6. Transparently communicate employment and procurement opportunities to the local community and provide updates on whether objectives are achieved.

## **6.5 Actions and Mitigation Strategies**

The following actions outlined in **Table 6.2** are proposed to prioritize support local employment and procurement for the project planning and construction phase of the development.

**Table 6.2 Actions and Mitigation Strategies for Employment**

Source	ID	Aspect	Mitigation/Management Measure	Development Phase		Responsible Party				Timing/ Frequency	Implementation Action	Compliance Record
				Stage 3 Construction	Operations and Maintenance	Principal (Sunterra)	EPC Contractor	Operations and Maintenance Contractor	Personnel Responsible <sup>1,2,3,4</sup>			
SSD 9254 Development Consent	AES-10a	Employment Strategy	Prepare an AES in accordance with Schedule 3, Condition 30	✓	✓	✓	-	-	1	Prior to construction.	This AES.	This AES.
	AES-10b	Employment Strategy	Implement the AES in accordance with Schedule 3, Condition 30	✓	✓	-	✓	✓	2	Ongoing.	This AES.	This AES.
	AES-12	Local employment and procurement	Develop a Sunterra -sponsored apprenticeship program that would enable locals to benefit from energy employment opportunities / sets out a school-based education into employment pathways	✓	-	✓	-	-	1 and 3	Initial meetings to develop and implement scholarship program, followed by quarterly review of program outcomes and management of hiring of apprentices from the program.	Establish and maintain a Sunterra-sponsored apprenticeship/traineeship program and manage pathways into work experience and employment at the development. Deliver a program to include two supported apprentices, funding their wages and TAFE fees for the duration of their apprenticeship/traineeship, for up to four years. This measure aligns with Objective 4 and 5 of <b>Section 6.4</b> .	Documentation of apprenticeship program outcomes.
	AES-14	Local employment and skills development	Embed transparent selection criteria for sub-contractors that prioritizes organisations based in the Mid-Western Regional LGA or Orana Region. Target at least 10 % of sub-contractors from these regions across the development.	✓	✓	-	✓	✓	2 and 3	Establish sub-contractor selection criteria from project inception. Monthly review of workforce requirements and sub-contract requirements against forecast need and targets outlined in this AES.	Embed selection criteria with a weighting of at least 10 % to prioritise sub-contractors that employ workers from Mid-Western Regional LGA or from the Orana and Dubbo Region. Embed selection criteria with a weighting of at least 20 % to prioritise sub-contractors with businesses registered in the Mid-Western Regional LGA or from the Dubbo and Orana Region. This measure aligns with Objective 1 and 3 of <b>Section 6.4</b> .	Maintain a register of employees and sub-contractors to report on: 1) proportion of jobs filled by residents of Mid-Western Regional LGA and the Dubbo and Orana Region and 2) proportion of sub-contractors appointed with businesses registered in the Mid-Western Regional LGA and Dubbo and Orana Region and 3) proportion of subcontractors demonstrating Indigenous ownership or employment.
	AES-16	Local employment and procurement	Partner with Mid-Western Regional Council, Aboriginal employment services, local organisations and other community groups e.g. Business Mudgee. to support regional modelling of workforce needs and communicate employment and procurement opportunities emerging from the development.	✓	-	-	✓	-	2 and 3	Monthly review of workforce requirements and sub-contract requirements against forecast need and targets outlined in this AES.	Partner with local organisations to provide data on required workforce skills and roles. Partner with local organisations to communicate employment and procurement opportunities to local businesses and workers. This measure aligns with Objective 4 of <b>Section 6.4</b> .	Documentation of workforce modelling supplied to local organisations. Documentation of engagement with local organisations and involvement in events or online communication about local employment and procurement opportunities (related to AES-12).



Source	ID	Aspect	Mitigation/Management Measure	Development Phase		Responsible Party				Timing/ Frequency	Implementation Action	Compliance Record
				Stage 3 Construction	Operations and Maintenance	Principal (Sunterra)	EPC Contractor	Operations and Maintenance Contractor	Personnel Responsible <sup>1,2,3,4</sup>			
	AES-17	Local employment and procurement	Establish and maintain an Expression of Interest register for local businesses as well as those looking for individual employment	✓	-	-	✓	-	2 and 3	Establish Expression of Interest (EOI) register before development commencement. Review responses throughout construction.	Establish, review and maintain an Expression of Interest register. This measure aligns with Objective 1 and 3 of <b>Section 6.4</b> .	Documentation of EOIs and proportion of EOIs resulting in employment or procurement opportunities.

## 7.0 Document Review and Control

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

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. The AES may also be revised as a result of a Non-Conformance resulting from an audit.

This document would be reviewed monthly during construction by the EPC to assess the effectiveness of steps taken to encourage local employment and finding suitable accommodation for the workforce. The Table in **Appendix A** will be updated on a monthly basis for internal records and 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, Dubbo and Scone.

Utilising accommodation in these areas would require a revision to the Workforce Transportation Plan and potentially an additional traffic assessment all of which would be done in consultation with Council. If required, the shuttle bus routes in the Development Consent would be modified in consultation with DPE 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.

Following approval by the Planning Secretary, the revised AES will be published on the development website.

