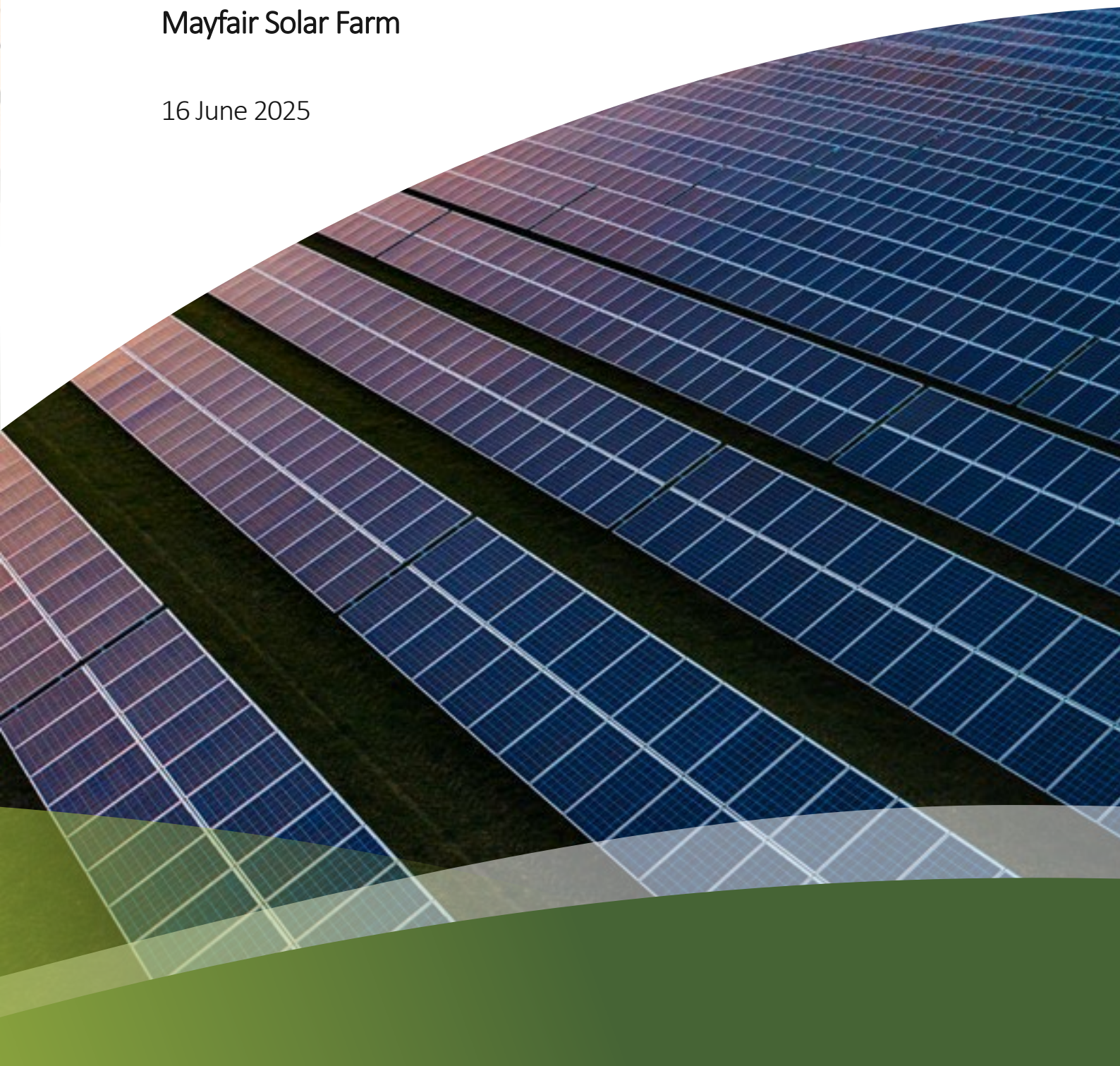




Interim Workforce and Accommodation Plan

Mayfair Solar Farm

16 June 2025



Interim Workforce and Accommodation Plan

Mayfair Solar Farm

AE1259

June 2025

Version 4			
Issued to:			
Antoine Pavone, Development Manager – Elgin Australia Ltd			
Prepared by:		Reviewed by:	Approved by:
Lisa Singleton and, Senior Consultant		Michael Cramer Director Nigah Abbas, Senior Consultant	Michael Cramer, Director 
Previous versions:			
Version:	V1	7 March 2024	First draft
	V2	15 August 2024	Second draft
	V3	2 May 2025	Third draft

Limitations: This document has been prepared for the sole use of the Client for the purpose stated in the document. No other party should rely on this document without the prior written consent of Accent. Accent undertakes no duty, nor accepts any responsibility, to any third party who may rely upon or use this document. This document has been prepared based on: the Client's description of its requirements; documents and information provided by the Client; and Accent's experience having regard to assumptions that Accent can reasonably be expected to make in accordance with sound professional principles. Accent has also relied upon information provided by third parties to prepare this document, some of which may not have been verified. No account could be taken of any changes to site conditions that may have occurred since field work was completed or the documents and information provided by the Client were prepared, or subsequent to the preparation of this document. Subject to the above conditions, this document may be transmitted, reproduced or disseminated only in its entirety.

www.accentenvironmental.com.au

info@accentenvironmental.com.au

Executive summary

Elgin Australia Ltd (Elgin) proposes to develop the Mayfair Solar Farm and Battery Energy Storage System (the project) on land located approximately 6 kilometres north of Gulgong in New South Wales. The project is located within the Mid-Western Regional local government area and within the Central-West Orana Renewable Energy Zone. The 60-megawatt alternating current solar farm and battery energy storage system will be constructed over a 12-month period and will require up to 150 workers, contingent upon gaining planning approval and securing financial close. The construction peak (where the workforce is at 75% or more of its total) will occur over four consecutive months and is expected to commence in the seventh month of the construction phase.

Mayfair Solar Farm is one of many renewable energy projects proposed for the area. EnergyCo workforce projection data suggest that state significant development and infrastructure project workforces could peak at over 5,000 in 2025. However, additional projects have entered the planning system since this figure was published, so the peak workforce is likely to be higher than originally predicted and will last for longer as key delivery targets for the Central West Orana Renewable Energy Zone have increased (with the provision of at least 4,500 MW of renewable energy by 2030 increasing to 6,000 MW by 2038).

Proposed construction commencement dates for Mayfair Solar Farm (and other large-scale energy generation and energy storage projects) are indicative only and are subject to considerable variation due to multiple factors. However, the Mayfair SF project is not reliant on infrastructure to be built by EnergyCo, as is the case for other State Significant Development projects in the area. It is difficult to predict accurate workforce requirements together with potential cumulative impacts on the environment and host local communities with any accuracy. It is clear however that there are challenges regarding the accommodation of the incoming workforce together with the provision of necessary services (for example, utilities and healthcare) whilst limiting negative impacts on local communities and the thriving regional tourism industry (for example, additional competition for short-term accommodation and the possible displacement of vulnerable community members from the rental market).

EnergyCo and other stakeholders including the Mid-Western Regional Council, are collaborating to identify solutions to the impacts presented by such a large workforce. Potential solutions include re-using or extending existing buildings, permanent housing in infill, use of granny flats or ancillary dwellings, community-integrated housing, 'tiny homes' and moveable dwellings and the construction of temporary workers' accommodation camps. When, where and how these opportunities may be realised is unknown.

The Mid-Western Regional Council continues to advocate for the local tourism industry and will not approve renewable energy or battery energy storage projects which intend to make use of short-term accommodation for their workforces.

Elgin acknowledges the Council's concerns and has drafted this preliminary workforce and accommodation plan in support of the Environmental Impact Statement for the project to minimise the project's potential negative impacts on the local community and to preserve the short-term beds used to support the local tourism industry. This will be achieved by

maximising local employment opportunities, constructing a temporary workers' accommodation camp with a capacity for 150 personnel at the project site and engaging a medical professional to address workers' health needs. A temporary workers' camp at the project site would also reduce project-associated light vehicle traffic impacts on local roads.

Construction of the temporary workers' accommodation camp would commence prior to the start of the solar farm construction phase to a schedule which ensures that there will be sufficient accommodation across the construction phase to house all project workers. The exception to this will be for the first eight weeks of camp construction where the camp construction contractors (approximately 20 workers) will require accommodation outside the camp. The option of housing these contractors in a nearby temporary workers' camp will be investigated should there be one available with sufficient capacity to preserve short-term accommodation. However, if this option cannot be realised, then the camp construction contractors will likely seek local accommodation for a limited time until sufficient beds at the workers' camp are commissioned. The contractors will then transition to the workers' camp accommodation. Construction of the temporary worker's camp will likely be completed by the end of month three of the solar farm construction phase. The camp accommodation is expected to be at full capacity (150 ensuite rooms available) from month four. The camp is expected to be decommissioned within three months of the project transitioning to the operational phase unless otherwise agreed.

The use of a temporary workers' accommodation camp will reduce the risk of displacement of vulnerable individuals and families from rental accommodation and preserve short-term accommodation to service the tourism industry. It is likely that specialist contractors may require short-term accommodation on an infrequent basis during the construction phase with the duration of their stays being up to ten days. These requirements can be scheduled well in advance to consider tourism accommodation needs.

Strategy commitments include prioritising local employment and service provision opportunities; informing the local community about project-related opportunities; engaging with Council, Chamber of Commerce, Business Mudgee, the local business community and TAFE Mudgee; advertising expressions of interest for employment and other services locally; the use of weighting criteria in tender evaluations to encourage subcontractors to hire and procure locally; identify roles for which locals could be up-skilled and looking for opportunities to supervise, mentor and up-skill local businesses and employees for specialist works. Given the large number of renewable energy projects for the area, it is likely that market forces will drive the establishment of specialist contractors, creating more opportunities for local employment.

Elgin is currently in discussions with temporary accommodation camp providers and a concept camp layout plan has been prepared in support of the EIS. If planning approval is granted and the project proceeds successfully through the post approval process to financial close, then this preliminary workforce and accommodation plan will be revised and refined in consultation with relevant stakeholders to reflect prevailing social and economic circumstances and any additional stakeholder requirements closer to the construction phase start. This strategy, in its final, stakeholder endorsed form, will be implemented and adapted as necessary through the project construction phase.

Contents

Executive summary	iii
Abbreviations	x
Glossary	xiii
1 Introduction.....	1
1.1 Purpose and scope of this document	1
1.2 Project overview	2
1.2.1 Construction works	5
1.2.2 Workforce.....	6
1.2.3 Indicative timing.....	9
1.2.4 Indicative hours of construction and operation.....	9
1.3 Project objectives	10
1.4 Accommodation and employment objectives.....	10
1.5 Structure of the WAP.....	11
1.6 Roles and responsibilities	12
1.6.1 Elgin	12
1.6.2 EPC contractor.....	12
1.7 Stakeholders	12
2 Statutory process, policies and guidelines.....	13
2.1 Scoping report	13
2.2 SEARs	13
2.3 MWR Council	15
2.3.1 Local environmental plan	15
2.3.2 Preliminary discussions with MWR Council	15
2.3.3 MWR Council SSD/SSI proponent toolkit	17
2.4 Dubbo Regional Council.....	17
2.5 Temporary and Seasonal Workers' Accommodation Toolkit	18
2.6 Energy Corporation of NSW.....	19
2.7 Guidelines and standards	20

3	Regional profile.....	21
3.1	Regional context	21
3.2	Regional demographics summary.....	23
3.3	Regional economy	23
3.4	SEIFA – IRSD index	24
3.5	Labour, employment and income.....	24
3.5.1	Workforce participation	24
3.5.2	Local workforce	25
3.5.3	Income	26
3.6	Community facilities and services	27
3.6.1	Overview.....	27
3.6.2	Health and medical facilities	28
3.6.3	Recreation	28
3.6.4	Retail.....	29
3.7	Local utilities	29
3.7.1	Water.....	29
3.7.2	Sewage treatment.....	29
3.7.3	Electricity	30
3.7.4	Gas.....	30
3.7.5	Waste management	30
3.8	Tourism	31
3.9	Accommodation overview	32
3.9.1	Short-term accommodation.....	32
3.9.2	Long-term accommodation.....	35
4	Cumulative impacts	38
4.1	Regional project summary	39
4.1.1	Mining activities in the study area	41
4.1.2	EnergyCo Central-West Orana transmission project	42
4.2	Other potential worker demands	43
4.3	Summary of potential cumulative impacts.....	43
4.3.1	Workforce.....	43
4.3.2	Major events	45

4.3.3	Short-term and rental accommodation	45
4.3.4	Traffic.....	46
4.3.5	Community services	48
4.3.6	Economic benefits	50
4.4	Cumulative impact conclusions	51
5	Accommodation strategy	54
5.1	Proposed temporary workers' accommodation camp	57
5.1.1	Services and utilities	59
5.2	Accommodation requirements.....	63
5.3	Challenges and opportunities	63
5.3.1	Challenges	63
5.3.2	Opportunities	64
5.4	Accommodation objectives	64
5.5	Action plan and mitigation strategies.....	65
6	Employment strategy	75
6.1	Workforce requirements	75
6.2	Goods and services requirements	76
6.3	Challenges and opportunities	76
6.3.1	Challenges	76
6.3.2	Opportunities	77
6.4	Objectives and targets	78
6.5	Actions and mitigation strategies	79
7	Cumulative impacts strategy	86
8	Monitoring and evaluation	89
8.1	Update of the plan	89
8.2	Audit of the plan	89
9	Strategy availability	91
10	References	92

Tables

Table 1.1	Indicative construction activities and schedule	6
Table 1.2	Summary of indicative construction workforce	8
Table 2.1	SEARS an Agency Advice requirements.....	13
Table 3.1	Localities and their proximity to the project.....	22
Table 3.2	Directly relevant occupation groups by employment and LGA	25
Table 3.3	Summary of weekly incomes at LGA scale	26
Table 3.4	Summary of facilities available in local LGAs	27
Table 3.5	Short-term accommodation summary.....	33
Table 3.6	Airbnb accommodation available in December 2023 and August 2024	34
Table 3.7	Rental dwelling availability snapshot — December 2023/August 2024	36
Table 3.8	Rental price snapshot – December 2023/August 2024.....	37
Table 3.9	Summary of dwellings for sale - December 2023/August 2024.....	37
Table 4.1	Proposed and approved SSDs and SSIs near the project	39
Table 4.2	Summary of coal mining activity in Mid-Western Regional LGA.....	42
Table 4.3	Potential cumulative traffic during the construction phase (vehicles per day)	47
Table 5.1	Summary of CWOREZ projects proposing the possible construction of temporary workers’ camps.	55
Table 5.2	Suggested project worker accommodation options	66
Table 5.3	Accommodation strategies during construction	68
Table 6.1	Employment and business participation strategies during construction	80

Figures

Figure 1.1	Regional context.....	3
Figure 1.2	Local and regional study areas	4
Figure 1.3	Indicative construction workforce	8
Figure 4.1	Snapshot of relevant SSD and SSI projects in the planning or project implementation process in May 2025.....	40
Figure 4.2	Indicative workforce projection for the CWO-REZ and 11 associated renewable energy projects.....	44
Figure 4.3	Summary of nearby projects with cumulative impacts.....	45
Figure 4.4	Indicative construction timelines of nearby renewable energy projects.....	52
Figure 5.1	Number of project workers and on-site accommodation beds	57

Figure 5.2 Example of a typical temporary worker's accommodation camp layout..... 62

Figure 5.3 Accommodation monitoring strategy 74

Figure 7.1 Example of typical project management plans and their hierarchy 86

Appendices

Appendix A: WAP Stakeholders

Appendix B: Medical services

Appendix C: Short-term accommodation list

Appendix D: Events list

Appendix E: Nearby renewable energy projects

Abbreviations

%	percent
ABS	Australian Bureau of Statistics
Accent	Accent Environmental Pty Ltd
AC	alternating current
ACEN	ACEN Australia Pty Ltd
ACERZ	a consortium comprised of ACCIONA, COBRA and Endeavour Energy
ACCIONA	ACCIONA Australia
ADWG	Australian Drinking Water Guidelines
AEMO	Australian Energy Market Operator
AES	accommodation and employment strategy
BESS	battery energy storage system
BoP	balance of plant
CEG	candidate energy generator
CIA	cumulative impact assessment
COBRA	COBRA Australia
CWOREZ	Central-West Orana Renewable Energy Zone
DPE	Department of Planning and the Environment
DPHI	Department of Planning, Housing and Infrastructure
DR	Dubbo Regional Local Government Area
EIS	environmental impact statement
Elgin	Elgin-Australia Pty Ltd
EMS	environmental management system
EnergyCo	Energy Corporation of NSW
EOI	expression of interest
EPA	Environmental Protection Authority
EPC	engineering, procurement, and construction
FTE	full-time equivalent
GRP	gross regional product
GW	gigawatt (1,000 MW)

ha	hectares
HV	high voltage
IRSD	index of relative socioeconomic disadvantage
KL	kilolitre
km	kilometre
km ²	square kilometre
kV	kilovolt
LALC	local aboriginal land council
LEP	local environmental plan
LGA	local government area
MLALC	Mudgee Local Aboriginal Land Council
MW	megawatts
MWac	megawatts alternating current
MWR	Mid-Western Regional LGA
MWRC	Mid-Western Regional Council
NEM	National Electricity Market
NSA	National Skills Agreement
NSW	New South Wales
Orana DAMA	Orana Region Designated Area Migration Agreement
OSOM	oversize and over-mass
pa	per annum
PV	photovoltaic
RDA Orana	Regional Development Australia Orana
REZ	renewable energy zone
SEARs	secretary's environmental assessment requirements
SEIFA	socio-economic indexes for areas
SF	solar farm
SIA	social impact assessment
SSD	state significant development
SSI	state significant infrastructure
STP	sewage treatment plant

STRA	short-term rental accommodation
TAFE	technical and further education
TIA	traffic impact assessment
TMP	traffic management plan
TWA	temporary workers' accommodation
TfNSW	Transport for NSW
UHS	Upper Hunter Shire Local Government Area
VET	vocational education and training
vpd	vehicles per day
WAP	workforce and accommodation plan
WF	wind farm
WS	Warrumbungle Shire Local Government Area

Glossary

family	A family is defined by the ABS as two or more persons, one of whom is at least 15 years of age, who are related by blood, marriage (registered or de facto), adoption, step or fostering, and who are usually resident in the same household. For the purposes of the ABS, a household is defined as one or more persons resident in the same dwelling (ABS 2014).
Orana DAMA	Orana Region Designated Area Migration Agreement – an employer sponsored program facilitating the sponsorship of skilled overseas workers in specified regional industries that are currently experiencing critical skill and labour shortages (including health and social assistance, agricultural, and professional services sectors amongst others).
RDA Orana	Regional Development Australia Orana – aims to support the economic development of the Orana Region through facilitating industrial collaboration, encouraging public and private investment, and supporting cooperation between all stakeholders. RDA Orana works with all relevant governments and agencies to respond to local priorities and needs.
Temporary workers' accommodation	any habitable buildings and associated amenities erected on a temporary basis for the purpose of providing a place of temporary accommodation for persons employed to carry out large-scale infrastructure, including development for the purposes of an extractive industry, mining, renewable energy or an electricity transmission or distribution network

1 Introduction

Elgin Australia Ltd (Elgin) proposes to develop the Mayfair Solar Farm (SF) and Battery Energy Storage System (BESS) (the project) on land located approximately 6 kilometres (km) north of Gulgong in New South Wales (NSW). The project is located within the Mid-Western Regional (MWR) local government area (LGA) and within the Central-West Orana Renewable Energy Zone (CWOREZ). The traditional custodians of the land upon which the proposed project will be located are the Wiradjuri people. The project location is shown in Figure 1.1.

The proposed project comprises a 60-megawatt alternating current (MWac) SF, 240MWh (4-hour storage capacity) BESS and associated infrastructure including a substation to connect to the National Electricity Market (NEM).

1.1 Purpose and scope of this document

Elgin has engaged Accent Environmental Pty Ltd (Accent) to prepare this Workforce and Accommodation Plan (WAP) for the project. This WAP is one of the several reports required by the Secretary's Environmental Assessment Requirements (SEARs) to support the Mayfair Solar Farm Environmental Impact Statement (EIS).

The purpose of this WAP is to provide an overarching plan to enable Elgin to meet management obligations in relation to social impacts and opportunities specifically regarding accommodation and employment. It sets out the framework for managing the social impacts and opportunities associated with the Mayfair SF (the project) procurement process, and construction workforce sourcing and accommodation needs. Its principal regional focus is the indicative 60-minute commute radius (by vehicle) to site (see Figure 1.2) as this is where the local labour force and short- to long-term accommodation will be sourced. This WAP relates solely to the construction phase of the project. The proposed management actions regarding employment and worker recruitment will require revision if planning approval is granted as it is likely that the circumstances underpinning them will change. Its implementation will be contingent upon securing planning approval and financial close for the project.

For the purposes of this WAP, the following definitions are used:

- **The local study area** is the indicative 60-minute commute to site (by motor vehicle) radius (covering approximately 11,695 square kilometres (km²)). A maximum commute time of 60 minutes is selected to align with the NSW government's *'Fatigue Management: Guidance for the NSW mining, petroleum and extractives industries'* (NSW Resources Regulator 2019), and is shown in Figure 1.2, which incorporates:
 - 5,283 km² (or 60%) of the MWR LGA, together with the towns of Gulgong
 - 3,316 km² of the Warrumbungle Shire (WS) LGA, together with the towns of Dunedoo and Coolah
 - 2,424 km² of the Dubbo Regional (DR) LGA, together with the town of Wellington
 - 672 km² of the Upper Hunter Shire (UHS) LGA, together with the town of Cassilis.

- **The regional study** area is the indicative 90-minute commute to site (by motor vehicle) radius and incorporates the city of Dubbo and towns including Merriwa, Kandos, Rylstone, Mendooran, Geurie and Mumbil.

Construction personnel will be sought in the local and regional study areas wherever practicable. It is likely that project personnel will be sourced from beyond these areas if these positions cannot be filled locally. Elgin proposes to accommodate up to 150 non-local workers in a temporary workers' accommodation camp to be constructed on site.

1.2 Project overview

The 60 MW_{AC} project is approximately 6 km north of the centre of Gulgong, 33 km north of Mudgee (the economic hub of MWR LGA) and 86 km east of the city of Dubbo. It will be located on 217 hectares (ha) of land parcels identified as Lot 2 DP528667 and Lot 2 DP734669. The project is relatively small when compared to some nearby proposed and approved renewable energy projects. For example, Stubbo Solar (under construction) has a generation capacity of 400 MW and the Tallawang Solar Farm (proposed) will generate up to 500 MW; both sites are within a 5 km radius of the project.

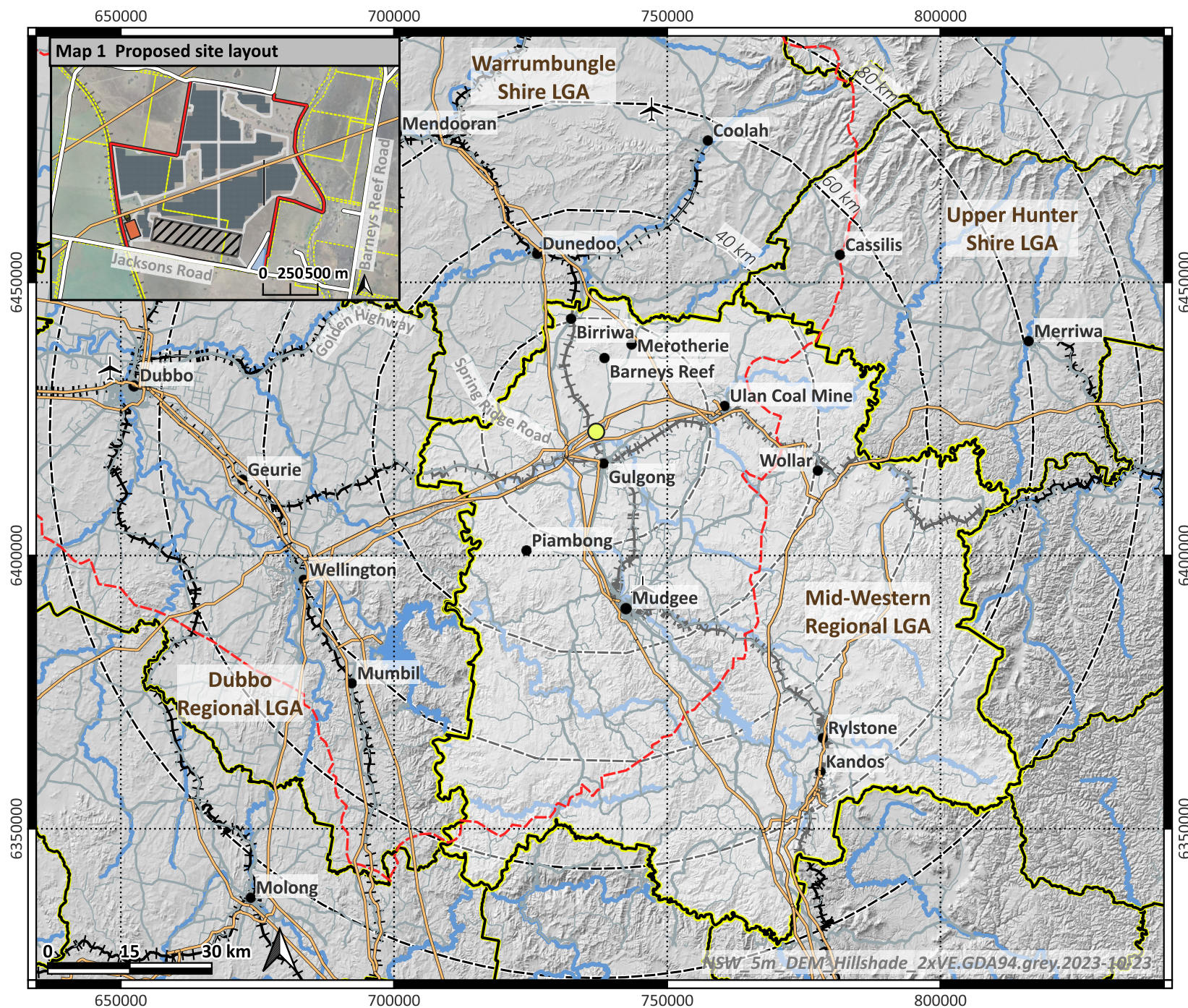
The site is bounded by Jacksons Lane to the south and by the Wallerawang Gwabegar Railway to the west. The railway is predominantly used for transportation of mining and agricultural products. Jacksons Lane links to Barneys Reef Road to the east which provides connection to Gulgong.

The project development footprint has been designed to avoid areas of high biodiversity value and minimise impacts to natural drainage tributaries of Slapdash Creek within the project boundary. It is made up of three distinct areas and will occupy approximately 140 ha of the two land parcels upon which it is located. The development footprint avoids the existing 66 kilovolt (kV) transmission line easement which traverses the project in a northeast to southwest direction.

Slapdash Creek runs in a generally southerly direction along of the eastern boundary of the site and flows into the Wialdra Creek approximately 1.1 km south of the southern project site boundary.

Yarrobil National Park is located approximately 10 km west of the project. Created in 2005, the park is made up of three disconnected areas totalling 1,846 ha.

The project is situated in Wiradjuri Country. The Mudgee Local Aboriginal Land Council (MLALC) provides local representation for Aboriginal and Torres Strait Islander matters.



AE1259 Mayfair SF

Figure 1.1 Regional context

Created 12/08/2024

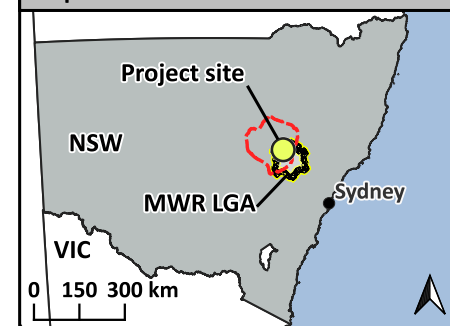
CRS: GDA 20 MGA 55

Scale: 1:1,000,000 @ A4 (main map)

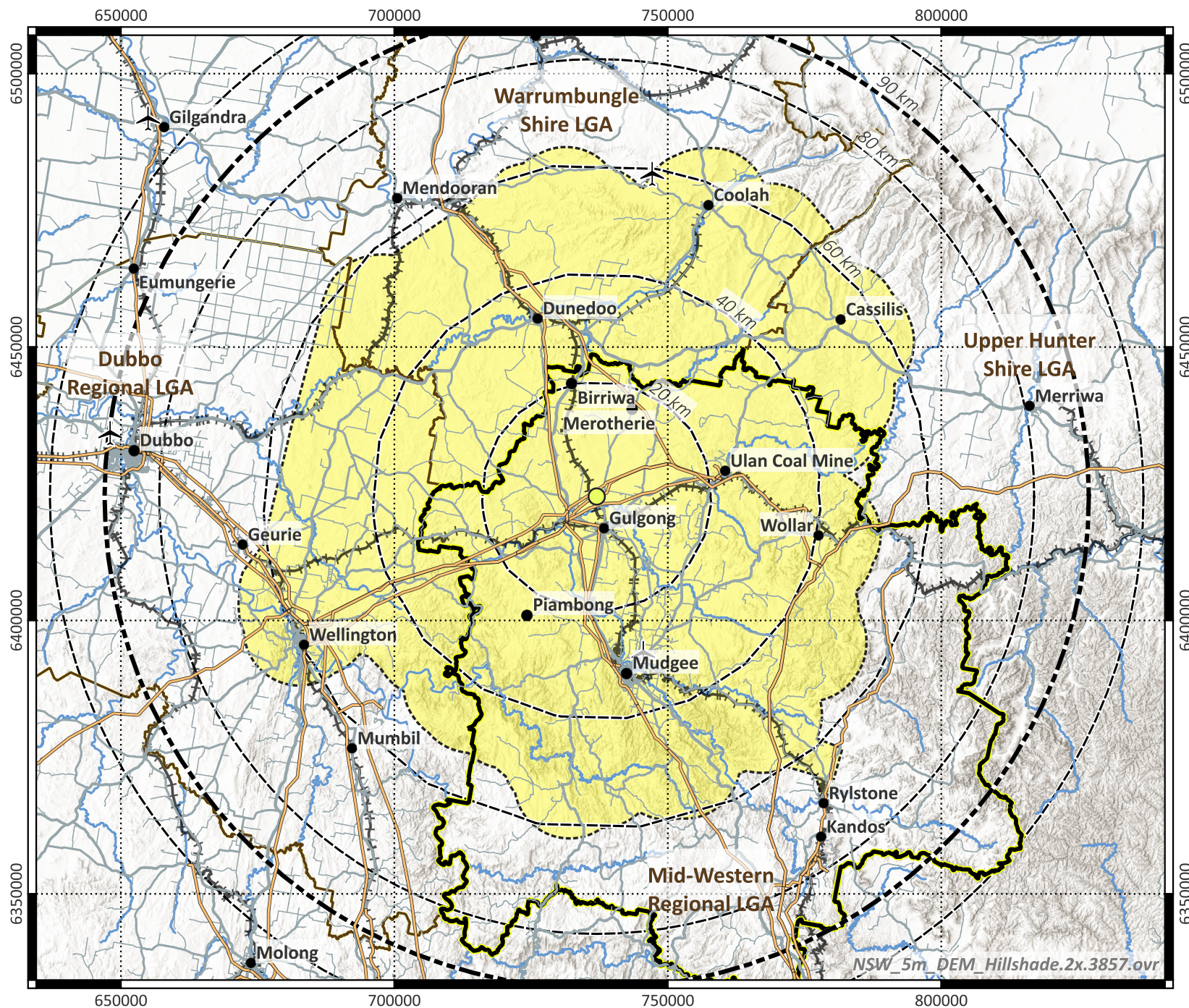
Page size: A4

- Proposed project site
- Town
- ✈ Airport
- Existing transmission line
- Major road (main map)
- Minor road (main map)
- +—+—+— Railway
- Main watercourse
- Project area
- BESS
- Temporary workers' accommodation camp location
- Storm water retention dam
- Substation
- LGA boundary
- Central West Orana REZ
- Radius from project site (20 km increments)
- Lake (main map)

Map 2 State context



Additional data - main map: NSW_hydroline, NSW_LGA_POLYGON, NSW_RoadSegment, NSW_Airports, NSW_Railway, NSW_ElectricityTransmissionLine



AE1259 Mayfair SF

Figure 1.2 Study areas

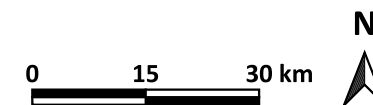
Created 16/11/2023

CRS: GDA 20 MGA 55

Scale: 1:1,000,000 @ A4 (main map)

Page size: A4

- Proposed project site
- Town
- ✈ Airport
- Main watercourse
- Major road
- Minor road
- +—+— Railway
- Local study area (indicative 60-minute commute (by vehicle) radius)
- MWR LGA
- LGA boundary
- Lake
- Radius from project site (20 km increments)
- Regional study area (90 km radius)



Additional data - main map: NSW_hydroline, NSW_LGA_POLYGON, NSW_RoadSegment, NSW_Airports, NSW_Railway

1.2.1 Construction works

Section 3 of the EIS provides a detailed outline of construction works required to develop the Mayfair SF. The proposed project seeks consent for the following:

- ground mounted solar/photovoltaic (PV) modules. PV modules would be mounted on single axis tracking systems with a maximum height up to 3.5 metres above ground
- a series of power conversion units (PCU)/ inverters, with underground cabling connecting each PCU to the on-site substation
- a hybrid BESS with approximately 60MW capacity and 240MWh (4 hour) storage (the BESS would be in containerised modules adjacent to the on-site substation)
- an on-site 33/66 kV substation to connect the project to the distribution network via an existing overhead 66 kV powerline
- upgrade and sealing of Jacksons Lane from Barney's Reef Road to site access (approximately 1 km), including replacement of the existing vehicle crossing over Slapdash Creek with a new culvert
- permanent supporting infrastructure including:
 - internal access tracks
 - security fencing and lighting
 - operations and maintenance buildings
 - operational vehicle access points
 - water tanks
 - 33,400 m³ stormwater retention basin
 - landscaping.

Temporary construction facilities may include:

- construction compound
- laydown area
- construction materials storage
- site office buildings, amenities and temporary workforce accommodation camp.

Subject to final design, the temporary workforce accommodation camp, with a capacity of up to 150 workers, will include:

- demountable single-storey 2 or 4-person air-conditioned buildings
- various single-storey buildings for supporting facilities including kitchen and dining, amenities, laundry, site shop, administration and services, a medical room, cold stores, industrial freezers, storage rooms
- temporary on-site utilities
- covered recreational areas
- car parking (up to 150 spaces).

A summary of likely key construction activities is provided in Table 1.1. Construction is expected to last for 12 months and will require up to 150 personnel during a peak period of 4 months. The 12-month project construction period includes the pre-construction and commissioning phases. Approximately 1-3 full-time equivalent (FTE) personnel will be required during the proposed 40-year operational life. An indicative site layout (which will be updated once the development footprint is finalised) is shown in Map 1 of Figure 1.1.

