

Stubbo Solar Stage 2b

Accommodation and Employment Strategy



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Abbreviations

Abbreviation	Explanation
Accent	Accent Environmental Pty Ltd
AC	alternating current
ACEN	ACEN Australia Pty Ltd
AES	Accommodation and Employment Strategy
BESS	battery energy storage system
CEP	Community Engagement Plan
CoC	condition of consent
CWOREZ	Central West Orana Renewable Energy Zone
DC	Development Consent
DPE	Department of Planning and Environment (formerly DPIE)
DPHI	Department of Planning, Housing and Infrastructure (formerly DPIE)
DR	Dubbo Regional (refers to the LGA)
EIS	environmental impact statement
EMP	environmental management plan
EMS	environmental management strategy
FTE	full-time equivalent
km	kilometre
kV	kilovolt
LGA	local government area
m	metre
MW	megawatt
MWR	Mid-Western Regional (refers to the LGA)
MWRC	Mid-Western Regional Council
NSW	New South Wales
O&M	operations and maintenance
OEMP	Operations Environmental Management Plan
PCL	PCL Constructors Pacific Rim Pty Ltd
PCU	power conversion unit
PV	photovoltaic
Ramboll	Ramboll Australia Pty Ltd
RtS	Response to submissions

Abbreviation	Explanation
SF	solar farm
SSD	State significant development
SSI	State significant infrastructure
UHS	Upper Hunter Shire (refers to the LGA)
WF	Wind Farm
WS	Warrumbungle Shire (refers to the LGA)



1 Introduction

The Stubbo Solar project (the Project) is a 400 megawatt (MW) alternating current development with an allowance for future battery storage of up to 200 MW/2 hour. The project is located between Blue Springs Road and Barneys Reef Road, approximately 10 km North of Gulgong and 85 km east of Dubbo in New South Wales (NSW) (F).

ACEN Australia (ACEN) is the project owner and has engaged PCL Construction Pacific Rim Pty Ltd (PCL) as the engineering, procurement and construction (EPC) contractor to manage the works for the 400 MW AC solar project along with the operations and maintenance (O&M) work for the first two years of operation. Later, ACEN will appoint a subsequent long-term O&M Contractor.

A commitment was made by ACEN in the environmental impact statement (EIS) for the project to prepare an Accommodation and Employment Strategy (AES). On 29 June 2021, the Executive Director, Energy, Resources and Industry Assessments granted consent to the development application for the Stubbo Solar project subject to conditions, under delegation from the Minister for Planning and Public Spaces and section 4.38 of the *Environmental Planning and Assessment Act 1979* (the Act).

In a letter dated 24 August 2022, the Secretary approved the Applicant's proposal to develop the project in two stages, comprising:

- Stage 1: Road upgrades including construction of the main site access; and
- Stage 2: Construction of the solar farm.

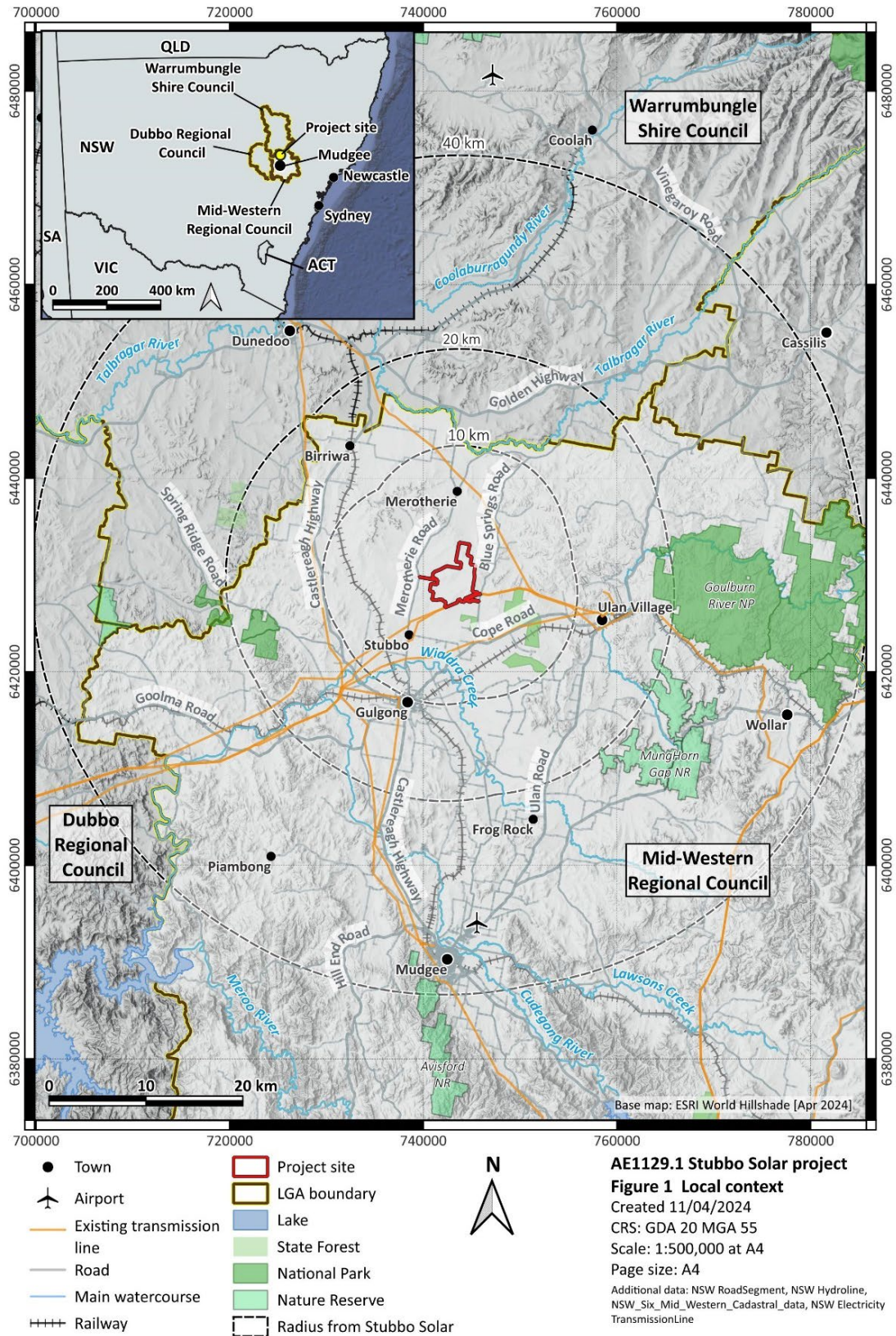
In a subsequent letter dated 10 May 2023, the Secretary approved the Applicant's request dated 8 May 2023 seeking the Planning Secretary's approval to revise the staging of the Stubbo Solar Project under Condition 3 of Schedule 4 of SSD-10452, and to develop the project in four stages comprising:

- Stage 1: Road upgrades (Blue Springs Road) and construction of the main site access.
- Stage 2: Solar project construction and operation including:

- Stage 2a: Construction and commissioning of the solar facilities including solar array, substation and all ancillary infrastructure, including the switchyard and transmission line connection to be constructed by Transgrid.
- Stage 2b: Operation of the Stubbo Solar project.
- Stage 3: Construction, commissioning and operation of the Battery Energy Storage System (BESS), including substation and switchyard expansion (within the development footprint).
- Stage 4: Decommissioning of the Stubbo Solar project at end of life.

PCL has engaged Accent Environmental Pty Ltd (Accent) to prepare this AES. The AES is for Stage 2b of Stubbo Solar, as approved by the Planning Secretary and in accordance with the consolidated consent for SSD-10452-Mod-1, dated 24/05/2024.

Figure 1 – Local context



1.1 Purpose and scope of this document

Environmental management plans (EMPs) describe how project-related actions might impact on various aspects of the environment (biophysical, social, economic) and set out clear commitments from the person or entity undertaking the action regarding impact avoidance, minimisation and management. EMPs also consider the impacts of other projects that may be occurring at the same time (i.e. cumulative impacts).

This Accommodation and Employment Strategy (AES) is a subplan of the Stubbo Solar Stage 2b Environmental Management Strategy (EMS) and in particular is a subplan of the Operations Environmental Management Plan (OEMP). The project management documentation hierarchy is shown in Figure 2.

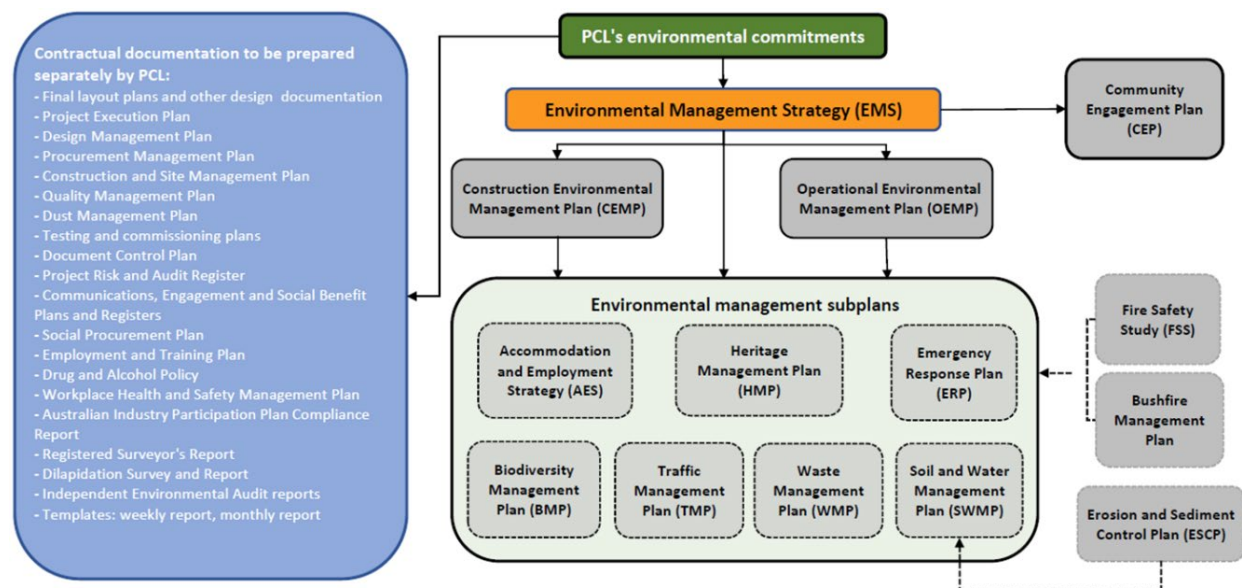
This AES sets out a framework to enable PCL and their contractors to meet their accommodation and employment obligations, to implement management best practices to identify, manage and mitigate environmental impacts during operation of the Stubbo Solar project. This AES will also continue the commitment made by ACEN to Mid-Western Regional Council (MWRC) to address the issue of accommodation and employment within the local government area (LGA).

This document covers the first two years of operation of the solar facilities constructed by PCL during Stage 2b of the project and will form the basis of the AES to be implemented by the subsequent long-term O&M Contractor. During operations phase, PCL will employ a subcontractor who will maintain the solar farm equipment which includes the substation. Transgrid will only take care of their switch yard.

For the purposes of this AES the following definitions apply;

- short-term accommodation: includes accommodation in temporary workers' accommodation camps, hotels, motels, self-contained units, serviced apartments, caravan parks/holiday parks and accommodation available through websites such as Airbnb and Stays, with a duration of up to 6 months
- long-term accommodation: includes rental properties and/or rooms such as privately-owned dwellings available under a formal lease agreement, boarding rooms in private residential dwellings, rooms in share houses (e.g., a co-renting agreement where shared spaces within a dwelling are separate from a private room), farm stays, caravan park and holiday park cabins, or the purchase of residential dwelling outright.
- commute radius: this applies primarily to Stubbo Solar site staff based on an ongoing basis at the site to reduce the risk of fatigue associated with commuting long distances from their residences to get to and from their usual work place. A maximum commute time of 60 minutes by motor vehicle to the site is selected to align with the NSW government's '*Fatigue Management: Guidance for the NSW mining, petroleum and extractives industries*' (NSW Resources Regulator 2019). This is applied to the personnel based on a full-time basis at Stubbo Solar. The commute radius is shown in Figure 4 and is used to determine the townships in which ongoing site personnel are likely to live.

