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HumeLink

Social Impact Assessment
EIS Technical Report 7

HillPDA CONSULTING

HUMELINK

EIS Technical Report 7: Social Impact Assessment

Prepared for Transgrid

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Executive Summary

Transgrid proposes to increase the energy network capacity in southern New South Wales (NSW) through the development of new high-voltage transmission lines and associated infrastructure between Wagga Wagga, Bannaby and Maragle. This project is collectively referred to as HumeLink.

The project includes the construction and operation of around 360 kilometres of new electricity transmission lines, substations, permanent and temporary access tracks and roads, and ancillary facilities required during construction.

Construction of the project is targeted to commence in 2024, subject to the required planning and regulatory approvals. Once construction has commenced, the project is estimated to take approximately 2.5 years to construct and become operational by the end of 2026.

Objectives of this report

The purpose of this report is to identify and assess the potential social impacts from construction and operation of the project to support the environmental assessment of the project in accordance with Division 5.2 of the *Environmental Planning and Assessment Act 1979* (EP&A Act).

This report is one of several technical reports that form part of the Environmental Impact Statement (EIS) for the project. The NSW Department of Planning and Environment has provided the Planning Secretary's Environmental Assessment Requirements (SEARs) for the EIS. This report has been prepared to address the SEARs which relate to social impacts. It provides an assessment of potential social impacts of the project and outlines proposed management measures.

Methodology

The method applied is consistent with the Department of Planning and Environment's *Social Impact Assessment Guideline* (2023) (SIA Guideline). The approach for assessing the social impacts involved the following tasks:

- identification of the social locality and scoping potential social impacts (Chapter 4.0)
- data gathering and desktop analysis involving compiling a social baseline of relevant data and social indicators within the social locality (study area), including population and demographic information (Chapter 6.0)
- review of legislative and policy information contributing to the project (Chapter 3.0)
- community and stakeholder engagement (Chapter 5.0)
- assessment of social impacts associated with the construction of the project (Chapter 7.0)
- assessment of social impacts associated with the operation of the project (Chapter 8.0)
- assessment of the cumulative social impacts from the project and other projects within the area of social locality (Chapter 9.0)
- identification of mitigation and management measures to minimise social impacts of the project (Chapter 10.0).

Social impacts refer to the consequences experienced by individuals, households, groups, communities, or organisations as a result of the project. Social impacts have been scoped and grouped under the following categories of consideration in the SIA Guideline:

- way of life - how people live, how they get around, how they work, how they play, and how they interact on a daily basis
- community - composition, character, cohesion, function, and sense of place
- accessibility - how people access and use infrastructure, services and facilities, whether provided by local, State, or federal governments, or by for-profit or not-for-profit organisations or groups
- culture - both Aboriginal and non-Aboriginal culture, including shared beliefs, customs, values, and stories, and connections to country, land, waterways, places, and buildings
- health and wellbeing - physical and mental health, especially for those who are highly vulnerable to social exclusion or substantial change, plus wellbeing of individuals and communities
- surroundings - access to, and use of, services that ecosystems provide, public safety and security, access to and use of the natural and built environment, and its aesthetic value and amenity
- livelihoods - people's capacity to sustain themselves, whether they experience personal breach or disadvantage, and the distributive equity of impacts and benefits
- decision-making systems - whether people experience procedural fairness; can make informed decisions; have power to influence decisions; and can access complaint, remedy and grievance mechanisms.

Social locality

The social locality, or study area, for this Social Impact Assessment (SIA) has been defined to include the Local Government Areas (LGAs) that are most likely to be impacted by the project, including:

- Wagga Wagga City
- Snowy Valleys
- Yass Valley
- Cootamundra-Gundagai Regional
- Upper Lachlan Shire
- Goulburn-Mulwaree
- Hilltops.

Particular consideration has been given to:

- the potential impacts to key communities within the social locality who would service and accommodate construction workers
- the landowners within the project footprint.

Stakeholder engagement

Stakeholders in the social locality were targeted for consultation based on known project risks and impacts plus stakeholder's known interests. A broad range of issues were raised throughout the consultation. Concerns varied across the social locality as did priorities between stakeholder groups.

The most common issues raised were related to:

- access to housing
- potential for capacity constraints in the health sector
- employment opportunities and local worker capacity and capability
- changes to traffic and transport impacting on access and safety
- cultural impacts.

Existing environment

The social locality is situated across the land of Dharug, Gundungurra, Ngunawal, Wiradjuri, Ngarigo, and Jaitmatang countries.

At the 2021 Census, the social locality was home to 171,005 people. The population of the social locality has been growing, albeit at a slower rate (6.61 per cent between 2016 and 2021) than the Rest of NSW (7.04 per cent over the same time period). The population is fairly homogeneous with 10.1 per cent of residents in the social locality being overseas born, compared to 12.2 per cent in the Rest of NSW. The three most common non-Australian countries of birth across the social locality were England (1.8 per cent of residents), New Zealand (0.9 per cent of residents), and India (0.8 per cent of residents). In terms of age structure 60.7 per cent of people in the social locality (103,760 people) were of working age (15 - 64 years). This was slightly higher than the proportion in the Rest of NSW, which was 60 per cent.

There were a total 71,481 private dwellings and 63,566 households in the social locality at the 2021 Census, with an average household size of 2.5 people, slightly higher than the Rest of NSW, at 2.4 people. At the 2021 Census, approximately 44.9 per cent of residents in the social locality over the age of 15 had completed year 12 or equivalent, higher than the 44.5 per cent of Rest of NSW residents over 15.

The Aboriginal and Torres Strait Islander population are a vulnerable community within the social locality. At the 2021 Census, the social locality was home to 9,548 Aboriginal and Torres Strait Islander people. Of the Aboriginal and Torres Strait Islander residents in the labour force in the social locality, 9.7 per cent were unemployed in 2021, a far higher proportion than the 3.9 per cent of the overall population.

The main urban centres in the social locality are Goulburn, Yass, Tumut, Batlow, Tumbarumba, Wagga Wagga and Gundagai. Each of these urban centres has a unique demography and social structure. Each urban centre has close knit community with strong ties to the landscape and local environment.

Social impacts

State Significant Infrastructure (SSI) projects that occur across a large area can have the potential to cause social impacts, both negative and positive. The project has been designed (and will continue to be designed) to minimise or avoid negative social impacts. Remaining negative impacts have been identified and can be appropriately mitigated. The project would also deliver a number of positive social impacts to the social locality. These include: ongoing community funding for worker skills and regional development, support for local businesses and initiatives, and working with Regional Development Australia to maximise regional benefits for the Riverina and Murray regions.

The key social impacts of the project are summarised below along with the significance of each impact based on the ratings in the SIA Guideline and the assumed implementation of the proposed mitigation measures.