Table 1.1 Indicative construction activities and schedule

Activity	Duration
Construction of temporary workers' accommodation camp and associated services	Up to 6 months, commencing prior to the start of the SF construction phase
Public roads upgrade – design, approval and construction	1 month
Civil works (laydown yards, site roads, grading, fencing etc.)	1 month
Drilling/pile installation	2 months
Racking installation and module installation	3 months
Electrical trenching, MV foundations	2 months
Array electrical and MV installation	3 months
Substation	10 months
Testing and commissioning, R2 testing and reporting	2 months
PAC testing and substantial completion	1 month
Punch list and final completion	1 month

Elgin will engage an engineering, procurement and construction (EPC) contractor who will design, construct, procure and commission the Mayfair SF. The intent is to employ local workers where practicable.

1.2.2 Workforce

Construction

The project workforce is expected to comprise:

- Local workers: workers already resident in the region within commuting distance. Recent discussions between Council, Elgin and Elgin's representatives indicate that the local labour market is currently very constrained. A review of the small area labour market (SALM) December 2024 quarter unemployment data for the MWR LGA shows that unemployment rates have been consistently below 2% for the last two years (Jobs and Skills Australia (JSA) 2025a). Although the local employment market is constrained, the intent is to support the employment of local workers where possible. As such, an estimate of up to 10% of the total workforce may be comprised of local workers, with the remainder of the workforce being non-local workers.

- Non-local workers: workers not resident in the region who will temporarily relocate to the region and reside within it to fulfil work requirements. The precise number of non-local workers is contingent upon the number of local workers successfully recruited to the project construction workforce.
- Up to 20 temporary workers' will be required as accommodation camp construction contractors.

At the peak of construction, approximately 150 personnel (including project personnel and contractors) will be on the project site. Construction is expected on average to generate up to 145 light vehicle and 25 heavy vehicle (including up to 20 oversize and over-mass (OSOM) vehicle) movements per day (outside of the peak construction period). At the peak of construction, the number of heavy vehicle movements is anticipated to be around 60 movements per day (including up to 47 OSOM vehicle movements).

Operational activities may result in approximately 20 combined light and heavy vehicle movements daily. Of these 20 vehicle movements, there will likely be up to eight vehicle trips per day accessing the site for maintenance and servicing (mainly light utility vehicle and medium sized trucks) (Urbis 2024c).

A detailed assessment of traffic, transport, and access impacts is included in the EIS.

The estimated number of workers required for the construction phase of the project is provided in Table 1.2 and is shown in Figure 1.3. The project peak workforce (i.e. when the workforce exceeds 75% of its predicted total) is anticipated to occur for a four-month period between months 7 and 10. The maximum project workforce is expected to be 150 personnel. Previous experience from similar projects (e.g. Stubbo Solar Farm also located in the MWR LGA) indicates that the construction phase workforce may be comprised of around 10% of local workers. This concept has been applied to the total estimated workforce numbers to provide an indication of local worker numbers and is shown in Table 1.2 and Figure 1.3. At the peak of construction, it is anticipated that the workforce may contain up to 15 local workers. However, given the number of renewable energy projects in the general area, the local worker component of the workforce may be lower.

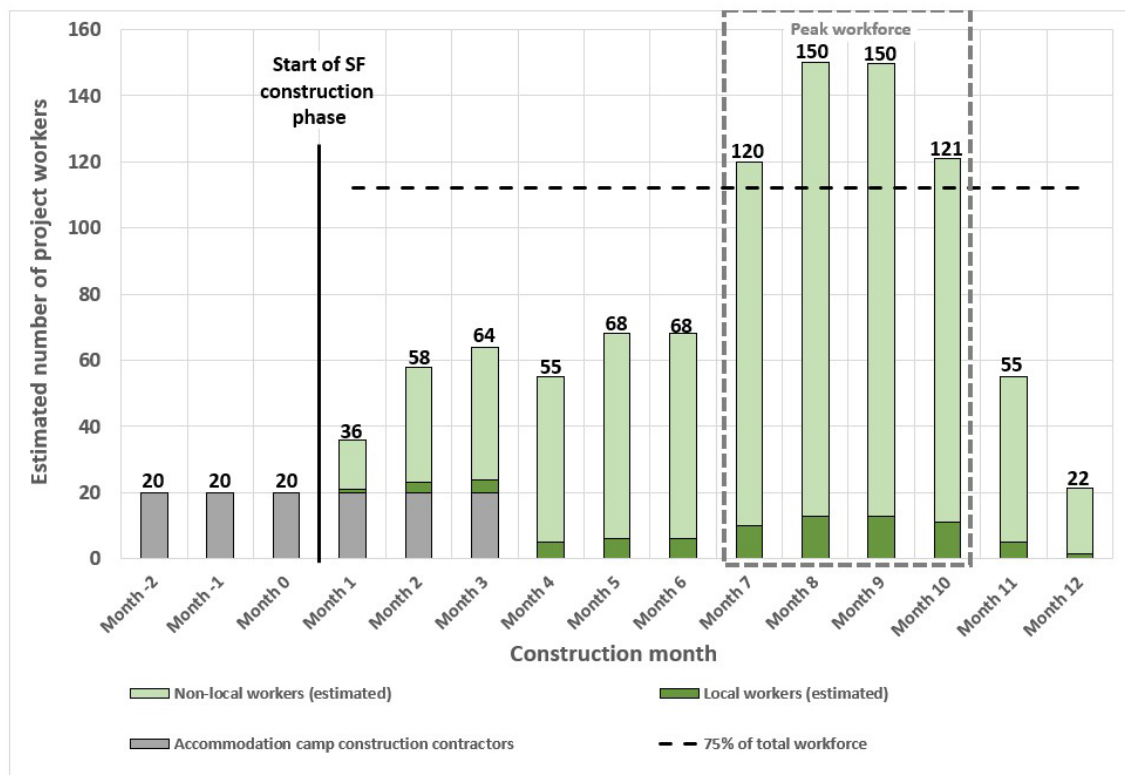


Figure 1.3 Indicative construction workforce

Construction of the temporary workers' accommodation (TWA) camp is proposed to commence prior to the start of the project construction phase to ensure that the available accommodation across the construction phase at any one time is sufficient to accommodate the project construction workforce. The TWA camp construction is expected to be completed by the end of month three, with 150 ensuite rooms available to accommodate the construction workforce. Some rooms are expected to be available from the end of month zero and will be used to accommodate the TWA camp contractors until camp construction is complete. Note there will be sufficient capacity from month zero onwards to accommodate all project workers on site (TWA construction contractors and the SF construction workforce).

Table 1.2 Summary of indicative construction workforce

Month / estimated date	Construct-ion peak?	Local workers*	Non-local workers*	Accomm. camp workers	Total workers
Month -2	no	0	0	20	20
Month -1	no	0	0	20	20
Month 0	no	0	0	20	20
Month 1	no	1	15	20	36
Month 2	no	3	35	20	58
Month 3	no	4	40	20	64

Month / estimated date	Construct-ion peak?	Local workers*	Non-local workers*	Accomm. camp workers	Total workers
Month 4	no	5	50	0	55
Month 5	no	6	62	0	68
Month 6	no	6	62	0	68
Month 7	yes	10	110	0	120
Month 8	yes	13	137	0	150
Month 9	yes	13	137	0	150
Month 10	yes	11	110	0	121
Month 11	no	5	50	0	55
Month 12	no	2	20	0	22

*Based on an estimated 10% local worker / 90% non-local worker scenario.

Operations

During operation, it is expected that there will be up to three full-time personnel based at Mayfair SF to manage site activities and to support routine plant operation and maintenance. The operational staff are likely to originate from within the MWR LGA or surrounding region. If the operation positions cannot be filled locally, personnel will be recruited from further afield and will likely relocate locally.

1.2.3 Indicative timing

The construction is estimated to start in quarter three of 2026 (likely September) and continue through to quarter three in 2027 (likely August). The peak construction period is estimated to occur between March to the end of June 2027. Note these dates exclude pre- and post-construction activities. This indicative timing is subject to a positive planning approval outcome.

1.2.4 Indicative hours of construction and operation

Construction

It is likely the permitted working hours included in various Development Approvals granted for similar renewable energy projects in the MWR LGA (available on the NSW Major Projects website), will apply to the project. The standard construction hours are as follows:

- 7:00 am to 6:00 pm, Mondays to Fridays
- 8:00 am to 1:00 pm, Saturdays
- no construction work is permitted outside these hours, as well as on Sundays and public holidays.

In some cases, works may need to be conducted outside of normal construction hours. Such works may include:

- delivery work outside of these hours for safety reasons, as requested by the NSW Police Force or other government agencies
- works that cannot be interrupted (such as concrete pours)
- emergency works to prevent loss of life, property or material harm to the environment.

The EIS would identify and detail any activities or instances where construction works outside of standard construction hours may be required.

Operation

The project would operate 24 hours a day, seven days a week. Some elements of the project may be taken offline from time to time for maintenance or replacement, though the broader solar farm would generally remain operational throughout.

1.3 Project objectives

Project objectives include:

- the design, construction, and operation of a utility scale solar farm and BESS while minimising associated environmental, social, and cultural impacts through adaptive design approaches
- generate and store electricity on the site from renewable sources to reduce the amount of greenhouse gasses generated by the NSW power generation sector
- encourage and enable community and stakeholder engagement and participation across the life of the project
- provide local and regional employment opportunities and other social benefits during all phases of the project and contribute to the local and regional economies.

This WAP is consistent with the last two bullet points.

1.4 Accommodation and employment objectives

The proposed Mayfair SF can both benefit and impact regional communities, and Elgin seeks to develop solutions that encourage social participation so that the benefits are shared.

Regarding accommodation, Elgin seeks to develop a strategy that will:

- fulfill SEARs requirements including Mid-Western Regional Council's (MWRC) advice and comments provided during the SEARs process
- limit potential impacts on the local way of life
- not adversely impact the region's reputation as a tourist destination
- ensure that there are sufficient accommodation options for the project workforce associated throughout the construction phase without:
 - contributing to potential significant affordability impacts on housing and accommodation in local and regional communities

- adversely impacting upon the availability of regional social and crisis accommodation
- competing with the tourism industry for short-term accommodation beds
- placing excessive burden on existing infrastructure, facilities and services used by local and regional communities.

Regarding employment, Elgin seeks to develop a strategy that will:

- prioritise the employment of workers from local and regional communities for the construction and operation of the development at or above 10%, where feasible
- support the health and wellbeing of the workforce
- provide workforce participation opportunities for regional people through employment and training schemes, supporting the development of a skilled local workforce with sustainable career paths to serve to growing renewable energy sector
- prioritise the procurement of goods and services from local and regional businesses.

To achieve these objectives, the following activities have been undertaken:

- opportunity to accommodate workers onsite through the construction of a temporary workers' accommodation camp, if approved
- investigation of both short- and long-term accommodation options in the area to accommodate project workers until the temporary workforce accommodation camp has sufficient residential capacity
- investigation of options for prioritising the employment of local workers for the construction and operation of the development
- consideration of the cumulative accommodation and workforce impacts associated with other State Significant Development (SSD) and State Significant Infrastructure (SSI) projects in the area
- preparation of a program to monitor and review the effectiveness of the strategy over the life of the development, including regular monitoring and review during construction.

1.5 Structure of the WAP

This WAP is structured as follows:

- Section 1 – Introduction
- Section 2 – Statutory process, policies and guidelines
- Section 3 – Regional profile
- Section 4 – Cumulative impacts
- Section 5 – Accommodation strategy
- Section 6 – Employment strategy

- Section 7 – Cumulative impacts strategy
- Section 8 – Monitoring and review
- Section 9 – Strategy availability.

1.6 Roles and responsibilities

The project team organisational structure and overall roles and responsibilities will be provided in Elgin’s Environment Management System (EMS). The EMS will describe specific roles and responsibilities for the development, implementation, maintenance and monitoring of environmental controls, including this WAP.

1.6.1 Elgin

Elgin is responsible for ensuring that the appointed EPC contractor prepares a workforce and accommodation plan which aligns with this WAP.

1.6.2 EPC contractor

The EPC contractor will have a contractual obligation to prepare a WAP consistent with the objectives and principles of this WAP, in consultation with local authorities and other stakeholders. The plan will be prepared prior to construction and will take into consideration the prevailing social, economic and environmental conditions which will likely change from conditions at the time of preparing this preliminary plan. For instance:

- level of certainty regarding the timelines of other major projects in the area
- potential accommodation solutions considered by EnergyCo and other renewable energy proponents in the area may have been implemented (e.g. temporary worker accommodation camps, reuse of existing buildings and local community members renting out rooms or ancillary dwellings (EnergyCo 2023a)); these potential options are at the feasibility stage and may be available to some of the non-local Mayfair SF workforce
- there may be further recruitment of accommodation into the rental market due to CWOREZ worker accommodation demand
- additional capacity increases by local commercial accommodation providers driven by CWOREZ, mine worker, agricultural worker and tourism accommodation demands.

1.7 Stakeholders

Stakeholders for the Mayfair SF project have been defined in Section 5 of the project scoping report and will be further refined in the EIS process (pitt&sherry 2023). Specific potential stakeholders who may be relevant to project-related accommodation, procurement and employment are listed in Appendix A. These suggested stakeholders are intended to supplement the stakeholders cited in the scoping report (pitt&sherry 2023), supporting reports such as the Mayfair Solar Farm Engagement Outcomes Report (Urbis 2024b), draft Social and Economic Impact Assessment (Urbis 2024c) and the project EIS.

2 Statutory process, policies and guidelines

2.1 Scoping report

A project scoping report was drafted by pitt&sherry (2023) on behalf of Elgin and is available on the NSW Major Projects portal. The report was prepared to inform the SEARs for the EIS. It outlines the justification for the project and alternatives considered, describes the completed and proposed community engagement activities, and describes the proposed level of assessment of environmental and social impacts to be undertaken in the preparation of the EIS.

2.2 SEARs

The SEARs, which were issued on 7 August 2023 for Mayfair SF (application number SSD-60074458), and include agency responses, state that an EIS is required. The key issues relevant to this WAP are shown in Table 2.1.

Table 2.1 SEARS an Agency Advice requirements

Category	Condition	Reference
SEARs		
Key issues	<p><i>The EIS must address the following specific matters:</i></p> <p>Social impact – including an assessment of the social impacts in accordance with Social Impact Assessment Guideline (DPE, 2021) and a draft Workforce and Accommodation Plan outlining the proposed arrangements for the accommodation of the construction workforce.</p>	The EIS and this document
MWRC Agency Advice for SEARs – workforce aspects (MWRC 2023a)		
Accommodation	<ul style="list-style-type: none"> a comprehensive workforce and accommodation plan should be provided provide sufficient details regarding accommodation for the workforce 	This document WAP Section 5
Transport	<ul style="list-style-type: none"> travel arrangements to and from the work site 	WAP Section 5

Category	Condition	Reference
	<ul style="list-style-type: none"> parking arrangements for the construction workforce 	WAP Section 1.2.1
	<ul style="list-style-type: none"> vehicle movements 	EIS Transport Impact Assessment (TIA) (Urbis 2024a)
Construction	<ul style="list-style-type: none"> hours of operation 	WAP Section 1.2.4
Impacts	<ul style="list-style-type: none"> socio-economic impacts on the surrounding towns, especially Gulgong consider the status and timing of all other state-significant developments within the Mid-Western Region to minimise any adverse cumulative impacts 	EIS Social Impact Assessment WAP Section 4
Resourcing	<ul style="list-style-type: none"> include information on where the workforce will be sourced 	WAP Section 6
Transport for NSW (TfNSW) (TfNSW 2023)		
Accommodation	<ul style="list-style-type: none"> details of the accommodation, including but not limited to the maximum accommodation capacity work schedules relevant to staff turn over transport options available (light vehicles, shuttle buses, carpooling etc.) traffic generation volumes of workers arriving / departing any staff pick up locations external to the project site peak shift change / staff turn over details any services required to support the proposed accommodation and what traffic will those support services generate. 	WAP Section 5 WAP Section 1.2.1 EIS TIA EIS TIA, WAP Section 5.5 EIS TIA To be determined To be determined WAP Section 5.1

This preliminary WAP has been drafted to satisfy the workforce and accommodation plan component of the SEARs and associated advice agency requirements. It will be reviewed, updated and implemented if the Elgin's development consent application is successful and subsequent financing is secured.

It is noted that the Council does not support:

- the use of tourist and visitor accommodation by the project construction workforce
- worker transport proposals which include a 'park and ride' option.

2.3 MWR Council

2.3.1 Local environmental plan

The project is within the CWOREZ, on land zoned RU1 Primary Production under the MWR Local Environmental Plan (LEP) 2012 (MWRC 2012).

Development for the purpose of electricity generating works is not listed under Item 2 or 3 of the Land Use Table of the Mid-Western LEP and is therefore considered prohibited development. However, the project is permitted with consent under Clause 2.36(1) of the *State Environmental Planning Policy (Transport and Infrastructure) 2021* (Transport and Infrastructure SEPP).

The LEP commenced on 10 August 2012 and has been amended multiple times since. In response to recent significant growth in the resources industry (particularly mining), MWRC amended Clause 6.11 Temporary workers' accommodation, to enable the establishment of temporary workers' accommodation on suitable and appropriate sites rather than be subject to distance restrictions (formerly within 5 km of the mining lease or large-scale infrastructure) (MWRC 2023b). This amendment also:

- supports the delivery of the CWOREZ as detailed in the NSW Government's Electricity Strategy and Electricity Infrastructure Roadmap
- encourages the positive social outcome for the region of minimising the impact on housing and tourist accommodation supply.

Since the implementation of the Clause 6.11 amendment, applications regarding the establishment of temporary workers' camps for local renewable energy projects can now be lodged. For instance, ACEN Australia Pty Ltd (ACEN) has applied for planning permission to construct a temporary accommodation facility to accommodate up to 500 construction workers for the Birriwa Solar Farm, with an option to increase the capacity to accommodate 1,000 workers to accommodate workers on further proposed developments within the CWOREZ (ACEN 2023).

2.3.2 Preliminary discussions with MWR Council

A preliminary meeting was held between Elgin and MWR Council on 8 December 2023. The key messages from the Council were as follows:

- temporary on-site worker accommodation is the Council's preferred option
- tourist accommodation must not be used by project construction workers
- MWRC will not be constructing a temporary workers camp and is looking to the private sector i.e. renewable energy companies to fund and construct temporary accommodation to house the construction workforce

- Council would prefer a low number of temporary worker camps and encourages collaboration between renewable energy project proponents to co-locate at temporary camps once established i.e. there should not be one camp per project
- construction is likely to coincide at the peak period of construction in the CWOREZ with over 30 other renewable energy and mining projects in the planning system or recently approved; an indicative peak of 7,000 workers is expected with anticipated construction blowouts to 2029
- given this number of projects together with consultation requirements, the local communities are suffering from engagement fatigue; innovative approaches to engagement are required
- the construction of the Wollar SF (completion is scheduled for quarter 1 2025 (Wollar Solar 2024)) and Stubbo Solar are under way (anticipated completion date is March 2025 (Accent 2023)).

Council encourages an innovative approach by the private sector to temporary workforce accommodation including:

- the upgrade of existing facilities e.g. installing additional cabins at tourist parks for worker accommodation which are then left as a legacy to the tourist park operators when construction is complete
- the construction of new accommodation in suitable locations which can then be repurposed when construction is complete
- potential urban land releases may become available; developers could apply for permission to subdivide, install services and establish temporary worker accommodation and then leave as a legacy to the Council when the SF construction is complete
- private landholders may be amenable to developers establishing temporary worker camps for the duration of the construction phase subject to agreement and remuneration.
- as there is a high road accident rate in the LGA, camps should be located strategically to reduce travel times
- there are reported instances of local residents being displaced from rental accommodation by SF construction workers
- social licence is relatively low due to some solar farm construction-related negative impacts experienced by locals
- local skilled workers are currently in short supply; this shortage is likely to continue for some time
- utilities including potable water, sewage treatment and waste disposal, together with medical services, are in finite supply with insufficient capacity to cater for the CWOREZ temporary workforce; temporary worker camps must make alternative arrangements for these services.

2.3.3 MWR Council SSD/SSI proponent toolkit

Due to the large number of proposed renewable energy and energy storage projects proposed with the LGA boundary, MWRC has developed a tool kit to assist proponents with their EIS submissions. It is comprised of 4 documents as follows:

- list of services in the MWR LGA
- proponent information (sets the local scene and limitations regarding accommodation, services and utilities)
- proposed project websites
- Watershed Landcare species guide for MWRC.

The toolkit is available upon request from MWRC.

2.4 Dubbo Regional Council

In March 2023, DR Council exhibited the *Dubbo Regional Council Analysis of Short-Term Worker Accommodation Needs* (Delos Delta 2023). The report was commissioned due to the increasing accommodation requirements for workers employed in large-scale projects including but not limited to:

- the CWOREZ (renewable energy generation sites, energy storage sites and energy transmission infrastructure)
- the Critical Minerals Hub
- Inland Rail (Narromine to Narrabri).

EnergyCo estimates a peak of 5,000 workers are required for its transmission line and its 11 Candidate Foundation Generators (CFG) who will connect to the transmission line (Spicers Ck WF, Cobbora SF, Sandy Creek SF, Dapper SF, Orana WF, Tallawang SF, Birriwa SF and BESS, Barneys Reef WF, Stubbo SF, Valley of the Winds WF and Liverpool Range WF (note that Mayfair SF is not a CFG)).

The report found a total of 55 venues across the DR LGA including hotels, motels and cabins with a combined total of 1,526 rooms and a capacity of 5,684 occupants. It concluded that there will likely be a shortfall of short-term accommodation as more state-significant projects are approved between 2025 and 2030. Various recommendations to mitigate the predicted shortfall include but are not limited to:

- appointment of a governance group, the remit of which will include the ongoing identification of key housing issues for the DR LGA such as:
 - land release
 - identification of under-utilised DR Council buildings and their potential residential, public housing or short-term accommodation use
 - incentivise property owners to maintain properties in the long-term rental market
 - opportunities for temporary short-term worker camps to be re-purposed for tourism
 - build-to-rent options for DR Council owned land

- review relevant strategies and policies to develop and embed a framework for short-term accommodation over the duration of projects
- ongoing collection, refinement and reporting of accommodation-related data to identify issues and measure the effectiveness of mitigation strategies through their implementation
- identification and ongoing engagement of key stakeholders
- investigate methods to expedite priority projects including medium and high-density projects, dual occupancies and workers' camps.

The report sets the statutory, strategic planning, social and economic context through population projections, housing, economy and labour force analysis. It identified opportunities including innovative housing solutions (e.g. 3-D printing of accommodation), industrial partnerships, the establishment of worker camps and improvements in the delivery/improvement of services to surrounding settlements (e.g. Wellington). As a result, DR Council resolved to commence an amendment to the Dubbo Local Environmental Plan 2022 to include temporary accommodation as a permissible development activity.

DR Council's expectations regarding large-scale project developers are available on the "Major Projects – Accommodation and Employment Strategies" tab on the DRC website at <https://www.dubbo.nsw.gov.au/builders-developers/planning-controls-tools-and-resources/short-term-worker-accommodation>.

If short-term accommodation options are to be pursued in the DR LGA, consultations with DRC should be undertaken.

2.5 Temporary and Seasonal Workers' Accommodation Toolkit

The NSW Department of Planning and the Environment (DPE) (now the NSW Department of Planning, Housing and Infrastructure (DPHI)) recognises the urgent need to provide housing for temporary SSD project workers on projects located in renewable energy zones to minimise long-term and short-term accommodation impacts in nearby communities. As a result, the *Temporary and Seasonal Workers' Accommodation Toolkit* has been developed and was released in December 2024. It comprises a new planning framework and guidelines to help regional councils plan housing for temporary and seasonal workers and the *Guidelines for Construction Workers Accommodation* (DPHI 2024). The reformed planning provisions give councils more certainty and clarity regarding the planning and delivery of worker accommodation as well as providing guidance to project proponents regarding temporary workers' accommodation matters.

These guidelines outline or provide the following:

- a definition of workers accommodation
- lists applicable policies, regulations and guidelines
- lists LGAs in which the guidelines are applicable
- state the requirement for the removal of temporary accommodation when no longer required

- describes the minimum amenity requirements for a temporary camp
- accompanying documents such as an accommodation and employment strategy (AES) (alternative name for a WAP), a worker accommodation plan of management and decommissioning plan
- other EIS documents such as a social impact assessment and traffic and transport impact assessment should also consider related impacts associated with the worker accommodation
- provides a suggested template for AES documents.

Incorporating temporary workers' accommodation within a state-significant application allows the project and any associated temporary workers' accommodation requirements to be considered as part of a single application. This streamlines the approvals process and reduces project delays and associated costs.

2.6 Energy Corporation of NSW

The Energy Corporation of NSW (EnergyCo) is the statutory authority responsible for leading the delivery of 5 REZs in NSW in consultation with AEMO, as part of the NSW Government's Electricity Infrastructure Roadmap. These include the New England, Central-West Orana, Hunter-Central Coast, Illawarra and South West REZs.

EnergyCo's remit includes the delivery of the CWOREZ which covers 20,000 km² in the MWR, DR, WS, UHS, Gilgandra, and Narromine LGAs. Key delivery targets include the provision of at least 4.5 gigawatts (GW) of renewable energy by 2030 (Delos Delta 2023).

EnergyCo announced in a December 2023 media release that this target will be increased to 6 GW by 2038 (EnergyCo 2023c and d). The media release went on to state that the NSW government has entered into a 35-year agreement with a consortium comprised of ACCIONA, COBRA and Endeavour Energy (ACERES) as the preferred network operator for the CWOREZ. ACERES will seek approval to deliver, operate and maintain the CWOREZ transmission project (SSI-48323210) which includes new high-capacity transmission lines, energy hubs and related infrastructure. This project will facilitate the delivery of energy from completed renewable energy projects to be distributed to energy consumers across the State via the existing NSW transmission network.

EnergyCo is actively working with the councils in the CWOREZ regarding multiple matters including workforce accommodation (DR Council 2023) and cumulative impacts.

As part of the project, EnergyCo has undertaken multiple assessments including community impacts and potential workforce accommodation needs (EnergyCo2023a). Potential accommodation solutions have been identified including:

- long-term and temporary accommodation camps
- re-use of an/or extending existing building(s)
- use of existing granny flats or ancillary buildings
- use of community-integrated housing and tiny homes.

Stakeholder discussions regarding the realisation of these potential solutions are ongoing. However, EnergyCo is proposing to construct two temporary worker camps to accommodate non-local workers for its transmission line project, one at Merotherie Road (accommodating up to 1,800 workers and the other at Neelys Lane, Cassilis (accommodation up to 600 workers).

2.7 Guidelines and standards

This WAP has been developed in accordance with, or with reference to the methodology and/or guiding principles contained within:

- Cumulative impact assessment guidelines for State Significant Projects (DPIE 2022a)
- Large-Scale Solar Energy Guideline (DPIE 2022b)
- Social Impact Assessment Guideline (DPE 2023a)
- Best Practice Charter for Renewable Energy Projects (Clean Energy Council (CEC) 2023)
- Temporary and seasonal workers' accommodation draft guideline (DPE 2023b)
- Code of Practice - Managing the work environment and facilities (SafeWork NSW 2019)
- Guidelines for Construction Workers Accommodation (DPHI 2024).

3 Regional profile

This section provides a regional socio-economic profile of the MWR, DR and WS LGAs to provide the context for assessing accommodation and employment issues. The MWR LGA is the primary focus of this WAP as the project is located within its boundary.

3.1 Regional context

The MWR LGA covers an area of around 8,752 km². The main towns within the LGA include Mudgee, Gulgong, Rylstone and Kandos. The MWR LGA is crossed by major roads including the Castlereagh Highway, Wollar Road, Ulan Road and Bylong Valley Way.

Mudgee is the regional service centre in MWR LGA, supporting the surrounding townships and the region's diversified economy. Mudgee is designated as a regional centre transport hub in the *Future Transport 2056 Draft Central-West and Orana Regional Transport Plan* (Transport for NSW (TfNSW) 2021). The document states that the renewable energy developments in the CWOREZ will help facilitate the transport sector's transition towards zero emissions through the provision of cheap and readily accessible energy to power electric vehicles.

Mudgee Airport (owned and operated by MWRC) connects locals and visitors with regular passenger and cargo air services to Sydney where connecting flights can be caught. FlyPelican operates services between Mudgee and Sydney through the week except for Tuesdays and Saturdays. Mudgee Airport also provides facilities for private aircraft and conference facilities. Dubbo Airport is within a 90-minute drive of the project site and is serviced by flights from Regional Express, Jetstar, Link Airways, Qantas and Virgin Australia. Coolah Aerodrome is a 70-minute drive to the site. Wellington in the DR LGA also has an operational aerodrome able to cater for small private aircraft.

The Wallerawang Gwabegar railway runs north to south through Mudgee and Gulgong. The Sandy Hollow Gulgong railway runs east from Gulgong to Sandy Hollow and the Gulgong Maryvale railway runs from Gulgong to the west.

The DR LGA is connected to the MWR LGA by the A32 Mitchell Highway and Goolma Road south of Dubbo, and the Golden Highway (B84) and Spring Ridge Road to the east of Dubbo. The city of Dubbo is the DR LGA service centre. The region is served by the Fletcher International intermodal hub which supports logistics for abattoir products, mining exports, cement imports, fertilizer imports, grains, pulses, cotton lint and cottonseed, with capacity to expand into new products. Dubbo is also considered to be a regionally significant centre (TfNSW 2021).

The WS LGA connects to MWR LGA in the south via the Castlereagh Highway (B55) and Black Stump Way in the northeast. Coonabarabran is the largest town and administrative centre of the Shire.

The Mudgee Saleyards are located 10 km from the Mudgee CBD and facilitate livestock sales. Prime cattle and lamb sales are held every second Wednesday with cattle store sales held on the last Thursday of every month, with associated livestock transport vehicle movements.

Gulgong is the closest town and regional centre to the project. Mudgee is the largest town in MWR LGA. Both have similar services, though there are fewer services in Gulgong.

The main urban centres in the MWR, DR, UHS and WS LGAs and their proximity to the project are listed in Table 3.1.

Table 3.1 Localities and their proximity to the project

Location	LGA	Distance to the project by road (km)	Travel time (minutes)	Development relevance
Gulgong	Mid-Western Regional Council	7.5	8	Closest town to the project and closest regional centre
Ulan		29	22	Location of the three large coal mines
Mudgee		37	31	Major regional centre and largest town in MWR LGA
Wollar		56	42	Township and location of the Wollar SF (under construction) and Wilpinjong Mine
Rylstone		88	66	Beyond commuting distance
Kandos		95	72	Beyond commuting distance
Dunedoo	Warrumbungle Shire LGA	43	34	Within commuting distance
Coolah		78	54	Within commuting distance
Mendooran		82	60	Within commuting distance
Binnaway		116	85	Beyond commuting distance
Coonabarabran		153	108	Beyond commuting distance, major regional centre and seat of WS LGA
Wellington	Dubbo Regional LGA	81	59	Within commuting distance, large town
Geurie		97	67	Beyond commuting distance
Mumbil		105	77	Beyond commuting distance
Dubbo		112	79	Beyond commuting distance, major regional centre, city and seat of DR LGA
Stuart Town		115	83	Beyond commuting distance
Cassilis	Upper Hunter Shire LGA	73	51	Within commuting distance
Merriwa		113	76	Beyond commuting distance

A summary of some of the available facilities and services in various localities in the MWR, DR and WS LGAs are shown in Table 3.4.

Services also available include:

- showgrounds (in the larger localities)
- community gardens
- range of sporting clubs and activities including golf, yoga, fishing, football, cycling, horse racing and gyms
- bakeries, cafes, restaurants and over 40 cellar doors featuring local wines, thriving art community, galleries, museums, national parks and community and farmers markets.

3.2 Regional demographics summary

As of the 2021 Census, the MWR LGA has a population of 25,713, with Mudgee being the largest township in the LGA and being home to 45% (11,563 persons) of its population (ABS 2021a). Gulgong, the next largest township has a population of 2,057 persons, forming 8% of the LGA's total population. The other towns located within a 60-minute commute radius from the project site (the study area), have populations of less than 1000 persons.

The median age of the MWR LGA population is 42 years (ABS 2021a), a few years higher than the median age of NSW (39 years) [insert source]. Amongst the townships that are within the 60-minute commute distance from the site, the Dunedoo population has the highest median age of 54 years (ABS 2021) and the Mudgee population has the lowest median age of 36 years (ABS 2021c). A lower median age is indicative of a relatively younger population of that area. The sex ratio (ratio of male persons to every 100 female persons) of the MWR LGA is 101 and is consistently between the 90 to 100 range in all the towns in the study area (the 60-minute commute to site by vehicle radius).

The dependency ratio is an age-based population ratio that expresses the number of non-working-age persons (dependants) (less than 15 years and 65 years and over), in a community dependent on working-age persons (ages 15 to 64 years) in a population (Wikipedia 2023). The ratio is an indicator of the level of economic and social support that may be required in a population. The dependency ratio of the MWR LGA is estimated at 68 (interpreted as 68 persons in the economically dependent age groups to every 100 persons within the economically independent age groups). It is used as an indicator of the relative economic burden of the workforce. The dependency ratio is the highest for Dunedoo at 94 persons.

The MWR LGA is home to 1,751 Aboriginal and/or Torres Strait Islander persons, forming 6.8% of the total population which is 0.2% higher than that of the rest of NSW.

3.3 Regional economy

The local and regional study areas traverse MWR, WS, DR and UHS LGAs. Figure 1.1 shows the neighbouring LGAs around MWR LGA (in which the site is located).

MWR and DR LGAs have the largest economies, with Gross Regional Products (GRPs) in June 2023 of \$3.2 (REMPLAN 2023a) and \$4.6 billion (REMPLAN 2023b), respectively. In the MWR

LGA, mining is the largest industrial sector in terms of both economic output and employment, forming 49.7% of the economic output and 18.9% of employment (REMPPLAN 2023a). Though mining and ongoing renewable energy development are currently among the most significant industries in the LGA, other local industries such as agriculture and viticulture, tourism, construction, manufacturing, and retail provide diversity and support the resilience of the LGA's economy (HillPDA 2023). The Agriculture, Forestry, and Fishing sector has the largest contribution to the WS (REMPPLAN 2023c) and UHS (REMPPLAN 2023d) LGA economies and is also the largest employer. In the DR LGA, the Construction sector is the largest sector by economic output, whereas the largest employer is the Health Care and Social Assistance sector.

3.4 SEIFA – IRSD index

The Index of Relative Socioeconomic Disadvantage (IRSD) is a general socio-economic index that summarises a range of information about the economic and social conditions of people and households within an area and is based on Census data. It is part of the Socio-Economic Indexes for Areas (SEIFA) reported by the Australian Bureau of Statistics (ABS). The IRSD only includes measures of relative disadvantage. A low score indicates relatively greater disadvantage. UHS LGA has the lowest 2021 IRSD score (912) out of the four LGAs compared and is ranked 23 out of the 129 NSW LGAs, followed by MWR (30/129), WS (47/129) and DR (62/129) LGAs (ABS 2023). Of the four LGAs compared, UHS is the most disadvantaged and DR LGA is the least disadvantaged (based on ABS 2021 Census data).