Figure 2 – Schematic of environmental management documentation



1.2 Project overview

The Stubbo Solar project will generate energy through the conversion of solar radiation to electricity via photovoltaic (PV) modules (solar panels). The solar panels will generate direct current electricity that will be inverted to AC electricity via the use of power conversion units. The electricity output from the project will then be supplied to an existing 330 kilovolt (kV) transmission line (Line 79) operated by Transgrid.

ACEN has engaged PCL Constructors Pacific Rim Pty Ltd (PCL) as the O&M contractor for the two-year defects and liability period after commissioning.

After the two years of the operation of Stubbo Solar project, ACEN will appoint a long-term O&M Contractor. The operational responsibility of the project will then be transferred from PCL to the long-term O&M Contractor.

1.3 Project objectives

ACEN has established a number of objectives for the project which consider factors such as contribution to community, the environment and safety. These objectives include the following of particular relevance to the environmental management plans including this AES:

- zero injuries or environmental harm during construction and operation of the works
- design for the safety of people, livestock, fauna and flora, and the environment throughout the life of the solar project in accordance with good industry practices
- mutually beneficial relationships with host communities, First Nations and other stakeholders are in place throughout the life of the project
- host communities and First Nations are provided with opportunities to actively participate in and benefit from the project through employment, training, social procurement and investment
- minimise adverse social and environmental impacts on the local community and environment
- allow for future grazing, by sheep, within the solar project (post construction phase)

- contribute to Australia's transition to a clean energy future
- comply with all relevant conditions of consent (CoCs).

In accordance with Condition of Consent (CoC) 1 (Schedule 2) of the development consent (DC), in meeting the specific environmental performance criteria established under the DC, O&M Contractor will implement all reasonable and feasible measures to prevent and/or minimise any material harm to the environment that may result from the construction, operation, upgrading or decommissioning of the development (as relevant).

1.4 Strategic framework for environmental management

This AES is the key document outlining the requirements for the employment and accommodation of site personnel and contractors during operation. As shown in Figure 2, the AES falls under the Environmental Management Strategy (EMS) for the project. The EMS is an overarching document that provides a framework for managing project-related environmental risks (during both construction and operation) by:

- clearly setting out O&M Contractor's and Transgrid's environmental management obligations and the means by which they will be managed, implemented, monitored and reviewed
- systematically tracking and documenting compliance with the DC CoCs, EIS commitments, Response to submissions (RtS) report commitments, external regulatory requirements and internal policy obligations
- effectively communicating with external and internal stakeholders, including ACEN, regulators, the community, subcontractors and company personnel to achieve a high level of environmental management and ongoing, continuous improvement.

Note that in the context of this AES, EMS refers to the environmental management strategy rather than the more conventional Environmental Management System. This AES will be administered in accordance with the EMS and OEMP.

The EMS provides the means by which project-related environmental risks are managed. It achieves this by outlining the framework for:

- clearly setting out environmental management obligations and the means by which they will be managed, implemented, monitored and reviewed
- systematically tracking and documenting compliance with DC Conditions of Consent (CoCs), EIS commitments, RtS report commitments, Amendment report commitments, external regulatory requirements and internal policy obligations

effectively communicating with external and internal stakeholders, including ACEN, regulators, the community, subcontractors and company personnel to achieve a high level of environmental management and ongoing, continuous improvement.

1.5 AES objectives

The key objectives of the AES for Stubbo Solar Stage 2 are as follows:

- the continued preservation of MWR LGA's short-term hotel and motel accommodation noting there will be some use of these facilities in MWR LGA by people visiting the site for up to a week (e.g., auditors, specialist consultants, company executives, etc.)
- prioritisation of clusters of accommodation in Mudgee and Gulgong as well as further afield (if required) to minimise site-related operational traffic impacts on the local community

- prioritising the use of local accommodation within a 60-minute commute by motor vehicle to and from Stubbo Solar to reduce impacts on short-term accommodation demand
- reduce or avoid temporary housing stress impacts that may result from the project
- prioritise procurement and employment of local businesses and workers where available
- mitigate any cumulative impacts with CWOREZ project construction where practical, and
- monitor and adapt the AES throughout the operations phase regarding workforce needs, impacts on localities and in response to stakeholder feedback.

1.6 Roles and responsibilities

The roles and responsibilities relevant to this AES are provided in Table 1.

Table 1 – Roles and responsibilities

Role	Responsibility
ACEN Site Operations Manager (ACEN)	• Ensure that the AES is developed, implemented and maintained in accordance with the relevant development consent requirements • will demonstrate proactive support for environmental requirements, including ensuring sufficient resourcing for the Operation Team for the first two years of operation • will ensure the effective operation and maintenance of the Stubbo Solar project and undertake periodic environmental inspections, site inspections and audits as required by the OEMP and subplans
O&M Manager (PCL)	• Ensure the effective implementation of this AES during the operation of the Stubbo Solar project • will demonstrate proactive support for environmental requirements, including ensuring sufficient resourcing for the Operation Team for the first two years of operation • undertakes periodic environmental inspections, site inspections and audits, ensuring appropriate reporting is prepared in a timely fashion and provided to the relevant stakeholders (in accordance with the Stubbo Solar Stage 2b Community Engagement Plan (CEP) (Accent 2024)).
O&M Subcontractor's Supervisor/Coordinator (TBC)	• Will be responsible for Implementing all procedures and processes identified in this AES • reports all incidents and non-compliances and assists in investigations as required • will be responsible for regular monitoring of the operation activities and liaise with stakeholders, including regulatory agencies, the community and the council (in accordance with the Stubbo Solar Stage 2b CEP (Accent 2024)).
Contractor Community Liaison Officer (PCL)	Ensure any AES-related stakeholder and community engagement and monitoring is completed in a timely fashion with prompt reporting to the ACEN Australia Community Liaison Officer (in accordance with the Stubbo Solar Stage 2b CEP (Accent 2024)).
ACEN Australia Community Liaison Officer (ACEN)	Ensure that the AES is developed, implemented and maintained in accordance with the relevant development consent requirements together with implementing any actions identified by reports from the Contractor Community Liaison Officer.

Role	Responsibility
O&M Contractor Operations Manager (TBC)	- Will demonstrate proactive support for environmental requirements - ensure sufficient resourcing for the Operation Team after the first two years of operation - will lead the implementation of this AES ensures the effective operation and maintenance of the Stubbo Solar project and undertakes periodic environmental inspections, site inspections and audits.

1.7 Key stakeholders

The stakeholders during the operation of the Stubbo Solar project include regulators, project stakeholders and community stakeholders. Table 2 lists the key stakeholders.

Table 2 – Key stakeholders

Regulators	Project stakeholders	Community stakeholders
DPHI	ACEN	Host farms
Mid-Western Regional Council (MWRC)	PCL	Non-host farms
Registered Aboriginal Parties (RAPs)	Transgrid	Other neighbours
NSW Rural Fire Service (NSW RFS)	O&M Contractor – PCL for the first two years	Local business owners
Department of Climate Change, Energy, the Environment and Water Commonwealth (DCCEEW Cth)	O&M Contractor (after 2 years of operation) – To be determined by ACEN	Local employers
Department of Climate Change, Energy, the Environment and Water NSW (DCCEEW NSW)	Specialist subcontractors	Local suppliers
Transport of NSW (TfNSW)	Specialist consultants	Local employees
SafeWork NSW	Transport and logistics companies	Local accommodation providers
Forestry Corporation of NSW	Project financiers/ investors	
Essential Energy		

1.8 Structure of the AES

This AES is structured as follows:

- Section 1: provides an overview of the project management documentation hierarchy and the purpose and objectives of this AES.
- Section 2: provides a summary of the development consent conditions directly relevant to this AES together with relevant commitments made in the EIS and the Response to Submissions report together with an overview of the relevant guidelines, standards and guidance.

- Section 3: provides an overview of the project construction works together with operational activities and operational workforce requirements.
- Section 4: provides a brief regional profile underpinned with demographic and economic data together with a summary of short- and long-term accommodation available in the MWR LGA; the use of temporary workers' camp accommodation is discussed.
- Section 5: discusses the cumulative impacts of the project.
- Section 6: describes the accommodation strategy for both ongoing site employees and temporarily employed contractors.
- Section 7: describes the employment strategy for both ongoing site employees and temporarily employed contractors.
- Section 8: describes the code of conduct.
- Section 9: describes how the plan will be monitored, evaluated and updated.

1.9 Distribution of this AES

The AES will be submitted to the Department of Planning, Housing and Infrastructure (DPHI) and once approved, will be made available to ACEN, PCL and subcontractors. A paper copy will be available at the site office, and an electronic copy will be publicly available on the project website.

2 Statutory requirements

In accordance with CoC 2 (Schedule 2) of the DC, the Applicant will carry out the development:

- to be generally in accordance with the EIS; and
- in accordance with the conditions of this consent.

In accordance with CoC 3 (Schedule 2), if there is any inconsistency between the above documents, the most recent document must prevail to the extent of the inconsistency. However, the conditions of this consent must prevail to the extent of any inconsistency.

2.1 Conditions of consent

The CoCs from Schedule 2, Schedule 3 and Schedule 4 of the DC are listed in Table B1 in Appendix B of the EMS and Table B1 in Appendix B of the OEMP. A cross-reference is provided to the documentation in which they are addressed.

Schedule 3 (CoC 33) requires an AES to be developed in consultation with MWRC and to the satisfaction of the NSW Planning Secretary. This AES has been prepared in accordance with this requirement as shown in Table 3.

Table 3 – DC conditions in Schedule 3 relevant to this AES

No.	Condition	Reference
33	<i>Prior to commencing construction, the Applicant must prepare an AES for the development in consultation with Council, and to the satisfaction of the Secretary. This strategy must:</i>	This document
33a	<i>propose measures to ensure there is sufficient accommodation for the workforce associated with the development;</i>	Section 6.4
33b	<i>consider the cumulative impacts associated with other State significant development projects in the area and tourism activity;</i>	Section 5 and Appendix A
33c	<i>investigate options for prioritising the employment of local workers for the construction and operation of the development, where feasible; and</i>	Section 7.4
33d	<i>include a program to monitor and review the effectiveness of the strategy over the life of the development, including regular monitoring and review during construction.</i>	Section 9

2.2 Commitments in EIS and associated documentation

The EIS was prepared by Ramboll (2020). The commitments in the EIS which apply to the Stubbo Solar Stage 2a AES (Accent 2022a) include the relevant management and mitigation measures set out in Table 20-1 of the main EIS report and the Response to Submissions (RtS) report (Ramboll 2021). There were no relevant AES-related commitments in the Amendment report. Though most of these measures apply to the construction phase, some are also relevant to the operations phase. The EIS and RtS measures are shown in Table 4.

Table 4 – Relevant commitments in the EIS and RtS report

No.	Condition	Reference
SIA1	<i>An Accommodation and Employment Strategy will be developed and implemented for the project in consultation with Mid-Western Regional Council. This strategy will:</i>	This AES
	<i>consider various workforce scenarios assuming the construction period overlaps with other major projects and considering peak tourism activity</i>	Not applicable
	<i>propose measures to manage workforce accommodation to minimise the effects of non-local hires during construction on short-term accommodation availability and the local housing market</i>	Not applicable
	<i>include a code of conduct for the projects workforce, particularly to avoid anti-social behaviour at peak construction and align with Mid-Western Regional Council's existing industry agreements</i>	Section 8
	<i>to the extent possible and within ACEN's control, consider the cumulative impacts associated with other State significant development projects in the area, including nearby mines</i>	Section 5 and Appendix A
	<i>investigate options for prioritising the employment of local workers for the construction and operation of the project, where feasible and appropriate given the required skills and experience</i>	Section 7.4
	<i>include a program to report measures undertaken or implemented in line with the strategy include a program to monitor and review the effectiveness of the strategy over the life of the project, including regular monitoring and review during construction</i>	Section 9
	<i>include detailed information regarding the number of beds and types of accommodation to be utilised monthly for the period of construction.</i>	Not applicable
SIA2	<i>A community benefit share fund will be developed. Community projects needing funding will be identified and prioritised based on potential project impacts and in collaboration with representatives of the local community and Mid-Western Regional Council.</i>	Ongoing – refer to the ACEN website Social Investment Program*
SIA3	<i>Investigation will be undertaken into the value of investment in local tertiary training institutions to address skills shortages were identified during the development of the Accommodation and Employment Strategy. Where value is identified and a strategy is defined, investment will be targeted through the community benefit share fund.</i>	Ongoing – refer to the ACEN website Social Investment Program*
SIA4	<i>During development of the Accommodation and Employment Strategy, further consultation with local short-term accommodation providers will be undertaken to identify and where appropriate secure, accommodation for the non-local portion of the construction workforce.</i>	Not applicable
SIA5	<i>During development of the Accommodation and Employment Strategy, further consultation with local employment service providers will be undertaken to identify and where appropriate secure, local hires.</i>	Section 7.4

*Stubbo Solar web page Social Investment Program hyperlink:
<https://acenrenewables.com.au/project/stubbo-solar/>

In addition, there are a number of post-approval documents comprising correspondence between ACEN (then UPC Renewables Australia), Department of Planning and Environment (DPE) and Council that have bearing on the approvals and management of the project. These

documents included the staging request letter and DPE acceptance (see Section 1.5 of the EMS).