Impact	Construction phase	Operation phase
Accommodating temporary construction workers	• Up to 1,200 construction workers would be required during the construction period, potentially increasing the demand for housing in the social locality, noting some workers would come from within the social locality. • Workers would be able to be accommodated throughout the social locality in existing short-term accommodation and in a purpose-built worker accommodation facility at Tumbarumba. • Demand from construction workers would support the recovery of accommodation services from the COVID-19 pandemic. • Initial investigation has identified a need for temporary accommodation around Tumbarumba. • **Mitigation measure:** Prepare and implement a Worker Accommodation Strategy for the construction workers during the construction period. • **Significance of residual impact**: Medium negative.	• The five additional full-time employees required to operate HumeLink would not impact the local housing market. • Potential adaptive reuse of the worker accommodation facility. • **Mitigation measure:** Any opportunities for appropriate long-term use for worker accommodation facilities will be identified in consultation with councils. • **Significance of residual impact:** High positive (subject to an adaptive reuse being found and implemented).
Impacts on local services from influx of temporary workers	• Service providers in Tumbarumba have indicated that services can be augmented to accommodate any increase in demand as a result of the increase in population from the temporary worker accommodation. • Impacts may arise to medical services in the social locality including local general practitioners (GPs), as access is already limited. • **Mitigation measure:** Information will be provided to the construction workers that includes: – information on community services and recreation facilities, events and tourism activities – details on how to access health services including dedicated telehealth services organised by Transgrid – a company contact if help is needed – a Code of Conduct to minimise the incidence of risk drinking and drug behaviours. • **Significance of residual impact:** Medium negative.	• HumeLink's operational workers would have a negligible impact on access to social infrastructure. • Local uptake of Transgrid's Community Investment Plan, Community Partnerships Program, and annual grant-making contributions would support relevant community organisations, clubs, and social infrastructure to increase opportunities for social cohesion within and surrounding the project footprint. • **Mitigation measure:** None required. • **Significance of residual impact:** Medium positive.
Changes to community, culture and social cohesion	• The addition of large numbers of non-resident workers in small, regional communities could result in antisocial behaviour or heightened anxiety or stress.	• The operational workforce would have a negligible impact to community, culture and social cohesion.

Impact	Construction phase	Operation phase
	• Construction work has the potential to disturb, destroy, or change the context of Aboriginal cultural heritage and archaeological artefacts, impacting connection to Country. • **Mitigation measure**: Information will be provided to the construction workers that includes: – information on community services and recreation facilities, events and tourism activities – details on how to access health services including dedicated telehealth services organised by Transgrid – a company contact if help is needed – a Code of Conduct to minimise the incidence of risk drinking and drug behaviours. • **Significance of residual impact**: Medium negative.	• The community would have access to community investment through Community Partnerships Program and Community Investment Plan. • **Mitigation measure:** Non required. • **Significance of residual impact:** Medium positive.
Employment and livelihood	• The project would deliver substantial benefits through the creation of employment opportunities. There would be important flow-on benefits to local communities related to the 1,200 workers needed for construction of the project. • Positive benefits would also arise from supporting tourist accommodation to recover following the COVID-19 pandemic. • Increased demand for goods and services in the communities in the social locality arising from the temporary workforce would support local businesses. • **Mitigation measure:** A Local Industry Participation Plan Australian Industry Participation Plan will be prepared and implemented. The plans will consider Aboriginal workers and suppliers. • **Significance of residual impact:** Very high positive.	• The easement and associated transmission line may restrict or alter how some landowners manage their property, potentially decreasing productivity on some portions of land. • Transgrid would partner with Regional Development Australia to support programs that provide jobs and skills development in the social locality. Local businesses and employment would also benefit from targeted procurement activities arising from the project. Perceived changes in property values may cause stress and anxiety for some landowners, whether real or not. • **Mitigation Measure:** Management of access on private landowner properties required for access to infrastructure for maintenance, including opening and closing of gates, will be done in accordance with landowner requirements. • **Significance of residual impact:** Medium negative.
Noise, dust and vibrating impacts to amenity	• Construction work and vehicle and worker movements would have noise, vibration, and dust impacts for residents near construction compounds, roads used for construction, or access tracks. • Activities associated with the construction of the transmission line structures would cause noise, vibration and dust impacts. • **Mitigation measure:** All construction vehicle movements will adhere to the following measures: – out-of-hours vehicle movements will be minimised where possible	• Operational noise from transmission lines and substations may reduce nearby residents' enjoyment of their surroundings. • **Mitigation measure:** All reasonable and feasible noise mitigation measures will be implemented for residences predicted to experience corona discharge noise levels above 35 dB(A) LAeq, 15min at the reasonably most affected point of the residence in accordance with the NPfI. • **Significance of residual impact**: Medium negative.

Impact	Construction phase	Operation phase
	– construction delivery vehicles will be fitted with straps rather than chains for unloading, wherever possible – use of engine compression brakes will be avoided at night and in residential areas – site access points and roads/flight paths will be located as far as possible away from sensitive receivers – traffic flow, parking and loading/unloading areas will be planned to minimise reversing movements – construction inductions will include driver behaviour requirements to minimise vehicle noise emissions. • **Significance of residual impact:** Medium negative.	
Health and wellbeing	• Temporary, non-resident workers could experience disconnection from their communities and families and may be more likely to partake in risky behaviour or drug and alcohol use. • Uncertainties arising from the design and development of the project could cause stress and anxiety for potentially affected residents due to concerns about land acquisition and dwelling or structure removal. • **Mitigation measure:** Information will be provided to the construction workers that includes: – information on community services and recreation facilities, events and tourism activities – details on how to access health services including dedicated telehealth services organised by Transgrid – a company contact if help is needed – a Code of Conduct to minimise the incidence of risk drinking and drug behaviours. • **Significance of residual impact**: Medium negative.	• Potential or perceived increases in risks from bushfire or electric and magnetic fields may cause stress and anxiety. • Permanent access requirements for maintenance may be experienced by some landowners or residents as a loss of agency, causing stress and anxiety. • Community Investment charter is focused on developing regional connectivity which will support community mental health providers. • **Mitigation measure**: Asset Protection Zone maintenance will be undertaken in accordance with Planning for *Bush Fire Protection: A guide for councils, planners, fire authorities and developers requirements* (NSW RFS 2019) (PBP), and associated criteria. • Access requirements to substations and project buildings within the bushfire survey area will be established in accordance with: – *Planning for Bushfire Protection 2019 requirements* (NSW RFS 2019) criteria where practicable – Access requirements will be in accordance with NSW Fire Trail Standards (NSW RFS 2016) and Fire Trail Construction and Design Maintenance Manual (Soil Conservation Science 2017). • The detailed design for the transmission line will be developed to comply with the following criteria: – Magnetic fields: 2,000 milligauss being the ICNIRP guideline 'Reference Level'. • Electric fields: 9.1 kV per metre, ensuring compliance with the ICNIRP guideline 'Basic Restriction'. • Significance of residual impact: Low negative.

The SIA identified a range of social impacts, both positive and negative. All negative impacts assessed in this SIA can be reasonably mitigated throughout planning and development. Most of the negative social impacts predicted to arise from the project would occur during the construction period and are therefore, temporary. Most construction impacts are of low or medium significance once mitigation measures have been applied. Construction and operation of the project is considered likely to have negative residual social impacts arising from impacts to the visual landscape and scenic quality of parts of the social locality. These negative impacts need to be balanced against the significant positive social impacts of the project through increased employment, opportunities for skills acquisition and support for local businesses throughout the life of the project. In addition, the project would deliver opportunities for improved productivity, social connections and way of life through providing reliable and affordable electricity.

Overall, with the range of proposed mitigations in place, the project is expected to have an overall positive social impact.