## 8.0 References

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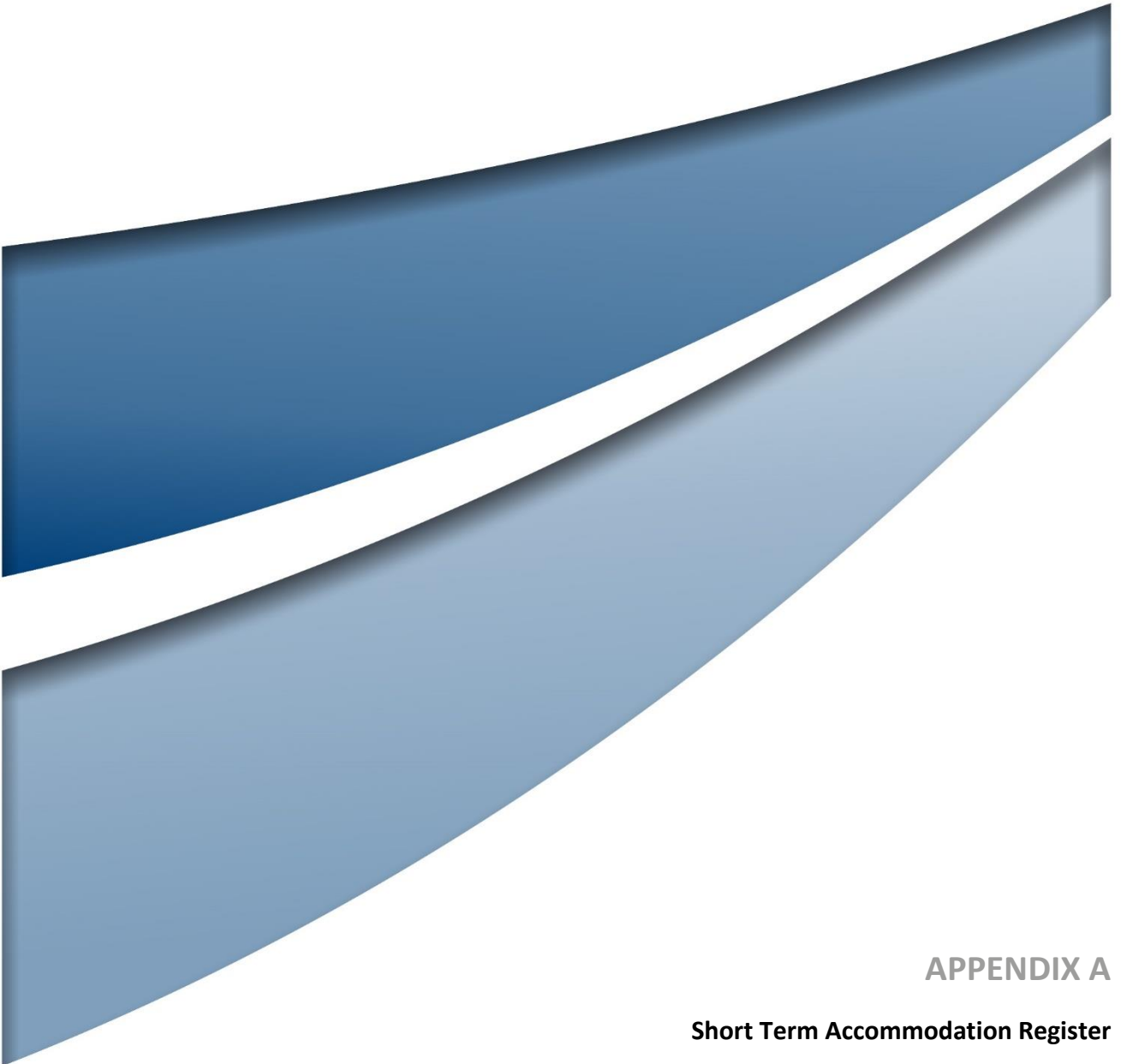
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**APPENDIX A**

**Short Term Accommodation Register**

# Appendix A – Short Term Accommodation Register

Accommodation providers successfully contacted during May 2022 in Mudgee, Gulgong, Sandy Hollow, Denman and Erudgere.

Establishment/Address	Type	Distance to Project (km)	Number of rooms	Rooms expected to be available from July 2022
<b>Big 4 Mudgee Holiday Park</b> 71 Lions Dr, Mudgee, NSW 2850	Holiday park	58.7	58	35
<b>Cobb + Co Court Boutique Hotel</b> 97 Market & Perry St, Mudgee, NSW 2850	Hotel and apartments	54.8	16	12
<b>Comfort Inn Aden Mudgee</b> 1 Sydney Rd Mudgee, NSW 2850	Motel rooms and self-contained townhouses	56.5	42	30
<b>Cudgegong Valley Motel</b> 212 Market St, Mudgee, NSW 2850	Motel	56.5	16	8
<b>Denman Motor Inn</b> 2 Crinoline St, Denman, NSW 2328	Comprising Queen, Triple and Family rooms	102	16	10
<b>Denman Serviced Apartments</b> 1 Ogilvie St Denman, NSW 2328	Apartments	102	12	*6
<b>Denman Van Village</b> 10 Macaulay St Denman, NSW 2328	Comprising one and two bedroom cabins and rooms	100	33	18
<b>Gulgong Tourist Park</b> 8 Goolma Rd, Gulgong, NSW 2852	Caravan Park comprising of cabins, rooms and rooms with share facilities	58.5	13	8
<b>Gulgong Motel</b> 71 Medley St, Gulgong, NSW 2852	Motel	58	20	10
<b>Laneway Mudgee</b> 1A Sydney Rd Mudgee, NSW 2850	Motel	56.7	14	6
<b>Mudgee Apartments on Horatio Street</b> 27A Horatio St, Mudgee, NSW 2850	Apartments	56.3	5	3