2.3 Key legislation

Legislation and planning documents relevant to the Stubbo Solar project are described in Appendix C of the EMS.

PCL will maintain a register of relevant environmental laws, both state and federal, and ensure that the register is kept up to date.

2.4 Planning documents, guidelines and standards

A list of the main planning documents, guidelines and standards relevant to the AES include are provided in Table 2.3 of the Stubbo Solar Stage 2a AES.

Additional documents include:

- MWRC SSD/SSI proponent toolkit which is available upon request; MWRC has developed documentation 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.
- Temporary and Seasonal Workers' Accommodation toolkit; a new planning framework and guidelines to help regional councils plan housing for temporary and seasonal workers is currently under development. The incorporation of 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, streamlining the approvals process whilst reducing project delays and associated costs.

2.5 Other documents

This operational AES also draws information from the following:

- the Stubbo Solar Stage 2a AES (Accent 2023a)
- EIS (Ramboll 2020), particularly Sections 5 (Consultation) and 16 (Socio-economic)
- Community Engagement Plan Stubbo Solar Stage 2a (Accent 2023b).

3 Project description and operation

The Stubbo Solar project will operate for approximately 35 years. The site's lifespan may extend up to 50 years should the PV modules be replaced during operations. Any extension in the operational lifespan of the site will be contingent upon the granting of relevant permissions.

The solar modules will operate during daylight hours, seven days per week, 365 days a year. The infrastructure installed on site includes:

- approximately 800,000 single axis tracking PV modules
- approximately 70 power conversion units (PCUs)
- onsite substation containing two main transformers and associated switchgear
- transmission infrastructure including up to 33 kV overhead and/or underground electrical reticulation; and connection from the substation to the existing 330 kV transmission line (Line 79) operated by Transgrid.

It is expected that a battery energy storage system (BESS), either DC-coupled or AC-coupled, will be constructed and operated on site as part of a future stage of project development (Stage 3).

3.1 Site facilities and services

Stubbo Solar project facilities include:

- a site compound area
- a substation
- solar panel infrastructure
- an office / amenities and
- parking area for staff and contractors.

3.1.1 Site Access

Site is accessed through two points; one from Blue Springs Road to the east of the development footprint and the other, for emergency use only, from Barneys Reef Road to the west.

3.1.2 Signage

Signs providing information to access, site control, charging structure, operating hours and waste acceptance will be displayed at the site entrance and other prominent on-site locations. On site signs providing information relating to environmental and Work Health and Safety issues (e.g. solar panels, chemicals, electrical hazards etc.) will be also prominently displayed and maintained in a visible and readable condition.

3.1.3 Site security and fencing

A security fence around the perimeter of the site has been installed, the fence is approximately 1.8 m in height as a security and safety measure. Barbed wire and other deterrents may be used along the fence line where required.

An alarm system and security cameras have been installed to ensure the site remains secure at all times.

3.1.4 Lighting

Appropriate security lighting will be installed as required. Lighting will be restricted to the minimum required for operational safety and security, and lighting fixtures will include shielding to minimise light spill.

3.1.5 Parking

During operation, parking for up to 11 vehicles has been allocated at the operation and maintenance building.

3.2 Maintenance activities and workforce

The solar project along with all the infrastructure will be monitored remotely from an off-site location. A specialist operator will visit the site if there are any operation or performance issues. Activities at the project that will be part of a routine maintenance program will generally be limited to:

- equipment, cabling, substation and communications system inspection, maintenance and testing, and repair and replacement as required.
- fence, access and internal road, and control room maintenance and management.
- possible solar PV module washing on an as-needed basis.
- vegetation (fuel load), weed and pest management.
- security monitoring.

Stubbo Solar workforce numbers (over 450 during the peak construction period) will be dramatically reduced as the development transitions from Stage 2a (construction) to Stage 2b (operation). Eight to 12 full-time equivalent (FTE) employees will be required during operation and ongoing maintenance of the solar project. Additional workers may be required onsite depending on the specific activities which could increase the onsite workforce number to 15-20 personnel. These additional workers will be required onsite from time to time and will comprise visiting contractors and specialist technicians providing skills such as vegetation management, pest control, equipment repair, panel cleaning, landscaping and auditing services.

3.3 Land Management

A Land Management Contractor will be engaged by the O&M Contractor to undertake routine land management and inspection tasks. The Land Management Contractor will attend the site on a regular basis to perform the following maintenance tasks:

- rubbish removal
- regular watering where required
- replace or adjust plant stakes and tree guards
- replace missing unhealthy or dead plants
- report any evidence of theft or vandalism
- report all instances of pests and diseases
- fuel load management
- weed management.

3.4 Sheep grazing

During the operation, sheep grazing will be allowed and this activity will be inspected and monitored as required by the land management contractor in accordance with the Grazing Management Plan appended to the Biodiversity Management Plan.

3.5 Hours of operation

The project site will generally be crewed during normal working hours (8 am to 6 pm), five days a week.

In accordance with CoC 16 (Schedule 3) of the DC, unless ACEN and the applicable authority agree otherwise, PCL and Transgrid will comply with the hours outlined in Table 5 for any upgrading or decommissioning activities.

As per CoC 16, the following construction, upgrading or decommissioning activities may be undertaken outside these hours without the approval of the Planning Secretary:

- the delivery of materials as requested by the NSW Police Force or other authorities for safety reasons; or
- emergency work to avoid the loss of life, property and/or material harm to the environment.

Table 5 – Hours of operation

Day	Normal working hours
Monday to Friday	7:00 am - 6:00 pm
Saturday	8:00 am - 1:00 pm
Sundays	at no time on Sundays
NSW public holidays	at no time on NSW public holidays

3.6 Operation and maintenance of plant and equipment

In accordance with Schedule 2, CoC 9, PCL will ensure that all plant and equipment used on site, or in connection with the development, is:

- maintained in a proper and efficient condition
- operated in a proper and efficient manner.

3.7 Indicative site maintenance schedule

Indicative site maintenance activities together with their frequency are shown below.

All maintenance activities (schedules and unscheduled) with their frequencies are detailed in the O&M agreement). Activities at the project that will be part of a routine maintenance program will generally be limited to:

- daily monitoring of the site operation and power generation
- inspection of electrical equipment
- testing of electrical equipment
- inspection and verification of structural assemblies

- calibration of sensors
- replacement of faulty equipment
- buildings maintenance
- equipment cleaning including washing of solar panels
- inspection of roads, culverts and perimeter fencing
- vegetation management
- maintenance of erosion and sediment controls
- site Housekeeping
- HSE inspections
- security monitoring.

4 Regional profile

4.1 Regional context

Stubbo Solar is located in the MWR LGA. MWRC states the following regarding the LGA (MWRC 2024):

- there is a diverse and growing economic base
- major industries include mining, agriculture, construction, retail and tourism, soon to be joined by renewable energy and its associated services as approved SSD projects progress through construction to operation
- there is a skilled workforce and strong business services sector.

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.

Gulgong is 14 kilometres (km) south of the project (by road) and is the closest town to the project. Mudgee, 43 km south of the site, is the regional service centre in MWR LGA, supporting the surrounding townships and the region's diversified economy. As of the Australian Bureau of Statistics (ABS) 2021 Census, the MWR LGA had 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 (ABS 2021b). The other towns located within a 60-minute commute radius from the project site (the study area), have populations of less than 1000 persons.

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.

The Wallerawang Gwabegar railway runs north to south through Mudgee and Gulgong. Currently, this is operational between Wallerawang to Rylstone and between Gulgong and Binnaway. The Sandy Hollow Gulgong railway runs east from Gulgong to Sandy Hollow and is a cross-country link between the Main North Line and the Gwabegar Line. The Gulgong Maryvale railway runs from Gulgong to the west; however, construction has not been completed and was the subject of a feasibility study in 2020 (Transport for NSW 2020).

The MWR LGA also forms part of the Central West Orana Renewable Energy Zone (CWOREZ). Stubbo Solar is one of approximately 33 State Significant Development (SSD) renewable energy projects either proposed, approved or under construction in the CWOREZ, with approximately 17 of these projects being located in the MWR LGA. Information regarding these SSDs is provided in Appendix A. There are also several mining industry SSD applications currently lodged in the NSW planning system which will also require workforce, accommodation, goods and services if approved. There are 3 large coal mines close to Stubbo Solar and one silver mine (Bowdens Silver) to the south; their summary information is shown in Table 6.

Table 6 – Summary of mining activity in MWR LGA

Mine	No. employees	Area (ha)	Extraction limits	Location	Operations
Ulan	660	7,820	20 M tonnes/pa	25 km NE Gulgong	24/7
Moolarben	650	2,790	16 M tonnes/pa	25 km NE Gulgong	24/7
Wilpinjong	700	2,800	16 M tonnes p/a	48 km NE Mudgee	24/7
Bowdens Silver	228	422	2 M tonnes p/a	30 km E Mudgee	24/7

A summary of general demographic, economic, employment and housing data for the MWR, Dubbo Regional (DR) and Warrumbungle Shire (WS) LGAs is provided in Appendix B. A summary of indicative travel times between the site and local towns is provided in Table 7.

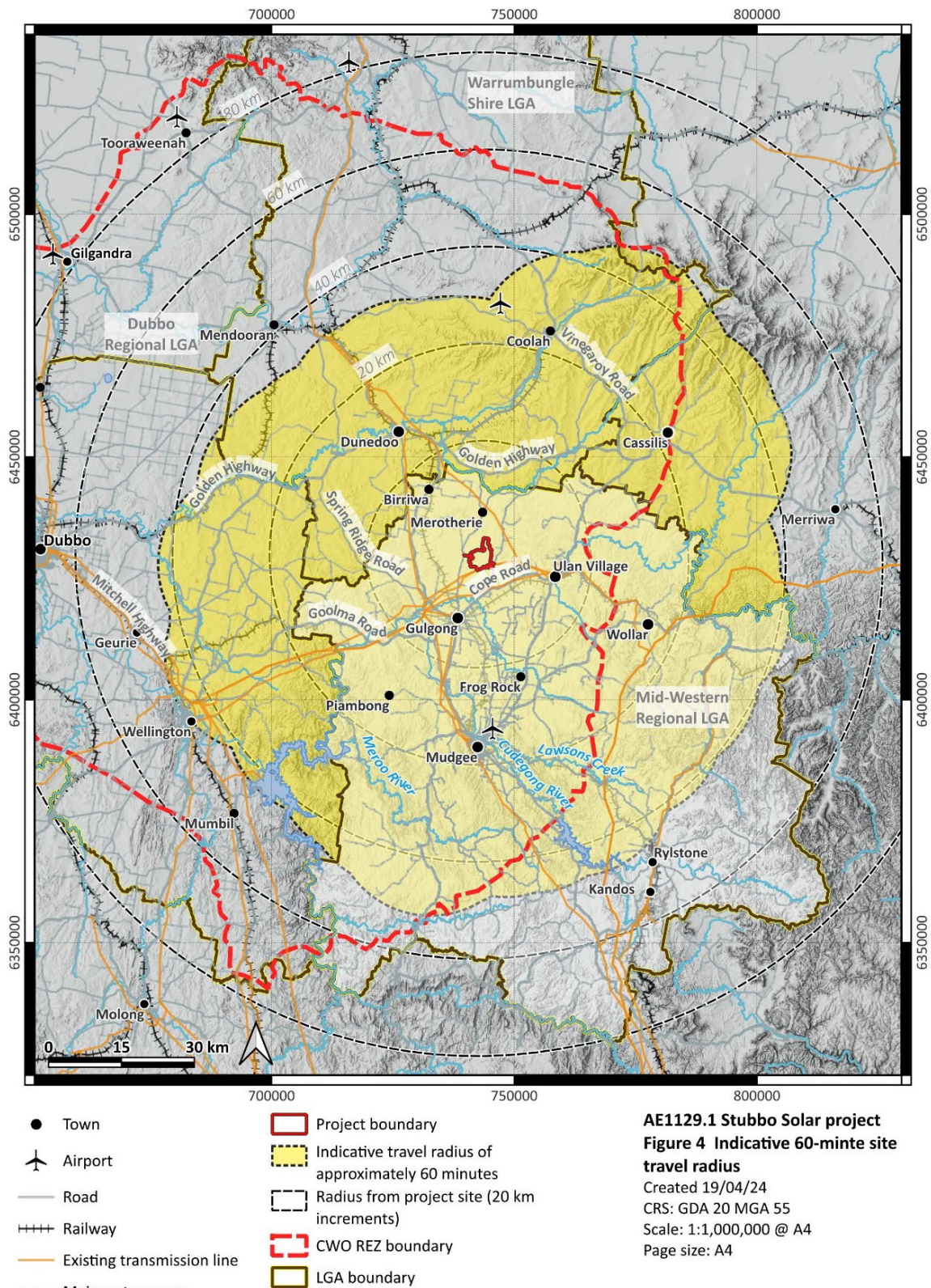
Table 7 – Localities, and distances and travel time to Stubbo Solar