CONTENTS

Tables

Figures

Glossary and abbreviations

Acronym	Description
ABS	Australian Bureau of Statistics
ACT	Australian Capital Territory
AEMO	Australian Energy Market Operator
Bannaby 500 kV substation	The existing 500/330 kV substation at Bannaby.
CCG	Community Consultative Group
Construction compound	Main construction compounds proposed for construction of the project
CSP	Community Strategic Plans
DPE	NSW Department of Planning and Environment
Easement	A legal right attached to a parcel of land that enables the non-exclusive use of the land by a third party other than the owner. For transmission lines, an easement defines the corridor area where the lines are located and that allows access, construction, and maintenance work to take place. The easements for the 500 kV transmission lines would typically be 70 metres wide. However, a few locations would require wider easements up to 110 metres wide at transposition locations and up to 130 metres wide where the new transmission line would parallel the relocated section of Line 51. The easement grants a right of access and for construction, maintenance and operation of the transmission line and other operational assets.
EIS	Environmental Impact Statement
EP&A Act	*Environmental Planning and Assessment Act 1979*
Future Maragle 500 kV substation	The future Maragle 500/330 kV substation that would be built under the Snowy 2.0 Transmission Connection Project, which is subject to separate planning approval (reference SS1-9717, EPBC 2018/836)
GP	general practitioner
IPRF	Integrated Planning and Reporting Framework
IRSAD	Index of Relative Socio-economic Advantage and Disadvantage
ISP	Integrated System Plan
kV	kilovolt
LALC	Local Aboriginal Land Council
LGA	Local Government Area
LSPS	Local Strategic Planning Statements
NSW	New South Wales
Project (the)	The CSSI project "HumeLink", which is the subject of this Environmental Impact Statement. The project involves the construction and operation of high voltage transmission lines and associated infrastructure between Wagga Wagga, Bannaby and Maragle.

Acronym	Description
Project footprint	The area that has been assumed for the purpose of this EIS to be directly affected by the construction and operation of the project. It includes the indicative location of project infrastructure, the area that would be directly disturbed during construction and any easement required during operation.
REDS	Regional Economic Development Strategies
Rest of NSW	State of NSW excluding Greater Sydney.
REZ	Renewable Energy Zone
SEARs	Planning Secretary's Environmental Assessment Requirements
SEIFA	Socio-Economic Indexes for Areas
SIA	Social Impact Assessment
SSI	State Significant Infrastructure
Transport and Infrastructure SEPP	State Environmental Planning Policy (Transport and Infrastructure) 2021, which replaces the former NSW State Environmental Planning Policy (Infrastructure) 2007 (ISEPP)
UCL	Urban Centre and Locality

INTRODUCTION

1.0 INTRODUCTION

1.1 Overview

The Australian energy landscape is transitioning to a greater mix of low-emission renewable energy sources, such as wind and solar. To support this transition, meet our future energy demands and connect Australian communities and businesses to these lower cost energy sources, the national electricity grid needs to evolve.

Transgrid proposes to increase the energy network capacity in southern New South Wales (NSW) through the development of around 360 kilometres of new 500 kilovolt (kV) high-voltage transmission lines and associated infrastructure between Wagga Wagga, Bannaby and Maragle. This project is collectively referred to as HumeLink. The project would be located across five Local Government Areas (LGAs) including Wagga Wagga City, Snowy Valleys, Cootamundra-Gundagai Regional, Upper Lachlan Shire and Yass Valley. The location of the project is shown on Figure 1-1.

HumeLink would involve construction of a new substation east of Wagga Wagga as well as connection to existing substations at Wagga Wagga and Bannaby and a future substation at Maragle in the Snowy Mountains (referred to as the future Maragle 500 kV substation). The future Maragle 500 kV substation is subject to a separate major project assessment and approval (reference SSI-9717, EPBC 2018/836).

The project would deliver a cheaper, more reliable, and more sustainable grid by increasing the amount of renewable energy that can be delivered across the national electricity grid, helping to transition Australia to a low carbon future. It would achieve this by supporting the transfer of energy from existing renewable generation as well as facilitate development of new renewable generation in the Wagga Wagga and Tumut Renewable Energy Zones (REZs). The project would provide the required support for the network in southern NSW, allowing for the increase in transfer capacity between new renewable generation sources and the state's demand centres of Sydney, Newcastle, and Wollongong. The project would also improve the efficiency and reliability of the current energy transfer in this part of the network.

Furthermore, HumeLink would form a key part of the transmission line infrastructure that supports the transfer of energy within the National Electricity Market (NEM) by connecting with other major interconnectors. The NEM incorporates around 40,000 kilometres of transmission lines across Queensland (QLD), NSW, Australian Capital Territory (ACT), Victoria (VIC), South Australia (SA) and Tasmania (TAS).

Construction of the project is targeted to commence in 2024, subject to the required planning and regulatory approvals. Once construction has commenced, the project is estimated to take approximately 2.5 years to build and would become operational by the end of 2026.