3.5 Labour, employment and income

3.5.1 Workforce participation

The labour force participation rate as of the 2021 Census was the highest in the township of Mudgee at 62.0%, higher than the state average at 58.7% (ABS 2021b), with townships of Cassilis at 56.7% (ABS 2021d) and Gulgong at 53.8% (ABS 2021e). Dunedoo and Coolah have the lowest labour force participation (41.8% and 41.2%, respectively) (ABS 2021c and f) and the highest unemployment rates of 6.6% and 6.2%, respectively. Female unemployment was 7.0% in Dunedoo and 8.2% in Coolah, the highest rates in the regional study area. The December quarter 2024 SALM Statistical Area 2 data presents a different picture. The unemployment rates for Mudgee, Mudgee Surrounds - East and Mudgee Surrounds – West (Gulgong is located here) were 1.9%, 3.1% and 1.7%, respectively (JSA 2025b). The SALM unemployment data shows:

- a general downward trend in unemployment rates since the September 2015 quarter (from 8.2% to 1.9%)
- the MWR LGA unemployment rates have been consistently below 2% since the December 2022 quarter (fluctuating between 1.3% (March 2024 quarter) and 1.9% (December 2024 quarter)).

The unemployment data suggests that local workers with the prerequisite skills and qualifications to work on the project may be in short supply. This has been confirmed by

Council in recent discussions with project proponents and their representatives (pers. comm. 2025).

Up to 57% of the labour force of the MWR LGA was employed on a full-time basis and 32% on a part-time basis (ABS 2021a). Around 49% of the MWR LGA labour force possessed a certificate level qualification as their highest non-school qualification and nearly 21% possess an undergraduate or a postgraduate qualification (ABS 2021a).

3.5.2 Local workforce

Almost 75% of Australian jobs in the renewable energy sector 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 professionals and administrative staff generating the largest number of jobs (Briggs *et al* 2020).

Census data from 2021 indicates that there was a combined total of 48,857 people in the labour force across the four LGAs. Table 3.2 shows occupation groups considered relevant to the Mayfair SF. These occupation groups are based on the relevant occupation list provided in JSA's Clean Energy Capacity Study (JSA 2023).

Table 3.2 Directly relevant occupation groups by employment and LGA

Employment	MWR LGA	DR LGA	WS LGA	UHS LGA
Managers	1,591	3,133	882	1,037
Professionals	1,607	4,648	463	825
Technicians and trade workers	1,998	3,556	353	1,152
Clerical and administrative workers	1,110	3,158	277	575
Machinery operators and drivers	1,473	1,580	238	892
Labourers	1,298	2,692	526	1,136

Data sources: ABS 2021a, g, h and i.

The occupation data shown in Table 3.2 suggests the skills set of the local workforce is suited to meet the requirements of the project. However, MWRC has stated during the WAP consultation process that the availability of skilled workers is limited and is a key vulnerability and issue for the region. Skilled workers including engineers, builders, tradespeople, and childcare and health professionals are anticipated to be in the highest demand over the next few years to cater for continued population growth, new commercial developments and major state significant projects such as Mayfair SF and other proposed or approved projects in the region.

The 5-year National Skills Agreement (NSA) (a joint agreement between Commonwealth, states and territories) to strengthen the vocational education and training (VET) sector commenced on 1 January 2024. It provides funding security to boost skills training in the renewable energy and technology sector, including in NSW. EnergyCo is collaborating with

TAFE NSW to deliver the ‘*Prepare to work in the renewable energy sector*’, with eight online micro skill courses which are anticipated to launch in early 2024. Up to 500 free places will be provided to NSW school students and First Nations communities (NSW Government 2023a), enabling participants to acquire skills relevant to the growing renewable energy sector.

TAFE NSW is currently (as of May 2024) offering free microskills courses. The two courses listed below support workforce development in the renewable energy industry:

- The Institute of Applied Technology (IAT) – Construction at Kingswood has a focus on Project Management, Leadership, and Digital Construction Skills:
<https://store.training.tafensw.edu.au/product-category/iat/iat-construction/>
- The IAT – Digital at Meadowbank focuses on the in-demand areas of Big Data, Cyber Security, Cloud Computing, Software Development, and Artificial Intelligence:
<https://store.training.tafensw.edu.au/product-category/iat/iat-digital/>
- Information regarding microskills courses provided by TAFE NSW relevant to the renewable energy sector can be found at the bottom of TAFE NSW website page - Microskills & CPD (Continuing Professional Development) - TAFE NSW (Tilt Renewables 2024).

3.5.3 Income

The median weekly personal, household and family incomes (ABS 2021) are summarised in Table 3.3.

Table 3.3 Summary of weekly incomes at LGA scale

LGA	Median weekly personal income	Median weekly family income	Median weekly household income
MWR	\$703	\$1,966	\$1,486
DR	\$837	\$1,969	\$1,597
WS	\$559	\$1,387	\$1,068
UHS	\$751	\$1,914	\$1,429

Note: green text denotes the highest income and red text denotes the lowest income for each LGA listed.

Source: ABS 2021a, g, h and i.

Table 3.3 shows:

- there is a \$278 difference between the highest and lowest weekly median personal incomes, with DR LGA having the highest and WS LGA having the lowest
- there is a \$582 difference between the highest and lowest median weekly family incomes with DR LGA having the highest and WS LGA having the lowest
- there is a \$529 between the median highest and lowest weekly family incomes, with DR LGA having the highest and WS LGA having the lowest.

3.6 Community facilities and services

3.6.1 Overview

A summary of some of the available facilities and services in various localities in the MWR, DR, UHS and WS LGAs are shown in Table 3.4.

Table 3.4 Summary of facilities available in local LGAs

Facility	MWR LGA				DR LGA		WS LGA			UHS LGA	
	Mudgee	Gulgong	Kandos	Rylstone	Dubbo	Wellington	Dunedoo	Coolah	Mendooran	Cassilis	Merriwa
Council offices	1	1	0	1	1	0	0	1	0	0	1
Post office	1	1	1	1	4	1	1	1	1	1	1
Police station	1	1#	1#	1#	1	1	1	1	1	1	1
Fire Services	2	2	1	1	3	2	1	1	0	1	1
SES	1	0	0	1	1	0	1	1	1	1	1
Ambulance station	1	1	0	1	1	1	1	1	1	0	1
Hospital	1	0	0	0	2	1	1	1	0	0	0
Multi-purpose services	0	1	0	1	0	0	1	0	0	0	1
Doctors' surgery	2	1	2	0	9	3	3	2	1	0	3
Dental services	3	1	0	0	8	1	2	1	0	0	0
Airport/ aeropark	1	0	0	1	1	1	0	1	0	0	0
Railway - operating	-	-	1	1	1	1	-	-	-	0	-
Pharmacy	4	1	1	0	10	3	1	1	0	0	1
Banks/credit unions	5	1	1	0	15	2	0	0	0	0	1
Supermarkets	4	1	1	1	10	2	1	1	0	0	1
Library	1	1	1	1	1	1	1	1	1	1	1
Places of worship	10	3	3	3	22	8	2	4	3	1	2
Swimming pool (seasonal)	1	1	1	0	1	1	1	1	1	0	1
Petrol station	6	2	2	2	20	6	2	3	1	0	2

Facility	MWR LGA				DR LGA		WS LGA			UHS LGA	
	Mudgee	Gulgong	Kandos	Rylstone	Dubbo	Wellington	Dunedoo	Coolah	Mendooran	Cassilis	Merriwa
Mechanic (approx. count)	18	4	2	0	20	11	3	3	1	0	3
Cinema	0*	0	0	0	1	0	0	0	0	0	0
Childcare centre	7	1	0	0	14	3	2	1	1	1	2
Pre-school	1	1	1	0	15	2	1	1	0	0	1
School – up to year 6	3	2	1	1	10	1	2	2	1	1	2
School – years 7 to 12	2	1	1	0	9	1	1	1	1	0	1
TAFE/college	1	0	0	0	8	1	1	0	0	0	0
Real-estate agents	10	3	1	2	17	2	2	2	0	0	3

*1 screening per month in the Town Hall

open part-time

3.6.2 Health and medical facilities

The Accommodation and Employment Strategy (AES) for the nearby Wollar SF states that the MWRC advised that the medical facilities available are limited (Umwelt 2022a). This was verbally confirmed by Council representatives during a meeting between the proponent and MWRC (pers. comm. December 2023).

Research undertaken for the Social Impact Assessment (SIA) for the Birriwa Solar and Battery Project identified that the demand for health services in the MWR LGA region has increased and will continue to do so, partly due to population increases, aging populations with chronic conditions, the limited availability of GPs in the area, general understaffing and increasing travel distances to see specialists (EMM 2022a). These findings are also supported by outcomes in recent Parliamentary Legislative Council review of health and hospital services in rural, regional and remote NSW. The report states that the healthcare system in rural, regional and remote areas is in crisis, resulting in poorer health outcomes (Parliament 2022).

Potential cumulative impacts on local health services are discussed further in Section 4.3.4.

A summary of locally available health services is provided in Appendix A.

3.6.3 Recreation

The regional study area offers a variety of parks, community gardens, sporting grounds (including golf courses) and swimming pools. There are various pubs, hotels, restaurants, cafes and fast-food outlets. There are numerous sporting, social and special interest clubs and groups as well as voluntary organisations.

3.6.4 Retail

There are numerous retail outlets in the regional study area, including grocery stores, clothing stores, department stores, electronics, and home appliance outlets. There are also several seasonal and regular markets that offer fresh produce, homemade crafts and other items in the general area.

3.7 Local utilities

3.7.1 Water

MWR LGA is supplied with water from the Cudgegong River, reticulated via potable water supply systems in Mudgee, Gulgong and Rylstone. The MWR water supply infrastructure is covered by the *Asset Management Plan Water Supply Systems* (MWRC 2016a). The 10-year plan enables asset management, renewal, upgrade and capacity expansion to cater for predicted economic and population growth within budget constraints. It was drafted prior to the declaration of the five NSW renewable energy zones, including the CWOREZ. MWRC does not currently have sufficient potable water capacity or assets to service the needs of the multiple approved and proposed projects in the CWOREZ. Approved projects will be required to find alternate sources of water for use on site.

Gulgong

Raw water is sourced from the Cudgegong River, stored in an off-river storage system, processed at Gulgong Water Treatment Plant in accordance with Australian Drinking Water Guidelines (ADWG) and distributed to the Gulgong community via a distribution system incorporating trunk mains, reservoirs, pumping stations, reticulation pipework and metered customer connections.

Raw water is also sourced from bores, chlorinated at the Elcom pump station, pumped to Flirtation Hill reservoir and reticulated to municipal parks and gardens and community sporting facilities via trunk and reticulation pipelines.

Mudgee

Raw water is sourced from the Cudgegong River and Burrundulla bore field, processed at Mudgee Water Treatment Plant in accordance with ADWG and distributed to the Mudgee community via a distribution system incorporating trunk mains, reservoirs, pumping stations, reticulation pipework and metered customer connections.

Raw water is also sourced from the Glen Willow bore field, chlorinated at Court Street pump station, pumped to Church Street reservoir and reticulated to municipal parks and gardens and community sporting facilities via trunk and reticulation pipelines.

3.7.2 Sewage treatment

MWRC services the urban areas of Mudgee, Gulgong, Rylstone and Kandos with separate sewage treatment plants, reticulated sewerage systems (comprising of individual property connections, gravity drainage pipelines, pumping stations and rising mains). The sewerage systems convey domestic waste as well as pre-treated commercial and industrial liquid trade

waste. The Council oversees the continuous improvement and maintenance of these systems, to ensure community safety and compliance with relevant legislation, regulations and health and environmental guidelines.

The MWR LGA sewerage infrastructure is covered by the *Asset Management Plan Water Sewerage Systems* (MWRC 2016b). The 10-year plan enables asset management, renewal and upgrade and expanding capacity to cater for predicted economic and population growth within budget constraints. The plan was also drafted prior to the declaration of five renewable energy zones, including the CWOREZ. MWRC does not currently have sufficient sewage treatment capacity or assets to service the needs of the multiple approved and proposed projects in the CWOREZ. Therefore, approved projects are expected to source alternative methods for the collection, treatment and disposal of site-generated wastewater.

The Gulgong Sewage Treatment Plant (STP), located at 107 Sprong Creek Road, Gulgong, is the closest facility to the project. It discharges effluent to an effluent reuse area on the “Eaststar” property. The STP operates in accordance with NSW EPA licence 5808 and is permitted to discharge up to 450 kilolitres (KL) per day in dry weather conditions. Quarterly monitoring is undertaken at the discharge point and soil samples are taken annually.

The Mudgee STP is located at 33 Blain Road, Caerleon, discharges treated effluent to the Cudgegong River. The STP operates in accordance with NSW Environmental Protection Authority (EPA) licence 5230 and is permitted to discharge up to 11,500 KL per day in dry weather conditions. The discharge is monitored monthly. Mudgee STP has an existing septage disposal facility designed to receive up to 20 kL/day of tinkered sewage/septage. The use of this facility by the project would require negotiation with MWRC may require STP upgrades at Mayfair SF’s cost (MWRC 2023c).

3.7.3 Electricity

Electricity network services are provided by Essential Energy.

3.7.4 Gas

Gas network services are provided by Jemena Gas Networks.

3.7.5 Waste management

MWRC operates 3 urban waste facilities in Gulgong, Mudgee and Kandos together with 12 village and rural waste transfer stations in Birriwa, Bylong, Cooyal, Goolma, Hargraves, Home Rule, Ilford, Lue, Queens Pinch, Ulan, Windeyer and Wollar. MWRC stated in the SEARs advice that *‘none of its waste facilities are appropriate or capable of handling the disposal of landfill waste generated by the project’* (MWRC 2023a). MWRC has requested that the proponent provides details regarding the types of waste expected to be generated by the project and how it will be managed as part of the project EIS submission. The SEARs waste requirements reflect the advice provided by MWRC in that a waste management plan must be prepared in accordance with the Solar Guideline and include potential construction and operational waste types, classification, indicative quantities/volumes and management details.

Waste management facilities are available further afield in the surrounding LGAs.

3.8 Tourism

Tourism attracts over 691,000 visitors annually to MWR LGA and makes a sizeable contribution to local employment (678 jobs or 5.8% of total employment) and revenue (MWRC 2023d). Consultation outcomes during the preparation of various renewable energy projects within the MWR LGA, the Mudgee Tourist Information Centre and local short-term accommodation providers indicated there was an increase in domestic travel associated with the COVID-19 pandemic, resulting in a tourism boom in the region (Ramboll 2020). Mudgee was named the 2021 NSW Top Tourism Town in the category of towns with a population over 5,000 (Business NSW 2023). The area attracts a constant stream of visitors to its national parks and nature reserves, cellar doors, large events and festivals, galleries, museums and markets throughout the year, placing a significant demand on short-term accommodation.

MWRC is actively developing sustainable tourism within its boundary with a view to increasing the number of events and patronage beyond current levels. The availability of short-term accommodation to service current and future visitor numbers is a vital prerequisite in growing the tourist industry. The Mid-Western Regional Economic Development strategy has identified tourism as a significant component of the local economy (NSW Government 2023b).

MWRC estimates there are approximately 3,200 short-term rooms with an average occupancy rate of 80% (EMM 2022b). However, the number of short-term beds will be higher as some rooms are configured for multiple occupancy. The occupancy rates were confirmed by accommodation providers during a desktop survey of accommodation in the Gulgong and Mudgee areas in February 2023 (Accent 2023). A list of short-term accommodation is provided in Appendix C.

The scheduled events in the four LGAs (MWR, DR, WS and UHS) for 2024 are shown Appendix D. The event dates give an indication of potential periods of peak tourist demand for accommodation. MWRC articulated during discussions with Accent in March 2023 that tourism numbers are generally constant throughout the year, except for February when visitor numbers temporarily decline (MWRC pers. comm.).

Some events can cause spikes in visitor numbers, for example up to 10,000 beds are required for the NRL matches held in the MWR LGA (with two matches held in 2023). The Penrith Panthers will play an NRL Telstra Premiership match at the Glen Willow Stadium in Mudgee each season for the next two years (until the end of the 2025 season). Around 24,000 beds were required for the Parkes Elvis Festival in DR LGA (Parkeselvisfestival 2023). Similar patterns of visitor numbers are anticipated in 2024. Whilst there is high weekend demand for tourist accommodation, mid-week demand will be high during school holidays. July is busy with Field Days and School Holidays. September is busy with Food and Wine Month, Flavours of Mudgee and school holidays (Umwelt 2022a).

3.9 Accommodation overview

In the MWR LGA, approximately 38.9% of the population owned their homes and a further 32.2% owned mortgaged properties. Approximately 24.4% of the population rent their dwellings (ABS 2021a). There are a variety of accommodation types available in the region and for the purposes of this WAP, these are broadly classified into the following:

- short-term accommodation is defined as accommodation required for three months or less (e.g. motels, hotels, serviced apartments, bed and breakfast, self-contained homes, and caravan and camping parks)
- long-term accommodation is defined as accommodation required for more than three months (e.g. rental homes or homes for sale).

EnergyCo has undertaken various investigations and stakeholder consultation regarding potential cumulative impacts and their mitigation, opportunities, local priorities and benefit sharing. The resulting report '*Central-West Orana Renewable Energy Zone – Coordination community impacts and benefits in the REZ*' discusses issues including workforce housing and accommodation (EnergyCo 2023a). During the time of publishing this report, EnergyCo was working with 11 Candidate Energy Generators (CEG), including ACEN and the Stubbo Solar project.

EnergyCo's report identifies significant housing and accommodation constraints in the REZ, with limited supply of short-term and long-term housing further confounded by the risk of demand for short-term accommodation exceeding the available supply. Population forecasts in the MWR and DR LGAs indicate the need for more permanent housing. In the meantime, like many other locations in NSW, the area is experiencing a decrease in mortgage and rental affordability due to increasing house prices and weekly rents relative to household incomes (DPIE 2021).

There have been reports of increased pressure on rental housing stocks due to non-resident construction workforce accommodation demands, affecting availability and affordability in the Dubbo and Wellington areas (NGH 2023). MWR Council has reported an incident regarding the recent displacement of locals from a rental property to enable the accommodation of renewable energy project construction workers who are willing to pay significantly higher rents (pers. comm.).

3.9.1 Short-term accommodation

Short-term accommodation located in the townships within a 60-minute commute of the project site, service several different industry sectors, including tourism, business and agriculture. A desktop survey of short-term accommodation options was completed for the WAP in November 2023. Data sources included the Visit NSW webpage and Google searches. Further details are given in Appendix C and the search outcomes are summarised in Table 3.5.

Table 3.5 Short-term accommodation summary

Location	Hotel		Motel		Holiday parks		B&B and other		Airbnb - House /apartment		Estimated no. rooms
	No.	Rooms	No.	Rooms	No	Cabins	No	Rooms	No.	Rooms	
Mudgee	Excluded*		Excluded*		3	86	6	55	62	148	289
Gulgong	Excluded*		Excluded*		1	19	24	24	9	23	66
Dunedoo	2	20	1	9	2	16	1	2	2	9	56
Dubbo~	55 venues, 1,526 rooms with capacity of up to 5,684 occupants (Delos Delta 2023)										1,526
Wellington											
Other locations	1	8	2	13	2	25	3	15	-	-	1,937

*Excluded to preserve MWR LGA's short-term accommodation supply to service tourist demand, noting there will be some use of these facilities by people visiting the site for up to a week (e.g., auditors, specialist consultants, company executives).

~Only to be used if accommodation within the 60-minute commute radius is unavailable.

The desktop survey identified 1,937 short-term accommodation rooms in the MWR, WS, UHS and DR LGAs. This is an underestimate as the search was not exhaustive, all hotel and motel rooms in the MWR LGA are excluded and some accommodation providers did not respond to contact efforts. Other factors contributing to this underestimate include:

- room numbers and configurations could not be determined for all hotels and motels via the internet
- individual cabins were counted rather than the number of bedrooms they contained, as some are be configured for multiple occupancy
- cabin numbers could not be determined for all camp sites and holiday parks via the internet
- individual Airbnb establishments were counted rather than the number of bedrooms they contained.

Research carried out by EMM Consulting during the Stubbo Solar EIS preparation (December 2020) states there are approximately 3,200 short-term rooms were available in the MWR LGA with an average occupancy rate of around 80% (EMM 2022b). The number of short-term beds will exceed this number as room configuration varies enabling multiple occupancy. The proportion of the 1,937 rooms (Table 3.5) available at any point in time will be much lower due to the servicing of ongoing tourism, mining, renewable energy and agricultural industry sector accommodation needs.

Airbnb

Airbnb and similar platforms (e.g. Stayz, Tripadvisor, Lastminute.com.au and Booking.com), provide options for hosts to register their available accommodation and guests can browse

and book according to their requirements and budget. A search of Airbnb locations within commuting distance of the project site, costing less than \$1,500 per week, found approximately 144 properties; the search summary is shown in Table 3.6. The search suggests there is sufficient short-term rental stock on these booking platforms within a 60-minute commute of the project site to cater for non-local project workers.

Short-term rental accommodation is defined as a dwelling used by the host to provide accommodation in the dwelling on a commercial basis for a temporary or short-term period by the State Environmental Planning Policy (Affordable Rental Housing) Amendment (Short-term Rental Accommodation) 2021. These regulations were designed to support short-term rental accommodation as a home-sharing activity while putting protections and minimum standards in place for the safety of hosts and visitors.

Short-term rental accommodation (STRA) properties (such as houses, units and terraces, though not caravans, tents or moveable dwellings) should be included on the STRA Register. A registered STRA dwelling will have a STRA Property ID number (PID-STRA-XXXX) which is displayed on an online property listing. All hosts must comply with the fire and safety requirements and agree to follow the code of conduct before their registration is completed. The mandatory *Code of conduct for the short-term rental accommodation industry* applies to hosts, guests, letting agents, property managers and booking platforms (NSW Government 2021).

Table 3.6 Airbnb accommodation available in December 2023 and August 2024

Location	Number of homes		Total no. of rooms	
	Dec 2023	Aug 2024	Dec 2023	Aug 2024
Gulgong	8	5	27	8
Mudgee	63	26	>147*	67
Dunedoo	4	5	14	17
Coolah	0	0	0	0
Cassilis	0	0	0	0
Wellington	3	3	7	6
Dubbo	45	26	169	74

Data source: <https://www.airbnb.com.au>

*For properties with 5 or more bedrooms, the bedroom count was capped at 5.

The data in Table 3.6 shows that there is a considerable variation in the number of Airbnb dwellings available. STRAs located within Dubbo Regional LGA are subject to a 180-day booking cap for non-hosted dwellings. Day limits do not apply to hosted dwellings. This may account for some of the variation in dwelling numbers available on such websites.

House-share

A search on Flatmates.com.au on 30 December 2023 yielded 2 rooms available for rent in Mudgee, 1 room in Wellington and 23 rooms available in Dubbo. In August 2024, 4 rooms were available in Mudgee, 1 room was available in Gulgong, no rooms were available in

Wellington and 27 rooms were available in Dubbo. Weekly rates varied from \$180 to \$300. However, this was a snapshot and availability may change with time.

3.9.2 Long-term accommodation

The 2021 Census data for the MWR LGA showed there were 9,638 occupied private dwellings (85% of total dwellings), and 1,704 unoccupied dwellings (15% of the total) (ABS 2021a).

In August 2024 the median house price for a 3-bedroom home in Gulgong is \$559,500 and average weekly rental cost was \$450 (Realestate.com.au website).

Rentals

The "rental vacancy rate" is the number of rental advertisements that have been posted online for longer than three weeks in a month, divided by the estimated stock of rental properties. Vacancy rates of less than 3% indicate a tight rental market (i.e. market demand exceeds potential supply) (ABC News 2024). On average, 2 to 3 percent of rental properties have a change in tenants (ABS 2023). Vacancy rates indicate the rental market for four of the six localities shown in Table 3.7 in December 2023 were lower than the 3% benchmark, indicating a sustained high demand and a persistent undersupply of rental properties.

Property vacancy rates for the locations listed in Table 3.7 were obtained from the SQM Research website for December 2023 and June 2024. Vacancy rates appeared to be generally increasing between December 2023 and June 2024 for Gulgong, Mudgee, Dunedoo and Wellington, with all above 3% in June 2024. This may be indicative of an increase in rental stock in these townships. Coolah and Cassilis had the lowest rental vacancy rates in June 2024 (0.0%) (SQM 2024). This may be indicative of low populations in these townships.

Real estate agents in the general locality suggest various factors are influencing the Mudgee, Gulgong and possibly Dunedoo housing market, such as (EMM 2022a):

- reduction in available rental stock as properties are purchased as holiday homes or transferred into the short-term stay market (i.e., Airbnb, Stayz, etc.) (though this may be contradicted by the June 2024 rental vacancy rate data)
- demand generated by major projects occurring in or near the study area (i.e., the construction of renewable energy projects, and other projects such as the new Dubbo Bridge (Newell Highway upgrade project) and various Inland Rail projects)
- increased in-migration due to the COVID-19 pandemic and the corresponding increase in the attractiveness of regional NSW communities as permanent resident locations.

A Gulgong real estate agent indicated during research undertaken for the Bellambi BESS Heights SIA, that the private rental market in the area is relatively tight and would be unable to cater for the influx of non-local construction workers (Vena Energy 2023). During the same consultation process, Business Mudgee also expressed concerns that the use of private rentals by non-local workers would have negative flow-on impacts for residents and local vulnerable individuals and families. MWRC have provided an instance of this occurring in the last 12 months (pers. comm.).

A survey of private rentals available was conducted on 20 December 2023 and again on 5 August 2024; the outcomes are shown in Table 3.7.

Table 3.7 Rental dwelling availability snapshot — December 2023/August 2024

Location	Post code	Vacancy rate*	1 bedroom	2 bedrooms	3 bedrooms	4 bedrooms	5 and 5+ bedrooms
Gulgong	2852	3.5%/4.4%	1/0	4/9	1/10	2/3	3/0
Mudgee	2850	2.7%/3.3%	6/6	10/13	23/31	11/21	0/1
Dunedoo	2844	1.8%/7.7%	0/0	0/1	2/2	1/2	0/0
Coolah	2843	0%/0%	0/0	0/0	0/0	0/0	0/0
Cassilis	2329	0.7%/0%	0/0	0/0	0/0	0/0	0/0
Wellington	2820	3.7%/6.5%	4/4	9/11	14/24	2/11	0/1

Data sources: Realestate.com.au and SQM Research Residential Vacancy Rates

*Vacancy rates in December 2023 and June 2024 are provided.

A total of 93 properties were available for rent at the locations shown in Table 3.7 (all within a 60-minute commute of the project site) on 20 December 2023, with 150 available on 5 August 2024. The majority of the dwellings listed were in Mudgee and Wellington for both surveys.

The average weekly rental costs have increased in all townships assessed between December 2023 and July 2024 (the most recently available data as of 5 August 2024). The median weekly rental costs for a 3-bedroom house in Gulgong was \$500, \$550 in Mudgee and \$400 in Wellington (data collected between August 2023 and July 2024 available on the Realestate.com.au website). The Realestate.com data shows that rents have increased over the last 12 months between 7.4% (Mudgee) to 20.9% (Gulgong). A review of potential weekly rents for selected locations within a 60-minute commute of the project are shown in Table 3.8. The data shown in Table 3.8 indicates that weekly median rents for rental properties in Wellington were less than those in other locations, with Mudgee being the most expensive location regarding rental costs.

It is likely that a small number of personnel would require long-term accommodation (e.g., site management personnel who are likely to have contracts for the full duration of the construction phase).

Dwellings for sale

A desktop survey of dwellings for sale for the locations shown in Table 3.9 (all within a 60-minute commute radius of the project) was conducted on 20 December 2023 and again on 5 August 2024. The outcome of the survey is shown in Table 3.9.

A total of 128 2-, 3- or 4-bedroom properties were for sale in the townships shown in Table 3.9 in August 2024. Median house prices in Dunedoo and Cassilis have increased by over 30% and 56% respectively in the last 12 months, with house prices decreasing by around 2% in Mudgee over the same period. Wellington appears to be the least cost location option whilst Mudgee appears to be the most expensive, closely followed by Gulgong.

Table 3.8 Rental price snapshot – December 2023/August 2024

Location	Number of bedrooms – weekly rent (\$) (Dec 2023/Aug 2024)					
	% increase in last 12 months*	1	2	3	4	5 or more
Gulgong	6.7/20.9	no data	no data	\$450/\$500	\$600/\$650	no data
Mudgee	3.8/7.4	no data	\$420/\$450	\$500/\$550	\$600/\$630	no data
Dunedoo	no data	no data	\$360/\$390 – no bedroom-related data			no data
Coolah	no data	no data	no data	no data	no data	no data
Cassilis	no data	no data	no data	no data	no data	no data
Wellington	2.9/14.3	no data	\$320/\$317	\$372/\$400	\$400/\$480	no data

Data source: Realestate.com.au, data calculated using December 2022 to November 2023 parameters - (house rental prices only cited).

*December 2023 weekly median rent costs based on a 12-month period between December 2022 and November 2023; August 2024 weekly median rent costs based on a 12-month period between August 2023 and July 2024.

Table 3.9 Summary of dwellings for sale - December 2023/August 2024

Location (no. residential dwellings on the market 7 Aug 2024))	Number of bedrooms – average price (\$K) (Dec 2023/Aug 2024)			
	% increase in last 12 months*	2	3	4
Gulgong (20)	2.8/7.1	no data	\$560k/\$595k	\$665k/\$695k
Mudgee (48)	2.1/-1.8	\$485k/\$502.5	\$620k/\$617.5k	\$758k/\$761k
Dunedoo (0)	28.3/30.0	\$340k/\$390k		
Coolah (11)	34.5/56.5	\$305k/\$360k		
Cassilis (1)	no data	no data	no data	no data
Wellington (48)	5.7/7.6	no data/\$239k	\$277k/\$290k	no data/\$380k

Data source: Realestate.com.au, data calculated using December 2022 to November 2023 parameters.

*Based on median price August 2023 to July 2024.

4 Cumulative impacts

The inclusion of a cumulative impact assessment (CIA) in the project EIS is a SEARs requirement. Cumulative impacts are those which result from one or more projects being constructed or operated simultaneously in the same region. The project CIA should include an assessment of existing, approved or proposed developments in the region. It must take into consideration relevant legislation, environmental planning instruments, guidelines, policies, plans and industry codes of practice including the *Large-Scale Solar Energy Guideline* (DPIE 2022b) and the *Cumulative Impact Assessment Guideline* (DPIE 2022a).

This section presents a brief overview of potential cumulative impacts associated with the project from an accommodation and employment perspective. Potential cumulative impacts can include but are not limited to accommodation shortages, traffic congestion and increased burden on local utilities, social infrastructure and associated services such as health care services. The potential for these cumulative impacts to occur is dependent on the approval of proposed projects and their progress through to the construction phase and the timing of construction.

Mayfair SF is one of approximately 39 renewable energy projects either proposed or approved in the CWOREZ within an 85-kilometre travel radius (by road) of the project (see Appendix E for a list of proposed and approved projects as of May 2025). These projects were identified using the NSW Major Projects portal. The precise nature and scale of the potential impacts is difficult to predict due to various factors including:

- the proposed projects are at different stages in the planning process
- approved projects undergo a preconstruction phase in which final designs are developed and finances secured; some projects may not progress to this point
- the information provided in the proposed project documentation available on the NSW planning portal, such as estimated construction workforce numbers, the construction commencement dates and the duration of the construction phase are indicative only and may be subject to change
- the construction of approved projects may be contingent upon securing connection rights to the CWOREZ's new transmission infrastructure (which has a capacity of 4.5 GW by 2030 and 6 GW by 2038); any delays in the CWOREZ transmission project may have knock-on impacts on associated renewable energy projects
- approved projects which progress to the construction phase can be affected by multiple factors which impact construction scheduling including labour shortages, supply chain issues and extreme weather events.

The key cumulative impact challenges relate to the scale of incoming workforces and renewable energy infrastructure logistics across multiple projects together with competition between workforces, locals and visitors for finite resources (EnergyCo 2023a). The following sections provide a summary of the scale and number of proposed and completed major projects and outlines potential cumulative impacts.

4.1 Regional project summary

Details of the SSD and SSI projects available on the NSW Major Projects portal within an 85 km travel radius of the site (by road) as of May 2025 are shown in Appendix E and a summary is provided in Table 4.1.

The proposed and approved projects listed in Appendix E are at various stages in the NSW planning approval or project implementation processes. The time required for a project to progress through the planning approval process varies and is dependent upon multiple factors including project size/complexity, potential environmental, social and economic impacts associated with the location and impacted population sensitivity to the proposed development. The planning application process can take several months to years to complete. Not all projects are approved and some of those that are approved do not proceed to construction. A simplified representation of the planning process and post planning outcome process is shown in Figure 4.1. The relative positions of the 35 projects (this total excludes five operational projects) listed in Appendix E as of April 2025 are superimposed on Figure 4.1 to provide a visual representation of their progress through the planning approval or project implementation processes.

Table 4.1 Proposed and approved SSDs and SSIs near the project

Approximate distance from project by road (km)	Number of projects	Estimated peak construction workforce*,#	Estimated operational workforce*
0 – 19	9	1,510	28
20 – 39	13	4,930	2,120**
40 -59	8	4,292	928**
60 – 85	7	1,040	31
Totals	36	11,772	3,107

Data source: NSW Major Projects portal

*The totals presented include all renewable energy projects (approved and proposed) but excludes BESS projects and Mayfair SF; Mayfair SF workers and mine workers are excluded from the construction and operational workforce totals. Operational and withdrawn projects are also excluded.

**total includes operational mining workforces

#The anticipated total workforce numbers are based on the best available information at the time the data in Appendix E was collated and is indicative only.

Of the projects that are listed in Appendix E, all but five are renewable energy, energy storage or energy transmission projects. Excluding the mining projects, 15 nearby projects are undergoing the approvals process, 14 projects are either at the pre-construction or construction stage and five projects are operational. The construction phases of the proposed projects, if approved, and those of the approved projects, may be partly or completely concurrent with that of Mayfair SF, and therefore may compete with Mayfair SF to meet workforce, accommodation and utility requirements.