Establishment/Address	Type	Distance to Project (km)	Number of rooms	Rooms expected to be available from July 2022
Mudgee Riverside Caravan and Tourist Park 22 Short St, Mudgee, NSW 2850	Caravan	55	30	15
Mudgee Valley Park 2-8 Bell St, Mudgee, NSW 2850	Holiday park, self-contained cabins comprising of 1,2 and 3 bed per cabin	56.6	46	15
Ningana Motel 76 Mortimer St, Mudgee, NSW 2850	Motel and 3 bedroom houses	55.1	30	*15
Parklands Resort & Conference Centre 121 Ulan Rd, Mudgee 2850	Hotel	53	70	*35
Peppertree Terraces 110-112 Church St, Mudgee 2850	Terraces	54.9	8	4
Perry St Hotel 40 Perry St Mudgee, NSW 2850	Three properties available, including hotel, apartments and cottages	55.3	30	6
Sandy Hollow Tourist Park 1618 Merriwa Rd, Sandy Hollow, NSW 2333	Motel units and cabins	92.2	20	10
Soldiers Motel 35 Perry St, Mudgee, NSW 2850	Motel	55.2	19	3
Telegraph Station 5 Robinson St Gulgong, NSW 2852	Self-contained apartments preferably short-medium term stay.	57.7	2	1
Ten Dollar Town Motel Corner Mayne and Medley Streets, Gulgong, NSW 2852	Motel comprising of one queen and single rooms	57.7	45	*22
Wanderlight Motor Inn 107 Market St, Mudgee, NSW 2850	Motel	55.1	34	20
White Corner Cottage Cox Ridge Rylstone, NSW 2849	Cottages	85	10	*5
The Willows 54 Douro St, Mudgee, NSW 2850	Cottages	55.6	12	5

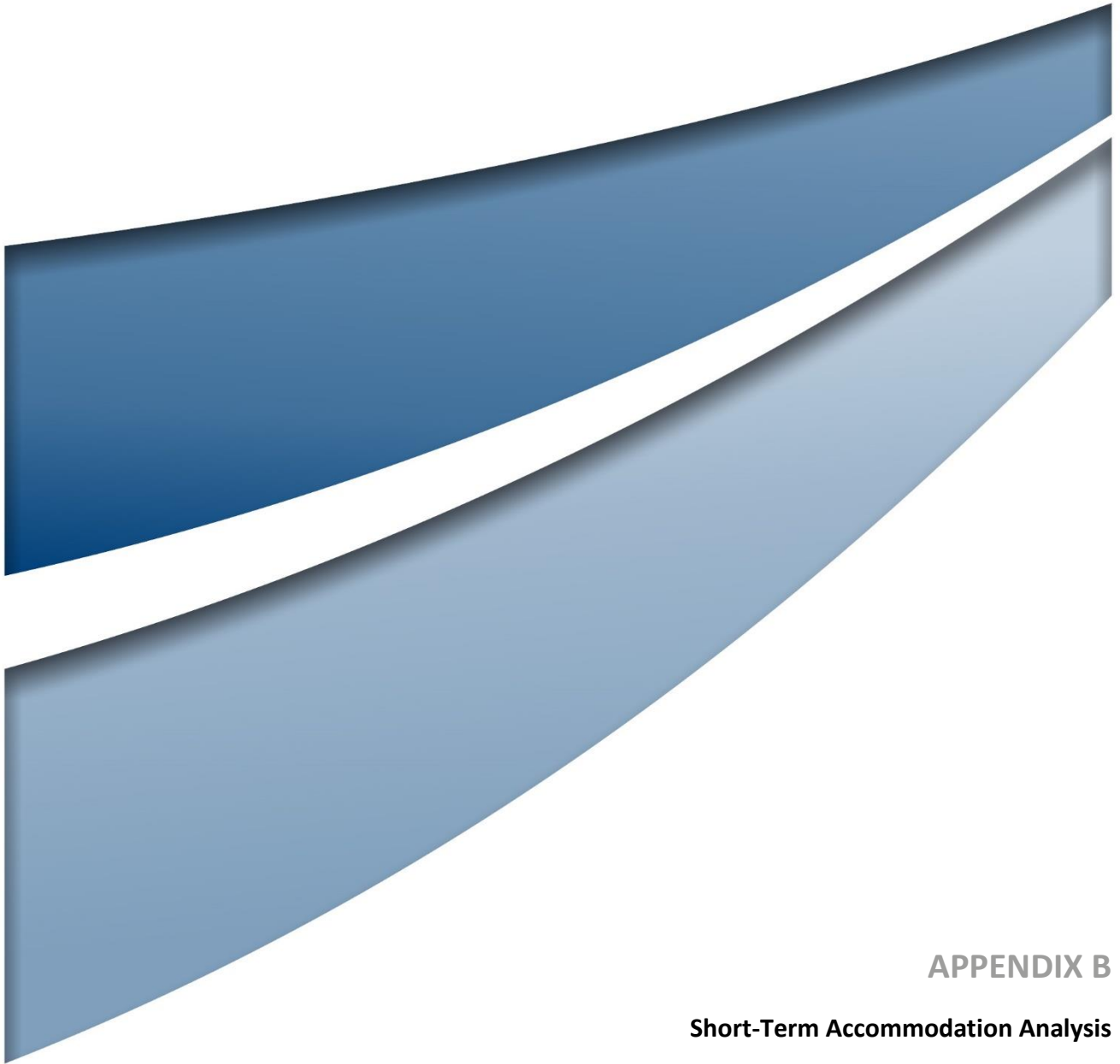
Establishment/Address	Type	Distance to Project (km)	Number of rooms	Rooms expected to be available from July 2022
Winning Post Motor Inn 101 Church St, Mudgee, NSW 2850	Motel and units	55.3	59	45
<b>Total =</b>			<b>660</b>	<b>342 (Estimated)</b>

*\*Accommodation providers could not provide an estimate on rooms available for the month July, therefore a 50 % occupancy rate has been applied.*

Accommodation providers successfully contacted during May 2022 in Muswellbrook.