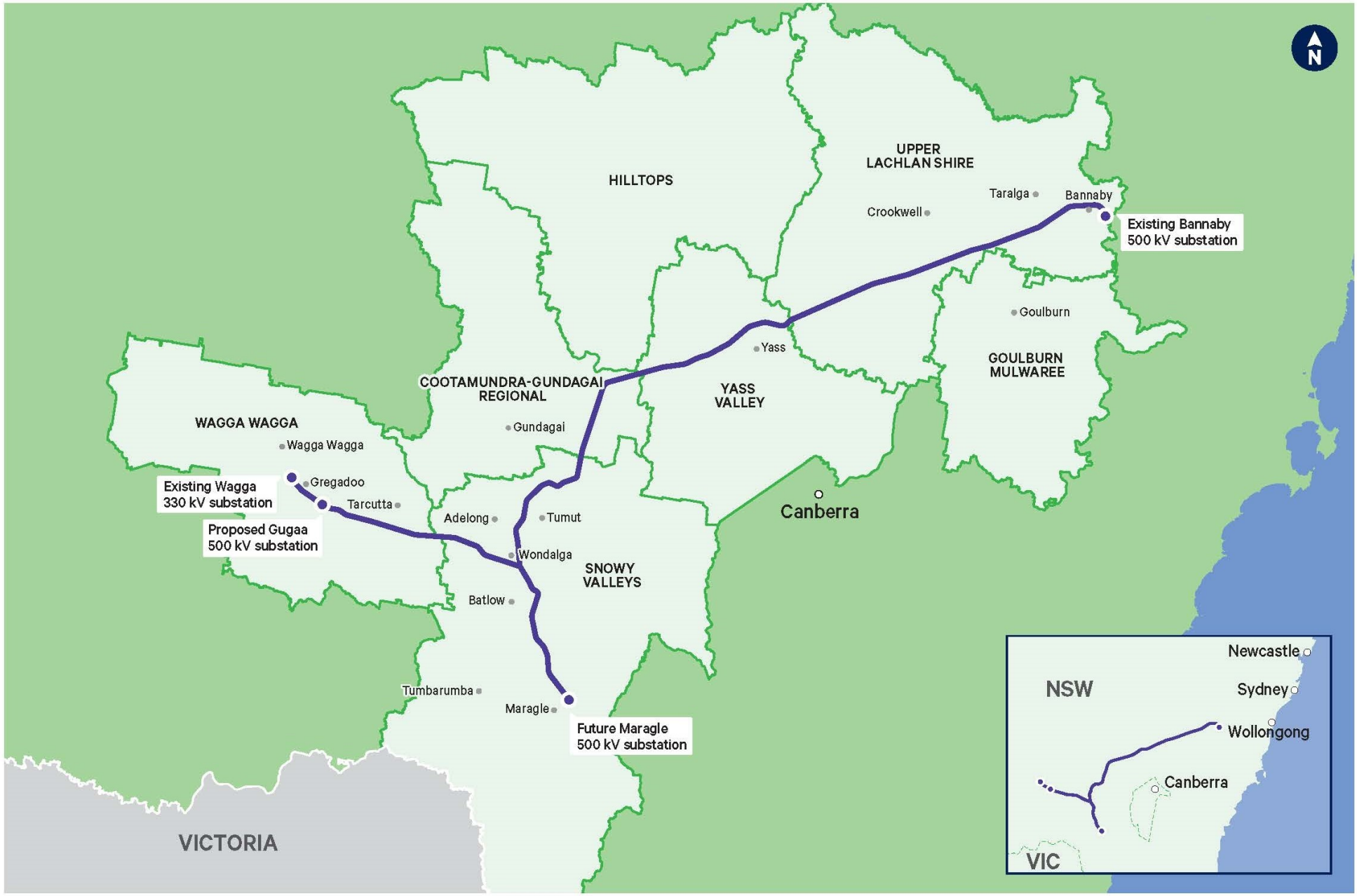
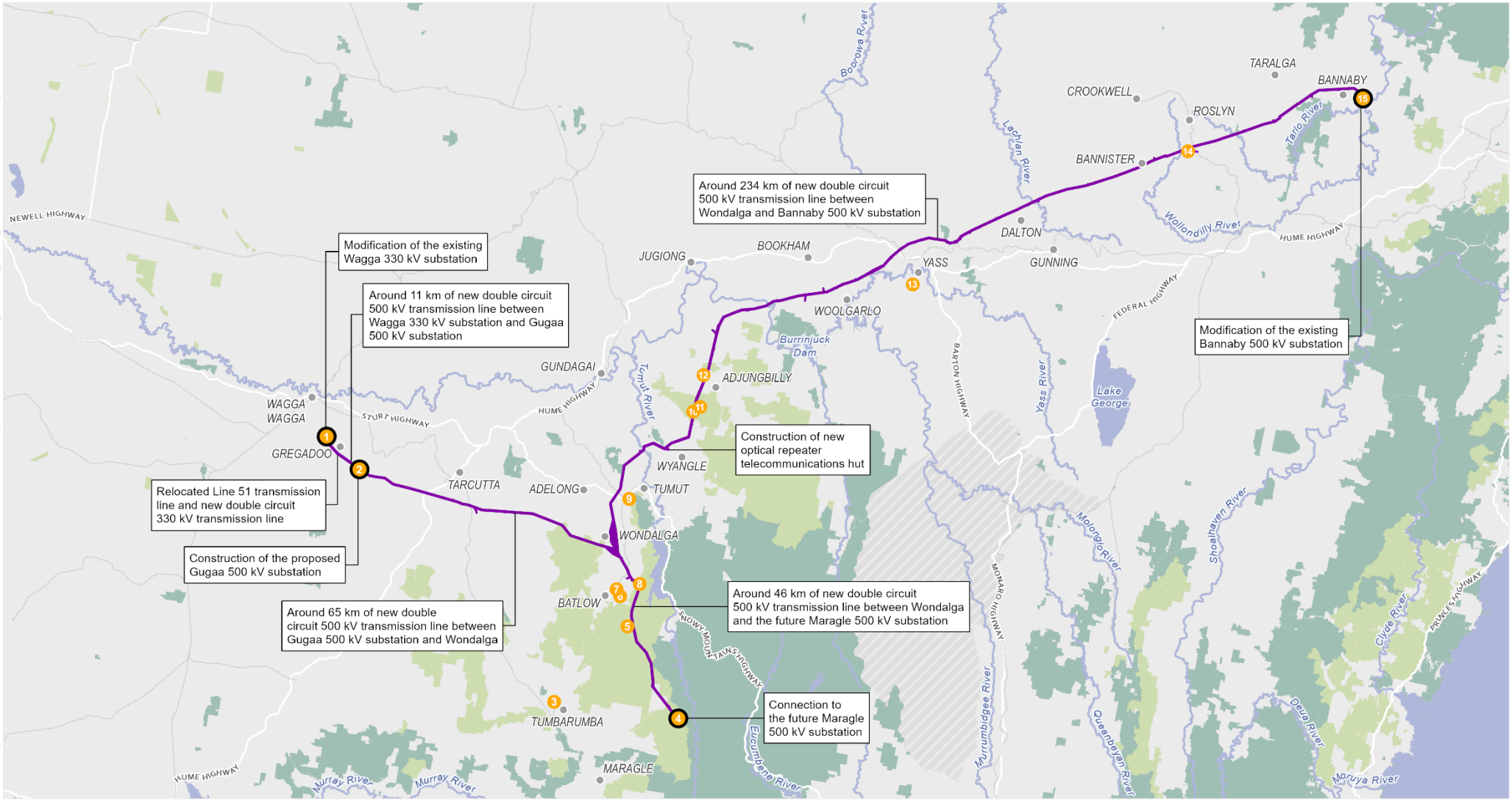


Figure 1-1: Location of project

1.2 Key components

The project includes the following key components (refer to Figure 1-2):

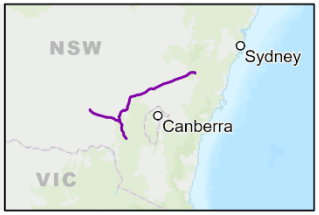
- construction and operation of around 360 kilometres of new double circuit 500 kV transmission lines and associated infrastructure between Wagga Wagga, Bannaby and Maragle
- construction of a new 500/330 kV substation at Gregadoo (Gugaa 500 kV substation) approximately 11 kilometres south-east of the existing Wagga 330/132 kV substation (Wagga 330 kV substation)
- demolition and rebuild of a section of Line 51 (around two kilometres in length) as a double circuit 330 kV transmission line connecting into the Wagga 330 kV substation
- modification of the existing Wagga 330 kV substation and Bannaby 500/330 kV substation (Bannaby 500 kV substation) to accommodate the new transmission line connections
- connection of transmission lines to the future Maragle 500/330 kV substation (Maragle 500 kV substation, approved under the Snowy 2.0 Transmission Connection Project (SSI-9717))
- provision of one optical repeater telecommunications hut and associated connections to existing local electrical infrastructure
- establishment of new and/or upgraded temporary and permanent access tracks
- ancillary works required for construction of the project such as construction compounds, worker accommodation facilities, utility connections and/or relocations, brake and winch sites, and helipad/helicopter support facilities.



Project footprint
National park and reserve
State forest
Waterbody
Waterway
Major road
Railway
Substation location

Construction ancillary facilities

1. Wagga 330 kV substation compound (C01)
2. Gregadoo Road compound (C06)
3. Tumbarumba accommodation facility (AC1)
4. Maragle 500 kV substation compound (C05)
5. Snubba Road compound (C16)
6. Bowmans Lane compound (C15)
7. Memorial Avenue compound (C14)
8. Snubba Road compound (C03)
9. Snowy Mountains Highway compound (C02)
10. Honeysuckle Road compound (C07)
11. Red Hill Road compound (C08)
12. Adjungbilly Road compound (C09)
13. Yass substation compound (C10)
14. Woodhouselee Road compound (C11)
15. Bannaby 500 kV substation compound (C12)



Source: *Aurecon, Transgrid, Spatial Services (DCS), ESRI Basemap*

1:925,000
0 20 40 km

Projection: GDA 1994 MGA Zone 55

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HumeLink **Social Impact Assessment**

FIGURE 1-2: Key components of the project

1.3 Purpose and scope of this report

This report is to assess the potential social impacts from construction and operation of the project to support the environmental assessment of the project in accordance with Division 5.2 of the *Environmental Planning and Assessment Act 1979* (EP&A Act).