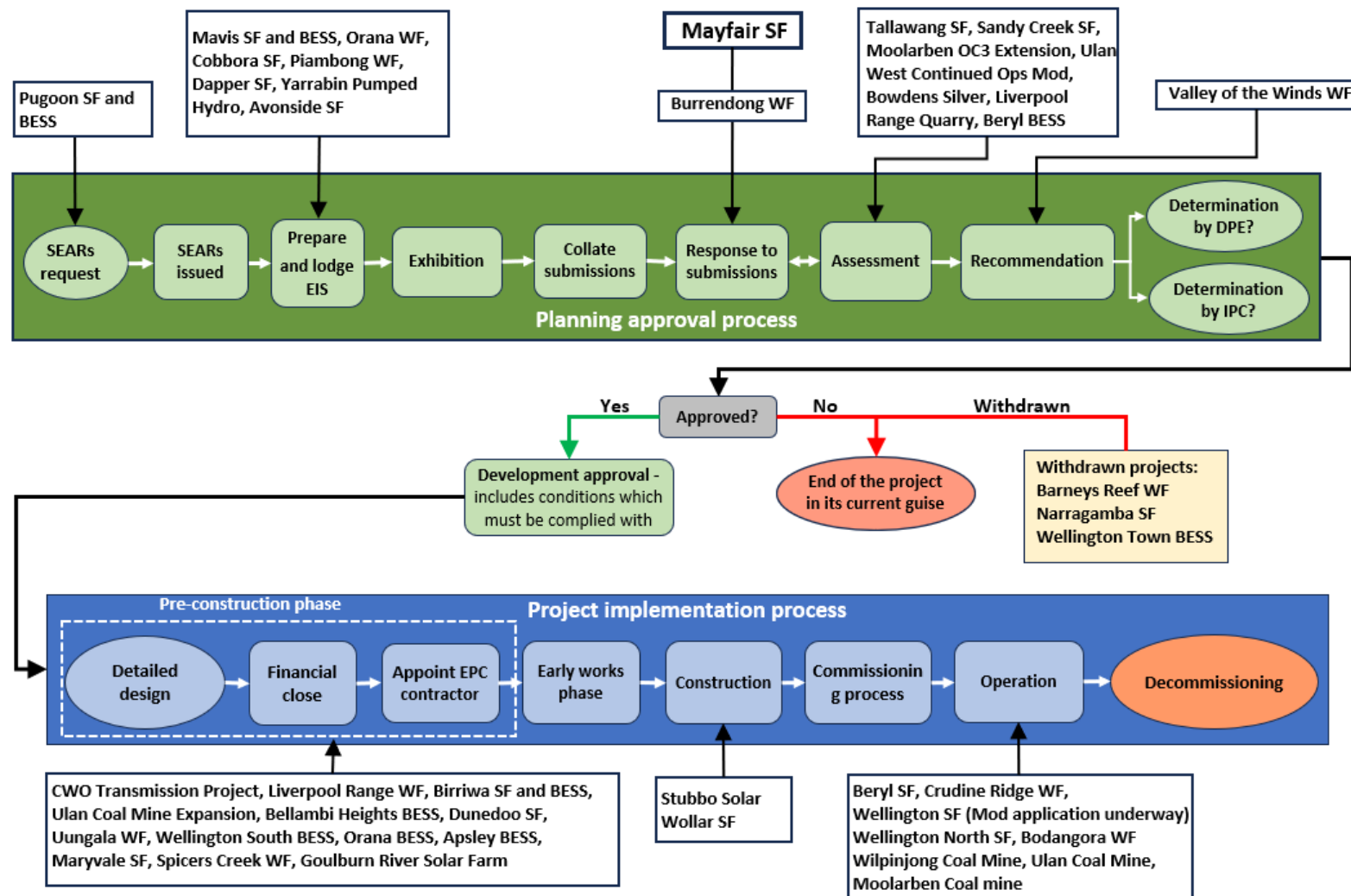


Figure 4.1 Snapshot of relevant SSD and SSI projects in the planning or project implementation process in May 2025

Five projects are located within 10 km of Mayfair SF including two proposed project, one approved project, one project under assessment and one project under construction are located within 10 km of Mayfair SF, these comprise:

- Pagoon SF and BESS (at the request for SEARs stage)
- Mavis SF and BESS and(at the prepare EIS stage)
- Stubbo Solar (approved and under construction, scheduled to be completed by mid-2025)
- Bellambi Heights BESS (approved, pre-construction)
- Tallawang SF and Battery (at the assessment stage).

Five of the projects listed in Appendix E are operational (Beryl SF, Wellington SF, Wellington North SF, Bodangora WF and Crudine Ridge WF), or soon to be operational (e.g. Stubbo Solar), as are the Ulan, Moolarben and Wilpinjong mines. The nearest operational renewable energy project to Mayfair Solar is Stubbo Solar owned by ACEN Australia some 4 km northeast. The proposed Pagoon SF and Mavis SF projects are adjacent to Mayfair SF.

4.1.1 Mining activities in the study area

The Ulan, Moolarben and Wilpinjong coal mines are located within a 32 km radius to the east of project site. There are proposals to expand the Ulan and Moolarben mines (HillPDA 2023). Non-local mine workers are accommodated at the Ulan Village Green Camp or mine-owned properties in the area. There is no capacity to accommodate renewable energy workers at the Ulan Village Green Camp at this time as it is fully booked until March 2025, and the accommodation of mine workers will take priority (personal communication, January 2023).

The Wilpinjong mine has submitted a development consent modification application (SSD-6764-Mod-2) regarding the installation of temporary worker accommodation at the mine. Approximately 100 non-local mine workers would be accommodated in the camp which is anticipated to be in place for 5 years. The proposed facility would comprise:

- 25 single storey demountable 4-person accommodation buildings
- various single-storey buildings for supporting facilities including kitchen and dining, amenities, wet mess, gymnasium, administration and services
- package sewage treatment plant and associated on-site effluent irrigation area
- minor on-site fuel storage (e.g. liquified petroleum gas)
- car park
- an internal access road linking the facility to the existing Mine Access Road at the Wilpinjong Coal Mine.

The modification application has been made due to the increased activity from transmission infrastructure projects and the associated construction of renewable energy projects within the CWOREZ which is also expected to increase regional accommodation demands (Peabody 2023).

Summary information for these mines is provided in Table 4.2.

Table 4.2 Summary of coal mining activity in Mid-Western Regional LGA

Mine	No. Employees	Area (ha)	Extraction limits	Project proximity* and travel time	Operations
Ulan	660	7,820	20 M tonnes/pa	38 km E, 29 minutes	24/7
Moolarben	650	2,790	16 M tonnes/pa	34 km E, 26 minutes	24/7
Wilpinjong	700	2,800	16 M tonnes p/a	48 km E, 36 minutes	24/7

Data source: mine site web pages.

*By road.

It is unlikely that non-local workers for these coal mines will impact accommodation availability for the project as the majority of workers are accommodated in the Ulan Green Village or are locally accommodated. The coal mines are not considered further in this WAP regarding cumulative impacts. However, the increased traffic movements during mine worker shift changes may contribute to cumulative traffic impacts.

The construction of a new silver mine (Bowdens Silver, SSD-5765)) has been approved. Bowdens Silver Mine is located on Maloneys Road, Lue and is 45 km southwest (in a direct line) from Mayfair SF (or 73 km by road). The EIS for the mine states that all construction personnel from outside the surrounding communities would rely upon accommodation sourced in Mudgee, Rylstone and Kandos. Approximately 320 personnel would be required during the construction phase and 190 to 228 personnel would be required during the operational phase (7 days a week, 24 hours over 3 shifts) which is estimated to be 16.5 years. It is possible that the construction phase of Bowdens Silver mine may be partly or totally concurrent with that of Mayfair SF (if approved) and that the projects may compete for construction personnel and possibly accommodation. The publication of management documentation, including a WAP with a focus on Rylstone and Kandos, on the NSW Planning portal is pending.

4.1.2 EnergyCo Central-West Orana transmission project

The CWOREZ will be serviced by new transmission network infrastructure, including transmission lines and energy hubs, which will transfer power generated by solar and wind farms to electricity consumers. This infrastructure is critical for the successful operation of the REZ. The intended network capacity has been extended from 3- to 6 GW. A range of proposed renewable energy generation and storage projects located in the REZ (and which are subject to separate approvals) would connect to the project, subject to the outcomes of a competitive tender process for rights to access the new transmission infrastructure. Eleven proposed CFG renewable projects which have planned connections to the REZ network include:

- Spicers Creek WF (700 MW) (at the Recommendation phase in the planning process)
- Cobbora SF (700 MW) (at the Prepare EIS phase in the planning process)
- Sandy Creek SF (750 MW) (at the Assessment phase in the planning process)
- Dapper SF (300 MW) (at the Prepare EIS phase in the planning process)
- Orana WF (524 MW) (at the Prepare EIS phase in the planning process)
- Tallawang SF (500 MW) (at the Assessment phase in the planning process)

- Birriwa SF and BESS (600 MW) (approved)
- Barneys Reefs WF (441 MW) (was withdrawn as of August 2024 as the project was determined to be unviable)
- Stubbo SF (400 MW) (construction commenced July 2023 and due to be commissioned in mid-2025)
- Valley of the Winds WF (up to 1,000 MW) (at the Recommendation phase in the planning process)
- Liverpool Range WF (800 MW) (approved).

EnergyCo's indicative workforce estimate of up to 5,000 workers around Q3 of 2025 is restricted to these 11 projects and includes the Barneys Reef WF workforce; the workforces of the non-CFG proposed projects are excluded. Therefore, the total peak workforce will likely exceed 5,000 workers and will occur later than predicted.

The construction of other proposed renewable energy projects, if approved, may be contingent upon securing a connection through competitive tender, as required by the Central-West Orana REZ Access Scheme, to the new transmission infrastructure. The CWOREZ will have a maximum capacity of 6 GW (by 2038). The total power output of all proposed renewable energy projects (more than 11 GW) significantly exceeds this capacity.

4.2 Other potential worker demands

Projects not included in Appendix E may compete with Mayfair SF for workers and/or accommodation. These include the Critical Minerals Hub, Dubbo Firming Power Station, NSW Health and Fletchers International Exports (intermodal hub), and major construction projects such as the New Dubbo Bridge, Inland Rail and Australian Strategic Minerals in DR LGA, which are anticipated to create significant demands for workers (DRC 2023). There are multiple renewable energy proposals lodged in the NSW planning system which fall beyond the SSD/SSI search radius e.g. Merriwa SF in UHS LGA, which will likely compete for contractors, sub-contractors and workers with identical skill sets as are required by Mayfair SF.

Agriculture and viticulture are significant economic drivers within the MWR LGA and have seasonal requirements for workers and contractors.

4.3 Summary of potential cumulative impacts

4.3.1 Workforce

The proposed Mayfair SF is one of many renewable energy projects proposed for the MWR LGA. Though a modest construction workforce is required for the construction of Mayfair SF, approximately 150 workers at the peak of construction, Elgin understands the concerns related to workforce recruitment and accommodation in the CWOREZ. The cumulative workforce from up to 39 other nearby renewable energy projects either within the planning approval or early construction phases as shown in Figure 4.1 (as of April 2025), could have potentially significant impacts on accommodation availability, social infrastructure/social cohesion, noise, visual impacts if not adaptively and effectively mitigated and/or managed.

EnergyCo estimates indicative workforce numbers over the next 5 years for construction of the CWOREZ transmission project (4.5 GW transmission capacity to be delivered by 2030) together with the 11 CFG renewable energy projects listed in Section 4.2.3, could peak at around 5,000 in late 2025, as shown in Figure 4.2, which shows a construction start date of July 2023. However, the CWO transmission project was approved on 27 June 2024. This illustrates the difficulty in assessing the timing of individual projects and the potential cumulative impacts of multiple projects.

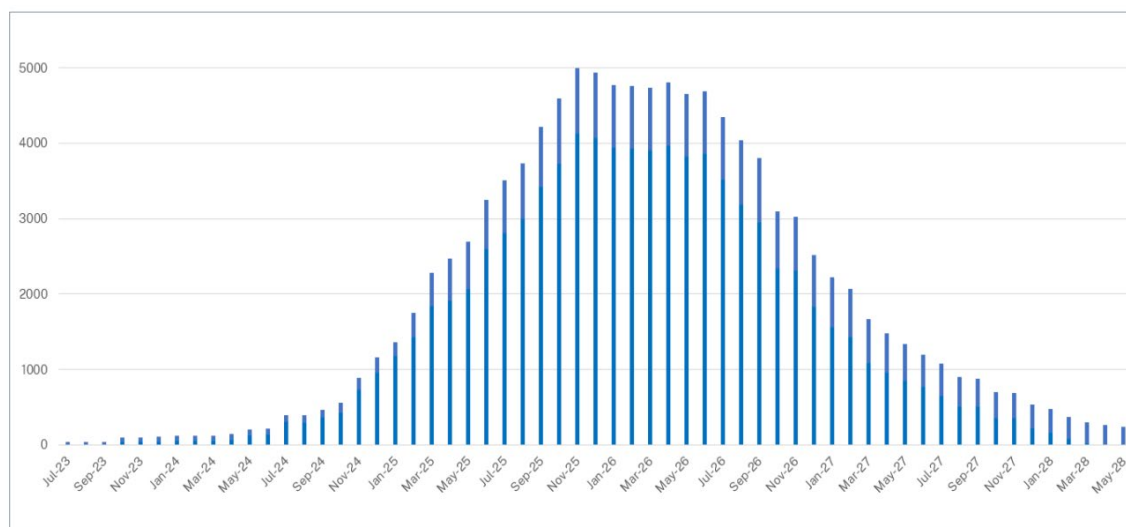


Figure 4.2 *Indicative workforce projection for the CWO-REZ and 11 associated renewable energy projects*

Image sourced from EnergyCo (2023a).

Using publicly available information, a scenario of the potential cumulative construction timelines of proposed or approved renewable energy projects nearby Mayfair SF is shown in Figure 4.3 (in Section 4.4). Note that projects at or prior to the prepare EIS phase have been omitted from the figure as they are unlikely to have any potential cumulative impacts with the project.

The data shown in Figure 4.3 suggests that:

- there may be cumulative impacts with approximately 13 projects (six of which are approved; the remainder are undergoing the approvals process)
- the majority of the projects shown intend to construct temporary workers' accommodation camps for the non-local workforce.

However, given the uncertainty regarding the timing of potential construction phase overlaps and the indicative data regarding workforce numbers of SSDs and SSIs in the region, the prediction of cumulative impacts is difficult, except to say that the large number of proposed projects, both positive and negative cumulative impacts will occur.

Workforce projections for most of the other proposed SSD projects were not publicly available at the time of writing this WAP (June 2025).

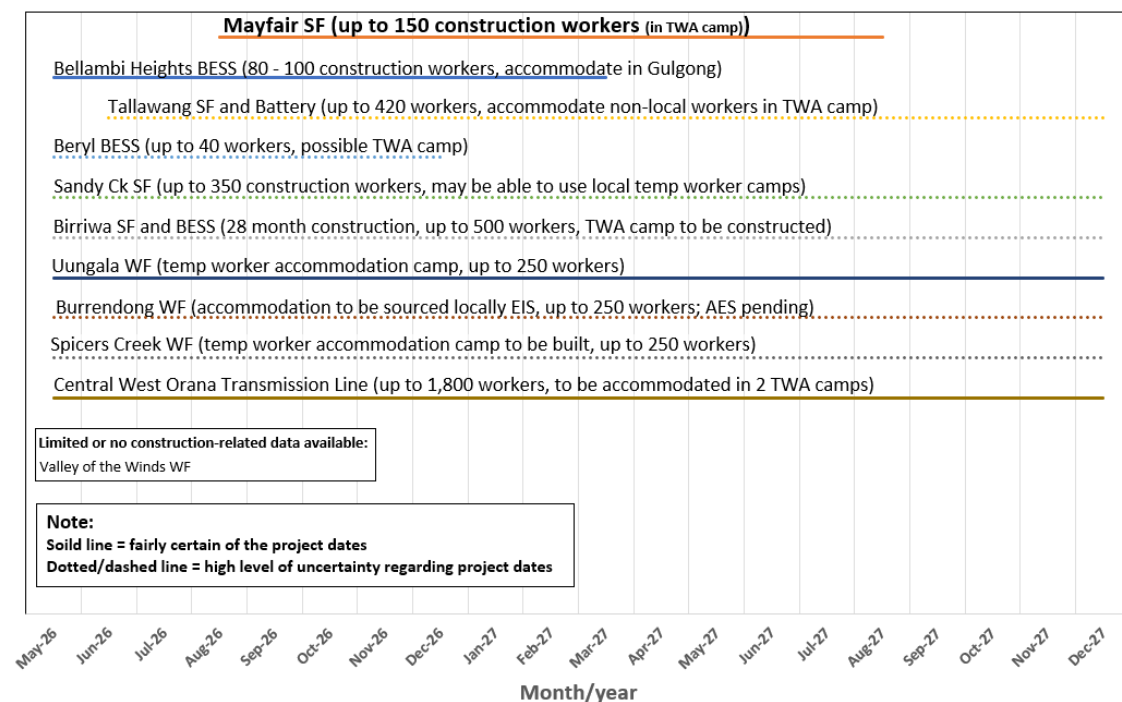


Figure 4.3 Summary of nearby projects with cumulative impacts

4.3.2 Major events

The demand for accommodation in the MWR LGA can exceed supply, particularly during events and festivals and school holidays (MWRC 2018). For instance, NRL games held in Mudgee can attract in excess of 10,000 attendees, many of which will require short-term accommodation. A list of events in MWR, DR, WS and UHS LGAs scheduled for 2024 is provided in Appendix D. Major events in MWR LGA include the annual Gulgong Folk Festival and the Henry Lawson Heritage Festival.

It is possible that renewable energy project construction workers may compete with the tourism, agribusiness and mining sectors for the limited supply of local short-term accommodation. MWRC has stated that short-term accommodation in the LGA must be preserved for the growing tourism sector.

4.3.3 Short-term and rental accommodation

The accommodation and food services sector not only supports visitors from outside the MWR LGA but also is an important employer. The availability of short-term and long-term accommodation in the LGA can be limited and has insufficient capacity to cater for the CWOREZ construction workforce requirements. The estimated peak workforce for the projects listed in Appendix E exceeds 11,000 workers (Table 4.1).

MWRC will not support projects that propose to use local short-term accommodation to meet non-local project worker housing requirements. MWRC is also concerned that the influx of non-local workers may cause housing stress in the LGA. Housing stress describes a situation where the cost of housing is high relative to household income. It occurs when households in

the lower 40% of income distribution spend more than 30% of their income on rent payments or mortgage repayments. People in such situations are vulnerable to increases in housing costs which can be triggered by increased demand. A higher proportion of households in Mudgee and Gulgong experience rental stress (14.2% and 12.4% respectively) when compared to Dunedoo (6.9%), MWR LGA (10.2%), WS LGA (6.2%) and NSW (12.9%) (EMM 2022a).

Therefore, project proponents must consider alternative accommodation to preserve the short-term accommodation stock for use by other sectors, and care would need to be taken to ensure any prevailing housing stress is not further exacerbated. Elgin intends to address this issue through the construction of a temporary workers' accommodation camp to house up to 150 workers.

The issues regarding the accommodation of CWOREZ SSD and SSI construction workforces is recognised at the local and state level with innovative potential solutions presented by EnergyCo (EnergyCo2023a) (see Section 2.5). At the state-level, the DPHI has implemented planning reforms to enable the construction of temporary worker camps (see Section 2.4) as well as releasing *Guidelines for Construction Workers Accommodation* (DPHI 2024).

During operation, accommodation impacts are likely to be minimal as locals will likely be recruited to operational roles, or personnel with the prerequisite skills will relocate to the area and source accommodation locally. Approximately 557 FTE roles will be created if all renewable projects listed in Appendix D are approved and constructed.

4.3.4 Traffic

EnergyCo is leading the coordination for the delivery of required transit route upgrades between the Port of Newcastle and the CWOREZ. The mitigation measures required for state roads are common to several renewable generation projects and EnergyCo's proposed REZ transmission project (EnergyCo 2023a). EnergyCo is continuing detailed consultation with TfNSW (the state road authority) to determine the scope and timing for necessary works to facilitate OSOM deliveries.

State road upgrade costs will be shared by multiple proponents; however, local road work will typically be specific to individual projects. Each proponent will be responsible for minimising and mitigating project-related traffic impacts on the immediate local road infrastructure, surrounding communities and environment in accordance with the requirements of their respective planning approvals. As such, they will be required to conduct TIAs as part of the EIS process. If the project is approved, the proponent will comply with traffic-related consent conditions which may include the drafting of a traffic management plan (TMP) in consultation with key stakeholders including MWRC, together with its subsequent implementation upon endorsement.

During operation, cumulative traffic impacts are considered negligible due to low workforce numbers (particularly when compared to that of the construction phase) and the predominant use of light vehicles to commute to and from the sites. It is likely that the majority of the project construction workforce will be housed in a temporary workers' accommodation camp at the site, thereby minimising light vehicle commuting traffic associated with the project.

TIA cumulative traffic conclusions

The project TIA (Urbis 2024c) states the following regarding potential cumulative impacts:

- renewable energy projects within a 10 km radius were considered from a cumulative traffic impacts perspective (including Barneys Reef Wind Farm (WF), Mavis Solar Farm (SF), Beryl BESS, Stubbo Solar, Bellambi Heights BESS, Beryl SF (operational) and Tallawang SF); the majority of which will likely have some overlap with the project's construction phase
- a worst-case scenario assessment of the current vehicle per day (vpd) movements combined with those predicted for projects within a 10 km radius of the project are shown in Table 4.3.
- based on publicly available information, these projects may result in an additional 5,364 vehicles per day with an anticipated peak of 1,670 vehicles per hour
- though it is unlikely that the construction phases of the projects mentioned above will be concurrent, it is probable that the roads indicated in Table 4.3 can cater for this worst-case vehicle volume scenario.
- the TIA presents mitigation options which are included in Section 7.

Table 4.3 Potential cumulative traffic during the construction phase (vehicles per day)

Road	Current traffic (vpd)	Mayfair SF (vpd)	Nearby SSDs (vpd)	Total (vpd)
Castlereagh Highway – north	813	103	1,523	2,439
Castlereagh Highway – south	821	103	1, 523	2,447
Golden Highway – east	403	103	951	1,457
Golden Highway – west	420	103	1,078	1,601

Source: Table 15 of Transport Impact Assessment – Mayfair Solar Farm (Urbis 2024c)

Note that the EIS TIA report stated that project-related light- and heavy-vehicle traffic would have a minimal impact on the capacity of the existing road network and therefore, shuttle bus services are not required (Urbis 2024c). The updated TIA confirms that there would be no need for a shuttle bus service for the Mayfair SF project even if all 150 project construction workers were accommodated externally to site and arrived at site at the same time (Urbis 2025). Shuttle buses will therefore not be needed for the 20 camp construction workers during the brief period that they may be accommodated externally. However, car-pooling will be promoted for the 20 TWA camp construction workers during the period they are accommodated externally.

Project worker parking in local towns

Consultation as part of the EIS process with MWRC and the community has highlighted the issue of project-related vehicles parking in areas in Gulgong and Mudgee preventing locals (particularly those with young children or with mobility issues) from easily accessing shops and services. This can lead to local disharmony. Potential mitigations include:

- the creation and delivery of an induction module regarding project vehicle-related parking etiquette to include not parking outside medical and childcare facilities and to consider the parking needs of locals whenever a project worker is in town
- the provision of a variety of breakfast, lunch and dinner options on site to reduce the need to travel to town.

4.3.5 Community services

SIA requirements

Proponents will be required to complete a SIA in accordance with the *Social Impact Assessment Guideline* (DPE 2023a) and in consultation with major stakeholders including Council and the community. The SIA will identify potential project related impacts, both positive and negative. If approved, consent conditions may include the requirement for various management plans to be developed in consultation with various stakeholders together with their implementation. As conditions will likely change between the finalisation of this preliminary WAP and the potential approval of this project, this WAP should be revised and updated in accordance with current data at the time. This should include consideration of the prevailing accommodation options, social, economic and environmental conditions closer to the construction phase.

During operations, cumulative impacts from the multiple projects relating to community services are unlikely. This is due to the low number of project personnel required for operations and maintenance.

The construction workforce of Mayfair SF will peak at approximately 150 workers, which represents a 7.3% population increase in Gulgong, the nearest township to the project (based on ABS 2021 Census data). However, the cumulative project worker numbers from projects within a 10 km radius of Mayfair SF could potentially represent an increase in population of around 94%. Community services such as health care and law enforcement are not sufficiently resilient or resourced to cater for rapid population increases.

Health services

MWRC provides health and wellbeing support to the local community, including providing services in aged and disability care, and offering key medical and business facilities, and sporting and recreation facilities. Health services are provided by the Western NSW Local Health District. MWRC are currently lobbying for additional medical services including eight emergency beds, 30 ambulances and medical staff (pers. comm.). A list of local health services is presented in Appendix B.

It is considered that the additional demand for health care due to the workforce could impact the current services available. Mitigation measures include worker briefings via lecture and visual aids regarding the issue of limited local medical and health facilities, particularly in the smaller townships. The briefing could include highlighting the possible cumulative stress that could be imposed on the local healthcare system and prescription services, and the negative impact this could have on residents. Workers will be informed that any perceived expectations regarding the use of local medical and healthcare facilities must be managed with due consideration.

On-site mitigation measures could include:

- induction training incorporating the limited local health services and the use of telehealth services and online prescription services, such as, InstantScripts and Doctors On Demand, to ensure worker-related in-person appointments are only made when required
- adopt and encourage good health and safety practices a part of the project's work culture
- temporary employment of a fully qualified medical professional, such as a paramedic, on an as-needed basis for the construction phase of the project
- inclusion of a fully equipped and stocked first aid room at the construction site, including a defibrillator
- trained first aiders to manage any minor medical issues on site as required under First aid in the workplace (SafeWork NSW 2020) and Code of Practice -Managing the work environment and facilities (SafeWork NSW 2019). Training records will be kept ensuring designated first aiders attend relevant refresher courses to maintain qualifications
- the public hospital system will be used to ensure compliance with the Work Health and Safety Act on occasions when a worker requires a higher level of medical assistance than can be provided by the site First Aiders.

Education and childcare facilities

The construction phase for the Mayfair SF project is estimated to be 12 months. It is therefore unlikely that the non-local construction workforce would relocate their families to the area. This will likely be the case for non-local workers for other projects, if approved. Therefore, the cumulative impacts on local education facilities are likely to be minimal. Some projects may share workers. For instance, proponents with multiple local projects may redeploy workers between sites as may be the case with the Tallawang SF and Battery and Barneys Reef WF proposed by RES (Umwelt 2022b).

Emergency response

An increase in the number of renewable energy generating projects and energy storage projects may increase the risk of project-related incidents such as fires. For instance, Beryl SF was impacted by a grass fire burning under the photovoltaic (PV) modules in April 2023 (Renew Economy 2023) which was attended and extinguished by the NSW Rural Fire Service. Incidents at such facilities present unique issues for emergency responders due to the involvement of live electrical equipment. Additional emergency response resource and training may be required to address the risks associated with the CWOREZ associated facilities.

Proponents complete preliminary hazard analysis (PHA) to identify risks such as fires, together with measures to reduce or mitigate these risks as part of the EIS process. Approved projects are required to have various management plans in place during construction and operation, which may include emergency response and bushfire response plans, together with fire

abatement/containment equipment (e.g. fire extinguishers in site buildings and vehicles and automated fire suppression systems in BESSs).

Law enforcement

There are limited law enforcement services available throughout the MWR LGA (refer to Table 3.4). Anti-social behaviour by non-local project workers could cause social cohesion issues and contention between locals and renewable energy projects. With the possibility of multiple SSD and SSI projects occurring concurrently or overlapping in the general area, proponents will need to consider and implement measures to ensure their workers behave appropriately within and outside of the project site. Early consultation with local law enforcement may help inform these measures, which may include a site-specific code of conduct describing the expected behaviours of the workforce, a rigorous complaints policy and procedure and the employment of security personnel at temporary workers' accommodation camps.

4.3.6 Economic benefits

The potential concurrence of multiple project construction phase activities in the CWOREZ could lead to economic benefits within the MWR LGA and beyond, including but not limited to:

- the implementation of multiple community benefit schemes to enhance local services and facilities
- food preparation and delivery to project workers for lunches and catering for meetings benefiting local food and catering businesses
- increased patronage and revenue in grocery and retail outlets
- enhancement of short-term accommodation stock as a legacy of some projects supplementing accommodation options at existing facilities, as well as possible recruitment of additional accommodation to the rental market
- increases in hospitality services revenue to supply meals, leisure activities and entertainment for project personnel
- possible upskilling of the local workforce to facilitate employment in the growing renewable energy sector
- opportunities for local logistic companies for site deliveries and possible worker transport
- the possible provision of utility infrastructure and services to enable the establishment of temporary worker camps which can then be handed back to the Council following camp demobilisation
- renewable energy facilities could potentially be used as tourist attractions and educational sites, effectively contributing to the growing tourism industry in the region
- the upskilling of the local workforce to enable employment in the growing renewable energy sector through VET initiatives 'Prepare to work in the renewable energy sector', micro-credentialling courses and traineeship/apprenticeship programs.

The project social and economic impact assessment report made the following findings regarding project-related economic benefits (Urbis 2024c):

- approximately 595 jobs in 12-month construction phase (3 direct and 13 indirect jobs)
- approximately 16 jobs in 12 the operational phase (169 direct and 426 indirect jobs) which may result in \$5.3 million ongoing gross value-added benefit
- total value added is estimated at \$1.021 billion (\$30.1 million direct value added, \$72 million indirect value).

4.4 Cumulative impact conclusions

It is likely that the construction phases of one or more of the following 13 projects will partly or completely overlap with that of Mayfair SF and is shown in Figure 4.4:

- Bellambi Heights BESS (4 km southwest, MWR LGA); workforce accommodation to be provided by a Gulgong Motel
- Beryl BESS (11 km southwest, MWR LGA); accommodation options may include TWA camp
- Birriwa Solar (20 km north, MWR LGA); will house the project workforce in a TWA camp
- Sandy Creek SF (26 km northwest, MWR and WS LGAs), accommodation options may include TWA camp
- Uungula WF (38 km southwest, DR LGA); will house the project workforce in a TWA camp
- Burrendong SF (54 km southwest, MWR and DR LGAs); propose that the non-local workforce be accommodated locally
- Spicers Creek WF (38 km northwest, DR LGA); will house the project workforce in a TWA camp
- CWO Transmission Project (40 km east, MWR, DR, WS AND UHS LGAs); will house the project workforce in two TWA camps
- Liverpool Range WF and Quarry (55 km NE, MWR, WS and UHS LGAs); will house the project workforce in a TWA camp
- Goulburn SF (75 km east, UHS LGA); will likely source local accommodation for the project workforce
- Wellington South BESS (76 km southwest, DR LGA); propose to construct affordable housing project for project workforce
- Orana BESS (76 km southwest, DR LGA); will likely source local accommodation for the project workforce
- Maryvale SF (89 km southwest, DR LGA); will seek a variety of accommodation options for the project workforce.

Using publicly available information, the potential cumulative construction timelines of the 13 nearby proposed or approved renewable energy projects are shown in Figure 4.3. Note that projects at or prior to the prepare EIS phase have been omitted from the figure as they are unlikely to have any potential cumulative impacts with the project (due to the time required to progress through the planning process and (if approved) the pre-construction phase).

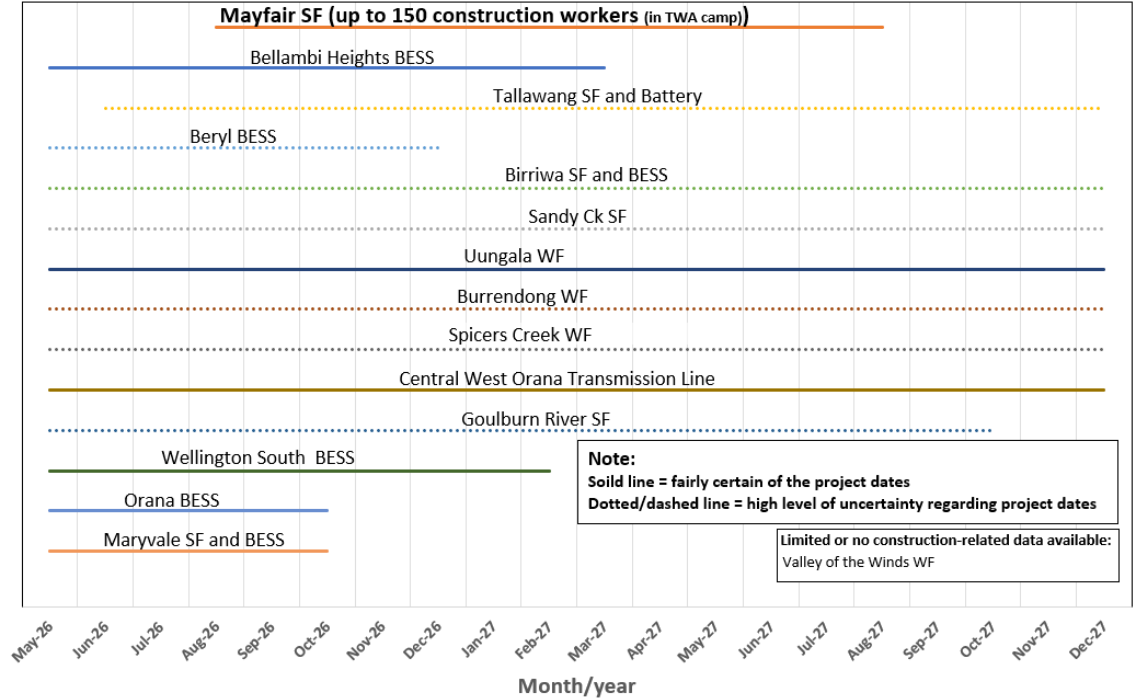


Figure 4.4 Indicative construction timelines of nearby renewable energy projects

The majority of the projects shown in Figure 4.4 propose to construct temporary workers’ accommodation camps to house their non-local construction workforces. Project-related impacts (including cumulative impacts) will be described together with avoidance and/or mitigation actions in the various management plans required by conditions contained within development consents. These plans are expected to include workforce and accommodation, traffic management, cultural heritage, stakeholder and community engagement, noise and vibration, and stormwater control and management. These plans will be drafted in consultation with relevant councils and stakeholders and undergo an approval process by Council and the Planning Secretary.

It is likely that the 13 projects shown above will compete for any available, suitably skilled local workers. Therefore, project construction workers will need to be recruited from further afield. Accommodation impacts associated with this will be minimal as workforce accommodation needs for the projects are addressed generally via TWA camps or similar. This will preserve short-term accommodation for the local tourism industry and minimise large project-associated impacts (such as rental affordability) on the long-term rental market.

The potential project-related social impacts caused by a temporary large influx of workers will be mitigated through the use of TWA camps in combination with on-site medical facilities and suitably qualified medical staff. Some projects, such as Mayfair SF, have drafted a project

worker code of conduct to define expected behaviours both on- and off-site, together with the consequences for worker antisocial behaviour. All projects will have construction traffic management plans which will provide multiple mitigations including turn treatments, driver codes of conduct, school bus route considerations, site-specific traffic management as needed, and permits to allow oversize or overmass vehicles to use the road network.

These projects will have positive cumulative local impacts including:

- community benefit sharing
- providing opportunities for local employment and skills base enhancement
- generating additional revenue to Council through voluntary planning agreements or similar
- stimulating innovation and the development of industry sectors such as the recycling of renewable energy infrastructure (e.g. photovoltaic panels and wind turbine blades)
- contributing to the attainment of renewable energy targets.