Town	Travel time (approx.)	Distance by road (km)
Gulgong	16 minutes	14
Ulan Village	20 minutes	19
Merotherie	27 minutes	27
Birriwa	31 minutes	46
Frog Rock	32 minutes	41
Mudgee	34 minutes	43
Wollar	35 minutes	47
Dunedoo	46 minutes	58
Cassilis	56 minutes	59
Coolah	62 minutes	87
Wellington	65 minutes	88
Rylstone	68 minutes	100
Merriwa	68 minutes	103
Maryvale	68 minutes	96
Geurie	82 minutes	103
Dubbo	88 minutes	128

Data source: Google Maps

The indicative travel time and distance radius defined in Section 1.1 is shown in Figure 3

Figure 3 – Indicative 60-minute travel radius to Stubbo Solar



Base map: ESRI World Hillshade [Apr 2024]
 Additional data: NSW RoadSegment, NSW Hydroline, NSW_Six_Mid_Western_Cadastral_data, NSW ElectricityTransmissionLine.
 Isochrone generated using TravelTime platform and modified using QGIS vector geoprocessing tools.

4.2 Workforce

Stubbo Solar Stage 2b will require 8-12FTE employees for the operation and maintenance of the project. Additional workers may be required onsite depending on the specific activities being undertaken which may temporarily increase the onsite workforce number to 15-20 personnel.

4.2.1 ABS Census workforce data

Australian Bureau of Statistics (ABS) data suggest that there are adequate numbers of suitably skilled and qualified workers in the MWR LGA (see Appendix B). The required skills include managers, professionals, technicians and trades workers, clerical and administrative workers, machinery operators and drivers and labourers.

4.2.2 Local workforce

MWRC representatives have stated during the Stubbo Stage 2a AES consultation process that the availability of skilled workers in the LGA 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 the renewable energy projects in the CWOREZ as well as other smaller scale proposed or approved projects in the region.

Due to the large number of SSD and State Significant Infrastructure (SSI) projects currently undergoing the planning approvals process, there will likely be increased competition for the limited local skilled workforce and it is possible that workers will need to be attracted from further afield.

Operational roles at Stubbo Solar may require personnel including (Clean Energy Council 2024):

- asset manager
- control room operator
- electrical engineer
- electrical superintendent
- high voltage operator/engineer
- HSQE manager/officer
- mechanical/mechatronics engineer
- operation and maintenance manager
- power systems engineer
- renewable energy engineer
- SCADA engineer
- solar farm technician – electrical/mechanical.

Various contractors will also be required on site from time to time including:

- PV panel inspection, replacement and cleaning services
- land and site management services including weed control, waste management, pest management, livestock management, fencing maintenance and repairs; drainage management, vegetation screen maintenance

- independent auditing services.

4.2.3 Workforce training programs

Programs are currently underway to upskill and train workers to facilitate their potential employment in the renewable energy sector. For instance, 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*' program, 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.

Renewable energy courses currently being offered by TAFE NSW include (TAFE NSW 2024):

- Principles of electrical engineering
- Grid-connected solar PV systems design accreditation
- Wind energy conversion systems
- Foundation studies in renewable energy and sustainability
- Energy storage systems
- Renewable energy engineering.

ACEN Australia's Social Investment Program provides funding for initiatives which contribute to building communities and economies. Funding may be sought for various actions and activities including those that enhance education, training and employment resources and opportunities (ACEN 2024b).

4.3 Accommodation outlook

The Energy Corporation of NSW (EnergyCo) is a statutory authority established to lead the delivery of the CWOREZ. 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 housing and accommodation (EnergyCo 2023). During the time of publishing the community impacts and benefits report, EnergyCo was working with 11 Candidate Energy Generators, 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 2021b).

MWRC has requested that short-term accommodation (hotels and motels) used to service the growing tourism industry be preserved for that purpose and that construction workers should seek alternate accommodation. MWRC will not support SSD applications which indicate an intent to accommodate workers in short term accommodation within the MWR LGA. Therefore, renewable energy proponents with projects within the MWR LGA are actively exploring alternate accommodation options to house their construction personnel.

It is likely that any operational personnel to be based at Stubbo Solar will either be locally sourced and therefore already accommodated locally or be sourced from further afield. In this latter instance, it is likely that such personnel will seek local accommodation from the rental market or purchase a dwelling. The following subsections provide an overview of the prevailing accommodation markets in MWR LGA, and also in WS and DR LGAs.

4.3.1 Long-term accommodation

As of the ABS Census 2021, there were 9,638 occupied private dwellings (85% of all dwellings) and with 1,704 unoccupied (15%) in the MWR LGA (ABS 2021c). A proportion of the unoccupied dwellings will be let as holiday accommodation on platforms such as Airbnb and Stayz.

Personnel recruited to work at Stubbo Solar may wish to either rent or purchase a dwelling depending upon their personal circumstances. The following sections provide a summary of dwellings for rent and for sale in the local area.

4.3.1.1 Local rental market

This section provides an overview of the local rental market as of April 2024.

The rental vacancy rate is defined as the percentage of rentals in a defined area that are vacant. A vacancy rate of less than 3% indicates a tight rental market with a prevailing undersupply of rental properties. Rental markets with a rental vacancy rate of 3% are generally considered to be well balanced between supply and demand (NSW Government 2021). The vacancy rates for various localities in the MWR, WS and DR LGAs are shown in Table 8.

Table 8 – Managed property vacancy rates in quarter 1 2024

Town	LGA	Jan 2024	Feb 2024	Mar 2024	No. Real Estate agent offices	No. rental properties available in April 2024
Gulgong	MWR	3.1%	5.1%	1.6%	3*	10
Mudgee	MWR	1.9%	3.0%	2.4%	10*	36
Dunedoo	WS	4.6%	3.7%	3.7%	1	6
Cassilis	WS	0.0%	0.0%	0.0%	0	0
Wellington	DR	2.6%	2.0%	4.2%	5	37

Sources: SQM Research 2024 and *List of Services in the Mid-West Region (MWRC 2023)

The data shown in Table 8 suggests that the rental markets remain relatively tight with few rental properties available, though Dunedoo and Wellington appear to be the exception to this trend. There are rental properties available. The mean weekly rental costs are shown in Table 9.

Table 9 – Summary of rental dwellings available in April 2024

Town	2-bedroom house	3-bedroom house	4-bedroom house	1-bedroom unit	2-bedroom unit	3-bedroom unit
Gulgong	Unavailable	\$500/wk	\$600/wk	Unavailable	Unavailable	Unavailable
Mudgee	\$430/wk	\$520/wk	\$600/wk	\$290/wk	\$400/wk	\$480/wk
Dunedoo	Unavailable	Unavailable	Unavailable	Unavailable	Unavailable	Unavailable

Town	2-bedroom house	3-bedroom house	4-bedroom house	1-bedroom unit	2-bedroom unit	3-bedroom unit
Cassilis	Unavailable	Unavailable	Unavailable	Unavailable	Unavailable	Unavailable
Wellington	\$300/wk	\$380/wk	\$400/wk	Unavailable	\$290/wk	Unavailable

Source: realestate.com.au/nsw

The data provided in Table 9 – suggests that rental dwelling costs in Gulgong and Mudgee are similar where data is available, with Wellington having the lowest rental costs. No data was available for Dunedoo or Cassilis.

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) (EMM 2022). Competition for rental properties caused by an influx of non-local construction personnel may result in market forces driving up weekly rental costs. MWRC representatives have reported an instance of vulnerable community members being displaced from a rental property by renewable energy project personnel (pers. comm. 2024).

4.3.1.2 House-share

A search on Flatmates.com.au on 16 April 2024 yielded no rooms available in Gulgong, Kandos, Rylstone, Dunedoo, Coolah or Cassilis, however, the following listings were found:

- three listings for Mudgee (\$160-\$350/wk)
- one listing for Wellington (\$160/wk)
- 20 listings for Dubbo (\$150-\$350/wk).

During an Employment Information Day held in Gulgong on 20 April 2023, 31 local private homeowners expressed an interest in letting a room to a non-local construction worker. This information was recorded on an accommodation register and could be a possible source of accommodation for Stubbo Stage 2b personnel dependent upon their personal circumstances.

4.3.1.3 Local property market

A desktop survey of the local property market was conducted on 16 April 2024. A summary of the findings is shown in Table 10.

Table 10 – Summary of the median price and number of dwellings for sale in the local area

Town	2-bedroom house	3-bedroom house	4-bedroom house	1-bedroom unit	2-bedroom unit	3-bedroom unit
Gulgong	\$-/1	\$595K/7	\$665K/5	Unavailable	Unavailable	Unavailable
Mudgee	\$485K/6	\$610K/32	\$753K/30	Unavailable	\$401K/6	\$538K/3
Dunedoo	\$-/1	Unavailable	\$-/1	Unavailable	Unavailable	Unavailable
Cassilis	Unavailable	\$-/1	Unavailable	Unavailable	Unavailable	Unavailable
Wellington	\$254K*/5	\$300K/36	\$359K*/6	Unavailable	Unavailable	\$-/1

Source:

*Median prices based on past periods from 2022-2023

At the time of the desktop survey, 13 dwellings were on the market in Gulgong, with 77 properties in Mudgee, 2 properties in Dunedoo, 1 property in Cassilis and 48 properties in Wellington. The data in Table 10 shows that properties in Wellington cost the least of the towns surveyed, with Mudgee being the most expensive, closely followed by Gulgong.

4.3.2 Short-term accommodation

This section provides a summary of the potential short-term accommodation options that may be sought but Stubbo Solar contractors who are not local to the area.

Short-term accommodation may be required by specialist professionals offering services that may not be locally available. In such circumstances, it is possible that these workers may require short-term accommodation for short periods (e.g. up to 5 working days). It is likely that such workers would seek to be accommodated as close as possible to Stubbo Solar. It is therefore likely that such personnel would seek to be accommodated in Gulgong, Mudgee or Dunedoo.

4.3.2.1 Hotels, motels, holiday parks and Airbnb accommodation

A random selection of local (Mudgee-Gulgong) accommodation providers were surveyed in early 2023 as part of the Stubbo Solar Stage 2a management drafting documentation process to assess typical availability (Accent 2023a). All respondents stated that they generally operate at high occupancy rates (60-80%) Monday through Thursday, with occupancy rates increasing (trending towards 100%) at weekends, indicating competition for short-term accommodation in the area is high. The survey identified 1,825 short-term accommodation rooms in the MWR, WS 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.

Advanced scheduling of routine maintenance works will enable the coordination of works to reduce the risk of overlap with known local major events and enable the booking of accommodation well in advance. It is likely that the numbers of maintenance personnel will be low compared to construction personnel numbers.

A list of short-term accommodation venues is provided in Appendix C.

A summary of short-term accommodation venue numbers is provided in Table 11.

Table 11 – Summary of local short-term accommodation

Town	Hotels	Motels	Holiday parks	B&B	Airbnb	Total
Gulgong	0	0	1	3	3	7
Mudgee	2	0	3	7	54	66
Dunedoo	1	1	1	9	2	14
Casillis	0	1	0	0	0	1
Wellington	2	5	1	1	0	9

4.3.2.2 Temporary workers' accommodation camps

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 (EnergyCo2023). At the state-level, the DPE has drafted the *Temporary and Seasonal Workers' Accommodation Kit* (DPE 2023) which facilitates planning provisions to enable the construction of temporary worker camps.