1.4 Secretary's Environmental Assessment Requirements

This assessment forms part of the EIS for the project. It has been prepared to address the Planning Secretary's Environmental Assessment Requirements (SEARs) (SSI 96656827) relating to social impacts. It provides an assessment of potential social impacts and outlines proposed management measures.

Table 1-1 outlines the SEARs relevant to this assessment along with a reference to where these are addressed.

Table 1-1: HumeLink Secretary's Environmental Assessment Requirements relevant to this assessment

Reference	The specific matters to be addressed	Where addressed:
Social	An assessment of the social impacts in accordance with Social Impact Assessment Guideline (DPE, 2021) and consideration of construction workforce accommodation.	Social impacts are documented in Chapters 7.0 to 9.0 of this report. Construction worker accommodation is considered in Sections 7.1.1 and 7.2.1.

1.5 Structure of this report

The structure of this report is guided by the *Social Impact Assessment Guidelines for SSI* (DPE, 2021) (SIA Guideline).

The report is structured as follows:

- Chapter 1.0 – Introduction outlining the project background, project objectives, and the purpose of the report
- Chapter 2.0 – Description of the project
- Chapter 3.0 – Legislative and policy context
- Chapter 4.0 – Methodology of this assessment, identifying the social locality, data sources, and limitations and exclusions as well as description of the area of 'social locality' used for this assessment
- Chapter 5.0 – Stakeholder and community engagement undertaken for the project to date
- Chapter 6.0 – Existing environment describes the social baseline of the social locality
- Chapter 7.0 – Assessment of impacts relating to construction of the project
- Chapter 8.0 – Assessment of impacts relating to operation of the project
- Chapter 9.0 – Assessment of cumulative impacts relating to relevant projects
- Chapter 10.0 – Social impact enhancement, proposed mitigation and residual impacts
- Chapter 11.0 – Conclusion
- Chapter 12.0 – References
- Attachment A: Compliance with SIA Guideline
- Attachment B: Extract from DPE Scoping Tool
- Attachment C: Stakeholder engagement

- Attachment D: Community profile
- Attachment E: Social infrastructure
- Attachment F: Preliminary social impact management plan.

1.6 Key project terms used in this report

Key project terms referenced frequently throughout this report include:

- Project footprint: The area that has been assumed (for the purpose of this EIS) to be directly affected by the construction and operation of the project. It includes the indicative location of project infrastructure, the area that would be directly disturbed during construction and any easement required during operation.
- Social locality: The study area utilised for demographic analysis and SIA in for this report, made up of a combination of seven LGAs.
- Key communities: The key communities include the towns and urban centres within the social locality which are most likely to experience direct impacts relating to the accommodation of non-resident workers – including availability of housing, impacts to the economy and access to social infrastructure and services.

Further information on the methodology and study area used in this report can be found in Chapter 4.0, whilst additional definitions are provided prior to Chapter 1.0.

DESCRIPTION OF THE PROJECT

2.0 DESCRIPTION OF THE PROJECT

The project description in this chapter is based on a concept design and indicative construction methodology for the project. The design and construction methodology would continue to be refined and confirmed during detailed design and construction planning by the construction contractors. Further details on the project are provided in Chapters 3 and 4 of the EIS.

2.1 Summary of key components of the project

Key components of the project are summarised in Table 2-1.

Table 2-1: Key components of the project

Component	Description
Transmission lines and supporting infrastructure	
Transmission lines and structures	The project includes the construction of new 500 kV transmission line sections between: ▪ Wagga 330 kV substation and Gugaa 500 kV substation (approximately 11 km) ▪ Gugaa 500 kV substation and Wondalga (approximately 65 km) ▪ Wondalga and Maragle 500 kV substation (approximately 46 km) ▪ Wondalga and Bannaby 500 kV substation (approximately 234 km). The transmission line section between the Wagga 330 kV substation and proposed Gugaa 500 kV substation would operate at 330 kV under HumeLink. The project also includes the rebuild of approximately 2 km of Line 51 as a new 330 kV transmission line between the Wagga 330 kV substation and around Ivydale Road, Gregadoo. This would be adjacent to the new transmission line between the existing Wagga 330 kV and proposed Gugaa 500 kV substations. The 500 kV transmission lines would be supported on a series of free-standing steel lattice structures that would range between around 50 m up to a maximum of 76 m in height and generally spaced between 300 to 600 m apart. The typical transmission line structure height would be around 60 m. Earth wire and communications cables would be co-located on the transmission line structures. The 330 kV structures for the rebuild of Line 51 would range between 24 m and 50 m in height and have a typical height of 40 m. Indicative configurations of transmission line structures that may be used as part of the project are shown in Figure 2-1. The type and arrangement of the structures would be refined during detailed design. The footings of each structure would require an area of up to 300 m^2 up to 450 m^2, depending on ground conditions and the proposed structure type. Additional disturbance at each structure site may be required to facilitate structure assembly and stringing.
Transmission line easements	The easements for the 500 kV transmission lines are typically 70 m wide. However, a number of locations may require wider easements of up to 110 m wide at transposition locations[1] and up to 130 m wide where the new transmission line would parallel the relocated section of Line 51. The easement provides a right of access to construct, maintain and operate the transmission line and other operational assets. The easement also generally identifies the zone of initial vegetation clearance and ongoing vegetation management to ensure safe electrical clearances during the operation of the lines. Vegetation management beyond the easement may also occur where nearby trees have the potential to fall and breach safety clearances.

[1] Transposition is the periodic swapping of positions of the conductors of a transmission line in order to improve transmission reliability.