5 Accommodation strategy

The rising cost and lack of availability of affordable accommodation in MWR LGA, and particularly in Mudgee, has been documented in the *Mudgee and Gulgong Urban Release Strategy 2023 Update* (HillPDA 2023). The strategy states:

‘Upcoming employment-generating projects suggests that over 6,500 workers from outside the MWR LGA will be based in or near Mudgee and Gulgong at the peak of several overlapping construction periods with additional demand for market housing peaking at over 400 dwellings’.

The existing short-term accommodation capacity in MWR LGA is limited and is to be preserved to service the growing local tourist industry. While there may be some limited supply available of suitable accommodation, there is unlikely to be adequate accommodation for the entire CWOREZ workforce during peak construction, including the Mayfair SF workforce. EnergyCo is currently considering the potential temporary workforce accommodation demand, temporary camp design requirements, siting options and planning approval pathway for a combined construction workforce accommodation facility for the CWOREZ that could accommodate the workforce associated with the transmission line upgrades and a number of other proposed renewable projects in the vicinity (EMM 2023). Various other proposed renewable energy projects are considering the construction of temporary worker camps. These projects are summarised in Table 5.1.

Table 5.1 Summary of CWOREZ projects proposing the possible construction of temporary workers' camps.

Project	Camp location	Description
Mayfair Solar Farm	At the project site	Will accommodate up to 20 workers from month three, up to 60 workers from month 4, up to 100 workers in month 5 and up to 150 workers from month six.
CWO Transmission Line SSI-48323210	Two workforce camps to be constructed: 1. Merotherie near the Merotherie Energy Hub 2. Neelys Lane, Cassilis (EnergyCo 2023e)	<ul style="list-style-type: none"> • Merotherie to accommodate up to 1,200 people • Neelys Lane to accommodate up to 600 people <p>Workers constructing worker camps would need to make use of locally sourced accommodation.</p>
Tallawang SF and Battery SSD-23700028	Off Pagoon Road, west of Jacksons Lane	To accommodate peak workforce of up to 420 workers; projects may share workers. Details in pending Tallawang SF amendment report due in Feb 2024.
Birriwa SF SSD-29808870	Preferred option is the south-eastern side of Barneys Reef, approximately 1 km south of the EnergyCo Merotherie hub.	Anticipated scalable capacity of 500 to 1,000 workers. Workers from Birriwa SF and Narragamba SF.
Narragamba SF SSD-60575715		
Sandy Creek SF SSD-41227735	EnergyCo temporary worker camp or on site (EMM 2023)	<p>Accommodation strategy includes the consideration of:</p> <ul style="list-style-type: none"> • possible use of the EnergyCo temporary accommodation facility • construction of an on-site temporary accommodation facility
Uungala WF SSD-6687	Various; project is located 14 km east of Wellington.	<p>Accommodation options include:</p> <ul style="list-style-type: none"> • 'Bellhaven' 5-year lease – repurposing former aged care facility as worker accommodation (37 rooms in current configuration with the potential to add more) • possible expansion of the Riverside Caravan Park

Project	Camp location	Description
		<ul style="list-style-type: none"> • construction if a temporary workers' camp if workers cannot be accommodated by other options
Spicers Creek WF SSD-41134610	Temporary workers accommodation in proximity to Dubbo (Umwelt 2023)	AES pending <ul style="list-style-type: none"> • may make use of 'Bellhaven' 5-year lease • may construct temporary workers' camp • investigating rural property accommodation – private lease with landowners offering accommodation for the Project
Yarrabin Pumped Hydro SSD-59906794	On site	Temporary construction workers' camp to be built to accommodate up to 500 project workers
Valley of the Winds SSD-10461	Possibly close to Dunedoo (Ramboll 2023)	Considering two options for worker accommodation; the use of locally sourced accommodation for construction workers or the construction of a temporary workers' camp to house up to 400 workers.
Mavis SF SSD-65032958	On site	A temporary workers' accommodation camp is under consideration. A construction workers accommodation strategy will be prepared in consultation with MWRC.

To conserve local short-term accommodation and minimise project related impacts on local rental costs, Elgin will construct a temporary workers' accommodation camp at the project site to accommodate up to 150 workers. The available accommodation at the TWA camp over the construction period will be sufficient to accommodate the project construction workforce at any given time. However, approximately 20 TWA camp construction workers will likely require local short-term accommodation (although alternatives will be considered where feasible e.g. other TWA camps if available). Camp construction worker accommodation will only be required for a very limited time (approximately 8 weeks) and will transition to dwellings in the camp once accommodation is available.

Figure 5.1 shows the number of project workers against time, together with the anticipated on-site accommodation capacity and shows that accommodation will become available from month zero and that all project workers (TWA camp construction and solar farm construction workers) will be accommodated on-site.

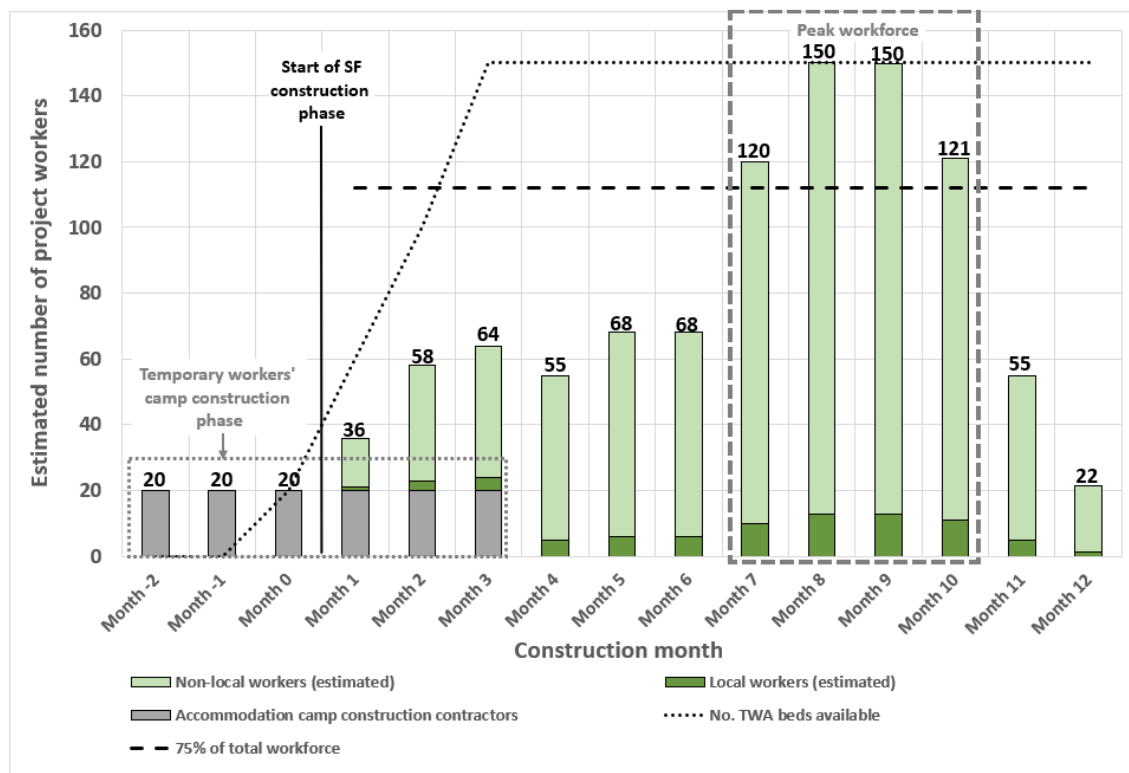


Figure 5.1 Number of project workers and on-site accommodation beds

5.1 Proposed temporary workers' accommodation camp

The proposed temporary workers' camp, though currently in the preliminary design phase, will be located on 16.5 ha of Rural Use Zone 1 land along the project site southern boundary. The camp construction and facilities will comply with relevant legislation, regulations and guidelines. The primary access will likely be located at the project's primary access point located off Jacksons Road (as shown in Map 1 of Figure 1.1). The consideration of the TWA camp is included in the project SSD application process. The TWA camp will likely include:

- demountable single-storey 2- or 4-person demountable air-conditioned buildings
- various single-storey buildings for supporting facilities including kitchen and dining, amenities, laundry, library, gymnasium, site shop, administration and services, a medical room, cold stores, maintenance/storage shed, areas for religious or cultural needs, ablutions facilities
- utilities (potable water, on-site wastewater treatment, electricity, gas, fuel storage, emergency generators and waste disposal)
- communications services including phone and internet
- communal spaces such as a covered BBQ area
- car park.

There will be no licenced premises at the TWA camp.

The TWA camp will provide accommodation and associated facilities throughout the duration of the project construction phase and is expected to be decommissioned within 3 months of the commencement of site operations unless otherwise agreed. The camp will provide accommodation for project construction workers who do not reside locally. The TWA camp will also likely reduce tourism-related impacts such as the presence of project workers in high visibility apparel in local towns potentially detracting amenity value, by encouraging workers to remain generally within the project site boundary.

Prior to TWA camp construction, an Accommodation Camp Management Plan will be prepared in consultation with Council (as is required by the *Guidelines for Construction Workers Accommodation* (DPHI 2024)). The plan will ensure that the provision of utilities at the accommodation camp, including water, wastewater, waste management and electricity, are designed and located in accordance with Council specifications and relevant standards. The plan will include measures for dust suppression within the camp boundary, provide the TWA camp layout plans, vehicle access and movement, servicing and utilities infrastructure, and include measures to support local suppliers in servicing the camp where possible.

The accommodation camp construction contract will be awarded to a contractor specialising in the provision of temporary worker camps and would likely require around 20 specialist personnel. The construction of the camp is anticipated to take up to six months to complete with the capability of housing workers after the first two months of camp construction.

The construction of the TWA camp and the construction of Mayfair SF will be staggered with TWA camp construction commencing first. There will be an approximate two-month lag period from the commencement of TWA camp construction during which the TWA camp construction personnel will require local accommodation until sufficient functional rooms are available in the camp. The TWA camp construction will be scheduled to ensure that there will be sufficient capacity to house all project workers from month zero onwards (as shown in Figure 5.1).

The temporary workers' accommodation camp layout is preliminary at this stage and will progress to final detailed design if the project is approved and commences the pre-construction phase. Until that point, the TWA camp information is descriptive only and may be subject to change. The camp will be designed and serviced to minimise the need for workers to

travel to nearby towns for reasons including recreation, medical/health and basic supplies and to minimise utility impacts (e.g. associated with sewage treatment, potable water supply and waste disposal) within the MWR LGA boundary.

The TWA camp would be managed by an experienced operator engaged by the EPC contractor. Subject to various selection criteria including reliability, quality and financial competitiveness, local businesses will be engaged where possible to service the TWA camp. This would typically include services such as grounds maintenance, laundry, housekeeping, food delivery, handling and catering, waste management, medical support (via a medical practitioner), fuel and potable water haulage, sewage management and security services.

The accommodation camp is proposed to be located at the southeastern end of the project site, parallel to Jacksons Road and to the east of the BESS and substation (as shown in Map 1 of Figure 1.1). The indicative TWA camp layout is shown in Figure 5.2.

5.1.1 Services and utilities

There are no existing utility services within the TWA boundary. Section 3.7 summarises information regarding local utilities within the MWR LGA boundary. MWRC has stated that there is currently insufficient potable water, wastewater treatment or waste management capacity to cater for the multiple SSD and SSI projects within its boundary. Therefore, these projects must either source these utilities elsewhere or invest capital to upgrade existing MWR LGA facilities to increase available capacity. The Mayfair SF project will provide utilities and services to enable the safe functioning of the TWA camp. The precise sizing of utility requirements and their provision will be confirmed following the development approval process and incorporated into documents required as a condition of consent (if approval is granted). In the interim, the anticipated TWA camp utility needs are outlined in the following sections.

Water (potable and non-potable)

Potable water

It is likely that, based on a water consumption of 150 to 200 litres per person per day, the TWA camp would require between three and 30 kilolitres of water per person per day. Potable water will be stored in a bank of interconnected tanks and circulated around the site to the quality and pressure required. Potable and non-potable water supply options are under investigation with negotiations underway with a preferred supplier. Potable water will be sourced beyond the MWR LGA boundary from an independent contractor. Negotiations with prospective contractors are underway. The TWA camp potable water requirements will not be serviced from within MWR LGA.

Non-potable water

Non-potable water (such as stormwater (e.g. rainwater collected from facility roofs) and recycled water) can provide a beneficial alternative source of water. It be used for activities such as toilet flushing and site dust-suppression activities. Considerations for its use include managing health and environmental risks and would need to comply with current relevant regulations and guidance (such as the *Australian Guidelines for Water Recycling: Managing Health and Environmental Risks 2006* (Commonwealth Government 2008)). The possible use of

non-potable water for TWA camp will be discussed in the Accommodation Camp Management Plan and site use will be described in a Construction Stormwater Management Plan or similar, both to be prepared post approval as a condition of consent.

Wastewater management

It is acknowledged that there is insufficient capacity at MWR sewage treatment facilities as they are currently configured, to treat the wastewater generated by the proposed TWA camp (refer to Section 3.7.2). Connection to sewer is not a viable wastewater management option. Therefore, on-site and off-site wastewater management options are under further consideration.

On-site wastewater management options under investigation include:

- effluent collection and pump out, with wastewater to be treated at facilities beyond the MWR LGA boundary
- the installation and operation of a temporary, scalable wastewater treatment facility configured to treat the varying volumes of wastewater generated by the TWA camp. Final effluent disposal options may include surface or sub-surface irrigation, or discharge to surface waters (all subject to site constraints and regulatory requirements). Any treatment facility installed will be decommissioned within three months of completion of the project construction phase.

Any wastewater management option implemented by the project would be compliant with quality and disposal criteria defined by relevant legislation and regulations. Any required permits or permissions would be obtained and complied with accordingly.

The Proponent has contacted two independent contractors, who have identified there is capacity to collect the sewage quantities produced by the TWA camp and dispose at the Dubbo Treatment Plant. Sewage would be collected in suitably sized portable sewage treatment tanks. The sewage and other nightsoil will be collected by truck every week and treated offsite. Sewage generated by the TWA camp and SF construction site facilities would be transported beyond the MWR LGA boundary for treatment. There will be no wastewater impacts by the project or the associated TWA camp on MWRC wastewater treatment facilities.

Electricity

The TWA camp will be provided by an arrangement of diesel generators (likely to be three) providing sufficient output to power all TWA camp needs. Diesel to power the generators will be stored in suitably sized, self-bunded diesel storage tank and will be managed in accordance with hazardous materials and hazardous materials management requirements. Diesel will be sourced from local suppliers.

An assessment of noise associated with the TWA camp is included in Appendix L of the EIS (noise report). TWA camp-related noise, including that from associated electricity generators, is expected to be minimal with no exceedances predicted in the noise modelling exercise. TWA camp-related noise is unlikely to be an issue (WSP 2024).

Waste management

In addition to the Accommodation Camp Management Plan which will include TWA camp waste management activities, a detailed waste management plan will be developed post approval which will describe waste management activities and disposal for both the TWA camp and the construction site. Waste generated by the project will not be disposed of in MWRC waste management facilities or landfills.

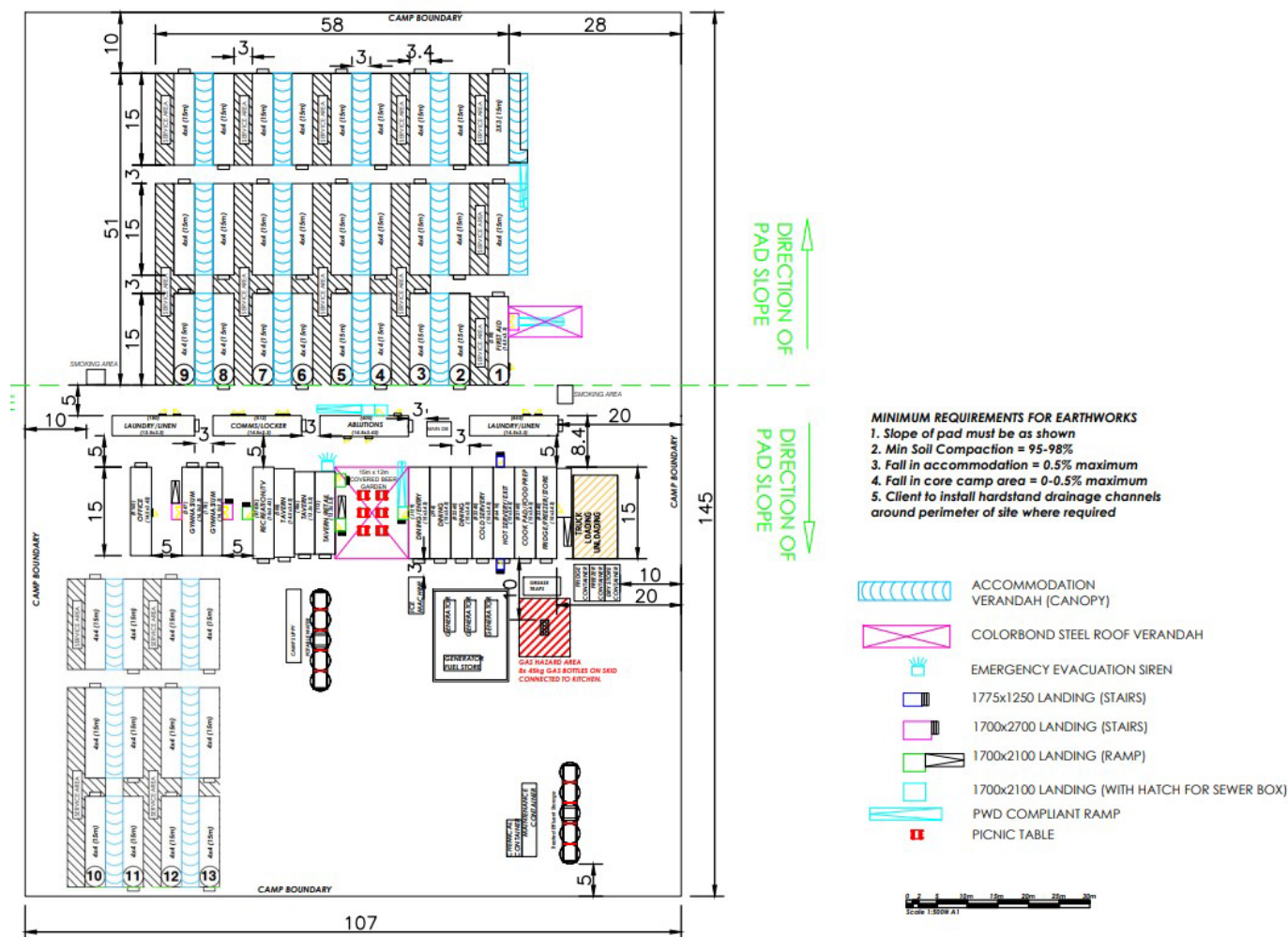


Figure 5.2 Example of a typical temporary worker's accommodation camp layout

5.2 Accommodation requirements

The accommodation requirements have been estimated assuming single occupancy of a room. Up to 150 rooms will be required to accommodate the Mayfair SF peak workforce over the duration of the 12-month construction phase (if all construction workers are non-local to mitigate the risk of lower than anticipated local worker recruitment). Up to 20 rooms will be required to accommodate the temporary workers' accommodation camp construction personnel (the camp construction workers will not impact the peak construction workforce of 150 personnel as the camp construction phase will be completed by month three if not before).

Accommodation requirements can be reduced through:

- optimisation of the employment of locals and employment of contractors who employ locals where practicable; it is assumed that locals are already accommodated within the local area
- some non-local workers may be amenable to room sharing to reduce accommodation costs (dependent upon TWA camp residential room configuration options).

5.3 Challenges and opportunities

5.3.1 Challenges

The following challenges have been identified:

- it is likely that the majority of the workforce (possibly 90% or more) will be sourced from beyond the 60-minute commute by vehicle zone, and will therefore require either local or project-based accommodation
- non-local workforce accommodation will be required within the 60-minute commute by vehicle zone to align with accepted fatigue management guidance
- short-term accommodation should not be used by the project construction workers which limits local accommodation options; occupancy rates are generally high
- rental property vacancy rates in the area in November 2023 varied between 0.0% (Coolah) to 3.1% (Gulgong) indicating the rental market was tight at that time (the March 2025 rental vacancy rates were reviewed with rates generally easing in Gulgong (7.7%) and Mudgee (5.9%), indicating a higher supply of rental dwellings; the rental market indicated tightening in Dunedoo 0.0%) and Wellington (1.1%) showing rentals were in short supply in these locations at the time)
- increasing competition for limited accommodation stock as more SSD/SSI projects are approved and projects progress from financial close and pre-construction to construction phases
- possible detrimental impact on tourism as non-local construction workers source commercial accommodation

- possible displacement of vulnerable locals from rental accommodation and the social anguish this causes, as increased demand for rentals by project construction workers may cause rent increases.

5.3.2 Opportunities

The following opportunities have been identified:

- the construction of a temporary workers' accommodation camp on site to house non-local construction workers (and the accommodation camp construction workers with the exception of the first two months of the six-month camp construction phase)
- the possible collaboration with approved projects or those planning to construct temporary workers' accommodation camps to determine if there is capacity for some or all of the non-local project workers
- possible collaboration with neighbouring proposed projects to determine the viability of a joint temporary workers' accommodation camp; however, given the uncertainties associated with the timing of nearby renewable energy projects, it is not practical at this point to commit financially to fund a camp to co-locate workers from two or more projects
- potential collaboration with EnergyCo regarding the realisation of innovative approaches to worker accommodation.

5.4 Accommodation objectives

The key objectives of the WAP for the Mayfair SF development are:

- The use of a temporary workers' accommodation camp to house up to 150 construction workers (the construction of which is likely to be completed by month three or before, see Figure 5.1).
- Investigate the possibility of co-locating workers from nearby projects should there be sufficient capacity to do so.
- If the camp option is not feasible:
 - explore the option partnering with commercial accommodation facility owners to expand accommodation capacity e.g. through the installation additional cabins and associated services, for the sole use of workers until construction is completed
 - investigate the private leasing of rural properties as worker accommodation
 - explore the repurposing of empty or disused buildings for adaptation as worker accommodation.
- Elgin, the EPC contractor, and any associated subcontractors will facilitate the preservation of MWR LGA's short-term hotel and motel accommodation to minimise any adverse impacts on servicing tourism and business visitor needs as far as practicable. This will be achieved by the use of a TWA camp (if approved), prioritising short-term accommodation in other localities if required, noting there will be some

use of these facilities in MWR LGA by workers and contractors visiting the site for up to a week (e.g., auditors, specialist consultants, company executives, etc.) and for a two-month period at the start of the TWA camp construction phase by around 20 workers.

- Consult with other localities as needed regarding the use of accommodation beyond the MWR LGA boundary, in towns including Wellington and Dubbo (DR LGA) and Dunedoo, Coolah (WS LGA) and Cassilis (UHS LGA) if accommodation in MWR LGA cannot meet non-local workforce housing requirements.
- Avoid housing stress impacts that could result from the project (by constructing a TWA camp for the project workforce).
- Reduce project worker light vehicle movements by encouraging car-pooling where practicable.
- Prioritise procurement and employment of local businesses and workers where practicable.
- Monitor and adapt the WAP throughout the construction phase regarding TWA camp final design, workforce needs, impacts on localities and in response to stakeholder feedback.

Elgin, and their subcontractors will work with local business owners and MWRC to minimise any adverse impacts on servicing tourism visitors' needs as far as practicable. This will be achieved by applying various accommodation options for non-local workers to preserve tourist accommodation stock within MWR LGA, together with ongoing liaison with MWRC and other stakeholders regarding workforce accommodation matters.

5.5 Action plan and mitigation strategies

A potential accommodation option scenario to accommodate project workers until rooms are available in the temporary workers' accommodation camp is presented in Table 5.2. It shows the short-term use of various local accommodation options including rental dwellings, local hotels/motels, Airbnb (or similar) and bed and breakfast establishments. This type of accommodation will not be required after month four as the project will be self-sufficient regarding workforce accommodation.

Table 5.2 Suggested project worker accommodation options

Month	Accommodation option (No. of workers needing accommodation / No. rooms available at TWA / No. of workers accommodated)			
	Worker camp	Long-term accommodation (rental dwelling*)	Short-term accommodation (motel/hotel/cabin**)	Short-term accommodation (Airbnb* / bed and breakfast**)
M -2	20/0/0	0/0/0	20/20/20	0/0/0
M -1	20/0/0	0/0/0	20/20/20	0/0/0
M0	20/20/20	0/0/0	0/0/0	0/0/0
M 1	Project workforce self-sufficiency threshold			
	36/ 60/ 36	Project workforce can be entirely accommodated in the on-site temporary workers' accommodation camp.		
M 2	58 / 100/ 58			
M 3	64 / 150 / 64			
M 4	55 / 150 / 55			
M 5	68 / 150 / 68			
M 6	68 / 150 / 68			
M 7	120 / 150 / 120			
M 8	150 / 150 / 150			
M 9	150 / 150 / 150			
M 10	121 / 150 / 121			
M 11	55 / 150 / 55			
M 12	22 / 150 / 22			

*Assuming three occupants per dwelling

**Assuming one occupant per room

The accommodation options shown in Table 5.2 demonstrate that local tourist accommodation would only be required by around 20 workers for an eight-week period. The project will accommodate all workers for the 12-month construction phase, though there may be specialist workers who may elect to stay in local accommodation for short periods during the construction phase.

The suggested actions to secure sufficient accommodation for the Mayfair SF construction workers are shown in Table 5.3. The accommodation circumstances in the CWOREZ will evolve during the Mayfair SF EIS preparation phase. The actions listed in Table 5.3 should be reviewed and updated prior to and during the construction phase as specific accommodation details become more certain (e.g. TWA camp layout and associated infrastructure and utility needs. An example of an accommodation monitoring strategy is provided in Figure 5.

The suggested workforce accommodation actions and mitigation strategies will require further review and revision if development approval is granted.

Table 5.3 Accommodation strategies during construction

ID	Matter	Mitigation measure	Action	Responsibility	Timing	Compliance record
WAP-1	Accommodation strategy required	Prepare interim accommodation strategy as per SEARs requirement	Draft WAP in consultation with MWR Council.	Principal	Drafting of EIS	This interim WAP and evidence of consultation with MWR Council.
WAP-2	Accommodation strategy required	Update interim accommodation strategy as per development consent	Update interim WAP in consultation with MWRC to allow consideration of TWA worker camp closer to the construction start date.	Principal and EPC contractor	Drafting of EIS	WAP revision history and evidence of consultation with MWR Council and DPHI.
WAP-3	Preservation of local short-term accommodation	Construction of a temporary workers' accommodation camp on site	Finalise TWA camp design, appoint camp provider, construct and operate a camp to accommodate up to 150 workers; if approved the camp will be able to accommodate all SF construction workers for the entirety of the 12-month construction phase and 20 TWA camp construction workers from Month 0.	Principal and EPC contractor	Prior to and throughout construction	<ul style="list-style-type: none"> • Approved camp design and construction plans • Camp construction company contract • Construction certificates • Camp operator contract • Camp utility/services provision agreements/invoices
WAP-4	Source local accommodation for TWA camp construction workers	Ensure that the use of local short-term accommodation is low and time-limited	Source up to 20 short-term rooms for an eight-week period to accommodate TWA camp	EPC contractor	Prior to TWA camp construction start	<ul style="list-style-type: none"> • Short-term accommodation agreements • TWA camp construction schedule

ID	Matter	Mitigation measure	Action	Responsibility	Timing	Compliance record
			construction workers until on-site accommodation is available			<ul style="list-style-type: none"> Short-term accommodation invoices
WAP-5	Preservation of local short-term accommodation	Ensure all non-local workers not staying in the camp are informed to minimise stay in hotels in the Gulgong-Mudgee area to fulfil MWRC requirements safeguarding the supply of local short-term accommodation to service the tourist industry.	<ul style="list-style-type: none"> At the earliest possible opportunity, EPC contractor will inform non-local workers (likely to be short-term contract specialist workers e.g. working on-site for up to five days) hotel and motel accommodation (auditors, specialist consultants and company executives etc. are exempt from this requirement) beyond the MWR LGA boundary where practical. Establish and maintain a register of forecasted worker accommodation requirements and accommodation options to prioritise accommodation sharing or clustering within and beyond MWR LGA boundary. Maintain an annual events calendar to indicate peaks of tourist activity and adjust works schedule accordingly. 	Principal and EPC contractor	Prior to and throughout construction	<ul style="list-style-type: none"> Monthly records and register of worker projections and accommodation forecasts. Up to date events calendar Induction module Worker induction records

ID	Matter	Mitigation measure	Action	Responsibility	Timing	Compliance record
WAP-6	Impacts identification/mitigation and benefit enhancement	Participate in EnergyCo's coordination of impacts and benefits to affected communities	Collaborate with EnergyCo regarding potential project-related impacts	Principal	Drafting of EIS	Consultation records Meeting minutes
WAP-7	Explore potential alternative accommodation options	Consult with EnergyCo regarding use of other projects' temporary worker camps by Mayfair SF workers.	Explore opportunities with EnergyCo to optimise the use of established temporary camps by workers from multiple projects	Principal	Drafting of EIS	Consultation records
WAP-8	Explore potential accommodation options	Preservation of local short- and long-term accommodation	Consult with DR, WS and UHS LGAs regarding the project and the potential commercial opportunities it presents for accommodation providers within their boundaries as required.	Principal	Prior to construction	Consultation records
WAP-9	Cumulative impacts - accommodation	Reduce the risk of potential cumulative impacts on local accommodation and social infrastructure/services. Preservation of seasonal worker and tourist accommodation stock	<ul style="list-style-type: none"> Accommodation in workers camp will be included in the conditions of employment contracts where relevant Establish and maintain a register of forecasted worker numbers and accommodation requirements (e.g. for 4 weeks in advance) and accommodation options to prioritise on-site accommodation, or where 	Principal and EPC contractor and managers from other projects	Monthly throughout the construction phase unless otherwise agreed by all parties.	<ul style="list-style-type: none"> Accommodation forecast document Meeting documents Interaction records

ID	Matter	Mitigation measure	Action	Responsibility	Timing	Compliance record
			<p>relevant clustering within any remits agreed with MWR Council.</p> <ul style="list-style-type: none"> Ongoing regular liaison with MWR Council and other local project managers regarding project-related matters including accommodation, worker numbers, project schedules and pending major events. 			
WAP-10	Accommodation	Actively reduce worker accommodation requirements	Prioritise and select workers and subcontractors that can demonstrate a large proportion of workers living in the MWR LGA through the use of procurement-related weighting scores regarding the proportion of locals employed to ensure the recruitment of locals is prioritised and optimised	EPC Contractor, Operational personnel	Throughout construction and the operational phase	Maintain metrics regarding workers and subcontractors and include proportion of jobs filled by locals of MWR LGA and proportion of subcontractors appointed with businesses located in MWR LGA to be provided in quarterly reports: recipients to include officials from Elgin, EPC contractor and MWRC
WAP-11	Health services	Preservation of local health facilities for local use	<p>Investigate opportunities to preserve or enhance local health services by:</p> <ul style="list-style-type: none"> advising the workforce regarding the limited medical 	EPC Contractor	Prior to and during construction	<ul style="list-style-type: none"> Induction records Medical professional employment record

ID	Matter	Mitigation measure	Action	Responsibility	Timing	Compliance record
			<p>services in the area and the need of their preservation for locals (via induction process)</p> <ul style="list-style-type: none"> the employment of a registered medical practitioner to provide general health services to project workforce the installation of a fully equipped and stocked first aid room on site training of some staff as first aiders the promotion and use of telehealth services to enable workers to access GP and medical services 24 hours per day. 			<ul style="list-style-type: none"> First aid room stock level records Defibrillator check and maintenance records. First aider training records
WAP-12	Preservation of social cohesion	All project workers to comply with relevant Elgin, EPC contractor and subcontractor policies and procedures including codes of conduct.	<p>Prospective workers to be informed of expected behaviours on- and off-site during interview:</p> <ul style="list-style-type: none"> expectations regarding worker behaviour /conduct on-site and off-site to be included as an induction module 	Principal and EPC contractor, project workers	Throughout construction and operation	<ul style="list-style-type: none"> Personnel induction records. Signed employment contracts Disciplinary process Complaints record Project Code of Conduct

ID	Matter	Mitigation measure	Action	Responsibility	Timing	Compliance record
			<ul style="list-style-type: none"> compliance with Code of Conduct to be an employment contract requirement 			
WAP-13	Project-related traffic impacts	Explore actions to reduce the number of project worker light vehicles commuting in the local area	<ul style="list-style-type: none"> Optimise potential location of any site worker camp to reduce commuting traffic movements Encourage carpooling e.g. include as induction information 	EPC Contractor	Prior to and during construction	<ul style="list-style-type: none"> Induction information Car-pooling records

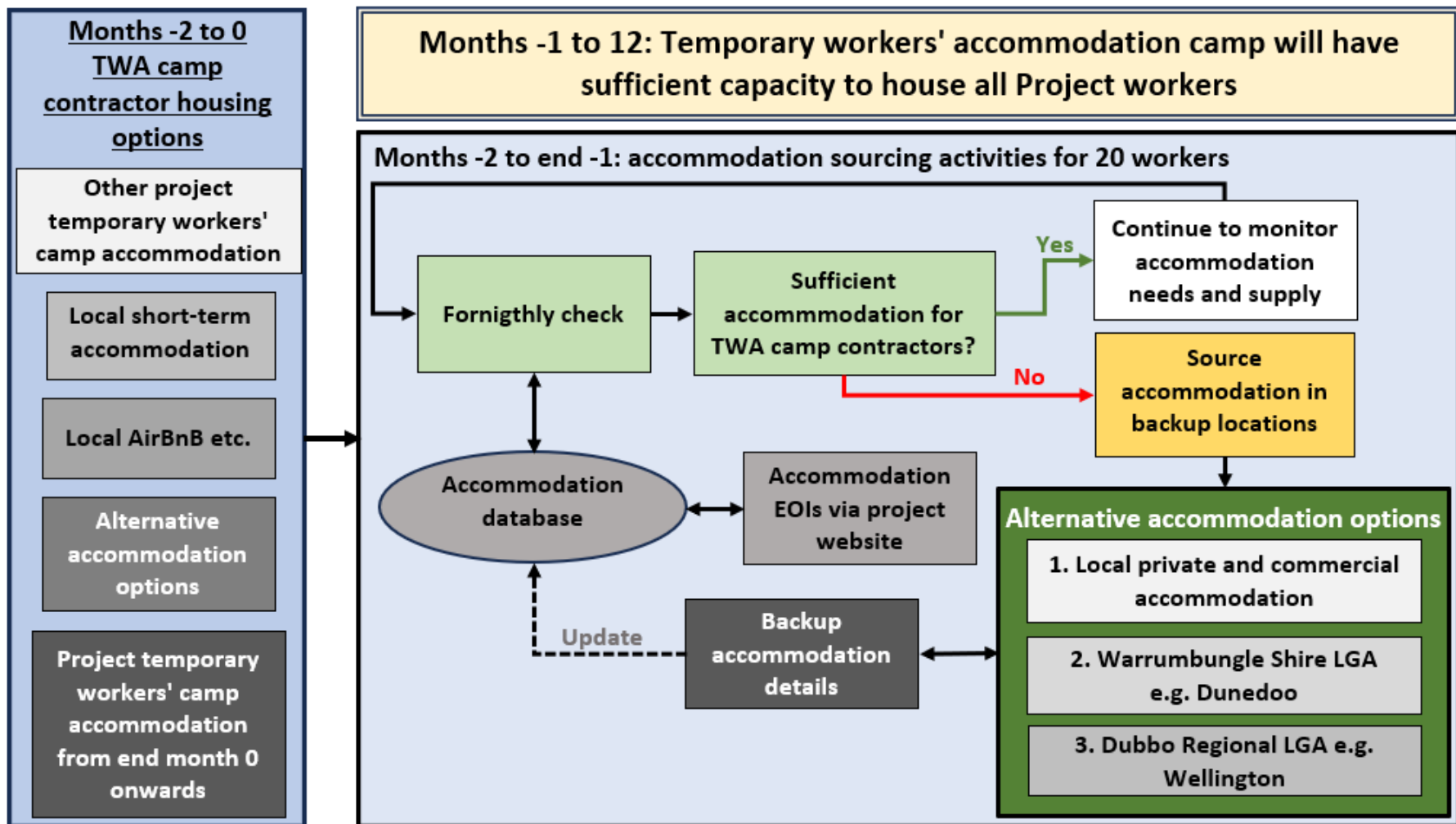


Figure 5.3 Accommodation monitoring strategy

6 Employment strategy

Elgin employment and procurement strategies are devised to generate positive social outcomes together with the efficient delivery of goods, services and works. Wherever feasible, workers and businesses from the local and regional areas will be prioritised for project employment and contracting opportunities, to help maximise the benefits for local communities.