Establishment/Address	Type	Distance to Project (km)	Number of rooms	Rooms expected to be available from July 2022
The Hermitage Motel 62–68 Maitland St, Muswellbrook NSW 2333	Motel	130	37	*18
John Hunter Motel 91 Maitland St, Muswellbrook NSW 2333	Motel	130	70	45
Noahs Mid City Motor Inn 91 Bridge St, Muswellbrook NSW 2333	Motor Inn	127	41	*20
Red Cedar Motel 12 Maitland St, Muswellbrook NSW 2333	Motel	129	27	*13
The Remington Muswellbrook 28–32 Maitland St, Muswellbrook NSW 2333	Hotel	129	54	*27
Wayfaer Motel 124 Maitland St, Muswellbrook NSW 2333	Motel	130	25	*12
<b>Total =</b>			<b>254</b>	<b>135 (Estimated)</b>

*\*Accommodation providers could not provide an estimate on rooms available for the month July, therefore a 50 % occupancy rate has been applied.*



## APPENDIX B

### Short-Term Accommodation Analysis



## Appendix B – Short Term Accommodation Analysis

LGA	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18
<b>Mid-Western Regional</b>												
Total Available Listings (Entire Place)	237	255	275	286	269	287	305	298	303	301	301	313
Room Nights – Entire Place (Total Available)	11876	10,962	15,255	16,425	16,932	17,600	19,752	17,592	22,519	19,847	18,690	20,549
Occupancy (Entire Place)	33.5%	30.6%	32.5%	44.2%	35.4%	36.1%	43.9%	36.0%	45.2%	46.2%	38.1%	39.6%
<b>Warrumbungle Shire</b>												
Total Available Listings (Entire Place)	16	15	17	19	20	20	21	21	24	23	22	22
Room Nights – Entire Place (Total Available)	422	381	542	627	818	799	828	668	1,300	833	845	1,079
Occupancy (Entire Place)	22.1%	19.9%	23.0%	36.8%	30.0%	35.2%	49.7%	22.7%	35.2%	42.6%	21.5%	36.0%
<b>Dubbo Regional</b>												
Total Available Listings (Entire Place)	47	57	63	62	60	60	59	60	69	70	77	81
Room Nights – Entire Place (Total Available)	2,461	2,277	3,263	3,181	3,039	2,684	2,903	3,457	3,938	4,057	3,583	4,438
Occupancy (Entire Place)	56.2%	40.4%	39.6%	63.1%	46.8%	49.6%	66.7%	52.7%	56.9%	62.7%	45.4%	51.5%