Component	Description
Telecommunications hut	Telecommunications huts, which contain optical repeaters, would be required to boost the signal in the optical fibre ground wire (OPGW). One telecommunications hut would be required for the project. The telecommunications hut would be located adjacent to existing transmission line structures. Cables would be installed between the transmission line structure and the local power supply. The telecommunications hut would be surrounded by a security fence. A new easement would be established for the telecommunications hut power connection. The project also involves a telecommunications connection of OPGW between two proposed transmission line structures and the future Rye Park Wind Farm substation (SSD-6693). This removes the need for an additional telecommunications hut in this area of the project.
Substation activities	
Construction of the proposed Gugaa 500 kV substation	A new 500/330 kV substation would be constructed at Gregadoo, about 11 km south-east of the Wagga 330 kV substation. The substation would include seven new 500/330 kV transformers and three 500 kV reactors. The proposed Gugaa 500 kV substation is expected to occupy an area of approximately 22 hectares.
Modification of the existing Bannaby 500 kV substation	The existing Bannaby 500 kV substation on Hanworth Road, Bannaby would be expanded to accommodate connections for new 500 kV transmission line circuits. The modification would include changes to the busbars, line bays, bench and associated earthworks, steelwork, drainage, external fence, internal/external substation roads, secondary containment dams, sediment containment dams, cabling, and secondary systems. All of the works would be restricted to the existing substation property.
Modification of the existing Wagga 330 kV substation	The existing Wagga 330 kV substation on Ashfords Road, Gregadoo would be reconfigured to accommodate new bays for two new 500 kV transmission line circuits within the existing substation property. This would include modifications to the busbars, line bays, existing line connections, bench and associated earthworks, relocation of existing high voltage equipment, drainage, external fence, internal substation roads, steelwork, cabling, and secondary systems.
Connection to the future Maragle 500 kV substation	The project would connect to the future Maragle 500 kV substation approved under the Snowy 2.0 Transmission Connection Project (SS1-9717). Construction of the Maragle substation is proposed to be undertaken between 2023 and 2026. Further detail on the Snowy 2.0 Transmission Connection project is available at the Department of Planning and Environment's Major Projects website: www.planningportal.nsw.gov.au/major-projects/project/10591.
Ancillary facilities	
Access tracks	Access to the transmission line structures and the substations would be required during construction and operation. Wherever possible, existing roads, tracks and other existing disturbed areas would be used to minimise vegetation clearing or disturbance. Upgrades to existing access tracks may be required. In areas where there are no existing roads or tracks, suitable access would be constructed. This may include waterway crossings.
Construction compounds	Construction compounds would be required during construction to support staging and equipment laydown, concrete batching, temporary storage of materials, plant and equipment and worker parking required to construct the various elements of the project. Fourteen potential construction compound locations have been identified. The proposed use of the construction compounds and their proposed boundaries/layout would be refined as the project design develops in consultation with relevant stakeholders and the construction contractors.
Worker accommodation facility	Existing accommodation facilities within towns adjacent to the project would provide temporary accommodation for the majority of the construction workers. However, a potential shortage in accommodation has been identified close to the project footprint.

Component	Description
	A potential option to provide additional temporary worker accommodation during the construction period is the establishment of a temporary worker accommodation facility at the corner of Courabyra Road and Alfred Street, Tumbarumba to accommodate about 200 construction workers. The worker accommodation facility would consist of demountable cabins and would be connected to existing utilities. All required amenities for the accommodation facility would be provided including services and worker parking for light and heavy vehicles. However, the ultimate delivery of the project may include multiple temporary worker accommodation facilities in various forms, which would be outlined in the Worker Accommodation Strategy for the project. The strategy will be developed in consultation with councils, and other relevant stakeholders. Any new or changed worker accommodation facility would be subject to additional environmental assessment, as required.
Helipad/helicopter facilities	To facilitate construction of the project, helicopters may be used to deliver materials/equipment and transfer personnel to construction areas particularly within high alpine regions. To enable helicopters to operate safely and allow easy access to the site, a helicopter landing pad would be required. The helipad is expected to occupy an area of around 30 m by 30 m, and would be remediated after construction. These areas would typically be located on existing disturbed land not subject to inundation and a reasonable distance from waterways, sensitive receivers and drainage lines. Eight locations have been identified and assessed as potential helipad locations. The exact locations to be used would be confirmed during detailed design by the construction contractors. In addition to this, the existing facilities at the Wagga Wagga Airport, and Tumut Airport may be used.
Utility connections, adjustments and protection	The project would require utility connections, adjustments and protection. Such works include interfaces with other transmission lines and connections to existing services for temporary facilities . Potential impacts to existing services and utilities would be confirmed during detailed design and any proposed relocation and/or protection works would be determined in consultation with the relevant asset owners.

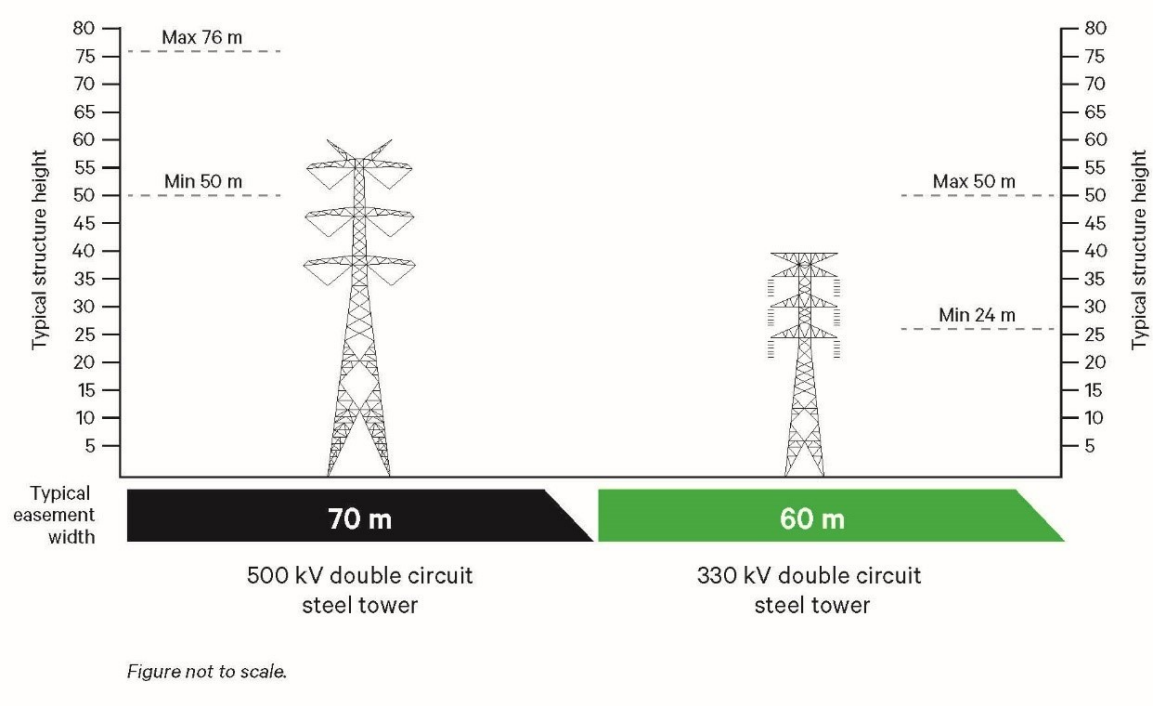


Figure 2-1: Indicative transmission line structures

2.2 Construction of the project

2.2.1 Construction activities

Key construction activities would generally include (but are not limited to):

- site establishment work, such as:
  - clearing of vegetation and topsoil
  - establishment of construction compounds and helipad/helicopter facilities
  - utility relocations and/or adjustments
  - construction of new access tracks and waterway crossings and/or upgrade of existing access tracks to transmission line structures
  - road improvement work
  - establishment of environmental management measures and security fencing
  - construction of temporary worker accommodation
- construction of the transmission lines, including:
  - earthworks and establishment of construction benches and brake and winch sites for each transmission line structure
  - construction of footings and foundation work for the new transmission line structures including boring and/or excavation, steel fabrication works and concrete pours
  - erection of the new transmission line structures
  - stringing of conductors, overhead earth wires and OPGW
  - installation of associated transmission line structure fittings inclusive of all earthing below ground level