This factor, coupled with the need to preserve short-term accommodation for the local tourism industry, has prompted renewable energy project developers in the area to embrace innovative solutions to the construction personnel accommodation issue. One solution is the construction of self-contained. Self-sufficient mining-style temporary workers' accommodation camps.

A typical temporary workers' accommodation camp will be comprised of demountable accommodation, administrative, medical, catering, laundry, maintenance and recreational buildings together with utilities and services to cater for workers' housing and recreational needs whilst simultaneously minimising negative impacts on local communities. These camps may include 'hot bed' rooms; such rooms are let on a short-term basis to cater for visiting contractors who may require accommodation for a few nights.

Various proposed renewable energy projects currently undergoing the planning approval process and are located within the MWR LGA are proposing temporary workers' accommodation camps to accommodate construction workers. These are summarised in Table 12 below.

Table 12 – SSD projects proposing the construction of a temporary workers' accommodation camp

Project	SSD/SSI No.	Camp size (No. construction workers)	Status
Mayfair Solar Farm (SF) (Elgin Energy)	SSD-60077458	Up to 150	Prepare EIS
Birriwa SF (ACEN Australia)	SSD-29808870	500 workers with a scalable capacity of up to 1000 workers. Workers from Birriwa SF and Narragamba SF will be accommodated at this facility.	Assessment
CWO Transmission Line (EnergyCo)	SSI-48323210	Up to 1,800 across 2 camps; Merotherie (1,200 workers) and Neeleys Lane, Turill (600 workers)	Assessment
Narragamba SF (ACEN Australia)	SSD-60575715	400 (camp to be shared with Birriwa workforce)	Prepare EIS
Yarrabin Pumped Hydro (ACEN Australia)	SSD-59906734	500	Prepare EIS
Tallawang SF and Battery (RES)	SSD-23700028	420 – may share accommodation facility and workforce with the Barneys Reef Wind Farm project	Respond to submissions, prepare amendment report
Barneys Reef Wind Farm (RES)	SSD-24106966	340 – construction workers may use the Tallawang Solar Farm temporary workers' accommodation camp	Prepare EIS

Project	SSD/SSI No.	Camp size (No. construction workers)	Status
Sandy Creek SF (Lightsource bp)	SSD-41287735	Up to 350	Prepare EIS
Uungala WF (Squadron Energy)	SSD-6687	Up to 250	Determination
Spicers Creek WF (Squadron Energy)	SSD-41134610	Up to 590	More information required

4.3.2.3 Birriwa Solar temporary workers' accommodation

ACEN is proposing to construct a temporary workers' accommodation camp on the south-eastern side of Barneys Reef (approximately 1 km south of EnergyCo's Merotherie hub). The camp will preserve local short-term accommodation for the tourism industry, house construction workers for 2 ACEN renewable energy projects, and provide local contracting and employment opportunities (ACEN 2024c).

The camp, while operational, may provide 'hot bed' facilities to enable the accommodation of short-term workers i.e. a designated number of rooms to be kept available for motel-style short stays of 1 to 5 nights to accommodate workers with very short duration contracts. These rooms could be potentially available to short-term contractor workers servicing Stubbo Solar.

4.4 Community facilities and services

There are a variety of community services available in the region. These are provided in Appendix D.

4.5 Tourism

The Mid-Western Regional Economic Development strategy has identified tourism as a significant component of the local economy (NSW Government 2023)

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 2024). 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). The area is known to attract 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 estimates there are approximately 3,200 short-term rooms in the LGA with an average occupancy rate of 80% (2,560 beds) (EMM 2022).

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. MWRC will not support renewable energy SSD applications which indicate the intent to utilise local short-term accommodation to house construction workforces.

There are various annual events in the region (listed below), some of which can cause spikes in visitor numbers. For instance, up to 10,000 beds are required for the NRL matches held in the MWR LGA (with two matches in 2023; the Charity Shield and match in April). 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). Annual events in the MWR LGA include:

- February - Rylstone/Kandos Show, Gulgong Show, NRL Charity Shield
- March – Mudgee Show
- May – Mudgee Classic cycle event
- June – Henry Lawson Festival (Gulgong), Gulgong Cup Races
- July – Small Farm Field Days (Mudgee)
- August – Mudgee Running Festival
- September – Mudgee Food and Wine Month
- October – Gardens of Mudgee, Sculptures in the Garden
- November – Rylstone Street Festival

A calendar of events is provided in Appendix E. The scheduling of Stubbo Solar maintenance activities requiring contractors from beyond the MWR LGA boundary will take the events calendar into consideration to reduce impacts on short-term accommodation availability to enable ongoing servicing of the growing local tourism industry.

5 Cumulative impacts

Cumulative impacts may occur if the construction phases of nearby major projects overlap in part, or in full of each other. Potential cumulative impacts due to large-scale projects running concurrently have been considered in the Stubbo Solar EIS (Ramboll 2020) and for the Central-West Orana REZ (EnergyCo 2023). Impacts can include competition for local accommodation and services (negative), economic benefits, investment in local communities and the possible migration of skilled workers to the area to work across consecutive projects (positive).

A list of projects in close proximity to Stubbo Solar are provided in Appendix A. The transition of Stubbo Solar from the construction phase to the operation phase will effectively reduce the site's cumulative negative impacts to the MWR LGA. However, given the number of SSD and SSI projects either in the planning process, in the pre-construction process or currently under construction, the project will have to compete with other projects for workforce and their potential accommodation. Various actions are proposed in Sections 6 and 7.

Cumulative impacts are difficult to predict accurately as they are based on indicative data provided in publicly available project-related documentation. As projects evolve, this data (e.g. construction start time, duration and workforce numbers, can change. The transition of a project from the planning application phase to construction is contingent upon successfully gaining planning approval, completing the pre-construction phase and securing financial close.

6 Accommodation strategy

There will be a significant reduction in the number of personnel onsite following the closeout of the construction phase (i.e. from more than 450 personnel to an expected maximum of 20 personnel).

6.1 Accommodation requirements

6.1.1 Personnel employed on long-term contracts

Stubbo Solar Stage 2b will require 5-8 personnel who will be based at the site. These workers will oversee the day-to-day operations on site. They will be either employed on long-term contracts (e.g. during the post-construction two-year defect liability period which includes operation and maintenance) or will be employed with ongoing contracts.

6.1.2 Contractors and specialist technicians

A variety of contractors and specialist technicians will be required to complete activities contributing to the ongoing servicing and maintenance of Stubbo Solar in accordance with the O&M Agreement. Contractors and technicians may also be required to perform non-routine maintenance. Maintenance activities include, but may not be limited to vegetation control, fence repair, track maintenance, PV panel cleaning, repair and replacement, substation maintenance, O&M building maintenance. Contractors and technicians who cannot be locally sourced will be sourced from further afield and may therefore require local short-term accommodation.

6.2 Accommodation action plan

6.2.1 Long-term employment contracts and/or ongoing personnel

Any personnel employed on long-term contracts (e.g. 12 months duration or more) and ongoing personnel to be based at Stubbo Solar, if not local to the area, will relocate and either seek a local rental dwelling or purchase a property locally, within a 60-minute commute of Stubbo Solar. These personnel will have no impact on the local short-term accommodation.

6.2.2 Short-term Contractors and specialist technicians

Every endeavour will be undertaken to source contractors and specialist technicians locally to reduce accommodation requirements as such personnel would already be locally accommodated. It is likely that due to the number of renewable energy projects either in the planning approvals system, in pre-construction or construction phases, market forces will drive the establishment of local contractors and specialist technicians with the necessary qualifications, skills and experience to perform the operations and maintenance services required for utility-scale renewable energy installations. This will reduce the need to source such workers from further afield, thereby further reducing site-related short-term accommodation requirements.

6.3 Challenges and opportunities

6.3.1.1 Challenges

Based on the accommodation overview in Section 4.3 and the potential cumulative impacts from other local SSDs currently in the planning approvals process of in the pre-construction or construction phases, accommodation-related constraints and opportunities have been identified and are listed below.

- the preservation of short-term accommodation to meet the demands of the local tourism industry
- potentially high ongoing occupancy rates for short-term accommodation servicing the local growing tourism industry
- low vacancy rates for long-term accommodation in Gulgong and Mudgee (Section 4.3.1.1) may impact personnel on long-term employment or ongoing employment contracts
- competition with other projects for short-term and long-term accommodation when several local large-scale projects due to partly or completely overlapping construction schedules (though this impact should be reduced if temporary workers' accommodation camp planning applications are approved)
- competition with other priorities for accommodation, for example, tourism during events and peak periods (see events list in Appendix E).

6.3.1.2 Opportunities

Opportunities include:

- optimising the sourcing of local operations and maintenance contractors and specialist technicians to minimise associated negative impacts of Stubbo Solar's short-term accommodation needs over its operational life
- the relatively accurate prediction of contractor activities and workforce numbers and therefore, associated potential short-term accommodation requirements, in accordance with Stubbo Solar's operation and maintenance schedule, to ensure the schedule avoids periods of high tourist demand for short-term accommodation
- the possibility to tie into other nearby accommodation and employment strategies for ACEN renewable energy projects (i.e. Birriwa Solar and Narragamba Solar) regarding accommodation options for Stubbo Solar contractors and specialist technicians as needed
- the possibility of accommodating Stubbo Solar contractors and specialist technicians at the Birriwa Solar temporary workers' accommodation camp (if planning approval is granted) to avoid the use of local short-term accommodation where practicable
- the possibility of establishing a commercial relationship with one or more short-term accommodation providers in Gulgong to secure short-term accommodation as needed for contractor personnel providing operation and maintenance services for Stubbo Solar.

6.3.2 Accommodation objectives

The key objectives of the AES for the Stubbo Solar development are:

- PCL, their subcontractors and any subsequent O&M contractors will facilitate the preservation of MWR LGA's short-term hotel and motel accommodation by prioritising short-term accommodation by:
 - making use of local temporary workers' accommodation camps where practicable (subject to room availability)
 - the use of short-term accommodation in other localities such as Dunedoo and Wellington, noting there will be some use of these facilities in MWRC by people visiting the site for up to a week (e.g., auditors, specialist consultants, company executives, etc.)
- coordination of the maintenance schedule to avoid peak tourism events and periods where practicable

- prioritise use of local accommodation within a 60-minute drive from the project site to reduce impact on short-term and long-term accommodation demand
- reduce or avoid housing stress impacts that may result from the project
- prioritise procurement and employment of local businesses and workers where available
- monitor and adapt the accommodation strategy throughout the construction phase regarding workforce needs, impacts on localities and in response to stakeholder feedback.

6.4 Action plan and mitigation strategies

As the operational workers will be limited with a maximum expected number of 20 employees, no specific mitigation measures are required as part of AES. The actions described in Table 13 are proposed to support local and prioritise accommodation providers, businesses and local employment and minimise any negative impacts such as a reduction in tourist accommodation availability, during the operational phase of Stubbo Solar. Any information recorded during the construction of the project (Stage 2a) in relation to the table below will form the basis for the operational phase (Stage 2b).