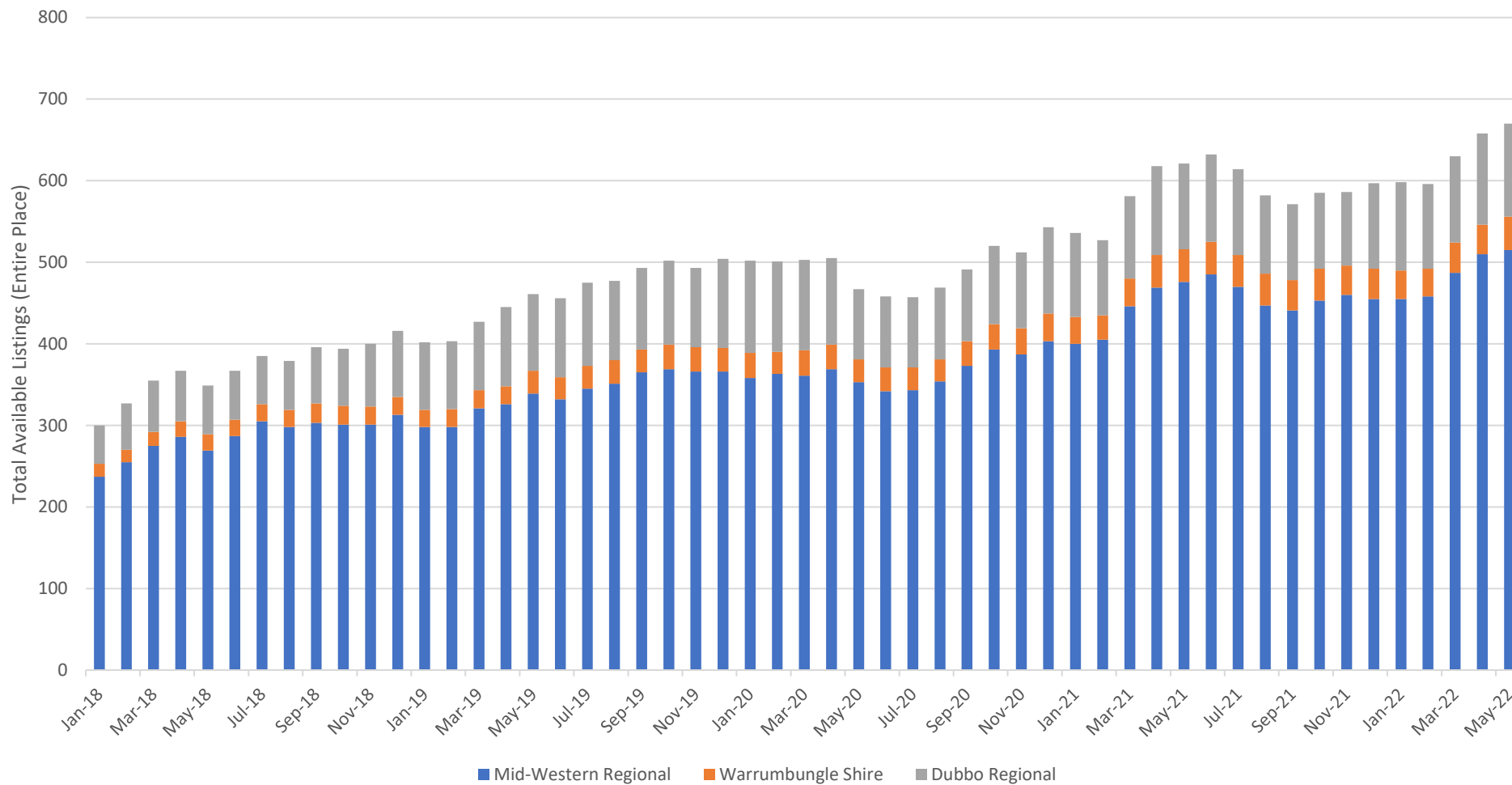
LGA	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19
<b>Mid-Western Regional</b>												
Total Available Listings (Entire Place)	298	298	321	326	339	332	345	351	365	369	366	366
Room Nights – Entire Place (Total Available)	17,933	13,660	22,969	23,071	24,295	23,207	24,496	23,780	23,743	25,601	24,555	24,296
Occupancy (Entire Place)	33.8%	32.8%	42.0%	52.6%	39.3%	39.8%	48.1%	49.9%	49.9%	46.5%	44.0%	36.7%
<b>Warrumbungle Shire</b>												
Total Available Listings (Entire Place)	21	22	22	22	28	27	28	29	28	30	30	29
Room Nights – Entire Place (Total Available)	938	418	1,164	1,271	1,125	1,339	1,450	1,653	1,604	1,783	1,244	1,708
Occupancy (Entire Place)	36.2%	22.1%	20.6%	47.5%	22.4%	35.7%	44.8%	40.7%	48.5%	36.4%	34.3%	29.3%
<b>Dubbo Regional</b>												
Total Available Listings (Entire Place)	83	83	84	97	94	97	102	97	100	103	97	109
Room Nights – Entire Place (Total Available)	4,271	3,587	4,740	5,217	4,988	5,108	5,317	4,920	5,021	5,250	4,807	6,091
Occupancy (Entire Place)	48.8%	42.9%	49.0%	63.5%	53.9%	51.4%	69.0%	53.9%	65.2%	61.3%	50.0%	55.4%

LGA	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20
<b>Mid-Western Regional</b>												
Total Available Listings (Entire Place)	358	363	361	369	353	342	343	354	373	393	387	403
Room Nights – Entire Place (Total Available)	21,362	22,617	24,469	16,716	17,157	23,692	24,163	25,320	25,408	27,314	25,932	27,784
Occupancy (Entire Place)	34.6%	29.3%	32.5%	39.1%	34.7%	59.7%	79.1%	69.5%	75.7%	77.6%	66.0%	60.0%
<b>Warrumbungle Shire</b>												
Total Available Listings (Entire Place)	31	27	31	30	28	29	28	27	30	31	32	34
Room Nights – Entire Place (Total Available)	1,500	888	901	1,068	578	1,386	1,522	1,487	1,736	1,850	1,918	1,977
Occupancy (Entire Place)	33.7%	31.0%	38.9%	42.8%	45.0%	55.4%	69.8%	55.9%	66.5%	65.7%	47.6%	58.4%
<b>Dubbo Regional</b>												
Total Available Listings (Entire Place)	113	111	111	106	86	87	86	88	88	96	93	106
Room Nights – Entire Place (Total Available)	5,911	5,628	6,053	4,781	3,512	4,314	4,481	4,400	4,504	4,918	4,500	4,974
Occupancy (Entire Place)	50.4%	47.5%	47.5%	55.1%	52.4%	67.8%	75.1%	64.5%	74.3%	80.0%	66.9%	65.5%