- relocation of a section of Line 51, including:
  - demolition of the existing section of Line 51
  - erection of new transmission line structures for the rebuild of Line 51 in a new location
  - stringing of conductors, overhead earth wires and OPGW
  - installation of associated transmission line structure fittings inclusive of all earthing below ground level
- construction of the proposed Gugaa 500 kV substation, including:
  - bulk earthworks to form the substation bench, access roads, drainage and oil containment structures
  - installation of concrete foundations, bund walls, fire walls, noise walls and kerbs including excavation
  - installation of reinforced concrete and piled foundations for the electrical equipment and associated steel support structures
  - installation of electrical conduits, electrical trenches, site stormwater drainage, oil containment work and associated concrete pits, pipes and tanks including excavation
  - installation of new ancillary and equipment control buildings
  - erection of galvanised steel structures to support electrical equipment
  - installation of electrical equipment on foundations and/or steel support structures
  - installation of conductors, cabling, wiring, electrical panels and electrical equipment
  - erection of the substation site boundary security fencing, including site access gates
  - connection of the proposed transmission lines to the substation
- modification of the existing Wagga 330 kV substation to enable the proposed connection and operation of the new transmission lines, including:
  - demolition and removal of redundant electrical equipment, fencing and cabling
  - bulk earthworks to form the extended substation bench and modified drainage structures
  - installation of concrete foundations and kerbs including excavation
  - installation of reinforced concrete and piled foundations for the electrical equipment and associated steel support structures
  - erection of galvanised steel structures to support electrical equipment
  - installation of electrical equipment on foundations and/or steel support structures
  - installation of electrical conduits, electrical trenches, and modified site stormwater drainage including excavation
  - installation of conductors, cabling, wiring, electrical panels and electrical equipment
  - installation of fencing, lighting and other security features
  - testing and commissioning
  - connection of the proposed transmission lines to the substation
- modification of the existing Bannaby 500 kV substation to enable the proposed connection and operation of the new transmission lines, including:

- bulk earthworks to form the extended substation bench, new access road, modified stormwater drainage, modified oil containment and modified sediment control structures
- installation of concrete foundations, retaining walls, bund walls, fire walls and kerbs including excavation
- installation of reinforced concrete and piled foundations for the electrical equipment and associated steel support structures
- erection of galvanised steel structures to support electrical equipment
- installation of electrical equipment on foundations and/or steel support structures
- installation of electrical conduits, electrical trenches, site stormwater drainage, oil containment works and associated concrete pits, pipes and tanks including excavation
- installation of conductors, cabling, wiring, electrical panels and electrical equipment
- installation of fencing, lighting and other security features
- demolish redundant fencing including footings and kerbs
- testing and commissioning
- connection of the proposed transmission lines to the substation

- connection of the proposed transmission lines to the future Maragle 500 kV substation, including:
  - stringing conductors between transmission line structures and the future Maragle 500 kV substation gantry (including overhead earth wire (OHEW) and OPGW)
  - installing droppers from the future substation gantry to the switchgear
- construction of the telecommunications hut, including:
  - bulk earthworks to form the pad for the hut
  - excavation and preparation for concrete foundations
  - installation of reinforced concrete and piled foundations
  - excavation and installation of electrical equipment conduits, trenches and general site drainage work
  - installation of the building, site wiring and electrical equipment
  - installation of security fencing and site access gates
- installation of buried cabling from the 500 kV transmission line structures to Rye Park Wind Farm substation
- testing and commissioning of new electrical infrastructure
- demobilisation and rehabilitation of areas disturbed by construction activities.

A number of activities are expected to commence in accordance with the project conditions of approval before the key construction activities outlined above. These activities are considered pre-construction minor work and would comprise low impact activities that would begin after planning approval but prior to approval of the Construction Environmental Management Plan.

2.2.2 Construction program

Construction of the project is targeted to commence in 2024 and is estimated to take about 2.5 years to complete. The project is expected to be fully operational by the end of 2026 (refer to Figure 2-2).

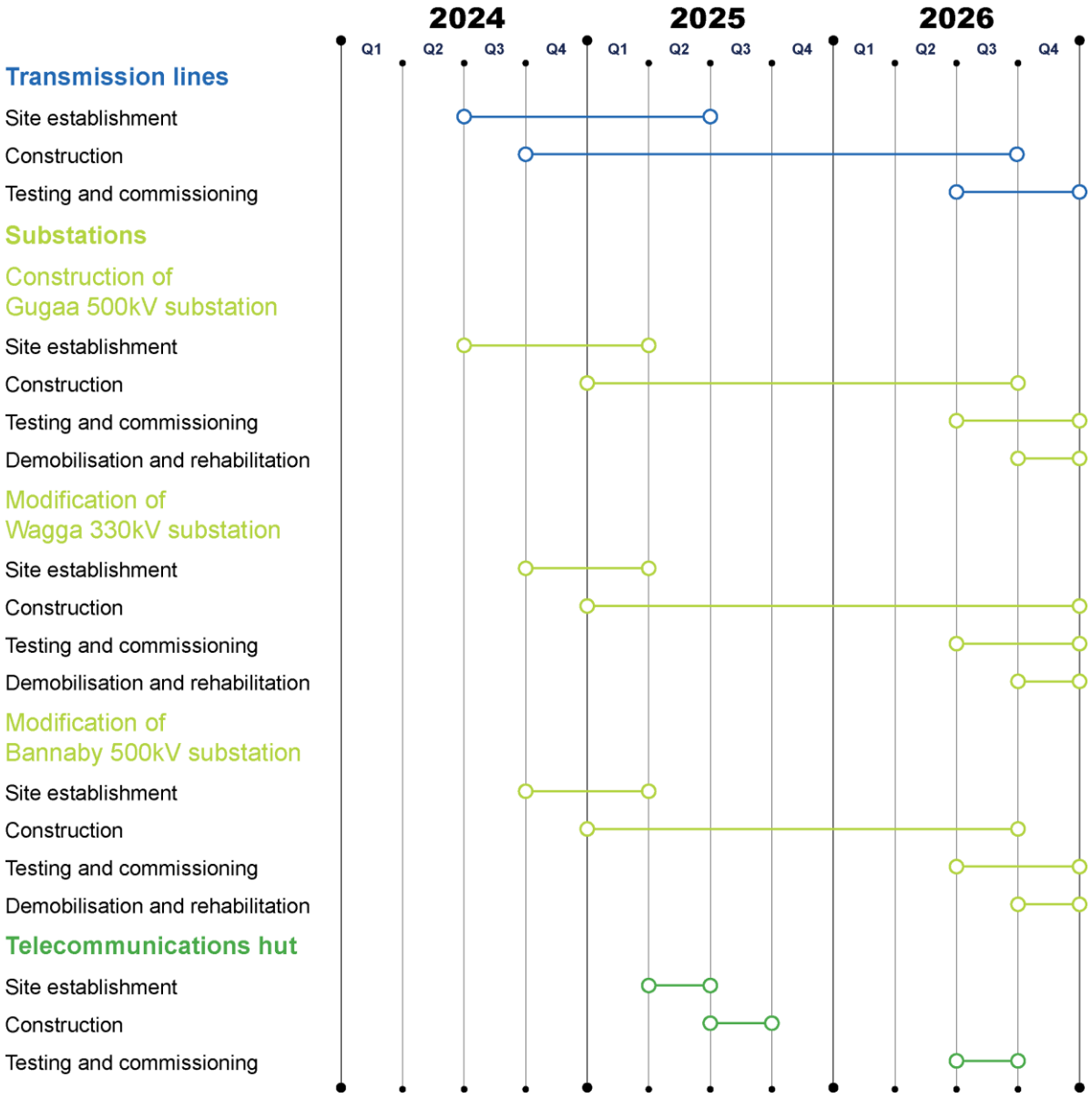


Figure 2-2: HumeLink indicative construction program

2.2.2.1 Indicative duration of construction activities

Construction at each transmission line structure would be intermittent and construction activities would not occur for the full duration at any one location. Durations of any particular construction activity, and inactive/respite periods, may vary for a number of reasons including (but not limited to):

- multiple work fronts
- resource and engineering constraints
- works sequencing and location.