6.1 Workforce requirements

Based on current estimates, the project will require up to 150 project personnel during peak construction. Workforce requirements will vary depending on the works of the subphase.

Construction will be carried out by trades and professional services personnel, completing civil, electrical, mechanical and other site-specific activities, including:

- plant operators
- piling operators
- module installers
- trenching and underground cabling
- general labourers
- electricians
- apprentices and trainees
- landscaping and fencing personnel
- HSE and QA/QC personnel
- surveyors
- managers, foremen and leading hands
- security personnel
- cleaning staff
- human resources personnel.

Approximately 1-3 full time staff will be required by the project during the operational phase (40 years) until the project is either decommissioned or re-powered.

There will be a preference for employing personnel and businesses that can demonstrate these relevant skills and experience and a cultural fit with Elgin, the EPC contractor and the relevant subcontractor(s).

Highly technical operation and maintenance activities will typically be completed by specialist contractors and/or equipment manufacturers, whereas routine activities (e.g., fencing maintenance and vegetation management) will be offered to local contractors. Training for some of the specialised roles could also be undertaken, to upskill potential local employees to fill project roles.

6.2 Goods and services requirements

The goods and services expected to be procured include:

- short- and long-term accommodation
- accommodation camp to house up to 150 personnel
- safety products
- computer network support
- concrete supply (offsite)
- crane services (minor lifts)
- earthworks plant (wet and dry hire)
- fencing and gate supplies
- food and catering services
- freight services
- fuel supplies
- material testing
- mechanical fitter/maintenance services
- quarry products
- operation and maintenance demountable facility
- security services
- septic pump out services
- small equipment hire
- transport (minor e.g. shuttle bus services)
- waste management (solid and liquid)
- water (construction and potable)
- welding and engineering fabrication (onsite).

There will be a preference for procuring goods and services locally where possible.

6.3 Challenges and opportunities

Based on the employment overview in Section 3.3, employment-related challenges and opportunities have been identified and are listed below.

6.3.1 Challenges

Challenges include:

- competition from other major projects in NSW, particularly within the CWOREZ, for suitably skilled workers, materials, manufacturing capacity and services (see Appendix E for a list of major projects and Figure 4.1 for their placement within the planning approval or project implementation process)

- sourcing local workers from an already tight labour market, which will be exacerbated by cumulative demand from multiple, potentially concurrent projects
- minimising the exacerbation of MWRC-reported skills shortages within the MWR LGA
- pressure on local services for to cater for the construction workforce from the Mayfair SF and other major projects
- providing opportunities for underrepresented groups within the trades and professional workforce (e.g. training and apprenticeships) during construction and operation
- awareness of local employment and procurement opportunities, and supporting local personnel and businesses through procurement processes
- ensuring potential contractors demonstrate relevant skills and experience and a cultural fit with Elgin, EPC contractor and the relevant subcontractor(s).

6.3.2 Opportunities

Opportunities include:

- a pool of residents in the MWR LGA and surrounding LGAs have professional and trades skills aligning with the project's needs and from which some of the project workforce may be recruited
- local procurement and of goods and services will stimulate local economic growth and create employment opportunities
- ethical and inclusive procurement and employment (such as employment of women, Aboriginal and Torres Strait Islander people, or people with disabilities)
- the enhancement of opportunities for Aboriginal and Torres Strait Islander employees through:
 - advertising indigenous employment opportunities through preferred methods for employment and business opportunities
 - the possible use of the Supply Nation registry to identify Indigenous businesses who provide project-relevant goods and services
 - supply employment and procurement scheduling to inform indigenous communities and indigenous-owned businesses of pending project-related opportunities
 - providing training to Indigenous people to upskill and enhance eligibility for multiple project roles; skills are going to be established even if jobs are not ongoing
 - inclusion of indigenous employment targets
 - ongoing consultation with Aboriginal and Torres Strait Islander stakeholders, including NSW Aboriginal Land Council, NSW Indigenous Chamber of Commerce, Mudgee Local Aboriginal Land Council, Dubbo Local Aboriginal Land Council and the Wellington Local Aboriginal Land Council.

- Possible funding or support of employment-related community schemes, such as supplier development strategies with pre-qualification support
- collaboration with regional development organisations to support the engagement and upskilling of local businesses and workers:
 - through engagement with key stakeholders such as MWRC, Business NSW, Business Connect, Training services NSW, NSW Indigenous Chamber of Commerce and Mudgee TAFE
 - the delivery of micro-credentialling and/or short-course training to help address regional skills shortages and provide pathways to longer term employment.

6.4 Objectives and targets

Suggested objectives for employment and procurement are as follows:

- Employing up to 10% personnel from within the MWR LGA locally or from the surrounding LGAs regionally that can demonstrate project-relevant skills and experience and a cultural fit with Elgin, the EPC contractor and the relevant subcontractors, where practicable.
- Consideration of subcontracting a proportion of the contract value (to be determined) to businesses form within the MWR LGA or from the surrounding LGAs regionally via a competitive tender process where practicable, particularly where eligible businesses are able to demonstrate:
 - value for money
 - experience with major projects
 - a high proportion of local personnel
 - ethical procurement and employment (such as employment of women, Aboriginal and Torres Strait Islander people, or people with disabilities).
- Consideration of a proportion of the contract value (to be determined) being awarded to Aboriginal-owned businesses where practicable particularly where eligible businesses can demonstrate:
 - value for money
 - experience with major projects
 - a high proportion of local personnel
 - ethical procurement and employment (such as employment of women, Aboriginal and Torres Strait Islander people, or people with disabilities).
- Ongoing engagement with local Aboriginal groups such as the Mudgee Local Aboriginal Land Council, regarding project employment and business opportunities/tenders and how and when to apply.
- Ongoing regular engagement with relevant stakeholders (such as Mid-Western Regional Council, Business Mudgee, Mudgee Region Business, Gulgong Chamber of Commerce and Rylstone Kandos Business Chamber) prior to and during construction,

and on an 'as needed' basis during the construction stage of the project, communicating the timing of upcoming construction activities, providing local businesses with advanced notice of resource needs and allowing the businesses to plan for material needs and peaks and troughs in demand.

The project will employ up to 150 personnel during the construction phase (as shown in Section 1.2.2). Any specialist contractors or roles that cannot be sourced/filled by local workers or businesses on a competitive basis will likely be sourced from across other areas of NSW and further afield.

There is likely to be strong competition for local workers, goods and services from multiple local, potentially concurrent large-scale projects (where their construction phases partly or completely overlap), as described in Section 4. This may make the aspirational local employment and local business participation targets listed above difficult to achieve.

6.5 Actions and mitigation strategies

The suggested actions to secure sufficient accommodation for the Mayfair SF construction workers are shown in Table 6.1. The employment and procurement circumstances in the CWOREZ will change during the Mayfair SF EIS preparation phase. The actions listed in Table 6.1 should be reviewed and updated prior to lodgement and/or during the response to submissions phase as relevant circumstances actions become more certain.

The suggested workforce employment actions and mitigation strategies will require further review and revision if development approval is granted.

Table 6.1 *Employment and business participation strategies during construction*

ID	Matter	Mitigation measure	Action	Responsibility	Timing	Compliance record
WAP-14	Employment strategy required	Prepare interim employment strategy as per SEARs social impact requirement	Draft WAP in consultation with MWR Council.	Principal	Drafting of EIS	This interim WAP and evidence of consultation with MWR Council.
WAP-15	Employment strategy required	Update interim employment strategy as per development consent	Update interim WAP in consultation with MWR Council to allow consideration of changing local employment and worker circumstances closer to the start of construction date.	Principal and EPC contractor	Drafting of EIS	Updated WAP and evidence of consultation with MWR Council and DPHI.
WAP-16	Local recruitment of workers and services	Maximise the exposure of job and business opportunities locally	Engage and collaborate with local established networks including MWRC and surrounding councils, EnergyCo, RDA Orana, O2N, National Apprentice Employment Network etc. to discuss employment and business opportunities.	Principal and EPC contractor	Pre-construction, construction	Interaction records
WAP-17	Local recruitment of workers and services	Maximise the exposure of job and business opportunities locally	Establish and maintain an EOI register to enable potential workers and suppliers of goods and services to register their interest. Engage locally to publicise employment and business opportunities through: <ul style="list-style-type: none"> community information sessions 	Principal and EPC contractor	Pre-construction, construction	<ul style="list-style-type: none"> EOI register interface established on Mayfair SF website List of interested parties maintained and provided to EPC contractor Information session attendance records

ID	Matter	Mitigation measure	Action	Responsibility	Timing	Compliance record
			<ul style="list-style-type: none"> project website social media radio, newsletters, newspapers procurement platforms information stalls at local shows 			<ul style="list-style-type: none"> Project website Published materials Procurement platform project listings
WAP-18	Local recruitment of workers and services	Maximise local of job and business opportunities	Elgin to encourage EPC contractor to recruit local workers, goods and services locally	Principal	Pre-construction, construction	This WAP
WAP-19	Local recruitment of workers and services	Recruitment of local with specialist skills	<ul style="list-style-type: none"> Use of local recruitment companies with strong local presence to engage workers will specialist skills e.g. environment, project management, electrical, administration and engineering engaging with Mudgee LALC and other local Indigenous organisations to confirm key indigenous employment agencies / labour hire companies engaging with the specialist Indigenous employment agencies /indigenous groups to understand the size of the potential Aboriginal and Torres Strait Islander labour pool and to identify strategies to secure 	Principal and EPC contractor	Pre-construction, construction	<ul style="list-style-type: none"> This WAP and: Interaction records with recruitment agencies and First Nations organisations Employment contracts

ID	Matter	Mitigation measure	Action	Responsibility	Timing	Compliance record
			participation together with their implementation.			
WAP-20	Local employment and skills development	Maximise local worker component of the site workforce as far as practicable.	<ul style="list-style-type: none"> Targeted local recruitment campaigns. Initiatives to facilitate the transition from training to long term employment for participants. Funding for micro-credentialling programs that offer short-course training outcomes to meet regional skills shortages and provide pathways to longer term employment, such as the 'Prepare to work in the renewable energy sector'. Identify project positions where additional investment in training may result in increased local participation and engage with local training providers /businesses to encourage these organisations to supply the necessary training locally. Job readiness program with local employment agencies to identify suitable candidates and receive applications for advertised roles. 	Principal and EPC contractor	Before and during construction	<ul style="list-style-type: none"> Recruitment campaign records Project employment records Funding records Program records, meeting records.

ID	Matter	Mitigation measure	Action	Responsibility	Timing	Compliance record
	Local procurement	Promote local business capability development.	<ul style="list-style-type: none"> Engage and partner with government e.g., MWRC, other local councils, Aboriginal employment services, local organisations and other community groups e.g., Mudgee LALC, Business Connect, VERTO Mudgee, RDA Orana, Training Services NSW etc., to support regional modelling of business and workforce needs and communicate pending project employment and procurement opportunities. Review workforce requirements and sub-contractor requirements against forecast needs and WAP targets every month. 	Principal and EPC contractor	Prior to and during construction	<ul style="list-style-type: none"> Project procurement records. Workforce modelling documents. Documentation of engagement with local organisations and involvement in events or online communication about local employment and procurement opportunities.
WAP-21	Local employment	Establish relationship with Mudgee TAFE to devise and provide workforce training as required, perhaps collectively with other nearby renewable energy projects.	Establish ongoing dialogue with Mudgee TAFE regarding training opportunities, discuss skills gaps and to promote local employment and participation in the renewables industry	EPC contractor	Throughout construction and the operational phase	Meeting records

ID	Matter	Mitigation measure	Action	Responsibility	Timing	Compliance record
WAP-22	Local procurement	Timely and meaningful supplier feedback.	Provisions to provide meaningful feedback to local businesses who submit unsuccessful tenders providing information and opportunity for development of capability and long-term participation.	Principal and EPC contractor	Prior to and during construction	Procurement records
WAP-23	Local procurement	<p>Embed selection criteria weightings for sub-contractor selection process to prioritise the employment of local contractors from the MWR LGA and surrounds.</p> <ul style="list-style-type: none"> • Selection criteria to prioritise: • local employment or business participation • employment of women or persons with disabilities • Aboriginal employment or businesses, or businesses certified by bodies such as Supply Nation. 	<p>Establish and implement contractor relevant selection criteria and weighting to prioritise locally sourced contractors and businesses.</p> <p>Review workforce requirements and sub-contractor requirements against forecast needs and WAP targets every month.</p>	Principal and EPC contractor	Prior to and during construction	<p>Maintain monthly register of employees and sub-contractors to report on:</p> <ul style="list-style-type: none"> • proportion of jobs filled by local residents • proportion of sub-contractors appointed with businesses registered locally • proportion of subcontractors demonstrating Indigenous ownership or employment • proportion of jobs filled by underrepresented groups • proportion of jobs filled by Aboriginal people and/or Torres Strait Islanders

ID	Matter	Mitigation measure	Action	Responsibility	Timing	Compliance record
						<ul style="list-style-type: none"> proportion of contract value applied to the cost of education, training or capacity building for Aboriginal staff or businesses directly contributing to the contract proportion of jobs filled by apprentices.
WAP-24	Local procurement	Works packages	Project work packages and scope of works should be finalised prior to construction and should clearly identify opportunities for local sourcing and employment.	Principal and EPC contractor	Prior to construction	Works packages

7 Cumulative impacts strategy

This section provides actions to mitigate the potential cumulative impacts from nearby SSD and SSI projects and the Mayfair SF project on amenity and community services to achieve the accommodation and employment objectives in this WAP. The precise nature of these cumulative impacts and their timing is difficult to predict due to the scale of current applications, the complexity and detail of information required for the EIS process, approvals process timeframes, and the uncertainties related to the pre-construction phase. This is further compounded as the Mayfair SF application is at the EIS preparation phase which is early in the approvals process at the time of writing this WAP. The prevailing circumstances within the CWOREZ will change before the project completes progresses through the planning application process. There, if the project is approved, the potential cumulative impacts can be assessed closer to the construction phase when there may be more certainty regarding accommodation and workforce matters.

In the interim, approved projects will be issued conditional development consents which will require proponents to draft various management plans in consultation with various stakeholders prior to the construction phase. These plans will incorporate consideration and mitigation of cumulative impacts. Such management plans include but are not limited to those shown in Figure 7.1.

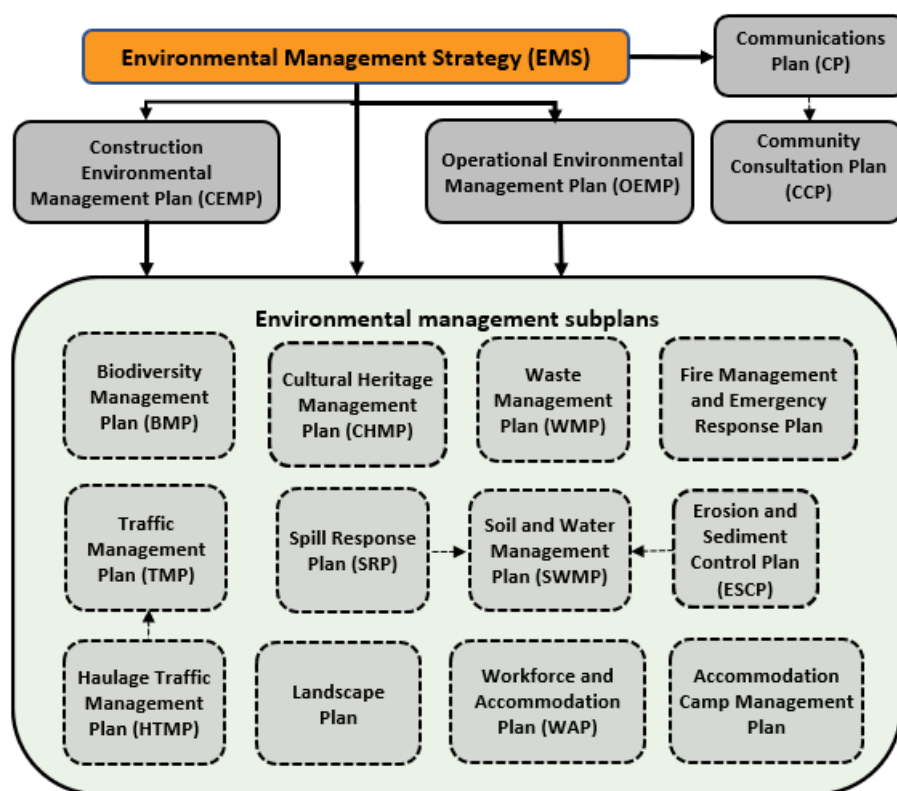


Figure 7.1 Example of typical project management plans and their hierarchy

There is an opportunity to work collaboratively with EnergyCo, ACERREZ and other projects to ensure cumulative impact issues are considered and addressed, including but not limited to:

- develop construction-related management plans and associated sub-plans to collectively negate, mitigate or manage large-scale energy generation or energy storage projects within the CWO REZ including but not limited to those shown in Figure 7.1
- explore ways to individually and jointly minimise cumulative impacts on local health services through:
 - the joint employment and sharing of one or more medical professionals through to the peak period of CWOREZ-related construction across two or more projects
 - joint funding via multiple community benefit schemes to enhance the existing number of medical professionals/facilities and childcare professionals/facilities in the local area to not only benefit project workers, but also the community as a whole (Urbis 2024b)
- explore ways to individually and jointly minimise cumulative impacts on local health services through the partial use of voluntary planning agreements and/or community benefit schemes to contribute to local employment and procurement programs (Urbis 2024b)
- gather intelligence regarding local events schedules to refine and coordinate mitigation and management measures that may be associated with accommodation and traffic impacts
- identify and realise innovative solutions to workforce accommodation issues including accommodation in workers camp will be included as one of the conditions in the Work Subcontracts with subcontractors engaged by Elgin; this inclusion will reduce daily subcontractor trips, reducing the overall impact on nearby rural roads
- identify renewable energy construction and operation skill shortages and work with local training providers to address them
- assess the viability of sharing temporary worker accommodation camps together with options of creating legacy housing through their repurposing
- identify ways to realise possible synergies of positive project-related benefits e.g. funding of medical professionals and medical equipment for the local community; funding of renewable energy related skills training courses
- identify and implement ways to minimise disruption to local social cohesion
- possible project scheduling/staging to minimise impacts e.g. control the number of non-local workers to minimise accommodation needs
- scheduling of deliveries outside of peak hours and school bus times, together with the sharing of delivery schedules to minimise project-related traffic impacts by heavy goods and OSOM vehicles. For example, the TIA proposes that Elgin should ensure that vehicle deliveries associated with construction do not take place between 8:00

am to 8:30 am and 3:30 pm to 4:00 pm on days when the school bus is operational. This exclusionary period of deliveries should form part of the Construction Traffic Management Plan.

- reduce the volume of project associated individual vehicle movements through carpooling by implementing actions such as:
 - control the number of vehicles provided for self-performed works and any hired vehicles; this may help to regulate and limit the number of vehicles on the site, encouraging carpooling among personnel
 - non-local personnel will be housed in the project's temporary workers' accommodation to reduce the daily number of light vehicle movements
 - the provision of regular shuttle bus services between the project site and local towns
 - it is assumed that up to 15 of the project staff will be local and therefore will commute daily to the project site
- ongoing open liaison with the community to ensure project-related issues impacting the community are addressed efficiently and effectively and the dissemination of these issues to other projects to minimise the risk of recurrence e.g. through ongoing communication and educational activities with the local community to reduce anxiety and confusion (such as site tours for local community members and/or local students) (Urbis 2024b).

These suggested interim cumulative impact mitigations will require further review and revision if development approval is granted.

8 Monitoring and evaluation

8.1 Update of the plan

This interim WAP should be updated closer to the construction phase to enable the inclusion of development consent requirements, incorporation of lessons learned from similar projects in the area, and the consideration of evolving accommodation and workforce circumstances within the CWOREZ. The accommodation and employment action plans (Sections 5 and 6) should be updated to reflect local prevailing employment and accommodation markets closer to the construction phase to ensure the proposed targets and actions are realistic, achievable and can be monitored and reported.

During construction, the EPC contractor will be required to monitor and regularly report, ideally on a monthly basis:

- accommodation supply and demand for the non-local workforce at project level
- cumulative accommodation competition by concurrent non-local project workforces
- workforce characteristics and metrics
- proportion of local and local indigenous suppliers of goods and services
- the WAP should be reviewed quarterly or as frequently as required if metrics are not being met or if complaints are received regarding employment or accommodation matters
- the proponent and EPC contractor will regularly engage with local councils and other stakeholders regarding accommodation and employment matters.

Feedback from these stakeholders such as Council, commercial and private accommodation providers, businesses and the general community will be collated, duly considered and incorporated in WAP updates as necessary. This will enable the adaptive management not only of workforce and accommodation impacts associated with the project, but those associated with cumulative project impacts within the MWR LGA and the CWOREZ.

8.2 Audit of the plan

Within three months of commencing construction, or as directed by the Secretary, the proponent will be required to commission an Independent Environmental Audit of the development, including this WAP. The audit will:

- be prepared in accordance with the relevant Independent Audit Post Approval requirements
- be led and conducted by a suitably qualified, experienced and independent team of experts whose appointment has been endorsed by the Secretary
- be carried out in consultation with the relevant agencies
- assess whether the development complies with the relevant requirements in this consent, and any strategy, plan or program required under the project consent

- recommend appropriate measures or actions to improve the environmental performance of the development and any strategy, plan or program required under the project consent
- assess the monitoring and effectiveness of this WAP, specifically whether the strategies outlined in Sections 5, 6 and 7 have been implemented and maintained (or justifiably modified where needed).

The recommendations of the Independent Environmental Audit will be implemented to the satisfaction of the Secretary.

9 Strategy availability

Elgin commits to making approved plans (including the approved WAP) publicly available on the project website and commits to ensuring the strategy is up to date.

The project website will provide the following information as appropriate and when available:

- EIS, Amendment Report and Response to Submissions
- the final layout plans for the development
- information about the approvals for the development
- assessment report and development consent
- approved strategies, plans or programs required under the conditions of this consent
- the proposed plans for staging of the construction, operations or decommissioning of the development
- how to make complaints
- a register of previous complaints
- compliance reports
- results of any independent environmental audit, and the Hanwha's response to the recommendations in those audits
- any other matter required by the Secretary of the NSW DPHI.

This information will be kept up to date as relevant to the stage of the project and will align with the progress through the construction phase and transition into the operation phase.

10 References

- ABC News (2024). ABC News webpage – *What’s the link between low rental vacancy rates, housing crises, and unoccupied home taxes?* 19 May 2024. Accessed on 5 August 2024 at <https://www.abc.net.au/news/2024-05-19/housing-crisis-low-rental-vacancy-rates-and-vacancy-taxes/103865196>.
- ABS (2014). Underlying concepts – Family, Household and Income Unit Variables. Accessed on 30 November 2023 at <https://www.abs.gov.au/statistics/standards/family-household-and-income-unit-variables/2014/household-composition/underlying-concepts#:~:text=Definition%20of%20variable,-Normal%20definition&text=The%20concept%20of%20'Household'%20is,in%20the%20same%20private%20dwelling>.
- ABS (2021a). 2021 Census All persons QuickStats – Mid-Western Regional web page. Accessed 30 November 2023 at <https://www.abs.gov.au/census/find-census-data/quickstats/2021/LGA15270>.
- ABS (2021b). 2021 Census All persons QuickStats – Mudgee web page. Accessed 30 November 2023 at <https://www.abs.gov.au/census/find-census-data/quickstats/2021/UCL121032>.
- ABS (2021c). 2021 Census All persons QuickStats – Dunedoo (L.) web page. Accessed 30 November 2023 at <https://www.abs.gov.au/census/find-census-data/quickstats/2021/UCL113010>.
- ABS (2021d). 2021 Census All persons QuickStats – Cassilis (NSW) web page. Accessed 30 November 2023 at <https://www.abs.gov.au/census/find-census-data/quickstats/2021/SAL10843>.
- ABS (2021e). 2021 Census All persons QuickStats – Gulgong web page. Accessed 30 November 2023 at <https://www.abs.gov.au/census/find-census-data/quickstats/2021/UCL115071>.
- ABS (2021f). 2021 Census All persons QuickStats – Coolah (L.) web page. Accessed 30 November 2023 at <https://www.abs.gov.au/census/find-census-data/quickstats/2021/UCL121022>.
- ABS (2021g). 2021 Census All persons QuickStats – Dubbo Regional web page. Accessed 30 November 2023 at <https://www.abs.gov.au/census/find-census-data/quickstats/2021/LGA12390>.
- ABS (2021h). 2021 Census All persons QuickStats – Warrumbungle Shire web page. Accessed 30 November 2023 at <https://www.abs.gov.au/census/find-census-data/quickstats/2021/LGA18020>.
- ABS (2021i). 2021 Census All persons QuickStats – Upper Hunter Shire web page. Accessed 30 November 2023 at <https://www.abs.gov.au/census/find-census-data/quickstats/2021/LGA17620>.
- ABS (2023). Socio-economic Indexes for Areas (SEIFA), Australia. April 2023. Accessed on 30 November 2023 at <https://www.abs.gov.au/statistics/people/people-and-communities/socio->

economic-indexes-areas-seifa-
australia/2021/Local%20Government%20Area%2C%20Indexes%2C%20SEIFA%202021.xlsx.

Accent (2023). Accommodation and Employment Strategy Stubbo Solar Stage 2a. Prepared by Accent Environmental Pty Ltd on behalf of PCL Pacific Construction. 7 July 2023.

ACEN (2023). Temporary workers accommodation facility. ACEN Australia Pty Ltd. Accessed on 30 November 2023 at https://acenrenewables.com.au/wp-content/uploads/2023/09/CWO_Workers-Accommodation-Facility-.pdf.

Briggs, C., Rutovitz, j., Dominsh, E., Nagrath, K. (2020). Renewable Energy Jobs in Australia: Stage One. Prepared for the Clean Energy Council by UTS institute for Sustainable Futures. June 2020.

Business NSW (2023). Business NSW Advocacy in Action: News webpage. Accessed 30 November 2023 at <https://www.businessnsw.com/media-centre/advocacy-in-action-news/nsw-tourism-towns-win-national-crowns>.

CEG (2023). Best Practice Charter for Renewable Energy Projects. Clean Energy Council. Accessed on 30 November 2023 at <https://assets.cleanenergycouncil.org.au/documents/advocacy-initiatives/community-engagement/best-practice-charter.pdf>.

Delos Delta (2023). Dubbo Regional Council Analysis of Short-Term Worker Accommodation Needs. March 2023.

DPE (2023a). *Social Impact Assessment Guideline*. February 2023.

DPHI (2024). *Guidelines for Construction Workers Accommodation*. NSW Department of Planning, Housing and Infrastructure. December 2024. Accessed on 24 April 2025 at <https://www.planning.nsw.gov.au/sites/default/files/2024-12/guidelines-for-construction-workers-accommodation.pdf>

DPiE (2021). Regional Housing Taskforce Findings Report, Summary of Stakeholder Engagement. NSW Department of Planning, Industry and Environment. September 2021.

DPiE (2022a). *Cumulative Impact Assessment Guidelines for State Significant Projects*. October 2022.

DPiE (2022b). *Large-Scale Solar Energy Guideline*. August 2022.

Dubbo Regional Council. Report: Short-Term Worker Accommodation in the Local Government Area. Report reference ID22/2588. 10 March 2023. Accessed on 1 December 2023 at <https://www.dubbo.nsw.gov.au/ArticleDocuments/464/ID22%202588%20%20Report%20-%20Ordinary%20Council%20Meeting%20-%202023%2003%202023%20-%20Short-Term%20Worker%20Accommodation%20in%20the%20Local%20Government%20Area.pdf.aspx?Embed=Y>.

EMM (2022a). *Appendix O Social Impact Assessment for the Birriwa Solar and Battery Project*. Drafted by EMM Consulting Pty Ltd on behalf of ACEN (Australia). July 2022.

EMM (2022b). Memorandum regarding Stubbo Solar Farm Project – VPA Advice. May 2022.

EMM (2023). Correspondence – Re: E210657 – Sandy Creek Solar Farm – Amendment to project description (SSD-41287735). EMM Consulting. 11 September 2023. Accessed on 30 November 2023 at

<https://majorprojects.planningportal.nsw.gov.au/prweb/PRRestService/mp/01/getContent?AttachRef=SSD-41287735%2120230911T232031.016%20GMT>.

EnergyCo (2023a). Central-West Orana Renewable Energy Zone - Coordinating community impacts and benefits in the REZ. March 2023. Accessed on 30 November 2023 at <https://www.energyco.nsw.gov.au/sites/default/files/2023-03/cwo-rez-report-research-impacts-benefits.pdf>.

EnergyCo (2023b). Meeting minutes – Central-West Orana Community Reference Group. April 2023. Accessed on 30 November 2023 at <https://www.energyco.nsw.gov.au/sites/default/files/2023-05/cwo-rez-meeting-minutes-crg-apr-2023.pdf>.

EnergyCo (2023c). *Two big milestones mean the Central-West Orana Renewable Energy Zone is powering ahead* – media release. Accessed on 30 Dec 2023 at <https://www.nsw.gov.au/media-releases/orana-rez-powering-ahead>.

EnergyCo (2023d). *NSW Network Infrastructure Strategy*. May 2023. Accessed on 20 December 2023 at <https://www.energyco.nsw.gov.au/sites/default/files/2023-05/network-infrastructure-strategy.pdf>.

EnergyCo (2023e). Workforce accommodation - Central-West Orana REZ transmission project. Accessed on 30 November 2023 at <https://www.energyco.nsw.gov.au/sites/default/files/2023-09/cwo-rez-fact-sheet-eis-workforce-accommodation.pdf>.

EnergyCo (2023e). *Central-West Orana Renewable Energy Zone – Coordination community impacts and benefits in the REZ*. March 2023. Accessed online on 30 November 2023 at <https://www.energyco.nsw.gov.au/sites/default/files/2023-03/cwo-rez-report-research-impacts-benefits.pdf>.

HillPDA Consulting (2023). *Mudgee and Gulgong Urban Release Strategy 2023 Update*. July 2023. Accessed on 30 November 2023 at <https://www.midwestern.nsw.gov.au/files/assets/public/v/1/council/policies/adopted-mudgee-and-gulgong-urban-release-strategy-2023-update-cm-18.10.2023-min-243-23.pdf>

Jobs and Skills Australia (2023). *The Clean Energy Generation – Workforce needs for a net zero economy*. Jobs and Skills Australia. October 2023. https://www.jobsandskills.gov.au/sites/default/files/2023-10/The%20Clean%20Energy%20Generation_0.pdf

Jobs and Skills Australia (2025a). Small Area Labour Markets web page – LGA Data Tables – SALM Smoothed LGA Datafiles (ASGS 2023) – December quarter 2024.xlsx. Accessed on 2 June 2025 at <https://www.dewr.gov.au/employment-research/resources/salm-smoothed-lga-datafiles-asgs-2023-december-quarter-2024>.

Jobs and Skills Australia (2025b). Small Area Labour Markets web page – SA2 Data Tables – SALM Smoothed SA2 Datafiles (ASGS 2021) – December quarter 2024.xlsx. Accessed on 2 June

2025 at <https://www.dewr.gov.au/employment-research/resources/salm-smoothed-sa2-datafiles-asgs-2021-december-quarter-2024>.

Mayfair Solar Farm (2023). Mayfair Solar Farm website. Accessed on 30 November 2023 at <http://www.mayfairsolarfarm.com.au/>.

MWRC (2012). *Local Environmental Plan 2012*. Mid-Western Regional Council. Accessed on 30 November 2023 at <https://legislation.nsw.gov.au/view/html/inforce/current/epi-2012-0374>.

MWRC (2016a). *Asset Management Plan Water Supply Systems*. Mid-Western Regional Council. May 2016. Accessed on 31 November at <https://www.midwestern.nsw.gov.au/files/assets/public/v/1/services/water-and-sewer/asset-management-plan/water-asset-management-plan-adopted-rev-6-may-2016.pdf>.

MWRC (2018). *Mid-Western Regional Council Regional Economic Development Strategy 2018 - 2022*. Mid-Western Regional Council. June 2018.

MWRC (2016b). *Asset Management Plan Water Sewerage Systems*. Mid-Western Regional Council. May 2016. Accessed on 31 November at <https://www.midwestern.nsw.gov.au/files/assets/public/v/1/council/plans-and-strategies/plan-sewer-asset-management.pdf>.

MWRC (2023a). Correspondence regarding Mayfair Solar Farm (SSD-60074458) Advice on SEARs. Mid-Western Regional Council. 24 July 2023. Accessed on 30 November 2023 at <https://majorprojects.planningportal.nsw.gov.au/prweb/PRRestService/mp/01/getContent?AttachRef=PAE-60077220%2120230725T044818.907%20GMT>.

MWRC (2023b). Planning Proposal Temporary Workers' Accommodation Amendment 2022. Mid-Western Regional Council. March 2023. Accessed on 30 November 2023 at <https://www.midwestern.nsw.gov.au/files/assets/public/v/1/documents-on-exhibition/planning-proposals/temporary-workers-accommodation/planning-proposal-for-exhibition-may-2023.pdf>.

MWRC (2023c). Correspondence – Advice on Amendments to the Environmental Impact Statement; Birriwa Solar Farm SSD-29508870. October 2023. Accessed on 8 August 2024 at <https://majorprojects.planningportal.nsw.gov.au/prweb/PRRestService/mp/01/getContent?AttachRef=SSD-29508870%2120231020T034500.881%20GMT>

MWRC (2023d). About the Region webpage visited 17 January 2023 <https://www.midwestern.nsw.gov.au/Business/About-the-Region>.