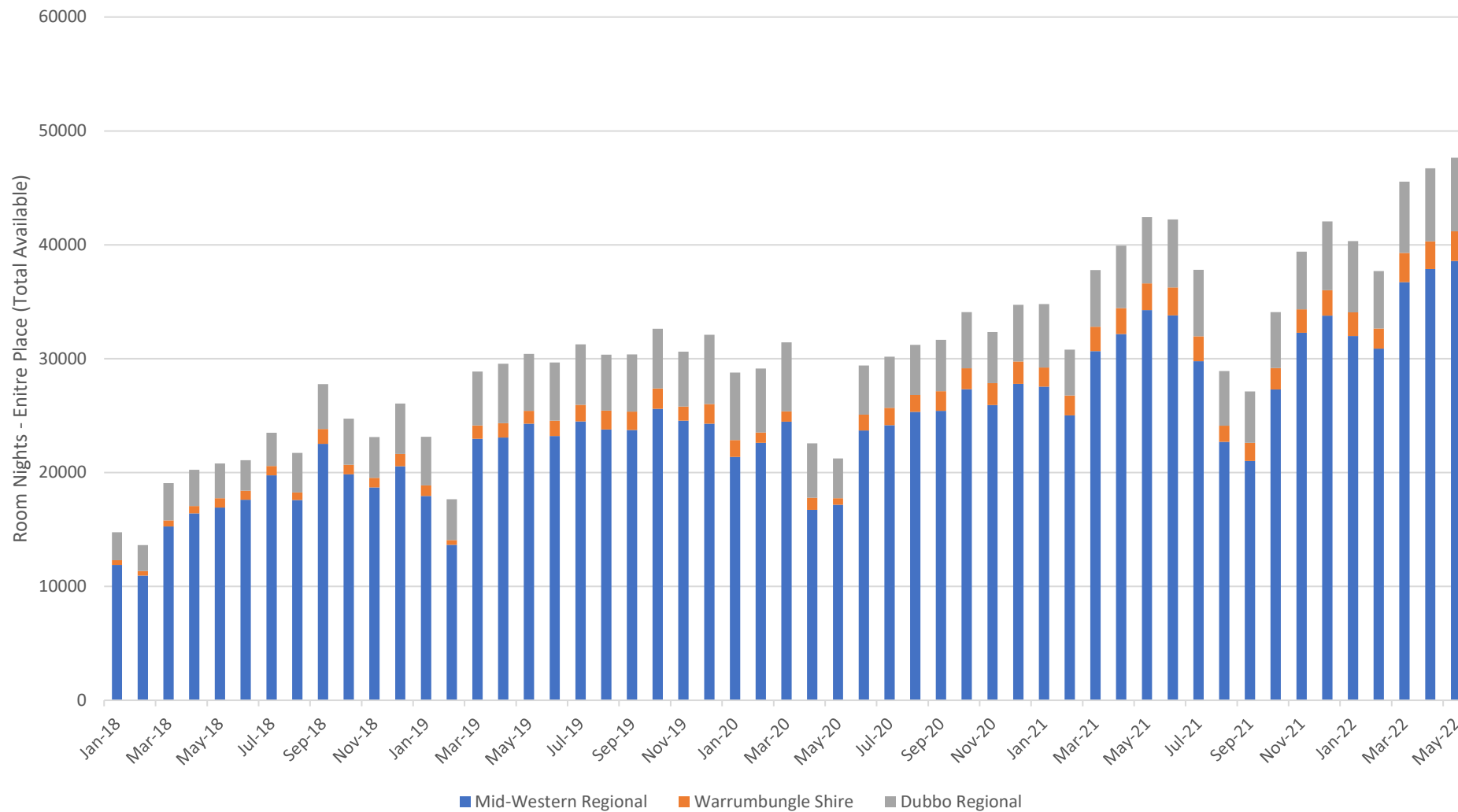
LGA	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21
<b>Mid-Western Regional</b>												
Total Available Listings (Entire Place)	400	405	446	469	476	485	470	447	441	453	460	455
Room Nights – Entire Place (Total Available)	27,541	25,009	30,666	32,164	34,272	33,808	29,782	22,699	21,008	27,304	32,274	33,773
Occupancy (Entire Place)	64.3%	49.1%	56.0%	72.3%	64.0%	63.8%	41.1%	33.6%	43.8%	43.1%	58.8%	61.8%
<b>Warrumbungle Shire</b>												
Total Available Listings (Entire Place)	33	30	34	40	40	40	39	39	37	39	36	37
Room Nights – Entire Place (Total Available)	1,681	1,758	2,130	2,275	2,329	2,450	2,178	1,411	1,597	1,880	2,053	2,249
Occupancy (Entire Place)	57.6%	55.0%	55.8%	69.6%	60.7%	60.6%	54.1%	39.0%	46.6%	52.3%	57.0%	62.1%
<b>Dubbo Regional</b>												
Total Available Listings (Entire Place)	103	92	101	109	105	107	105	96	93	93	90	105
Room Nights – Entire Place (Total Available)	5,580	4,019	4,987	5,483	5,826	5,979	5,839	4,804	4,505	4,908	5,075	6,017
Occupancy (Entire Place)	69.7%	60.4%	64.4%	78.4%	69.7%	70.3%	56.5%	45.8%	50.5%	45.9%	69.9%	76.2%

LGA	Jan-22	Feb-22	Mar-22	Apr-22	May-22
<b>Mid-Western Regional</b>					
Total Available Listings (Entire Place)	455	458	487	510	515
Room Nights – Entire Place (Total Available)	31,995	30,887	36,724	37,868	38,567
Occupancy (Entire Place)	60.0%	46.7%	51.7%	71.6%	51.8%
<b>Warrumbungle Shire</b>					
Total Available Listings (Entire Place)	35	34	37	36	41
Room Nights – Entire Place (Total Available)	2,080	1,767	2,562	2,427	2,620
Occupancy (Entire Place)	61.4%	50.1%	57.7%	75.9%	60.2%
<b>Dubbo Regional</b>					
Total Available Listings (Entire Place)	108	104	106	112	114
Room Nights – Entire Place (Total Available)	6,249	5,028	6,252	6,415	6,452
Occupancy (Entire Place)	75.6%	59.8%	66.3%	84.1%	71.8%