Table 13 – Operational Accommodation strategies

ID	Matter	Mitigation measure	Action	Responsible party	When	Compliance record
AES 01	Accommodation strategy required	Prepare accommodation strategy as required by Schedule 3 Condition 33 of the development consent.	Draft AES in consultation with MWR LGA.	Principal (ACEN) and Operations contractor (PCL) O&M contractor (TBC)	Prior to operation	This AES
AES 02	Implement AES and update as required	Implement approved AES throughout project.	Review and update AES as required.	Principal, Operations Contractor (PCL), Site Administrator, Operational personnel O&M contractor (TBC)	Prior to and during operation	Compliance measures include but are not limited to: - this AES - evidence showing the attainment of accommodation and employment targets - zero accommodation and employment-related complaints in the complaints and grievances register
AES 03	Accommodation – personnel employed via long-term or ongoing contracts	Full-time operational site staff will secure long-term accommodation in the region.	Leasing or purchase of long-term local accommodation for site-based personnel in consultation with Gulgong/Mudgee real-estate	Operations contractor (PCL) full-time staff O&M contractor (TBC)	Prior to and during operation	Lease/purchase records
AES 04	Preservation of local short-term accommodation	Optimise the employment of local workers and	Prioritise and select workers and subcontractors that can	ACEN, Operations	Prior to and	Continue to maintain a report on workers and subcontractors and include proportion of jobs filled by

ID	Matter	Mitigation measure	Action	Responsible party	When	Compliance record
	to service the growing tourist industry	contractors to minimise accommodation requirements.	demonstrate a large proportion of workers live in the MWR LGA.	contractor (PCL) O&M contractor (TBC)	during operation	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 ACEN, PCL and MWRC
AES 05	Accommodation – contractors and service technicians	Optimise accommodation opportunities with other local ACEN projects	Liaise with personnel implementing the Birriwa Solar and Narragamba Solar AESs to monitor and determine the availability of local short-term accommodation as accommodation demand requires, particularly with regard to the ACEN temporary workers' accommodation camp near Merotherie (if approved)	Operations contractor (PCL) O&M contractor full-time staff	Prior to and during operation	Internal interaction records Temporary workers' camp resident records.
AES 06	Accommodation – contractors and service technicians	Ongoing communications with stakeholders	Maintain ongoing communications with stakeholders including MWRC for example by participating in established AES-related meetings e.g. for Birriwa Solar and Narragamba Solar	Operations Contractor (PCL) full-time staff O&M contractor (TBC)	Prior to and during operation	Meeting attendance records/minutes. Correspondence with stakeholders
AES 07	Accommodation – contractors and service technicians	Ongoing monitoring of potential Stubbo Solar accommodation requirements	Monitor accommodation needs in accordance with the planned maintenance schedule up to 6 weeks in advance together with key regional tourism events to identify and mitigate periods of potential conflict well in advance.	Operations Contractor (PCL) full-time staff O&M contractor (TBC)	Prior to and during operation	Planned maintenance schedule. MWRC events calendar. Records of Stubbo Solar contractor and service technician accommodation forecasts.

7 Employment strategy

ACEN and PCL employment and procurement strategies are devised to generate positive social outcomes together with the efficient delivery of goods, services and works. Wherever possible, workers and businesses from the local and regional area will be prioritised for employment and contracting opportunities with the project to help maximise the benefits for local communities. To facilitate this, ACEN and PCL provide opportunities for local businesses to register their interest in providing goods and services to the project.

The consultation already undertaken with MWRC and available Small Area Labour Market data shows that overall unemployment is low in the area (1.3% in MWR LGA as of September 2023, as shown in Appendix B) (Jobs and Skills Australia 2024). MWRC has indicated there is a shortage of skilled workers within the LGA and it may be a challenge to meet aspirational local worker targets. Nevertheless, ACEN and PCL propose to implement the strategies listed in Table 14 – and as described below to prioritise the employment of local workers for the operation of the Stubbo Solar project. The operations and maintenance roles that may be required by Stubbo solar are described in Section 4.2.2.

7.1 Workforce requirements

Stubbo Solar will require 8-12 FTE personnel to be based at the site. There may be additional personnel required to complete the specific routine and non-routine activities. This will make up to 15-20 personnel on-site based on activities to be completed. The operations and maintenance roles that may be required by Stubbo solar are described in Section 4.2.2. The workforce estimates exclude personnel required for non-routine maintenance.

Measures are underway to upskill the local workforce to provide them with the prerequisite skills required to undertake roles in the renewable energy industry (see Section 4.2.3).

7.2 Goods and services requirements

The goods and services that may be required by Stubbo solar are described in Section 4.2.2. Consumables including PV panels, replacement electrical parts and consumable items such as filters serving power conversion units will be required from time to time.

7.3 Employment action plan

7.3.1 Challenges and opportunities

Based on the employment overview in Section 4.2, employment-related challenges and opportunities have been identified and are listed below.

7.3.1.1 Challenges

Challenges to fill the various operational roles at Stubbo Solar include:

- likely insufficient supply of suitably skilled and experienced workers
- competition with other local renewable energy projects for local the limited workforce and contractor resources
- ensuring potential contractors demonstrate relevant skills and experience and a cultural fit with ACEN and PCL.

7.3.1.2 Opportunities

- workers in the MWR LGA (local study area) have professional and trades skills aligning with the project's operational needs
- ethical and inclusive procurement and employment (such as employment of women, Aboriginal and Torres Strait Islander people, or people with disabilities)
- use of the Supply Nation registry to identify Indigenous businesses who provide project-relevant goods and services
- possible funding or supporting employment-related community schemes such as:
 - micro-credentials – short-course training to partly address regional skills shortages and provide pathways to longer term employment
 - local employment initiatives, such as job readiness programs, apprenticeships and traineeships, education scholarships
 - work experience programs for secondary-school students.
- Possibility of up-skilling the local workforce on the project with on- and off-the job training to enhance opportunities for further employment in the growing renewable energy industry
- The continued use of the ICN Gateway to advertise for project personnel and project-related goods and services
- market forces will likely drive the establishment of suitably skilled and experienced contractors and specialist technicians to service the multiple renewable energy projects that may be built in the MWR LGA and surrounds
- the possible recruitment of suitably skilled workers and contractors from other local ACEN renewable energy projects (if approved) including Birriwa Solar and Narragamba Solar.

7.3.2 Objectives and targets

The objectives and targets from the Stubbo Solar Stage 2a AES (Accent 2022a) will be applicable to this AES as far as practicable and are as follows:

- PCL, their subcontractors and any subsequent O&M contractors will ensure compliance with ACEN's Industry and Aboriginal Participation Plan Stubbo Solar (ACEN 2021)
- engaging 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 construction, and on an 'as needed' basis during the operation phase, communicating the timing of upcoming maintenance 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
- ensuring regional residents are made aware of employment opportunities and lead contractors are encouraged to hire regional residents where they have the required skills and experience and can demonstrate a cultural fit with the organisation through mechanisms including the project site webpage (<https://acenrenewables.com.au/project/stubbo-solar/>)
- prioritising the procurement of goods and services from regional and Indigenous businesses, and social enterprises
- providing workforce participation opportunities for regional, Indigenous and minority groups through employment and training streams, supporting the development of a skilled local workforce with sustainable career paths in the renewable energy sector

- participation in business group meetings, events or programs in the regional community designed to make regional businesses aware of upcoming contracting opportunities and requirements
- ensuring communities are fully informed in a timely manner regarding contractor and procurement opportunities associated with the project
- continuing to explore and create workforce participation opportunities for underrepresented communities (including women, Aboriginal and Torres Strait Islander peoples, people with a disability, long-term unemployed and young people) through employment and training streams to support the development of a skilled labour force; targets include:
 - a target of at least 15% of the workforce will be comprised of underrepresented groups
 - at least 1.5% of the FTE workforce will be comprised of Aboriginal people and/or Torres Strait Islanders
 - at least 1.5% of the contract value will be subcontracted to Aboriginal-owned businesses
 - ACEN is working with the project's eight Registered Aboriginal Parties. Mudgee Local Aboriginal Land Council, CWOREZ First Nations Working Group, NSW Indigenous Chamber of Commerce, Supply Nation and Aboriginal Employment Services
- employing 100% locally sourced people and contractors for the operational phase of the project where practicable
- creating training and skills development opportunities for the region to address potential skills gaps in the growing renewable energy industry, supporting the development of a skilled local workforce with sustainable career paths in the renewable energy sector and support supply chain development by prioritising the procurement of goods from Australian and New Zealand suppliers, the procurement of environmentally sustainable goods and services and invest in innovation.

7.4 Actions and mitigation strategies

The actions described in Table 14 are proposed to support local employment and prioritise the procurement of local goods and services and minimise any negative project-related impacts during the operational phase of Stubbo Solar. Any information recorded during the construction of the project (Stage 2a) in relation to the table below will form the basis for the operational phase (Stage 2b).

Table 14 – Operational Employment strategies

ID	Matter	Mitigation measure	Action	Responsible party	When	Compliance record
AES 08	Employment strategy required	Prepare AES as required by development consent.	Draft AES in consultation with MWR LGA.	Principal (ACEN), Operations contractor (PCL), O&M contractor (TBC)	Prior to operation	This AES and evidence of consultation with MWRC and DHPI
AES 09	Employment strategy	Implement approved AES and relevant updates throughout project.	Monitor, document and maintain recruitment records. Assess against employment targets where applicable.	Principal (ACEN), Operations contractor (PCL), O&M contractor (TBC)	Prior to and during operation	Personnel contracts Personnel induction records Records of employment assessment against relevant targets
AES 10	Local employment	Maximise visibility of operational job opportunities.	Maximise employment and retention of local workers by: - engaging local labour hire companies with a strong local presence and connection with local residents - engaging with Mudgee Aboriginal Land Council and other local Indigenous organisations (e.g., Three Rivers Regional Assembly - https://trra.community/) to confirm key employment agencies / labour hire companies - engaging with the specialist Indigenous employment agencies to understand the	Principal (ACEN), Operations contractor (PCL), O&M contractor (TBC)	Prior to and during operation	Communication records (emails, letters, records of phone calls) Employment, contracting and procurement session attendance registration Employment contracts indicating origin of employee (i.e., local or non-local)

ID	Matter	Mitigation measure	Action	Responsible party	When	Compliance record
			size of the potential Aboriginal and Torres Strait Islander labour pool and to identify strategies to secure participation.			
AES 11	Local employment and skills development	Maximise local worker component of the site workforce.	Targeted local recruitment campaigns. Funding for micro-credentialling programs that offer short-course training outcomes to meet regional skills shortages and provide pathways to longer term employment. 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. Work experience programs for secondary education students. Funding for secondary level education scholarships and other education and employment pathways programs. Participation in industry forums and events aimed at	Principal (ACEN), Operations contractor (PCL), O&M contractor (TBC)	Prior to and during operation	Recruitment campaign records Project employment records Funding records Program records, meeting records Work experience HR records Funding and project documentation

ID	Matter	Mitigation measure	Action	Responsible party	When	Compliance record
			generating interest for secondary students to pursue a career in renewable energy.			
AES 12	Local employment	Continue relationship with Mudgee TAFE to provide workforce training as required.	Maintain ongoing dialogue with Mudgee TAFE regarding training opportunities to discuss skills gaps and to promote local employment and participation in the renewables industry.	Principal (ACEN), Operations contractor (PCL), O&M contractor (TBC)	Prior to and during operation	Meeting records
AES 13	Local procurement	Ensure local suppliers and workforce have visibility over opportunities.	Hosting of supplier forums to provide information about upcoming tenders. Establish and maintain online registration portal for local businesses to register their interest.	Principal (ACEN), Operations contractor (PCL), O&M contractor (TBC)	Prior to and during operation	Forum records Online register records Local newspaper articles and notices
AES 14	Local procurement	Include selection criteria for sub-contractor selection process to prioritise the employment of at least 10% local contractors from the MWR LGA and beyond.	Establish and implement contractor relevant selection criteria and weighting to prioritise locally sourced contractors and businesses. Review workforce requirements and sub-contractor requirements against forecast needs and AES targets annually.	Operations contractor (PCL), O&M contractor (TBC)	Prior to and during operation	Maintain register of employees and sub-contractors to report on: 1) proportion of jobs filled by residents of MWR LGA 2) proportion of sub-contractors appointed with businesses registered in the MWR LGA 3) proportion of subcontractors demonstrating Indigenous ownership or employment

ID	Matter	Mitigation measure	Action	Responsible party	When	Compliance record
						4) proportion of jobs filled by underrepresented groups 5) proportion of jobs filled by Aboriginal people and/or Torres Strait Islanders 6) proportion of contract value applied to the cost of education, training or capacity building for Aboriginal staff or businesses directly contributing to the contract 7) proportion of jobs filled by apprentices.

8 Code of conduct

The code of conduct provided in Section 10 of the Stubbo Solar AES Stage 2a will continue to apply to all Stubbo Solar operational personnel and subcontractors and is provided in Appendix F.

9 Inspections, monitoring and auditing

During the operation of the site, there will be continuous inspections, monitoring and auditing by the O&M Contractor of routine site operations as well as non-routine maintenance activities and upgrade works.

All reports, reviews, and audits will be carried out in accordance with the OEMP and maintained by the Site Manager and will be made available on request to the appropriate personnel and authorities. Results will be used to review management techniques to ensure compliance with the DC.

9.1 Auditing

The O&M Contractor will conduct regular internal and external audits of management controls to monitor compliance with this AES in accordance with the audit program in Section 6.2 of the OEMP. The first internal and external audits will be conducted within three months of starting operations. All audit actions will be resolved by the responsible entity/contractor providing evidence that the action has been completed. If subcontractors are conducting the audits, they will communicate the results of the audits to the O&M Contractor on a regular basis.