NGH (2023). Environmental Impact Assessment – Orana Battery Energy Storage System. April 2023. Prepared by NGH PTY Ltd on behalf of Akaysha.

NSW Government (2021). *Code of conduct for the short-term rental accommodation industry*. NSW Fair Trading, Department of Customer Service. October 2021. Accessed on 12 May 2023 at https://www.fairtrading.nsw.gov.au/_data/assets/pdf_file/0012/925788/Code-of-Conduct-for-the-Short-term-Rental-Accommodation-Industry.pdf.

NSW Government (2023a). National Skills Agreement supporting NSW journey to net zero. Press release. Published October 2023. Accessed on 30 November 2023 at <https://www.nsw.gov.au/media-releases/national-skills-boost-renewable-energy>.

NSW Government (2023b). *Mid-Western Regional Economic Development Strategy – 2023 Update*. Accessed on December 20 2023 at <https://www.nsw.gov.au/sites/default/files/2023-02/Mid-Western-REDS-2023-Update.pdf>.

NSW Resources Regulator (2019). *Fatigue Management: Guidance for the NSW mining, petroleum and extractives industries*. January 2019.

Parliament (2022). Health outcomes and access to health and hospital services in rural, regional and remote New South Wales, May 2022. Accessed on 30 November 2023 at <https://www.parliament.nsw.gov.au/committees/inquiries/Pages/inquiry-details.aspx?pk=2615>.

Parkeselfestival (2023). Webpage accessed on 30 November 2023 at <https://www.parkeselfestival.com.au/blog/>.

Peabody (2023). *Wilpinjong Coal Mine On-Site Accommodation Facility and Development Application Area Modification (Modification 2)*. November 2023. Accessed on 20 December 2023 at <https://majorprojects.planningportal.nsw.gov.au/prweb/PRRestService/mp/01/getContent?AttachRef=SSD-6764-MOD-2%2120231116T044016.295%20GMT>.

pitt&sherry (2023). Scoping Report Mayfair Solar Farm. Prepared by Pitt and Sherry on behalf of Elgin Energy. 15 June 2023.

Ramboll (2020). Stubbo Solar Farm Environmental Impact Statement. Ramboll Australia Pty Ltd for UPC Renewables Australia Pty Ltd, December 2020.

Ramboll (2022). Valley of the Winds Environmental Impact Statement. Prepared by Ramboll on behalf of UPC Renewables Australia Pty Ltd. April 2022. Ramboll (2023). *Valley of the Winds Wind Farm Response to submissions*. Prepared by Ramboll Australia Pty Ltd on behalf of ACEN Australia Pty Ltd.

Realestate.com (2023). Web site. Accessed on 20 December 2023 at <https://www.realestate.com.au/>.

REMPPLAN (2023a). REMPLAN Economy – Mid-Western Regional Council. Accessed on 30 November 2023 at <https://app.rempln.com.au/midwestern/economy/industries/gross-regional-product?state=51kzcn!EAyNiEgA2FNxrresjzYE7uvFxI5Q6HPINIrUVIOJe>.

REMPPLAN (2023b). REMPLAN Economy – Dubbo Regional Council. Accessed on 30 November 2023 at <https://app.rempln.com.au/dubboregionalcouncil/economy/trends/gross-regional-product?state=7x25IbI!jagCBoyrCexAnkfBVMaRTmFNH2NmUqHkHM1UbHalrhmqG>.

REMPPLAN (2023c). REMPLAN Economy – Warrumbungle Shire Council. Accessed on 30 November 2023 at <https://app.rempln.com.au/warrumbungle/economy/industries/employment>.

REMPPLAN (2023c). REMPLAN Economy – Upper Hunter Shire Council. Accessed on 30 November 2023 at <https://app.rempln.com.au/upperhunter/economy/industries/employment>.

Renew Economy (2023). *Australian solar farm hit by grass fire burning under modules*. Online article dated 25 April 2023. Accessed on 20 December 2023 at

<https://reneweconomy.com.au/australian-solar-farm-hit-by-grass-fire-burning-under-modules/>.

SafeWork NSW (2019). Code of Practice - Managing the work environment and facilities. August 2019. Accessed on 1 December 2023 at https://www.safework.nsw.gov.au/__data/assets/pdf_file/0016/50074/Managing-the-work-environment-and-facilities.pdf.

SQM Research (2024). Residential Vacancy Rates webpage. Accessed on 5 August 2024 at https://sqmresearch.com.au/graph_vacancy.php.

Squadron Energy (2023). Ungula Wind Farm Accommodation and Employment Strategy. Squadron Energy Pty Ltd. June 2023. Accessed on 30 November 2023 at <https://squadron-assets.spicyweb.net.au/main/Uungula/PDFs/Plans-Strategies-and-Programs/UWF-02-PLN-AES-20230609-000.pdf>.

TfNSW (2023). Correspondence regarding Mayfair Solar Farm - SSD-60074458: Request for Secretary's Environmental Assessment Requirements (SEARs) for Mayfair Solar Farm for Mid-Western Regional Council. Transport for Mid-Western Regional Council. 23 July 2023. Accessed on 30 November 2023 at https://majorprojects.planningportal.nsw.gov.au/prweb/PRRestService/mp/01/getContent?AttachRef=PAE-60077221%2120230_723T122136.464%20GMT.

Tilt Renewables (2024). Liverpool Range Wind Farm Community Newsletter Edition 14 – May 2024. Accessed on 7 August 2024 at https://www.tiltrenewables.com/documents/1622/24030_Tilt_LRWF_Newsletter_May_2024_WEB.pdf.

Transport NSW (2021). *Future Transport 2056 Draft Central-West and Orana Regional Transport Plan*. Accessed on 20 December 2023 at https://www.centraljo.nsw.gov.au/content/uploads/draft_central_west_and_orana_regional_transport_plan_v2.pdf.

Umwelt (2022a). Accommodation and Employment Strategy Wollar Solar Farm. Prepared by Umwelt (Australia) Pty Limited on behalf of Sunterra Energy Pty Ltd. September 2022.

Umwelt (2022b). Tallawang Solar Farm Environmental Impact Statement. Prepared by Umwelt Australia Pty Ltd on behalf of RES Australia Pty Ltd. August 2022. Accessed on 20 December 2023 at <https://majorprojects.planningportal.nsw.gov.au/prweb/PRRestService/mp/01/getContent?AttachRef=SSD-23700028%2120220811T074213.064%20GMT>.

Umwelt (2023). *Spicers Creek Wind Farm Summary*. Accessed on 20 December 2023 at <https://squadron-assets.spicyweb.net.au/main/Spicers-Creek/PDFs/21380-2nd-Summary-v7.pdf>.

Urbis (2024a). Mayfair Solar Farm Engagement Outcomes Report. June 2024. Prepared for Elgin Australia Pty Ltd by Urbis Pty Ltd.

Urbis (2024b). Draft Social and Economic Impact Assessment – Mayfair Solar Farm. June 2024. Prepared for Elgin Australia Pty Ltd by Urbis Pty Ltd.

Urbis (2024c). Transport Impact Assessment – Mayfair Solar Farm. August 2024. Prepared for Elgin Australia Pty Ltd by Urbis Pty Ltd.

Urbis (2025). Transport Impact Assessment – Mayfair Solar Farm. August 2024. Prepared for Elgin Australia Pty Ltd by Urbis Pty Ltd.

Vena Energy (2023). Bellambi Heights BESS Accommodation Strategy. Vena Energy Australia. April 2023.

Wikipedia (2023). Dependency ratio. Accessed on 30 November 2023 at https://en.wikipedia.org/wiki/Dependency_ratio.

Wollar Solar (2023). Wollar Solar website. Accessed on 20 December 2023 at <https://wollarsolar.com.au/>.

Wollar Solar (2024). Community News June 2024. Accessed on 7 August 2024 at <https://wollarsolar.com.au/wp-content/uploads/2024/06/WSF-June-2024-FINAL.pdf>

WSP (2024). Mayfair Solar Farm and BESS Noise Impact Assessment. November 2024. Prepared on behalf of Urbis Pty Ltd for Elgin Australia Pty Ltd by WSP.



Appendix A: WAP Stakeholders

Workforce and accommodation plan – potential stakeholders

Stakeholder		Key interests
Local government		
Mid-Western Regional Council	Contact: Lisa person, Economic Development Coordinator Email: lisa.penson@midwestern.nsw.gov.au 86 Market Street, Mudgee, NSW 2850	<ul style="list-style-type: none">project timing, duration and workforce size (construction and operations)ensuring the project contributes to the local economy and community by improving the diversity of industry in the area, and creation of local employment; community benefit sharing schemes or similar and potential voluntary planning agreementsfacilitating links between local businesses and the projectincentivizing local sourcing of materials and workforce for major projects within the areaongoing Council and community engagementimpacts on local services, short- and long-term accommodation stocks and utilities as well as proposed mitigations (e.g. employment, accommodation, education and training services)potential cumulative impacts by multiple concurrent projects on local infrastructure, local industry (e.g., tourism) and community cohesion/wellbeing
Dubbo Regional Council	Regional Economic Development Team Email: council@dubbo.nsw.gov.au Ph. (02) 6801 4259 P.O. Box 81, Dubbo NSW 2830	
Warrumbungle Shire Council	Email: info@warrumbungle.nsw.gov.au Main office: 14-22 John St., Coonabarabran, NSW 2357 Coolah Office: 59 Binnia St, Coolah, NSW 2843	
Upper Hunter Shire Council	Email: council@upperhunter.nsw.gov.au Ph. (02) 6540 1100 34-4 Vennacher Street, Merriwa	
Education and training		

Stakeholder		Key interests
<ul style="list-style-type: none"> Primary schools and secondary schools 	<ul style="list-style-type: none"> Gulgong <ul style="list-style-type: none"> Redhill Environmental Education Centre All Hallows School Gulgong Public School Gulgong High School Mudgee <ul style="list-style-type: none"> Mudgee Public School Mudgee High School St. Mathew's Primary and High School Cudgegong Valley Public School Dunedoo <ul style="list-style-type: none"> Dunedoo Central School St. Michael's Catholic Primary School 	<ul style="list-style-type: none"> opportunities for work placements, apprenticeships and traineeships (including School-Based Apprenticeships and Traineeships [SBAT]) potential partnerships with education and training providers to deliver courses and pathways to employment event opportunities relating to education, careers and employment (e.g. site visits, career and employment days) work readiness micro credentialling opportunities for local workers delivery of the '<i>Prepare to work in the renewable energy sector</i>' micro skills courses
TAFEs and trade colleges	<ul style="list-style-type: none"> TAFE Western Mudgee College <ul style="list-style-type: none"> 269 Ulan Rd, Mudgee, NSW 2850 ph. 13 16 01 TAFE NSW – Dubbo – Educational institution <ul style="list-style-type: none"> 12 Narromine Rd, Dubbo, NSW 2830 ph. 13 16 01 TAFE NSW – Dubbo – Vocational college <ul style="list-style-type: none"> Myall St, Dubbo, NSW 2830 ph. 13 16 01 Charles Sturt University, Dubbo Campus <ul style="list-style-type: none"> 8 Tony McGrane Pl, Dubbo, NSW 2830 	
Local training organisations	<ul style="list-style-type: none"> VERTO – Mudgee 	

Stakeholder		Key interests
	<ul style="list-style-type: none"> – Shop 4/47-55 Market Street, Mudgee NSW 2850 – ph. 1300 483 786 	
Businesses and commerce associations		
Local business	Civil works contractors, building contractors, commercial accommodation providers, suppliers of quarry products, logistics companies etc.	<ul style="list-style-type: none"> • opportunities to provide services, workforce or materials for the project • potential partnerships to deliver pathways to employment in the renewables sector, or related industries • growing local and regional businesses through increased local spending by the project • employment and procurement opportunities and support for underrepresented communities in the renewables, construction and manufacturing sectors • impacts on local services, as well as mitigations (e.g. employment, education and training services)
Business associations and chambers of commerce	<ul style="list-style-type: none"> • Gulgong Chamber of Commerce <ul style="list-style-type: none"> – PO Box 400, Gulgong NSW 2852 (publishes the 'Gulgong Gossip') • Business Mudgee <ul style="list-style-type: none"> – PO Box 1159, Mudgee, NSW 2850 (publishes the 'Mid-Western Mail') – ph. 0488 663 744 • Mudgee Business Connect • Dubbo Business Chamber <ul style="list-style-type: none"> – Email: executiveofficer@dubbochamber.com.au – C/O Down the Lane 215B Macquarie St, PO Box 309, Dubbo NSW 2830 – Ph. 0457 844 883 	
Recruitment agencies	<ul style="list-style-type: none"> • Mudgee <ul style="list-style-type: none"> – Sureway Employment and Training 1300 787 392 – APM Employment Services (02) 6372 6106 – Joblink Plus (02) 6371 5200 – OCTEC Employment Service Transition to Work (02) 6372 4428 – Skillset 1300 853 525 	

Stakeholder		Key interests
Aboriginal and Torres Strait Islander groups		
Mudgee Local Aboriginal Land Council (LALC)	Email: mudgeelalc@bigpond.com Unit 1/1 Industrial Ave, Mudgee, NSW 2850	<ul style="list-style-type: none"> • employment and procurement opportunities and support for Aboriginal people and businesses • ongoing training and apprenticeship opportunities for Aboriginal people • pathways to permanent employment for Aboriginal people throughout construction and operation
Aboriginal-owned businesses	See NSW Indigenous Chamber of Commerce	
NSW Indigenous Chamber of Commerce	No email address available 2/1 Sabre Cl, Rutherford, NSW Ph. (02) 4932 7722	
Dubbo LALC	No email address available Cnr Wingewarra and Darling St, Dubbo, NSW 2830 ph. 6884 5276	
Wellington LALC	Email: wellingtonlalc@yahoo.com 163 Simpson St, Wellington, NSW 2820 ph. 0417 239918	
Yilabara Solutions	Email: wfa-dapto@yilabara.org.au Suite 2, First Floor, 64 Talbragar St, Dubbo, NSW 2820 Ph. (02) 5858 4597	
CWOREZ	<ul style="list-style-type: none"> • EnergyCo <ul style="list-style-type: none"> – Email: contact@energyco.nsw.gov.au – GPO Box 5469, Sydney, NSW 2001 	<ul style="list-style-type: none"> • oversight of the delivery of the CWOREZ • coordination of community impacts and benefits in the CWOREZ

Stakeholder		Key interests
	<ul style="list-style-type: none"> – Ph. 1800 118 894 • ACERZ – no contact details available 	<ul style="list-style-type: none"> • transit routes to and through the CWOREZ • addressing challenges regarding CWOREZ workforce accommodation • monitoring and assisting in the mitigation of cumulative impacts
Accommodation managers and providers		
Commercial accommodation owners	<p>Note that hotel and motel owners are excluded here to preserve short-term accommodation stocks to service the tourism industry.</p> <ul style="list-style-type: none"> – Rest Easy Mudgee (holiday home letting agency) – https://resteasymudgee.com.au/rest-easy-stays – Mudgee’s Gateway Cottages (02) 6372 7272 	<ul style="list-style-type: none"> • provision of accommodation to non-local workforce. • enhancement of existing facilities by project proponents for non-local worker use to be used for commercial accommodation purposes when the project is completed • potential recruitment of rental stock
Real estate agents	<ul style="list-style-type: none"> • Gulgong <ul style="list-style-type: none"> – Troy McKellar Real Estate (02) 6374 2323 – Raine and Horne Gulgong (02) 6374 1000 – The Property Shop Gulgong (02) 6374 2393 • Mudgee <ul style="list-style-type: none"> – McGrath Estate Agents (02) 6372 2584 – First National Real Estate (02) 6372 3000 – The Property Shop Mudgee (02) 6372 2222 – Signature Properties Mudgee 0429 328 086 – Ray White Mudgee 0417 483 033 	
Private landlords	<p>Flatmates.com.au</p> <p>https://www.facebook.com/groups/1410975522521410/</p>	

Stakeholder		Key interests
Accommodation camp providers	[to be inserted when appointed]	
Short-term let providers (e.g. owners of accommodation provided on platforms such as Airbnb)	<ul style="list-style-type: none"> • Airbnb • Wotif • Booking.com • Tripadvisor • Lastminute.com.au • Stayz.com.au • Agoda • HomeToGo • Cozycozy • Trivago • Localista 	
Proponents proposing to establish a temporary workers' accommodation camp	<ul style="list-style-type: none"> • CWO Transmission Line Email: contact@energyco.nsw.gov.au Ph. 1800 118 894 • Tallawang SF and Battery and Barneys Reef WF Email: info@barneysreef-renewableenergy.com Ph. 1800 118 737 • Birriwa SF and Narragamba SF Email: info@birriwasolar.com.au Ph. 1800 290 995 • Uungala WF Project Manager – Daniel Banovic Email: info@uungalawindfarm.com.au Ph. 0488 820 191 • Valley of the Winds WF Email: info@valleyofthewinds.com.au Ph. 1800 512 339 	There may be an option to locate project workers at already established worker camps in the local area.
Not-for-profit associations		

Stakeholder		Key interests
Regional Development Australia - Orana	Email: admin@rdaorana.org.au 41 Church Street, Dubbo NSW 2830 (02) 6885 1488	Can provide information regarding socioeconomic trends, labour, employment, accommodation options and SSDs in the region
VERTO	37 Cobbora Rd, Dubbo, NSW 2830 Ph. 1300 6399 0102	VERTO provides a range of services including apprenticeships and traineeships, disability support, employment services, Indigenous programs, tenancy advice, vocational training and youth initiatives.
Local Community		
Individuals Project neighbours Community and local interest groups Environmental groups Vulnerable community members		<ul style="list-style-type: none"> • individual project impacts • cumulative impacts e.g. impacts on health service provision and rental accommodation availability; project-related traffic impacts • employment opportunities • community benefit scheme (or similar).



Appendix B: Medical services

Health services

With people coming into the area to support the project, there are likely to be impacts on other services in the region such as health services. The Mayfair Solar Farm is located in the Western NSW Local Health District. A wide range of services are available in the district ranging from Aboriginal health, cancer services, mental health, oral health and pharmacy services. Further information can be found at <https://wnswlhd.health.nsw.gov.au/our-services>.

Mudgee and Gulgong are towns in the Mid-Western Regional LGA that support local hospitals:

- **Mudgee Hospital** is located at 30 Meares Street, Mudgee NSW 2650 (ph. (02) 6378 6222). Facilities include -
 - 24-hour Accident and Emergency (A&E) Department with five treatment bays, resuscitation equipment, safe assessment room and an isolation room
 - 28 acute general medical and surgical beds
 - CT scanner and eight dialysis chairs
 - four ambulatory care spaces (increased from two), including a treatment room
 - peri-operative service with operating rooms, day surgery area and recovery area
 - outpatient services and community health
 - four chair Oncology service and a Maternity unit
 - five chair oral health unit.
- **Gulgong District Hospital, also known as Gulgong Multipurpose Service** is located at 34 Goolma Road, Gulgong NSW 2852 (ph. (02) 6374 3400). Facilities include -
 - 24-hour Accident and Emergency (A&E) Department and provides acute care and general medicine
 - four in-patient beds
 - six aged care beds.

The townships of Dunedoo and Coolah in Warrumbungle Shire LGA have local hospitals as follows:

- **Dunedoo Memorial Health Service (Hospital)** is located at 29-37 Digilah Street, Dunedoo NSW 2844 (ph. (02) 6370 3000). Facilities include:
 - 24-hour Accident and Emergency (A&E) Department and provides acute care and general medicine
 - five acute beds
 - 25 residential aged care beds.
- **Coolah Multipurpose Service (MPS)** is located at 111-135 Martin Street, Coolah NSW 2943 (ph. (02) 6377 9100). Facilities include:
 - 24-hour Accident and Emergency (A&E) Department and provides acute care and general medicine
 - six acute care beds
 - 26 residential aged care beds

- Physiotherapy is offered twice weekly, pathology, medical imaging twice weekly and a Community Health Nurse five days per week.
- Additional services include Telehealth services, mental health, women’s health and child and family services.
- **Rylstone Multipurpose Service** is located at 24 Fitzgerald Street, Rylstone 2849 (ph.(02) 6357 6100). Facilities include:
 - 24-hour emergency care
 - Inpatient beds including general medicine, rehabilitation and palliative care
 - Residential aged care services
 - Medical imaging services (x-ray)
 - Pathology services
 - Opioid replacement program
 - Community health services include health promotion programs, community nursing, child and family health, women’s health, wound management, a cardiac rehabilitation program and physiotherapy
 - Visiting non-LHD services include mental health, podiatry, diet and nutrition, and speech pathology.

The township of Wellington in the Dubbo Regional LGA has a hospital as follows:

- **Wellington Hospital** (Wellington Health Service), 30 Thornton Street, Wellington NSW 2820, (ph. (02) 6845 5500). Facilities include:
 - All emergency presentations are seen by a visiting medical doctor on a 24-hour roster
 - 12 acute care beds
 - Other services include but are not limited to psychiatry, physiotherapy, dietician, occupational therapy and dentistry.

The nearest city hospital is located in Dubbo (approximately 90 minutes travel time from Mayfair Solar Farm by vehicle).

The services and the location of the hospitals and some other local health services are presented in Table 1.

Table 1. Western NSW LHD health services

Facility	Services	Address	Driving time from site (approx.)
Hospitals and Multipurpose Services			
Gulgong District Hospital	General practice services	34 Goolma Road, Gulgong	9 minutes
Mudgee Hospital	A&E, pathology and x-ray services	30 Meares Street, Mudgee	32 minutes

Facility	Services	Address	Driving time from site (approx.)
Mudgee Medical Centre	General practice services	145 Church St, Mudgee (ph. 6372 8100)	31 minutes
Rylstone Health Service	Community health services	24 Fitzgerald Street, Rylstone	1 hour 6 minutes
Dubbo Base Hospital	A&E, pathology and x-ray services	Myall St, Dubbo	1 hour 16 minutes
Dunedoo Memorial Health Service (Hospital)	Community health services	29-37 Digilah Street, Dunedoo	34 minutes
General Practitioner Services			
Gulgong Medical Centre	Medical services (Mon – Fri)	102 Herbert Street, ph. (02) 6374 1104	8 minutes
Swan Surgery, Dunedoo	General practice services	4 Digilah Street, Dunedoo ph. (02) 6370 3070	34 minutes
South Mudgee Surgery	General practice services	9 Oporto Road, Mudgee ph. (02) 6372 4355	31 minutes
Dental Services			
The Dentists of Gulgong	General dental services	114 Mayne Street, Gulgong, ph. 1800 883 384	8 minutes
Mudgee Dental Boutique	General dental services	Shop 5, 47-55 Market Street, Mudgee, ph. (02) 6372 7582	30 minutes
Dr Pisto Dental Surgery	General dental services	35 Byron Place, Mudgee ph. (02) 6372 1933	29 minutes
Dental Surgery	General dental services	71 Church Street, Mudgee ph. (02) 6372 1397	31 minutes
Central West Dental Care	General dental services	136 Church Street, Mudgee ph. (02) 6372 2566	30 minutes

Facility	Services	Address	Driving time from site (approx.)
Mudgee Orthodontics	Orthodontics	55 Mortimer Street, Mudgee, ph. (02) 6348 5217	30 minutes
Dunedoo Dental Surgery	General dental services	Digilah Street, Dunedoo, ph. (02) 6370 3080	33 minutes
Pharmaceutical Services			
Gulgong Dispensary	Pharmacy	119 Mayne Street, Gulgong NSW 2852 (ph. (02) 6374 1107)	7 minutes
Spruce's Pharmacy	Pharmacy	16 Church Street, Mudgee NSW 2850 (ph. (02) 6372 1569)	29 minutes
Priceline Pharmacy	Pharmacy	84 Mortimer Street, Mudgee NSW 2850 (ph. (02) 6372 0133)	29 minutes
Health Focus Pharmacies Pty Ltd	Pharmacy	Shop 2, 84 Mortimer Street, Mudgee NSW 2850 (ph. (02) 6372 3375)	29 minutes
Mudgee Friendly Pharmacy	Pharmacy	96 Church Street, Mudgee NSW 2850 (ph. (02) 6372 2224)	30 minutes
South Side Pharmacy	Pharmacy	Shop 3, 145 Church Road, Mudgee NSW 2850 (ph. (02) 6372 9500)	30 minutes
Blooms The Chemist	Pharmacy	1-3/79 Church Street, Mudgee NSW 2850 (ph. (02) 6372 4227)	30 minutes
The Dunedoo Pharmacy	Pharmacy	86 Bolaro Street, Dunedoo NSW 2844 (ph. (02) 6372 2224)	36 minutes

Facility	Services	Address	Driving time from site (approx.)
Kandos-Rylstone Pharmacy	Pharmacy	36 Angus Avenue, Kandos NSW 2850 (ph. (02) 6379 4356)	1 hour 12 minutes



Appendix C: Short-term accommodation list

Accommodation search – Mayfair Solar Farm

Note the intent is to construct a temporary workers’ accommodation camp, not to use short-term accommodation

Establishment	Address	Phone No.	Type	No. rooms/ bedrooms	Further information
Gulgong – approximately 8 minutes travel time to the Mayfair Solar Farm site (hotels and motels omitted to preserve short-term accommodation)					
Mayfair SF Temporary workers’ accommodation camp	Project site		Temporary accommodation camp	Up to 150	This camp can accommodate the entire Mayfair SF workforce and, to preserve other accommodation types within the MWR LGA and beyond, is the primary accommodation option for all project site construction workers.
Gulgong Tourist Park	8 Goolma Road, Gulgong	(02) 6374 1294	Caravan Park	19	15 powered sites
Owl Head Lodge	241 Bergalin Road, Gulgong	0473 742 744	Cottages	2 motel studios 2 cabins 1 cottage 1 bdrm 1 cottage 2 bdrm	
Daisy’s Cottage	95 Belmore Street, Gulgong	None provided	Cottage	1 cottage 3 bdrm	Booking.com
Gulgong Telegraph Cottage	5 Robinson Street, Gulgong	0455 862 580	Studio & apartment	2 studio 2 bdrm 1 aptmt 2 bdrm	
Mudgee - approximately 31 minutes travel time to the Mayfair Solar Farm site (hotels and motels omitted to preserve short-term accommodation)					
Flora Cottage	13 Market Street, Mudgee	0455 505 882	Cottage	3 bdrm	
Riddell Cottage	21Market Street, Mudgee	None provided	Cottage	2 bdrm	
Hardy on Bellevue	14A Hardy Crescent, Mudgee	0428 859 509	Duplex	2 bdrm	Short term accommodation
70 on Mortimer	70 Mortimer Street, Mudgee	None provided	Apartments	4	Booking.com
Wombadah Luxury Accommodation	44 Tierney Land, Mudgee	0458 191 098	B&B	4	
Afton House B&B	63 Church Street, Mudgee	(02) 6372 7696	B&B	5	
Birches B&B	1 Bombira Avenue, Bombira	0438 940 398	B&B	3	
Forgandenny House B&B	17 Short Street, Mudgee	(02) 6372 2437	B&B	3	
Putta Bucca B&B	27 Putta Bucca Road, Mudgee	0427 751 334	B&B	1	
Mudgee Merlot Gate Guesthouse	116 Gladstone Street, Mudgee	0487 921 088	B&B	4	Booking.com
Mudgee Homestead Guesthouse	31 Coorumbene Road, Mudgee	(02) 6373 3786	B&B	7	
Units on Robertson	36 Robertson Street, Mudgee	None provided	Unit	1	

Establishment	Address	Phone No.	Type	No. rooms/ bedrooms	Further information
Mudgee Apartments on Horatio Street	27A Horatio Street, Mudgee	0409 304 872	Apartment	3 x 1 bdrm	
Stay in Mudgee	639 Castlereagh Highway, Mudgee	0475 389 353	Homestead Cottage Cottage	4 bdrm 1 bdrm 1 bdrm	
Parklands Resort and Conference Centre	121 Ulan Road, Mudgee	(02) 6372 4500	Resort	70	
Mudgee Riverside Caravan and Tourist Park	27 Short Street, Mudgee	(02) 6372 2531	1 bdrm Cabins 2 bdrm villas	30	Mon- Thurs, not weekends 32 powered sites – advise booking early to secure.
Big 4 Mudgee Park	71 Lions Drive, Mudgee	(02) 6372 1090	Cabins	22	26 powered sites – advise booking early to secure.
Mudgee Valley Park	2-8 Bell Street, Mudgee	(02) 6372 1236	Cabins	50	17 powered sites – advise booking early to secure.
Peppertree Hill and Peppertree Hill Terraces, The Willows and The Laneway (see immediately below)	Various locations in and around Mudgee	(02) 6372 0443	Cottages x 4 Cottages x 5 Cottage x 1 Homestead 1	1 bdrm 2 bdrm 3 bdrm 4 bdrm	
The Laneway	1A Sydney Road Street, Mudgee	(02) 6372 0443	Apartments x 7	2 bdrm	
Peppertree Terraces	110-112 Church Street, Mudgee	(02) 6372 0433	Apartments x 6	4 x 1 bdrm 2 x 2 bdrm	1 and 2 bdrm options
The Willows	54 Douro Street, Mudgee	(02) 6372 0443	Apartments	4 x 3 bdrm	Booking.com
The Wandering Grape	44A Market Street	None provided	Apartment	1 bdrm	Booking.com
Maggie's Place	None provided	None provided	Apartment	3 bdrm	
My Space on Market –	124 Market Street, Mudgee	None provided	Loft 4 Apartment 2	1 bdrm 2 bdrm	Booking.com
44 The Lane	44 Market Street Rear, Mudgee	None provided	Apartment	1 bdrm	
Inara Apartment	3/78A Denison Street, Mudgee	None provided	Apartment	1 bdrm	Booking.com
Evanslea Luxury Boutique Accommodation	146 Market Street, Mudgee	0455 505 882	Cottages x 4 House	1 bdrm 4 bdrm	
Perry Street Hotel	40 Perry Street, Mudgee	(02) 6372 7650	Suites	13 bdrm	Peppertree Hill Group
Kirsten Accommodation	No address provided	1300 768 674	Apartments Cottage x 1	1 bdrm 7 bdrm	
Avoca House	44 Horatio Street, Mudgee	None provided	House	3 bdrm	Booking.com
Yallambie	None provided	None provided	House	4 bdrm	Booking.com
Kuzman Homestead	53 Court Street, Mudgee	None provided	House	3 bdrm	Booking.com

Establishment	Address	Phone No.	Type	No. rooms/ bedrooms	Further information
The Coach House on River and Park	5 Lawson Street, Mudgee	None provided	House	3 bdrm	Booking.com
Denison Lodge	36 Denison Street, Mudgee	None provided	House	3	Booking.com
The Mudgee Bungalow	None provided - Mudgee	0421 401 491	House	3	Booking.com
Currawong Bungalow	None provided - Mudgee	None provided	House	3	Booking.com
Abbingdon House	7 Carara Road, Mudgee	0438 945 197	House	4	
Contemporary Mudgee Weekender	11 Costigan Court, Mudgee	None provided	House	4	Booking.com
Nikki's on Market Street	None provided	None provided	House	2	Booking.com
Comfortable home	2A Park Avenue, Mudgee	None provided	House	2	Booking.com
Mudgee Getaway with Yard, near Racecourse	None provided	None provided	House	3	Booking.com
Cottage on Church	61 Church Street, Mudgee	None provided	House	3	Booking.com
Mudgee Country Grandeur Home	21 Mulgoa Way, Mudgee	None provided	House	6	Booking.com
Bellevue Mudgee	None provided	None provided	House	4	Booking.com
8 th Tee	None provided	None provided	House	4	Booking.com
Private Mudgee Villa	None provided	None provided	House	1	Booking.com
Terrace on Horatio	83 Horatio Street, Mudgee	None provided	House	3	Booking.com
A Market Place, Mudgee	18 Market Street, Mudgee	None provided	House	3	Booking.com
Almas Mudgee	154 Market Street, Mudgee	0408 893935	House	3	
Ellington Manor	40 Mortimer Street, Mudgee	(02) 6372 7272	House	6	
Mudgee Explorer Accommodation	26 George Street, Mudgee	0474 971 785	House (Lodge) House (Villa)	6 3	
Dunedoo - approximately 33 minutes travel time to the Mayfair Solar Farm site					
Dunedoo Caravan Park	Bolaro Street, Dunedoo	(02) 6375 1455	Caravan Park	3 cabins 12 donger rooms	First in best dressed, call after 16:30 To book cabins and dongers, phone 0448 992372 9am to 9pm Powered and unpowered sites available, recommend booking early to secure.