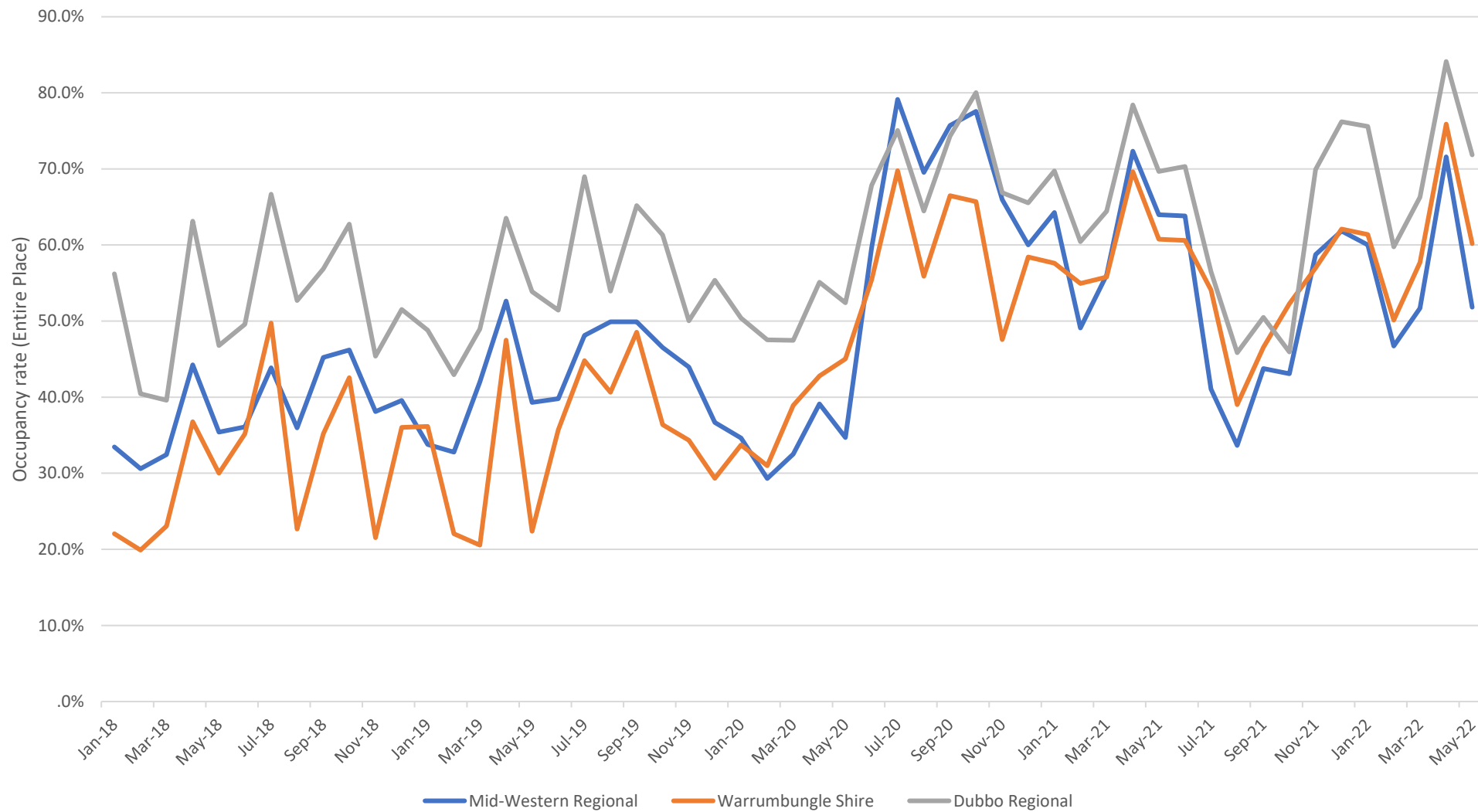
## Entire Place Availability



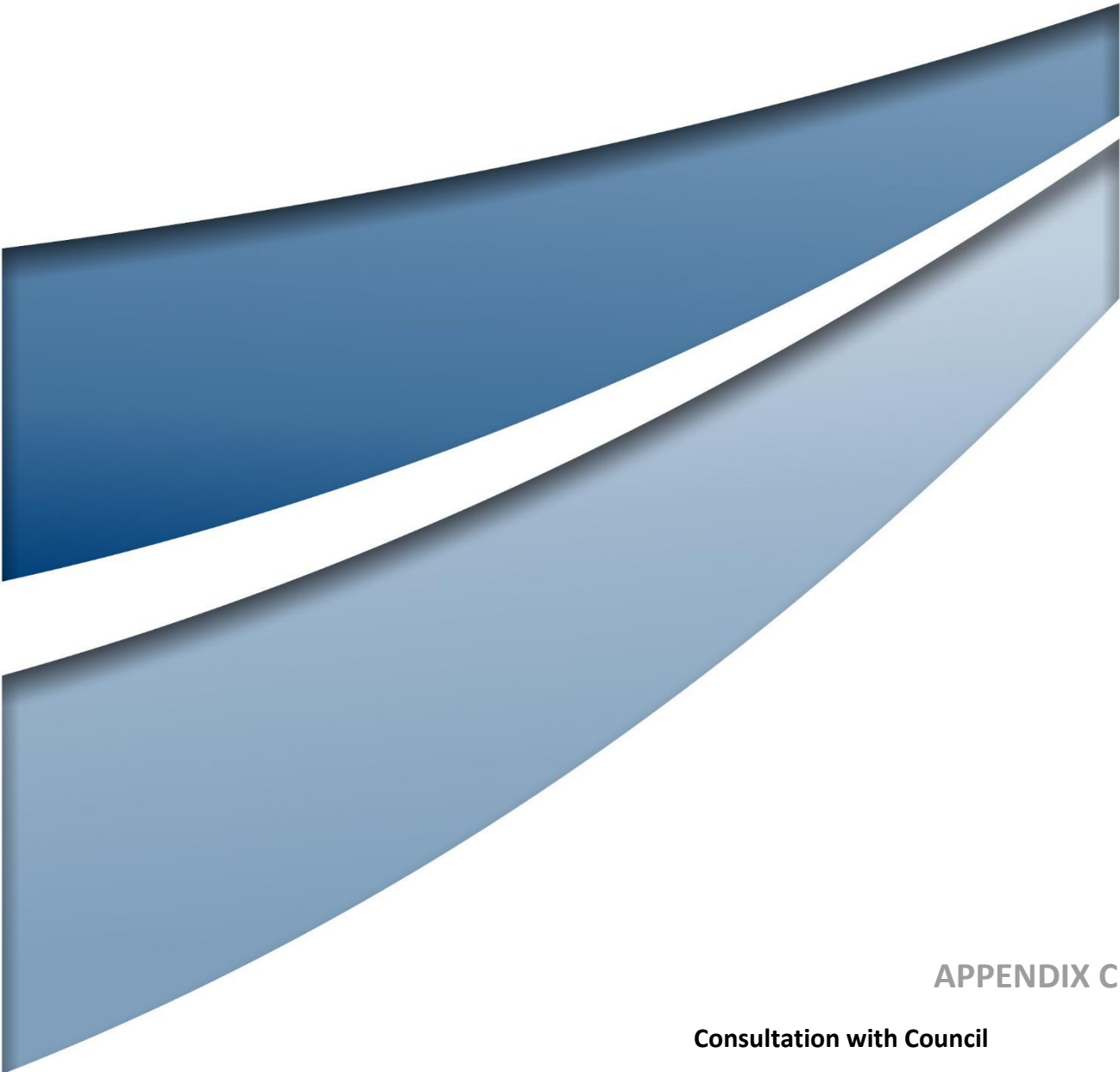
## Entire Place Availability



### Occupancy







**APPENDIX C**

**Consultation with Council**



MID-WESTERN REGIONAL COUNCIL

PO Box 156, MUDGEES NSW 2850

86 Market Street, Mudgee | 109 Herbert Street, Gulgong | 77 Louee Street, Rylstone

T 1300 765 002 or 02 6378 2850 | F 02 6378 2815

E council@midwestern.nsw.gov.au

AA | LAN900086

14 October 2022

Attention: Duncan Upton  
Wollar Solar  
Beijing Energy International (Australia) Holding Pty Ltd  
Sydney NSW 2000 Australia

Dear Duncan,

**SUBJECT: MWRC FEEDBACK - WOLLAR SOLAR ACCOMMODATION AND EMPLOYMENT STRATEGY REVISED – SEPTEMBER 2022**

Thank you for the opportunity to provide feedback on the revised Accommodation and Employment Strategy – Updated September 2022.

We note, authors have considered the range of comments provided by Council in reference to acknowledging the importance of tourism accommodation to the tourism industry and detailing further information regarding cumulative impacts of multiple SSD developments in the region.

We specifically note, Wollar Solar are committed to not booking major hotels or tourist specific Airbnbs and only booking other tourist accommodation no more than 6-8 weeks out from required dates. We also note that Wollar Solar will continue to liaise with Council and accommodation providers in regards to major events and other key activities where accommodation is required for visitors.

We note, whilst there is a total of 500 FTE jobs for the project, there will be a maximum of 400 people on site at any one time of the project, commencing Stage B in October 2022 with an anticipated peak in mid-2023 and reducing to 89 workers from November 2023.