9.2 Complaints management

Any AES-related complaints will be managed in accordance with Section 6.7 of the CEP.

9.3 Records management

Records management will be as outlined in the CEMP. There will be a transition process at the end of construction during which all records including complaints and enquiries will be transferred from PCL/Transgrid to ACEN for long-term record maintenance.

9.4 Review and improvement

Review is a critical element of environmental management systems and involves a formal evaluation of the adequacy of the environmental management plans (including this OEMP) and documents – taking into account any new environmental issues, legislation, changing circumstances and continual improvement. Accordingly, this AES will be reviewed and updated one year after the commencement of operations upon the appointment of the long-term O&M Contractor, every five years thereafter during the operational phase, as outlined in Section 6.5 of the OEMP. In addition, the AES will be reviewed and updated prior to any upgrading or decommissioning activities. Moreover, the AES will be reviewed and, if necessary, revised in the event of an incident, submission of an audit report, or modification to the conditions of the consent.

10 References

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Appendix A – Summary of SSDs in the region

Project	Capacity (MW)	Proximity (by road)	LGA	Workforce		Construction phase		Status	Construction overlaps with Stubbo Solar operations?	Other comments & potential cumulative impacts
				Construction	Operation	Estimated start	Duration (months)			
Mayfair SF	60	18 km (16 min)	MWR	Peak of 150	Up to 3	Q3 2025	12	Prepare EIS	Possible	
Birriwa SF	600 – SF 600 – BESS (2-hour, 1.2 GW)	49 km (36 min)	MWR	SF – up to 800, average 360, BESS up to 170	Up to 20	End 2025?	SF - 28 BESS - 16	Assessment	Possible	
CWO Transmission Line	N/A	Various	WS, DR, MWR and UHS	Up to 1,800	Up to 12	2025?	42	Assessment	Possible	
Narragamba SF	320	31 km (25 min)	MWR	400	10	Q4 2025	20-24	Prepare EIS	Possible	
Yarrabin Pumped Hydro	810	90 km (90 min)	DR and MWR	500?	Up to 50	2026	43	Prepare EIS	Possible	
Tallawang SF and Battery	500	23 km (21 min)	MWR	380 FTE with peak of 420 estimated in Aug 2027	10	2nd half of 2026	34	RtS	Possible	
Barneys Reef WF	441	35 km (25 min)	MWR	340	10	2025?	28	Prepare EIS	Possible	
Sandy Creek SF	750 – SF 750 – BESS (4-hour, 3 GW)	51 km (40 min)	DR / WS	50-200 with a peak of up to 700	15	?	24	Prepare EIS	Possible	
Uungula WF	400	96 km (70 min)	DR	250	12	2024	24-30	Construction	Possible	

Project	Capacity (MW)	Proximity (by road)	LGA	Workforce		Construction phase		Status	Construction overlaps with Stubbo Solar operations?	Other comments & potential cumulative impacts
				Construction	Operation	Estimated start	Duration (months)			
Spicers Creek WF	700	60 km (47 min)	DR	250	12	2025?	24-30	Pre-construction	Possible	
Ulan SF	50 - SF 50 – BESS (4-hour, 200)	19 km (18 min)	MWR	120	4	unknown	8-12	Prepare EIS	Possible	
Orana WF	524 – WF 100 - BESS	55 km (39 min)	WS and MWR	Peak 580	12	2025	30	Prepare EIS	Possible	
Avonside SF	400 - SF 400 - BESS	49 km (38 min)	WS	Up to 300	15	Unknown	12-24	Prepare EIS	Unknown	
Bellambi Heights SF and Battery Energy Storage System	200 – SF 200 - BESS	21 km (17 min)	MWR	80-100	8	End 2025?	Up to 21	Approved, two modification applications underway	Possible	
Mavis SF and BESS	250	21 km (17 min)	MWR	No details available as of 30 Nov 2023	Unknown	Unknown	Unknown	Prepare EIS	Possible	
Beryl Battery Energy Storage System	100 (2-hours, 200)	20 km (16 min)	MWR	40	Unknown	Jan 2025	12	Assessment	Possible	
Beryl SF	110	20 km (16 min)	MWR	N/A	Not stated	Operational	N/A	Operational	No	
Dapper SF	300 - SF	53 km (42 min)	DR / WS	Up to 350	15-20	2025?	18-24	Prepare EIS	Possible	
Cobbora SF	700 – SF 200 - BESS	50 km (37 min)	DR / WS	Up to 700	15	2025?	24	Prepare EIS	Possible	

Project	Capacity (MW)	Proximity (by road)	LGA	Workforce		Construction phase		Status	Construction overlaps with Stubbo Solar operations?	Other comments & potential cumulative impacts
				Construction	Operation	Estimated start	Duration (months)			
Wellington Town BESS	180	89 km (65 min)	DR	50	3	Q2 2024	9-18	Withdrawn	No	
Wellington South BESS	500	82 km (59 min)	DR	100	Unknown	May 2023	18	Construction	Yes	
Orana BESS	400	84 km (59 min)	DR	100-150	6	2024	12-18	Construction	Yes	
Maryvale SF	230 – SF 230 - BESS	94 km (66 min)	DR	150	10	2024	14	Pre-construction	Possible	
Valley of the Winds WF	800	34 km (33 min)	WS	400	50	2024	24-42	Pre-construction	Possible	
Dunedoo SF	55	64 km (44 min)	WS	100	3	2024	10-12	Pre-construction	Possible	
Piambong WF	551 100 - BESS	33 km (26 min)	MWR	400	12-15	2026	30	Prepare EIS	Possible	
Goulburn River SF	550	70 km (58 min)	UHS	350	10	2024	27	Construction	Yes	
Wollar SF	290	55 km (44 min)	MWR	500	5	2024	12-18	Operational, modification application underway	Possible	



Appendix B – Summary demographic and economic data

LGA	MWR LGA	DR LGA	WS LGA	NSW
Area (km ²) ¹	8,752	7,536	12,380	809,400
Functional Economic Region (FER) ²	Mid-Western FER	Central Orana FER	Castlereagh FER	N/A
Seat of Council ¹	Mudgee	Dubbo	Coonabarabran	N/A
Population ³	25,713	54,922	9,225	8,072,161
Projected population to 2041 ⁴ (and Annual % change)	29,649 (+0.77% pa)	63,599 (+0.78% pa)	7,598 (-0.89% pa)	9,872,934 (+0.95% pa)
Population median age (years) ³	42	36	46	39
Aboriginal and/or Torres Strait Islander	6.8%	16.6%	10.7%	3.4%
Population in the workforce (people aged 15 years and over) ³	11,895 (57.8%)	26,334 (60.7%)	3,619 (47.2%)	3,874,012 (58.7%)
Unemployment rate (Sep 2023)	1.3% ^{5a}	2.2% ^{5a}	2.8% ^{5a}	3.2% ^{5b}
Gross Regional Product ⁶ (GRP, \$billion)	\$3.436 B	\$4.0 B	\$0.516 B	\$643.145 B (Gross State Product)
Economic output ⁶ (\$billion)	\$6.545 B	\$7.901 B	\$0.957 B	\$1.302 trillion
GRP per capita	\$133,616	\$72,515	\$55,038	\$86,121
GRP per worker	\$293,246	\$149,444	\$166,106	\$191,519



LGA	MWR LGA	DR LGA	WS LGA	NSW
Largest output generating sector ⁶ (\$billion)	Mining (\$3.659 B)	Construction (\$1.374 B)	Agriculture, forestry and fishing (\$0.327 B)	Manufacturing (\$187.226 B)
Largest exporting sector	Mining \$3,477 M	Manufacturing \$531.9 M	Agriculture, Forestry and Fishing \$288.7 M	Financial and insurance services \$45,823 M
Largest employment sector ⁶	Mining (2,217 jobs)	Health care and social assistance (5,391 jobs)	Agriculture, forestry and fishing (900 jobs)	Hospitals (except Psychiatric Hospitals) 153,159 jobs
Median weekly income ³	\$1,486	\$1,597	\$1,068	\$1,434
Median weekly rent ³	\$330	\$300	\$200	\$330
Median monthly mortgage repayments ³	\$1,671	\$1,755	\$922	\$1,733
New house approvals 2021-22	109 (23 in 20-21)	283 (380 in 20-21)	6 (5 in 20-21)	29,443 30,493 in 20-21)
SEIFA Index of Relative Socioeconomic Disadvantage (IRSD) score and ranking ⁶	960 (218/544)*	967 (239/544)*	913 (82/544)*	N/A
Total number of homeless people as of 2021 ⁷	43	241	33	35,011
Businesses (as of June 2023)⁵				
Non-employing	1,817	3,470	824	512,985
1-4 employees	791	1,399	316	265,273
5-19 employees	288	588	90	75,883
20-199 employees	52	135	3	20,652

LGA	MWR LGA	DR LGA	WS LGA	NSW
>200 employees	3	0	1	2,752
Total number of businesses	2,951	5,592	1,234	877,545
Employment statistics³ (expressed as percentages of the population)				
Worked full-time	57.1	62.1	55.9	55.2
Worked part-time	31.9	28.3	31.7	29.7
Away from work	7.9	6.0	6.4	10.2
Directly relevant occupation groups³				
Managers	1,591	3,133	882	536,820
Professionals	1,607	4,648	463	952,131
Technicians and trade workers	1,998	3,556	353	436,589
Clerical and administrative workers	1,110	3,158	277	480,612
Machinery operators and drivers	1,473	1,580	238	222,186
Labourers	1,298	2,692	526	300,996

Sources:

1. LGA website
2. NSW Government webpage – <https://www.nsw.gov.au/regional-nsw/regional-economic-development-strategies#toc-functional-economic-regions-fers>
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4. NSW Government -Planning web page - <https://www.planningportal.nsw.gov.au/populations>
- 5a. Jobs and Skills Australia – Small Area Labour Markets – September Quarter 2023
- 5b. Parliament of New South Wales – Electorate data: Unemployment and JobSeeker estimates (September 2023)
6. REMPlan web site (REMPPLAN 2023), ABS 2013, ABS 2016a and ABS 2018
7. ABS 2021b Census - <https://www.abs.gov.au/statistics/people/housing/estimating-homelessness-census/2021>

*544 LGAs in Australia ranked in order of Socio-Economic Indexes for Areas for the Index of Relative Socio-economic Disadvantage most disadvantaged to least disadvantaged

Appendix C – Accommodation List

Accommodation search – Stubbo Solar – April 2024

Note: inclusion or exclusion from this list does not predicate endorsement.