Establishment	Address	Phone No.	Type	No. rooms/ bedrooms	Further information
Dunedoo Campsite and Self-Contained Cabin	14 Tucklan Street, Dunedoo	None provided	Cabin	1 cabin	Book via https://www.hipcamp.com/en-AU/land/new-south-wales-dunedoo-campsite-self-contained-cabin-9mxh8yd1?utm_source=atdw&adults=1&children=0
Dunedoo Shearer's Huts	1058 Tucklan Road, Dunedoo	0428 758 284	Cabin and house	5	2 x 1 bdrm cabins with adjoining bathroom (plans to add extra bathroom). 1 x older style 3 bdrm house with external bathroom (will not be available via Airbnb etc.) Host is amenable to longer-term stays and is open to providing hot daily meal and possibly packed lunches.
Hotel Dunedoo	26 Bolaro Street, Dunedoo	(02) 6375 1403	Hotel	10	Can accommodate some construction workers and could provide packed lunches if needed.
Royal Hotel	78-80 Bolaro Street, Dunedoo	0408 448 172	Hotel/B&B	12	Can provide packed lunch and laundry service. Happy to accommodate longer stays. Large carpark to the rear
Redbank Gums B&B	41 Wargundy Street, Dunedoo	(02) 6375 1218	Cabins/B&B	2	
Strathroy Guesthouse	None provided	0427 745 111	House	4	
Bolinda Vale	None provided	None provided	Shearer hut	2	Book via https://www.airbnb.com.au/rooms/21753081?source_impression_id=p3_1704252599_dfJI5ZV%2BskNP3G8T
Caddy Shack	None provided	None provided	Cabin	1	Book via https://www.stayz.com.au/holiday-rental/p9160320
Dubbo – approximately 77 minutes travel time to the Mayfair Solar Farm site – accommodation webpage - https://dubbo.com.au/visit/dubbo-region-directory?category=accommodation					
Abel Tasman Motor Inn	133-135 Whylandra Street, Dubbo	(02) 6885 2555	Motel	38	Includes 1 disabled room and 2 family rooms Website: https://www.abeltasmanmotorinn.com.au/
Aberdeen Motel	25 Cobra Street, Dubbo	(02) 6884 1700	Motel	32	Website: https://southerncrossmotelgroup.com.au/motels/nsw/dubbo-accommodation/the-aberdeen-motel/
Across Country Motor Inn	85 Whylandra Street, Dubbo	(02) 6882 0877	Motel/units	23	Website: https://www.acrosscountrymotorinn.com.au/
Akuna Motor Inn and Apartments	109-111 Whylandra Street (Newell Highway), Dubbo	(02) 6885 4422	Motel	16	Website: https://www.akunamotorinn.com.au/
All Seasons Motor Lodge	78 Whylandra Street, Dubbo	(02) 6882 6377	Motel	19	Website: https://allseasonsmotorlodge.com.au/
Amaroo Hotel	81Macquarie Street, Dubbo	(02) 6882 3533	Hotel	24	Website: https://amaroohoteldubbo.com.au/
Australian Heritage Moor Inn	216 Brisbane Street, Dubbo	(02) 6884 1188	Motel	27	Website: http://www.australianheritagemotorinn.com.au/
Blue Gum Dubbo Motel	109 Cobra Street, Dubbo	(02) 6882 0900	Motel	24	Website: https://www.bluegumdubbo.com.au/
Cascades Motor Inn	147 Cobra Street, Dubbo	(02) 6882 3888	Motel	36	Website: https://www.cascadesmotorinn.com.au/
Castlereagh Hotel	Cnr Brisbane and Talbragar Streets, Dubbo	(02) 6882 4877	Hotel	26	Website: https://www.imghotels.com.au/castlereaghhoteldubbo
Cattleman's Country Motor Inn and Serviced Apartments	8 Whylandra Street, Dubbo	(02) 6884 5222	Motel and apartments	175	Website: https://cattlemans.com.au/
Centrepont Motel	146 Bourke Street, Dubbo	(02) 6882 7644	Motel	14	Website: https://www.cmdubbo.com.au/

Establishment	Address	Phone No.	Type	No. rooms/ bedrooms	Further information
Comfort Inn	57 Cobra Street, Dubbo	(02) 6882 7033	Motel	16	Website: https://www.bookonline.com/hotel/comfort-inn-dubbo
Country Apartments	230 Brisbane Street, Dubbo	(02) 6885 1141	Apartments	9	Website: https://www.countryapartments.com.au/ Offer special rates for bookings over 28 days.
Country Leisure Motel	86 Cobra Street, Dubbo	(02) 6882 3988	Motel	15	Website: https://www.countryleisuredubbo.com.au/
Countryman Motor Inn	47 Cobra Street, Dubbo	(02) 6882 7422	Motel		Website: http://www.countrymandubbo.com.au/
Discovery Parks, Dubbo	154 Whylandra Street, Dubbo	(02) 6884 5222	Cabins	63	Website: https://www.discoveryholidayparks.com.au/caravan-parks/new-south-wales/orana-dubbo?utm_source=google&utm_medium=organic&utm_campaign=gmb&utm_term=visit-website&utm_content=DHP-NSW-Dubbo
Dubbo Midstate Caravan Park	21 Bourke Street, Dubbo	(02) 6882 1155	Motel/Cabins	29	Website: https://dubbomidstate.com.au/accommodation/
Dubbo RSL Club Motel	Cnr Brisbane Street and Wingewarra Street, Dubbo	(02) 6884 9099	Motel	34	Website: https://dubborslmotel.com.au/
Eastend Studio Apartments	277-283 Cobra Street, Dubbo	0447 466 575	Apartments		Premium self-contained apartments offering both long and short stays, contactless check-in and common areas to enjoy, reduced rate for longer stays. Website: https://www.eastenddubbo.com.au/
Endeavour Court Motor Inn	94-98 Bourke Street, Dubbo	(02) 6881 1000	Motel	17	Website: https://www.endeavourcourtmotor.com.au/
Forest Lodge Motor Inn	248 Mayall Street, Dubbo	(02) 6882 6500	Motel	15	Website: https://forestlodgedubbo.com.au/
Fountain View Motel	113-115 Cobra Street, Dubbo	(02) 68829777	Motel		Website: https://www.fountainviewmotel.com.au/
Garden Hotel	Gipps Street, Dubbo	(02) 6882 3371	Motel	19	Website: https://www.gardenhotel.com.au/
Golden West Motor Inn	87 Cobra Street, Dubbo	(02) 6882 3822	Motel	28	Website: http://www.goldenwestmotorinn.com.au/
Ibis Budget Dubbo	14 Victoria Street, Dubbo	(02) 6882 9211	Motel	65	Website: https://all.accor.com/hotel/3496/index.en.shtml?utm_campaign=seo+maps&utm_medium=seo+maps&utm_source=google+Maps
Manera Heights Apartment Motel	43 Cobbora Road, Dubbo	(02) 6884 3865	Apartments	16	Website: https://maneraheights.com.au/
Matilda Motor Inn	231 Darling Street, Dubbo	(02) 6882 3944	Motel	52	Website: https://www.matildamotorinn.com.au/
Night Cap at Macquarie Inn	Cnr Wheelers Lane and Birch Avenue, Dubbo	(02) 6884 1955	Motel	29	Website: https://nightcaphotels.com.au/hotels/nsw/nightcap-at-macquarie-inn?utm_source=google_yext&utm_medium=organic&utm_campaign=book-a-room
NRMA/Big 4 Dubbo Holiday Park	18 Alfred Street, Dubbo	1800 824 820	Motel/Cabins	46	Website: https://www.nrmaparksandresorts.com.au/dubbo/book-now
Orana Motel Dubbo	95 Cobra Street, Dubbo	(02) 6882 7888	Motel	34	Website: https://www.oranamotel.com.au/
The Oxley Motel	85 Cobra Street, Dubbo	(02) 6882 4444	Motel	54	Website: https://www.oxleydubbo.com.au/
The Palms Motel	39 Cobra Street, Dubbo	(02) 6881 8155	Motel	24	Website: https://www.tpmd.com.au/

Establishment	Address	Phone No.	Type	No. rooms/ bedrooms	Further information
Park Vue Motel	131 Bourke Street, Dubbo	(02) 6882 4253	Motel		
Quality Inn Dubbo International	165 Whylandra Street, Dubbo	(02) 6882 4777	Motel	60	Website: https://www.choicehotels.com/en-uk/new-south-wales/dubbo/quality-inn-hotels/au736?checkInDate=2023-03-22&checkOutDate=2023-03-23
Quest Dubbo	22 Bultje Street, Dubbo	(02) 5809 8600	Apartment	65	Website: https://www.questapartments.com.au/properties/nsw/dubbo/quest-dubbo?utm_source=GoogleMyBusiness&utm_medium=organic&utm_campaign=dubbo
The Shearing Shed Motor Inn	31 Cobra Street, Dubbo	(02) 6884 2977	Motel	23	Website: https://www.shearingshedmotel.com.au/
Sure Stay (Blue Diamond) Hotel	113-115 Wingewarra Street, Dubbo	(02) 6882 0666	Hotel	23	Website: https://www.bestwestern.com/en_US/book/hotel-rooms.90541.html?aff=BAU&iata=90000026&ssob=BLSSH0004G&cid=BLSSH0004G:google:gmb:90541
Tallarook Motor Inn	17 Stonehaven Avenue, Dubbo	(02) 6882 7066	Motel	32	Website: https://www.tmidubbo.com.au/
West View Caravan Park	13R Narromine Road, Dubbo	0488 028 992	Cabins	16	Website: https://www.westviewcaravanpark.com.au/
Wellington - approximately 57 minutes travel time to the Mayfair Solar Farm site					
Bridge Motel Wellington	5 Lee Street, Wellington	(02) 6845 2555	Motel	13	Website: https://wellingtonbridgemotel.com.au/
Central Hotel Wellington	16 Nanima Crescent, Wellington	0457 798 269	Hotel	No data	No website
Cow and Calf Motel	135 Lee Street, Wellington	(02) 6845 2710	Motel	20	Website: https://www.cowandcalf.com.au/
Federal Hotel	100 Arthur Street, Wellington	(02) 6845 2914	Motel	15	Website: https://www.imghotels.com.au/federalhotelwellington
Grand Hotel	111-113 Lee Street, Wellington	(02) 6845 1303	Hotel	18	Website: https://grandhotelwellington.com/ Can provide longer-term rooms, breakfast and meals catering
Hermitage Hill Country Retreat	135 Maxwell St, Wellington	(02) 6845 4469	Cottages	13	Website: https://hermitagehill.com.au/
Motel Mandalay	32 Lee Street, Wellington	(02) 6845 1011	Motel	22	Website:
Wellington Caves Holiday Park	Caves Road, Wellington	(02) 6840 6480			Website: https://www.wellingtoncaves.com.au/stay
Wellington Motor Inn	37 Maxwell St, Wellington	(02) 6845 1177	Motel	11	No website
Wellington Riverside Caravan Park	1 Federal Street, Montefiores	(02) 6845 1370	Cabins	14	Website: https://www.wellingtonriversidepark.com.au/
Coolah - approximately 53 minutes travel time to the Mayfair Solar Farm site – accommodation webpage: https://www.warrumbungle.nsw.gov.au/tourism/accommodation/coolah-accommodation					
Coolah Black Stump Inn	61 Binnia Street, Coolah	(02) 6377 1231	Hotel		No website
Coolah Black Stump Motel	10-14 Campbell Street, Coolah	(02) 6377 1208	Motel	12	Website: https://www.blackstumpmotelcoolah.com.au/
Coolah Short Stays	60 Binnia Street, Coolah	0429 771 031	Apartments	2	No website

Establishment	Address	Phone No.	Type	No. rooms/ bedrooms	Further information
Coolah Valley Hotel	28 Binnia Street, Coolah	(02) 6377 1210	Hotel		No website
Other locations					
Avonlea farm stay	Maryvale, 2820	0407 071 352			
Cudgegong River Holiday Park	Burrendong Dam Road, Yarrabin	(02) 6373 0378	Cabins	15	Note this is just outside the 60-minute commute polygon
Golden Fleece Motor Inn	117-119 Bettington Street, Merriwa	(02) 6548 2777	Motel	6	Website: https://www.countrymerriwagoldenfleecemotorinn.com.au/
Grattai Grove	809 Old Grattai Road, Grattai	0400 353 190	Cottages	1 cottage 3 bdrm 1 cottage 1 bdrm	
Hair of the Dog Inn	26 Federation Street, Ballimore	(02) 6886 5131	Motel	7	Approximately 1hr to drive to Stubbo SF
Hangar House	25 Tim Longeran Drive, Bombira	0417 752 054	Suites	5	Has runway and aircraft hangar
Little Corvo Farm Stay	Tallawang			1	Airbnb – approx. \$500/wk discount for monthly stay
Merriwa Motor Inn	50 Bettington Street, Merriwa	(02) 6548 2273	Motel		Website: https://www.merriwamotorinn.com.au/
Mitchell Inn, Guerrie	47 Mitchell Highway, Geurie	(02) 6887 1265	Motel	8	1 hour 10 minutes travel time to the Stubbo Solar Farm site
Mudgee Guesthouse	51 Henry Lawson Drive, Bombira	0411 309 142	B&B	6	Booking.com
Reflections Holiday Park – Lake Burrendong	468 Fashions Mount Road, Mumbil	(02) 6846 7435	Cabins	10	Website: https://reflectionsolidayparks.com.au/parks/lake-burrendong/
Royal Hotel	19-23 Buccleugh Street, Cassilis	(02) 6376 1004	Motel and cottage		Website: https://theroyalhotelcassilis.business.site/?utm_source=gmb&utm_medium=referral



Appendix D: Events list

Events schedule 2024

The tables below were extracted from council and event websites. The data represents the information current at the time of compilation (June 2024). The list is not exhaustive and is intended as a guide only. It is recommended that LGA and event websites be checked frequently (e.g. monthly) to ensure scheduled events and their potential associated accommodation demands and traffic impacts are considered throughout the construction phase with scheduling according to ensure the availability of short-term accommodation to service the local tourist industry.

The list is not exhaustive and is intended as a guide.

NSW public holidays and school term breaks

Event	Timing/date
Labour Day	7/10/2024
Christmas Day	25/12/2024
Boxing Day	26/12/2024
New Year's Day	1/1/2025
Australia Day	27/1/2025
Good Friday	18/4/2025
Easter Saturday	19/4/2025
Easter Monday	21/4/2025
Anzac Day	25/4/2025
King's Birthday	9/6/2025
Labour Day	6/10/2025
Christmas Day	25/12/2025
Boxing Day	26/12/2025
School summer break	<p>Eastern division – 19/12/2024 to 30/1/2025 22/12/2025 to 26/1/2026</p> <p>Western division – 19/12/2024 to 6/2/2025 22/12/2024 to 2/2/2026</p>

Scheduled events in the Mid-Western Regional LGA 2024/2025.

Event	Location	Timing/date
Mudgee Farmers Markets	Mudgee	Monthly, every third Saturday
Lawson Park Markets	Mudgee	Monthly, every second Saturday
Mudgee Makers' Market	Mudgee	Monthly, first Sunday of the month
Rylstone-Kandos Show	Rylstone/ Kandos	24/2/2024 to 25/2/2024, annual event

Event	Location	Timing/date
Mudgee Show	Mudgee	1/3/2024 to 3/3/2024, annual event
Mudgee Craft Beer and Cider Festival	Mudgee	5/3/2024, annual event
Putta Bucca Carp Muster	Putta Bucca	March*
Robert Stein Annual Foot crush Feast	Mudgee	March*, annual event
Can Cruise event	Mudgee	March*, annual event
MudgeeQue	Mudgee	1/6/2024
NSW Touch Junior Regionals	Mudgee	26/4/2025 to 27/4/2025
Mudgee Classic (cycling event)	Mudgee	4/5/2024 to 5/5/2024, annual event
Angus Breeders Sale	Mudgee	May*, annual event
Henry Lawson Heritage Festival (Gulgong)	Gulgong	June*, annual event
UneARThed	Gulgong	3/6/2023
Mudgee Small Farm Field Days	Mudgee	12/7/2024 to 13/7/2024
Mudgee Running Festival	Mudgee	17/8/2024 to 18/8/2024
Mudgee Wine and Food Month	Mudgee	September*, annual event
Flavours of Mudgee	Mudgee	28/09/2024
School spring break		30/9/2024 to 11/10/2024
Sculptures in the Garden	Mudgee	11/10/2024 to 27/10/2024, annual event
Melbourne Cup in Mudgee	Mudgee	4/11/2024 to 6/11/2024
Mudgee Cup	Mudgee	6/12/2024
<p>The Glen Willow Sporting Complex at Mudgee is the 2024-2025 venue for the NSW Touch Junior Regionals.</p> <p>Note there may be events missing from this snapshot survey.</p> <p>*Date unavailable</p>		

*Date unavailable

Scheduled events in the Warrumbungle Shire LGA

Event	Location	Timing/date
Made 'n' Grown Market	Dunedoo	Monthly, second Saturday of the month
Australia Day Charity Cricket Game	Coolah	26/1/24
Dunedoo Show	Dunedoo	11/2/2024, annual event
Dunedoo Carp Muster	Dunedoo	March
Tunes on the Turf	Dunedoo	9 and 10/11/2024, annual event

Scheduled events in Upper Hunter Shire LGA

Event	Location	Timing/date
Merriwa Show	Merriwa	20/9/2024 to 22/9/2024
Cassilis Rodeo	Cassilis	14/9/2024

Scheduled events in the Dubbo Regional LGA

Event	Location	Timing/ date
Dubbo Farmers Market	Dubbo	Every 1 st and 3 rd Saturday
Dubbo Rotunda Markets	Dubbo	Generally monthly
Wellington Rotary Markets	Wellington	Every 4 th Saturday
Geurie Lions Market	Geurie	Last Saturday of every 3 rd month
Dubbo Classic Cars and Coffee	Dubbo	1 st Saturday every month
NSW Touch Association Junior State Cup	Dubbo	23/02/2024 to 25/02/2024 21/02/2025 to 23/02/2025 20/02/2026 to 22/02/2026
Beers to the Bush	Dubbo	March, annual event
Man from Ironbark Festival	Stuart Town	Easter Saturday every year
Orana Avicultural Society Annual Show	Dubbo	2/6/2024
NSW Under 14 Junior Rugby Union Championships	Dubbo	8/6/2024 to 10/6/2024
Dubbo Winter Whisky Festival	Dubbo	14/6/2024 to 15/6/2024
Dubbo Harness Racing	Dubbo	28/6/2024 to 13/12/2024
Winter Country Classic Race Day	Dubbo	30/6/2024
2024 Orana Caravan, Camping, 4WD, Fish & Boat Show	Dubbo	21/9/2024 and 22/9/2024
Forever 80s – Best of the 80s Tour	Dubbo	3/8/2024
Vintage Truck, Tractor & Quilt Show 2024	Dubbo	10/8/2024
Dubbo MotorFest	Dubbo	31/8/2024
Veterans Cricket NSW 60s State Championships	Dubbo	14/10/2024 to 18/10/2024
Caravan Camping 4WD Fish and Boat Show	Dubbo	20/9/2024 to 22/9/2024
Under Western Skies Festival	Dubbo	21/9/2024
City of Dubbo International Fours (lawn bowling event)	Dubbo	24 to 24/9/2024

Event	Location	Timing/ date
Cross Cultural Carnivale 2024	Dubbo	19/10/2024
Veterans Cricket NSW 70s State Championships	Dubbo	21/11/2024 to 26/11/2024
Herefords Australia - National Show and Sale	Dubbo	TBC
Shorthorn National Show and Sale	Dubbo	TBC
National Merino Ram Show and Sale	Dubbo	27/8/2024
National Shorthorn Youth Society Show	Dubbo	TBC
Dubbo Dream Festival	Dubbo	TBC
Stock Route Music Festival	Dubbo	12/4/2025
Wellington Show	Wellington	23 to 24/5/2025
Dubbo Show	Dubbo	30/5/2025 to 1/6/2025

Event data sources

LGA	Data source
Dubbo Regional LGA	Events Calendar • Dubbo Region
Mid-Western Regional LGA	Events directory Mid-Western Regional Council (nsw.gov.au)
Warrumbungle Shire LGA	Event Calendar - Warrumbungle Shire Council (nsw.gov.au)
Narromine LGA	Event Calendar Narromine Region
Gilgandra Region LGA	Events Gilgandra Region NSW
Cabonne Shire LGA	Events - Cabonne Council (nsw.gov.au)
NSW Events Calendar	NSW Events & Festivals Official NSW Tourism Website (visitnsw.com)



Appendix E: Nearby renewable energy projects

Proposed and approved projects within an 85 km radius (by road) of the Mayfair Solar Farm (as of the end of May 2025)

Project	Capacity (MW)	Proximity (by road)	LGA	Workforce		Construction phase		Status	Construction overlap with Mayfair SF?	Other comments	Construction Traffic (trips per day (peak))
				Construction	Operation	Estimated start	Duration (months)			Potential cumulative impacts	
Mavis SF and BESS** SSD-65032958 Mavis Solar Farm Pty Ltd	250	Adjacent	MWR	200-250	Unknown	Unknown	18	Prepare EIS	Possible	Proponent advised by MWRC that the site will be adjacent to Mayfair SF (pers. comm). A temporary workers' accommodation camp is under consideration. A construction workers accommodation strategy will be prepared in consultation with MWRC.	No information
Pugoon SF and BESS SSD-84365208 X-Elio Aus2	264 - SF	Adjacent	MWR	150-200	Unknown	Early 2026	12-18	Request for SEARs	Possible	Have included TWA camp option in the project scoping report	No information
Stubbo SF # SSD-10452 ACEN	400 – SF 200 - BESS	4 km NE	MWR	520	10	10 Jul 23	24	Under construction	No	Sourcing worker accommodation locally. Construction anticipated to be complete by Q3 2025.	Heavy: 60 Light: 230
Bellambi Heights SF and BESS SSD-33344237 Vena Energy Australia	200 – SF 200 - BESS	4 km SW	MWR	80-100	8	Mid-2025	Up to 21	Approved	Likely	Have sourced workforce accommodation at a Gulgong Motel through agreement with the proprietor; AES has been endorsed by Council. Council has advised that roadworks will commence mid-2025	Heavy: 20 (80) Light: 80
Tallawang SF and Battery #, *, ** RES SSD-23700028	500	5 km W	MWR	380 FTE with peak of 420 estimated in Aug 2027	10	2 nd half of 2026	34	Assessment	Possible	Temporary workers accommodation to be located off Pugoon Road, west of Jacksons Lane accommodating up to 400 workers	Heavy: 170 (270) Light: 600
Barneys Reef Wind Farm (WF) #, *, **, RES SSD-24106966	441	9 km N	MWR					Withdrawn	No		
Beryl BESS SSD-61460977 Ratch-Australia Corporation	100 (2-hours, 200)	11 km SW	MWR	40	Unknown	Jan 2025	12	Assessment	Possible	Propose to source worker accommodation locally, including possible existing worker camps	No information
Narragamba SF ** SSD-60575715 Narragamba Solar	320	12 km NE	MWR				20-24	Withdrawn	No		
Ulan SF SSD-46406974 Edify	50 - SF 50 – BESS (4-hour, 200)	13 km E	MWR						No	Project no longer appears on the NSW Major Projects web site.	No information
Beryl SF SSD-8183 MOD - Landscaping Banpu Energy	110	15 km SW	MWR	N/A	Not stated	Operational	N/A	Site operational Mod 2 - Assessment	No	Mod 2 – update development approval to extend screening requirement delivery to 6 years from the commencement of construction.	N/A
Birriwa SF and BESS #, **, RES SSD-29808870, ACEN	600 – SF 600 – BESS (2-hour, 1.2 GW)	20 km N	MWR	SF – up to 500, average 360, BESS up to 170	Up to 20	End 2025?	SF - 28 BESS - 16	Approved	Likely	Temporary workers camp 500 workers initially with expansion to accommodate 1,000 workers	Heavy: 135 + 2 OSOM Light: N/A
Orana WF # SSD-58260958 ACCIONA Energia	524	21 km NW	MWR / WS	580	Up to 12	2026	24	Prepare EIS, lodgement in 2024	Unlikely	Community consultation scheduled for Dec 2023. Proposed workforce accommodation not discussed in detail the project scoping report, however, both MWRC and WS Council require an accommodation plan as part of the EIS.	No information

Project	Capacity (MW)	Proximity (by road)	LGA	Workforce		Construction phase		Status	Construction overlap with Mayfair SF?	Other comments	Construction Traffic (trips per day (peak))
				Construction	Operation	Estimated start	Duration (months)			Potential cumulative impacts	
Sandy Creek SF #,** SSD-41227735 Lightsource BP	750 – SF 750 – BESS (4-hour, 3 GW)	26 km NW	DR / WS	50-200 with a peak of up to 700	15	?	24	Assessment	Possible	Community consultation carried out on 26 and 27 October 2023. Scoping Report Addendum discusses 3 possibilities regarding workforce accommodation including: <ul style="list-style-type: none"> - Possible use of EnergyCo's CWO REZ accommodation facility (if built) - Construction of a temporary workers camp within the project footprint to accommodate up to 350 workers - Use of local accommodation (though the limitations of this option are acknowledged) 	No information
Cobbora SF # SSD-29491142 Marble Energy	700 – SF 200 - BESS	28 km NW	DR / WS	Up to 700	15	2025?	24	Prepare EIS	Unlikely	Propose to source worker accommodation locally in the scoping report	No information
Piambong WF ** SSD-64777221 Piambong Wind Farm Pty Ltd	551 – WF 100 – BESS (2-hour, 200)	28 km SW	MWR	Up to 400	12-15	2026?	36	Prepare EIS	Unlikely	Scoping report considers the option of a temporary worker camp to house up to 400 workers.	No information
Dapper SF # SSD-52217961 Origin	300 - SF	30 km NW	DR / WS	Up to 350	15-20	2025?	18-24	Prepare EIS	Unlikely	MWRC requested detailed social impact assessment rather than standard due to the number of SSDs in the region (MWRC 2023). Propose to source worker accommodation locally; inferred in the scoping report	No information
Dunedoo SF SSD-8847 Ib vogt	55	35 km NW	WS	30-100	3	Unknown	10-12	Approved (in Sep 2021)	Possible	AES to be drafted. The most recent activity on the NSW Major Projects web site for this project is dated May 2023 and is correspondence from DPE approving the proponent's project staging request.	Heavy: 80 Light: 24
Avonside SF SSD-66150459 Eco Energy World	400 - SF 400 - BESS	36 km NW	WS	Up to 300	15	Unknown	12-24	Prepare EIS	Possible	WSC has suggested key matters include the consideration for supporting infrastructure such as housing to create a positive legacy for the LGA (i.e. provide housing diversity and assist ease the housing shortage). A temporary workers' camp is being considered by the proponent.	No information
Moolarben Coal Mine ** SSD-33053358 Yancoal, Moolarben Coal	N/A	36 km NE	MWR	Unknown	Up to 1,000	Unknown	Continue to 2034	Assessment	Possible	Mining operations until December 2038, 24 hours per day, 7 days per week OC3 extension project – extension of open cut mining operations	No information
Ulan Coal Mine ** MP08_0184 Mod 6 Ulan Coal Mines Ltd, Glencore	N/A	37 km NE	MWR	Unknown	Up to 930	Unknown	Unknown	Assessment	Possible	Mining operations until August 2035, 24 hours per day, 7 days per week Rail transportation of coal product to Newcastle Mod 6 – underground mining extension	No information
Uungula WF ** SSD-6687 Squadron Energy	400	38 km SW	DR	250	12	2024	24-30	Approved, in post approval (contracting and financing phase)	Likely	Will construct temporary workers' accommodation camp in Dubbo to house project construction workers.	Heavy: (240) + (16 + 10 OSOM) + (10) + 36 Light: 240 (400)
Spicers Creek WF #,** SSD-41134610 Squadron Energy	700	38 km NW	DR	250	12	2025?	24-30	Recommendation	Likely	Will construct temporary workers' accommodation camp in Dubbo to house project construction workers.	Heavy: 66 (106) Light: 320 (590)
Yarrabin Pumped Hydro**	810	38 km SW	DR and MWR	500?	Up to 50	2026	43	Prepare EIS	Unlikely	Propose temporary worker camp to house up to 500 workers	No information

Project	Capacity (MW)	Proximity (by road)	LGA	Workforce		Construction phase		Status	Construction overlap with Mayfair SF?	Other comments	Construction Traffic (trips per day (peak))																												
				Construction	Operation	Estimated start	Duration (months)			Potential cumulative impacts																													
SSD-59906794 ACEN																																							
Central-West Orana Transmission Line EnergyCo SSI-48323210	N/A	40 km E (approx. alignment)	WS, DR, MWR and UHS	Up to 1,800	Up to 12	Feb 2025	42	Approved – roadworks start late 2025	Likely	Two workforce camps to be constructed: <ul style="list-style-type: none">- Merotherie near the Merotherie Energy Hub to accommodate up to 1,200 people- Neelys Lane, Turill, to accommodate up to 600 people- Workers constructing worker camps would need to make use of locally-sourced accommodation (EnergyCo 2023d). <table><tr><th>Site</th><th>Light vehicle (traffic movements per hour)</th><th>Heavy vehicle (traffic movements per hour)</th><th>Total (traffic movements per hour)</th></tr><tr><td>Merotherie Energy Hub and Camp (main camp site)</td><td>40</td><td>30</td><td>70</td></tr><tr><td>Neeleys Lane Camp (satellite camp site)</td><td>32</td><td>24</td><td>56</td></tr><tr><td>New Wollar switching station</td><td>4</td><td>20</td><td>24</td></tr><tr><td>Elong Elong Energy Hub</td><td>4</td><td>20</td><td>24</td></tr><tr><td>Switching stations (typical)</td><td>12</td><td>1</td><td>13</td></tr><tr><td>Access gate (typical)</td><td>12</td><td>20</td><td>32</td></tr></table>	Site	Light vehicle (traffic movements per hour)	Heavy vehicle (traffic movements per hour)	Total (traffic movements per hour)	Merotherie Energy Hub and Camp (main camp site)	40	30	70	Neeleys Lane Camp (satellite camp site)	32	24	56	New Wollar switching station	4	20	24	Elong Elong Energy Hub	4	20	24	Switching stations (typical)	12	1	13	Access gate (typical)	12	20	32	Construction vehicle utilising the transmission line access gates would typically be limited to 32 vehicles per hour (12 light vehicles and 20 heavy vehicles) during the peak period
Site	Light vehicle (traffic movements per hour)	Heavy vehicle (traffic movements per hour)	Total (traffic movements per hour)																																				
Merotherie Energy Hub and Camp (main camp site)	40	30	70																																				
Neeleys Lane Camp (satellite camp site)	32	24	56																																				
New Wollar switching station	4	20	24																																				
Elong Elong Energy Hub	4	20	24																																				
Switching stations (typical)	12	1	13																																				
Access gate (typical)	12	20	32																																				
Valley of the Winds WF #, ** SSD-10461 ACEN	800	41 km N	WS	Up to 400	50		36-42	Recommendation	Likely	Will construct a temporary workers’ camp with a capacity of 400 beds to house construction workers.	Heavy: (72) Light: 506																												
Wollar SF SSD-9254 and Mod 4 (BESS capacity) Wollar Solar	290	42 km E	MWR	Up to 400	5	2023 – SF 2026 - BESS	12-18	Construction (commenced Feb 2023) Mod 4 – Prepare Mod Report	Unlikely	AES Stage 2 , AES Stage 3 , AES Stage 3b Source worker accommodation locally. Mod 4 – Changes to BESS capacity – no details available.	Heavy: 4 (180) Light: 120 80 bus trips																												
Bowdens Silver Mine SSD-5765 Bowdens Silver	N/A	45 km SE	MWR	Up to 248	124	2024?	18	Assessment	Possible	AES requested by MWRC	Phase 1 Heavy: 58 Light: 120 Phase 2 Heavy: 62 (266) Light: 200																												
Wilpinjong Coal Mine ** SSD-6764-Mods 2 and 3 Wilpinjong Coal Pty Ltd - Peabody	NA	46 km E	MWR	Unknown	Up to 625	Unknown	Unknown	Mod 2 Approved Mod 3 – prepare mod report	Possible	Open cut mining operations are undertaken 24 hours per day, seven days per week. Mod 2 – Temporary accommodation facility for up to 100 personnel (25 demountable 4-person accommodation buildings). Mine is required to facilitate rental tenancy of local mine-owned dwellings where it is safe to do so. WCPL leases around 40 dwellings to a combination of WCPL workforce and the private rental market including previous owners and members of the local community Mod 3 – Pit 3/8 extension – no details available Mining operations until end 2033	No information																												
Burrendong WF SSD-8950984 Ark Energy	400-500	54 km SW	DR and MWR	250	15	2025-2026	24-30	Response to submissions	Possible	Propose to source worker accommodation locally. SIA (App. S of EIS) states that a construction Workforce Housing and Accommodation Strategy will be developed in consultation with MWRC and DRC.	Heavy: 52 (+ 8 OSOM) Light: 250																												

Project	Capacity (MW)	Proximity (by road)	LGA	Workforce		Construction phase		Status	Construction overlap with Mayfair SF?	Other comments	Construction Traffic (trips per day (peak))
				Construction	Operation	Estimated start	Duration (months)			Potential cumulative impacts	
Liverpool Range WF # ** SSD-6696 (MP10-0225) Tilt Renewables Mod 1 application to be amended	432 – 1,008	55 NE	WS, MWR and UHS	550	78	Unknown	48	Approved	Likely	Currently seeking Commonwealth approval under a separate approvals process under the Environment Protection and Biodiversity Conservation Act 1999. Propose to build a temporary workforce accommodation camp 3 km east of Coolah to provide between 100 and 550 rooms over the 4-year construction phase. Approval application will be via a modification of Mod-1 to include the temporary workforce accommodation proposal.	Max 401 trips per day
Liverpool Range Quarry SSD-68063715 ARDG Deans Quarry Pty Ltd	N/A	55 NE	UHS	19	19	Unknown	36-48	Assessment	Possible	Construction and operations Mon-Sat 7 am to 6 pm. Source of construction materials for Liverpool Range WF.	No information
Bodangora WF MP10_0157 Iberdola	113	68 km west	DR	N/A - construction complete	Unknown	N/A	N/A	Approved and operational	No		Up to 10 light vehicles per day
Wellington North SF (and BESS) SSD-8895 and Mod-1 Lightsource BP	425 – SF BESS – unknown	73 km west southwest	DR	400	4	SF operational	18-24	Mod-1 BESS Prepare Mod Report	Possible	AES dated May 2022 available	Heavy: 102 Light: 34 Operation 6 trips a day
Goulburn River SF SSD-33964533 Lightsource bp	550 – SF 280 – BESS (2-hour, 570)	75 km east	UHS	Up to 350	Up to 10	Late 2024?	27	Approved	Likely	Will develop an accommodation, employment and procurement strategy in consultation with the council and stakeholders. EIS states it is likely non-local workers will source accommodation within a 60-minute commute of the site and mention Gulgong, Mudgee and Rylstone as possible accommodation locations.	15 shuttle buses Light: 120 Heavy: 110 (6-12 OSOM)
Wellington SF (and BESS) SSD-8573, Mods 1 – 3 Lightsource BP	200 - SF BESS – unknown	76 km west southwest	DR	unknown	3	2019	12	Operational Mod 3 – Prepare Mod Report	Mod 3 – possible	Wellington Solar is operational. Modification 3 – Changes to the BESS, is at the ‘prepare modification report’ stage in the planning process.	Operation 6 trips a day
Wellington South BESS SSD-27014706 AMPYR Australia	500 (2-hour, 1 GW)	76 km southwest	DR	Up to 100	Up to 2	Mid-2025	8 - 18	Approved	Likely	EIS states that much of the workforce will be sourced locally (including from Dubbo).	Light: 200 Heavy: 120 (20 OSOM)
Orana BESS SSD-45242780 Akaysha	400 (4-hour, 1.6 GW)	76 km southwest	DR	100 - 150	Up to 6	Sep 2024 Road upgrades Mar 2025 - BESS	12 - 18	Approved Mod 1 approved	Likely	EIS states that much of the workforce will be sourced locally where possible; an AES has been approved by DRC. Mod 1 – increase in development footprint.	Shuttle buses, light and heavy: 352 (6 OSOM)
Wellington Town BESS SSD-56623466 RWE	180 – BESS (4-hour, 720)	81 km southwest	DR					Withdrawn	No		
Apsley BESS SSD-35160796 ACEnergy	120 MW	84 km southwest	DR	50	5	2024?	5-8	Pre-construction	Possible	AES was proposed to be prepared in the EIS. No further information.	Light: 22 Heavy: 2
Crudine Ridge WF	135	85 km south	MWR	N/A - construction complete	Not stated	N/A	N/A	Operational from early 2022	No	Site is operational.	Operation max 30 trips per day

Project	Capacity (MW)	Proximity (by road)	LGA	Workforce		Construction phase		Status	Construction overlap with Mayfair SF?	Other comments	Construction Traffic (trips per day (peak))
				Construction	Operation	Estimated start	Duration (months)			Potential cumulative impacts	
SSD-6697. SSD-6697-Mod-1 Squadron Energy											
Maryvale SF SSD 8777	230 MW SF 230 MW BESS	89 km west	DR	400	10	Late 2024	12	Pre-construction	Possible	Likely to use local accommodation to service workforce housing needs	Light: 75 Heavy: 20

Candidate Foundation Generator for the CWO REZ

*Projects may share workforce

**Workforce to be accommodated in a workers’ camp