Wollar Solar Farm is expected to require an estimate of 360 beds of accommodation at peak construction in July 2023. Wollar Solar acknowledges peak periods as noted by Council and that tourist beds should not be booked during these periods (most specifically we highlight including the June/July 2023 School Holiday period).

Major events scheduled hold significant impact to the local economy and are reliant on available tourist accommodation venues in the region. Please ensure major event weekends are not booked by or on behalf of Wollar Solar workers. Council is happy to continue to communicate these dates to Wollar Solar throughout 2022/23.

We note that Sunterra acknowledge there is a shortage of medical personnel in the region and will ensure on site First Aid and note the potential to establish a Telehealth arrangement with a Sydney based facility. We view this option as a strong support to health of workers and strongly recommend this option is progressed.

Please note, page 4 refers to Gulgong having one hospital. There is no hospital in Gulgong. There is a Multi-Purpose Health Service.

We appreciate information provided in regards to workforce breakdown by workforce type and non-local/local workers.

In regard to Employment Strategy, we are still unclear as to how recruitment will take place to meet the total construction workforce of 500 FTE, however we will leave this to Sunterra to resolve. We acknowledge information provided in regard to the use of contractors and sub-contractors and continue to encourage Sunterra to work with as many local businesses as possible to deliver this.

Should you have any further enquiries in relation to this matter, please contact Council on (02) 6378 2850

Yours sincerely,



ALINA AZAR  
DIRECTOR DEVELOPMENT