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)					
Gulgong Tourist Park	8 Goolma Road, Gulgong	(02) 6374 1294	Caravan Park	19	15 powered sites – would need to book early
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	

Establishment	Address	Phone No.	Type	No. rooms/ bedrooms	Further information
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	

Establishment	Address	Phone No.	Type	No. rooms/ bedrooms	Further information
Units on Robertson	36 Robertson Street, Mudgee	None provided	Unit	1	
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	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	

Establishment	Address	Phone No.	Type	No. rooms/ bedrooms	Further information
immediately below					
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	

Establishment	Address	Phone No.	Type	No. rooms/ bedrooms	Further information
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
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

Establishment	Address	Phone No.	Type	No. rooms/ bedrooms	Further information
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
8th 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	

Establishment	Address	Phone No.	Type	No. rooms/ bedrooms	Further information
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.
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

Establishment	Address	Phone No.	Type	No. rooms/ bedrooms	Further information
					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

Establishment	Address	Phone No.	Type	No. rooms/ bedrooms	Further information
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.au/
Akuna Motor Inn and Apartments	109-111 Whylandra Street (Newell Highway), Dubbo	(02) 6885 4422	Motel	16	Website: https://www.akunamotorinn.com.au/

Establishment	Address	Phone No.	Type	No. rooms/ bedrooms	Further information
All Seasons Motor Lodge	78 Whylandra Street, Dubbo	(02) 6882 6377	Motel	19	Website: https://allseasonsmotorlodge.com.au/
Amaroo Hotel	81 Macquarie 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.img-hotels.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

Establishment	Address	Phone No.	Type	No. rooms/ bedrooms	Further information
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	51	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.endeavourcourtmotel.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/

Establishment	Address	Phone No.	Type	No. rooms/ bedrooms	Further information
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

Establishment	Address	Phone No.	Type	No. rooms/ bedrooms	Further information
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/
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-

Establishment	Address	Phone No.	Type	No. rooms/ bedrooms	Further information
					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/

Establishment	Address	Phone No.	Type	No. rooms/ bedrooms	Further information
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.img-hotels.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

Establishment	Address	Phone No.	Type	No. rooms/ bedrooms	Further information
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
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/

Establishment	Address	Phone No.	Type	No. rooms/ bedrooms	Further information
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 – List of Services in Mid-Western Region

List of Services in the Mid-Western Region



25/10/2023	Mudgee	Gulgong	Kandos	Rylstone
Council offices	1	1	0	1
Post Office	1	1	1	1
Police Station	1	1 open part time	1 open part time	1 open part time
Fire Services	1 fire + rescue 1 volunteer	1 fire + rescue 1 volunteer	1 volunteer	1 volunteer
SES	1	0	0	1
Ambulance Station	1	1	0	1
Hospital	1	0	0	0
Multi Purpose Services	0	1	0	1
Doctors Surgery	2	1	2	0
Dental Services	3	1	0	0
Airport/aeropark	1	0	0	1 (private)
Railway - operating	-	-	1	1
Pharmacy	4	1	1	0
Banks/Credit Union	5	1	1	0
Supermarkets	4	1 IGA	1 IGA	1 Foodworks
Library	1	1	1	1
Places of worship	10	3	3	3
Swimming Pool (closed over winter)	1	1	1	0
Petrol Stations	6	2	2	2
Mechanic	18 (approx)	4 (approx)	2 (approx)	0
Cinema	1 screening per month in the Town Hall	0	0	0
Child Care Centres	7	1	0	0
Pre-School	1	1	1	0
Schools K - 6	3	2	1	1
School 7 - 12	2	1	1	0
TAFE/Colleges	1	0	0	0
Realestate Agencies	10	3	1	2

Appendix E – List of Events

Events schedule 2024

The events listed in the tables below were extracted from council and event websites and represent the information current at the time of compilation (October 2024). The list is not exhaustive and is intended as a guide.

NSW public holidays and school term breaks

Event	Timing/date
Australia Day	26/1/2025
Easter	18/4/2025 to 21/4/2025
School autumn break	14/4/2025 to 24/4/2025
Anzac Day	25/4/2025
Monarch's official birthday	9/6/2025
School winter break	7/7/2025 to 18/7/2025
School spring break	29/9/2025 to 10/10/2025
Labour Day	6/10/2025
School summer break	Eastern division – 23/12/2024 to 230/1/2025 22/12/2025 to 26/1/2026 Western division – 23/12/2024 to 6/2/2025 22/12/2025 to 2/2/2026

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
Melbourne Cup in Mudgee	Mudgee	5/11/2024 to 6/11/2024
Mudgee Cup	Mudgee	6/12/2024
Kandos Street Machine and Hot Rod Show 2024	Kandos	25/1/2025 to 26/1/2025
Gulgong Show	Gulgong	14/2/2025 to 15/2/2025
NRL Trial Match - Dragons v Tigers	Mudgee	February*
Mudgee Races – Country Championships	Mudgee	February*
Rylstone-Kandos Show	Rylstone/ Kandos	22/2/2025, annual event
Mudgee Show	Mudgee	28/2/2025 to 1/3/2025, annual event



Event	Location	Timing/date
Mudgee Craft Beer and Cider Festival	Mudgee	March*, 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
Easter Sunday Race Meeting	Mudgee	20/4/2025
Rylstone Bull A Rama	Rylstone	12/4/2025
Goree Park Cup	Mudgee	5/5/2025
MudgeeQue	Mudgee	May*
NSW Touch Junior Regionals	Mudgee	26/4/2025 to 27/4/2025
Mudgee Classic (cycling event)	Mudgee	3/5/2025 to 4/5/2025, annual event
Angus Breeders Sale	Mudgee	May*, annual event
Henry Lawson Heritage Festival (Gulgong)	Gulgong	June*, annual event
UneARThed	Gulgong	June* (long-weekend)
Mudgee Small Farm Field Days	Mudgee	11/7/2025 to 12/7/2025
Mudgee Running Festival	Mudgee	August*
Mudgee Wine and Food Month	Mudgee	September*, annual event
Flavours of Mudgee	Mudgee	27/09/2025
Sculptures in the Garden	Mudgee	October*, annual event
The Glen Willow Sporting Complex at Mudgee is the 2024-2025 venue for the NSW Touch Junior Regionals. Note there may be events missing from this snapshot survey.		

*date is TBC

Scheduled events in the Warrumbungle Shire LGA

Event	Location	Timing/date
Made 'n' Grown Market	Dunedoo	Monthly, second Saturday of the month
Tunes on the Turf	Dunedoo	9/11/2025 and 10/11/2025, annual event
Australia Day Charity Cricket Game	Coolah	26/1/2025
Dunedoo Show	Dunedoo	29/3/2025, annual event
Dunedoo Carp Muster	Dunedoo	March*

*date is TBC

Scheduled events in Upper Hunter Shire LGA

Event	Location	Timing/date
Merriwa Show	Merriwa	19/9/2025 to 21/9/2025
Cassilis Rodeo	Cassilis	September*

*date is TBC

Scheduled events in the Dubbo Regional LGA

Event	Location	Timing/date
Dubbo Farmers Market Dubbo Rotunda Markets Wellington Rotary Markets Geurie Lions Market Dubbo Classic Cars and Coffee	Dubbo Dubbo Wellington Geurie Dubbo	Every 1 st and 3 rd Saturday Generally monthly Every 4 th Saturday Last Saturday of every 3 rd month 1 st Saturday every month
2024 NSW Touch Junior State Cup – Northern Conference	Dubbo	21/2/2025 to 23/2/2025
Dorper Sheep Society of Australia – Annual DSSA Eastern Region Show and Sale	Dubbo	28/2/2025
Wellington Rotary Vintage Fair	Wellington	first week of March*
Miniature Horse Association National Show	Dubbo	12/3/2025 to 15/3/2025
Dubbo Black Dog Ride 1 Dayer	Dubbo	16/3/2025
Easter Fishing Classic	Lake Burrendong	April*



Event	Location	Timing/date
TITAN Macquarie Mud Run	Dubbo	April*
Wellington Boot Racing Carnival	Wellington	28/3/2025 and 30/3/2015, annual event
Beers to the Bush	Dubbo	March*, annual event
Man from Ironbark Festival	Stuart Town	Easter Saturday every year (19/4/2025)
Easter Toyota Nationals	Dubbo	March*
Stock Route Country Music Festival	Dubbo	17/5/2025
Wellington Show	Wellington	May*
Dubbo Annual Show	Dubbo	30/5/2025 to 1/6/2025
Orana Avicultural Society Annual Show	Dubbo	June*
Dubbo Winter Whisky Festival	Dubbo	13/6/2025 to 14/6/2025
Shorthorn National Show and Sale	Dubbo	17/6/2025 to 18/6/2025
Dubbo MotorFest	Dubbo	30/8/2025
Caravan Camping 4WD Fish and Boat Show	Dubbo	19/9/2025 to 21/9/2025
Cross Cultural Carnivale 2023	Dubbo	October*
National Merino Ram Show and Sale	Dubbo	TBC
National Shorthorn Youth Society Show	Dubbo	TBC
Dubbo Dream Festival	Dubbo	TBC

Appendix F – Workforce Code of Conduct

Workforce code of conduct

This section outlines a code of conduct for the Stubbo Solar workforce and is designed to align with MWRC's existing industry agreements. The code identifies standards of behaviour for all employees, particularly to avoid anti-social behaviour during peak construction. The code sets out construction sector expectations and workers' responsibilities regarding day-to-day work. Its foundations are based on integrity, respect, trust and accountability. It should be used in conjunction with existing PCL, sub-contractor and O&M contractor codes of conduct.

Duties under the Work Health and Safety Act 2011

The Stubbo Solar workforce must comply with duties prescribed by the *Work Health and Safety Act 2011* (WHS Act). Specifically, workers must:

- take reasonable care for their own health and safety
- take reasonable care that their acts or omissions do not adversely affect the health and safety of other persons
- comply, so far as reasonably able, with any reasonable instruction that is given to ensure compliance with the WHS Act and any policies or procedures adopted by the company to ensure workplace health and safety
- cooperate with any reasonable policy or procedure of the company relating to workplace health or safety that has been notified to workers
- report accidents, incidents, near misses, to the general manager or such other staff member nominated by the general manager, and take part in any incident investigations
- so far as is reasonably practicable, consult, co-operate and coordinate with all others who have a duty under the WHS Act in relation to the same matter.

Stubbo Solar employee and contractor responsibilities

In addition to the requirements listed above, Stubbo Solar workforce members (i.e. employees and contractors of ACEN) shall:

- **Compliance:** All employees/contractors must operate in compliance with all applicable laws, regulations, and permits. This includes environmental regulations, labour laws, and workplace health and safety regulations.
- **Transparency:** All employees/contractors must be transparent in their operations and provide accurate and timely information to the council, the community, and other stakeholders. This includes disclosing any potential environmental or health risks.
- **Community Engagement:** All employees/contractors must engage with the community and other stakeholders in a meaningful and respectful manner.
- **Environmental Stewardship:** All employees/contractors must employ best practices to minimise the environmental impact of their operations. This includes effective management of waste, emissions, and water usage, as well as responsible land rehabilitation.
- **Responsible Employment Practices:** All employees/contractors must uphold fair and ethical employment practices, ensuring workers' rights are respected, and health and safety standards are met.

- **Behaviour of Employees and Contractors when in town centres:** All employees and contractors must act with integrity, professionalism, and respect towards others and when interacting with the broader community. All vehicles to be well-maintained and not leave excessive amounts of mud or dirt on the road. No high-visibility work wear is to be worn and no safety flags to be on vehicles unless it is absolutely necessary for safety reasons.
- **Health and Safety:** All employees/contractors must prioritise the health and safety of their employees, the community, and other stakeholders. They must implement measures to prevent accidents and respond promptly and effectively to any incidents that may occur. This includes responsible travel to and from sites and when in town centres.

All workers at Stubbo Solar (employees and contractors of ACEN) shall:

treat everyone with respect, courtesy, fairness and honesty

not harass, bully or unlawfully discriminate against others, or support others who unlawfully discriminate, bully or harass others based on age, disability, race (including colour, national or ethnic origin or immigrant status), sex, pregnancy, marital or relationship status, family responsibilities or breastfeeding, sexual orientation, gender identity or intersex status or political, religious or other affiliation

conduct their work in a safe manner as per company policy and guidance to ensure the safety of themselves and their co-workers

report inappropriate conduct such as bullying, discrimination and harassment immediately

uphold the values and good reputation of the employing organisation whether on- or off site

only use their position and resources for proper intended use

avoid conflicts of interest, report those that cannot be avoided and cooperate with their management.

The listed unwanted behaviours are defined for the purposes of this code as follows:

harassment is considered by this code to be any form of behaviour towards a person that:

is not wanted by the person

offends, humiliates or intimidates the person and

creates a hostile environment

bullying is considered by this code to be any form of behaviour towards a person that:

a person or group of people repeatedly behaves unreasonably towards another person or group of people

the behaviour creates a risk to health and safety and includes but is not limited to behaviours such as:

- aggressive, threatening or intimidating conduct
- belittling or humiliating comments
- spreading malicious rumours
- teasing, practical jokes or initiation ceremonies'
- exclusion from work-related events
- unreasonable work expectations (too much or too little work or work below a worker's skill level
- displaying offensive material

- pressure to behave in an inappropriate manner.

Reasonable management action carried out in a reasonable manner does not constitute bullying behaviour for the purposes of this code. Examples of reasonable management action may include, but are not limited to:

- performance management processes
- disciplinary action for misconduct
- informing a worker about unsatisfactory work performance or inappropriate work behaviour
- directing a worker to perform duties in keeping with their job
- maintaining reasonable workplace goals and standards
- legitimately exercising a regulatory function
- legitimately implementing a company policy or administrative processes.

Stubbo Solar management responsibilities

In addition to complying with the requirements in Sections 10.1 and 10.2, workplace management must:

- model PCL's and the O&M contractor's values and professional conduct
- provide ongoing support and feedback to employees under their supervision
- provide employees under their supervision with information about available support services and resources
- communicate the responsibilities under the Code to employees under their supervision
- utilise reporting systems when a breach of the Code may have occurred
- promptly address poor conduct and performance.