Figure 2-3 presents an indicative duration of construction activities associated with an individual transmission line structure.

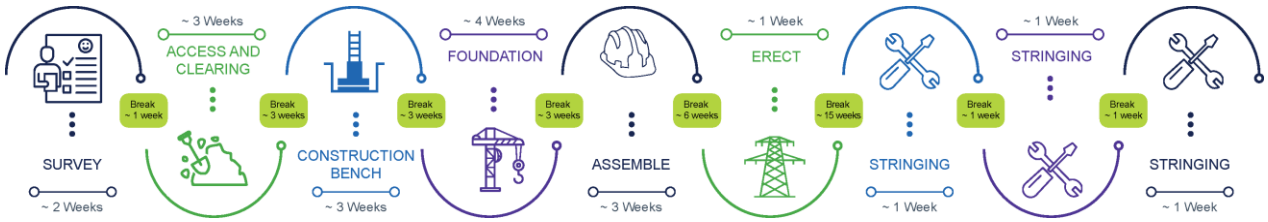


Figure 2-3: Indicative duration and sequence of construction activities for transmission line structures

Construction of the proposed Gugaa 500 kV substation could take up to 2.5 years.

2.2.3 Construction hours

It is expected that construction activities would largely be undertaken during standard construction hours. However, there would be times when working outside of standard construction hours would be required (as defined by the *Interim Construction Noise Guideline* (DECC, 2009)), subject to approval. As the details of construction methodology and project needs are developed, these hours will be refined for certain activities.

Where extended hours are proposed for activities in proximity to sensitive receivers, additional measures would be implemented and the work would be managed through an out-of-hours work protocol.

A series of work outside the standard construction hours is anticipated to include (but is not limited to) the following:

- transmission line construction at crossings of a main road or railway as these locations are expected to have restricted construction hours requiring some night work for activities such as conductor stringing over the crossing(s)
- work where a road occupancy licence (or similar) is required, depending on licence conditions
- transmission line cutover and commissioning
- the delivery of equipment or materials outside standard hours requested by police or other authorities for safety reasons (such as the delivery of transformer units)
- limited substation assembly work (eg oil filling of the transformers)
- connection of the new assets to existing assets under outage conditions (eg modification and/or connection work at Bannaby 500 kV substation, Wagga 330 kV substation and Maragle 500 kV substation), which is likely to require longer working hours
- emergency work to avoid the loss of lives and/or property and/or to prevent environmental harm
- work timed to correlate with system planning outages
- situations where agreement is reached with affected sensitive receivers
- activities that do not generate noise in excess of the applicable noise management level at any sensitive receiver.

2.2.4 Construction plant and equipment

An indicative list of construction plant and equipment likely to be required during construction is provided below.

- air compressor
- backhoe
- bobcat
- bulldozers
- concrete agitator
- concrete pump
- cranes (various sizes up to 400 tonnes)
- crawler crane with grab attachments
- drill and blast units and associated support plant/equipment
- drones
- dumper trucks
- elevated working platforms
- excavators (various sizes)
- flatbed hiab trucks
- fuel trucks
- generators
- graders
- helicopters and associated support plant/equipment
- mulchers
- piling rig
- pneumatic jackhammers
- rigid tippers
- rollers (10 to 15 and 12-15 tonnes)
- semi-trailers
- tilt tray trucks
- trenchers
- transport trucks
- watercarts
- winches.

2.2.5 Construction traffic

Construction vehicle movements would comprise vehicles transporting equipment, waste, materials and spoil, as well as workers' vehicles. A larger number of heavy vehicles would be required during the main civil construction work associated with the substations. Non-standard or oversized loads would also be required for the substation work (eg for transformer transport) and transportation of transmission line structure materials and conductors.

Hume Highway, Sturt Highway, Snowy Mountains Highway, Batlow Road and Gocup Road are the main national and state roads proposed to provide access to the project footprint. These roads would be supported by regional and local roads throughout the LGAs of Wagga Wagga City, Snowy Valleys, Yass Valley, Cootamundra-Gundagai Regional and Upper Lachlan Shire that connect to the project footprint.

2.2.6 Construction workers

The construction worker numbers would vary depending on the stage of construction and associated activities. During peak construction activities, the project could employ up to 1,200 full-time equivalent construction workers across multiple work fronts. It is expected that the maximum number of construction workers at any one location would not exceed 200.

2.2.7 Testing and commissioning

Prior to energisation of the infrastructure, a series of pre-commissioning activities would be conducted. This would include testing the new transmission lines and substation earthing, primary and secondary equipment.

2.2.8 Demobilisation and rehabilitation

Demobilisation and site rehabilitation would be undertaken progressively throughout the project footprint and would include the following typical activities:

- demobilisation of construction compounds and worker accommodation facility
- removal of materials, waste and redundant structures not required during operation of the project
- removal of temporary fencing and environmental controls.

2.3 Operation of the project

The design life of the project is 50 years, which can be extended to more than 70 years for some assets.

The substations and transmission lines would be inspected by field staff and contractors on a regular basis, with other operational activities occurring in the event of an emergency (as required). The project would require about five workers (in addition to Transgrid's existing workers) during operation for ongoing maintenance activities. Likely maintenance activities would include:

- regular inspection (ground and aerial) and maintenance of electrical equipment
- general building, asset protection zone and access road/track
- vegetation clearing/trimming within the easement
- fire detection system inspection and maintenance
- stormwater drainage systems maintenance.

It is expected that these activities would only require light vehicles and/or small to medium plant (depending on the work required).

LEGISLATIVE AND POLICY CONTEXT

3.0 LEGISLATIVE AND POLICY CONTEXT

This chapter provides an overview of State, regional and local plans and policies that are relevant to the project.

3.1 Legislation

The NSW *Environmental Planning and Assessment Act 1979* (EP&A Act) is the statutory instrument that guides strategic land use planning and development assessment in NSW. The EP&A Act defines the environment as including *"all aspects of the surroundings of humans, whether affecting any human as an individual or in his or her social groupings".*

The objectives of the EP&A Act include:

> *Objective (b): To facilitate ecologically sustainable development by integrating relevant economic, environmental and **social considerations** in decision-making about environmental planning and assessment. (our emphasis)*

The project is subject to environmental assessment under Part 5 of the EP&A Act. Under sections 2.13 and 2.15 of State Environmental Planning Policy (Planning Systems) 2021, the project is deemed SSI. The project therefore requires approval from the NSW Minister for Planning under Division 5.2 of the EP&A Act.

This SIA considers social matters relating to HumeLink and accompanies the project application to the Minister for Planning under Part 5, Division 5.15 of the EP&A Act.

3.2 NSW Policies

NSW strategic planning and policy documents that are relevant to the SIA are identified below.

3.2.1 Social impact assessment guideline

The NSW Department of Planning and Environment (DPE) developed a *Social Impact Assessment Guideline* (henceforth the SIA guideline) for proponents of State significant projects in February 2023. The guideline explains how to assess likely social impacts for State significant projects under the EP&A Act and has been designed to help guide proponents through preparing an SIA. It draws on the agreed principles and frameworks of various international institutions, including the International Association for Impact Assessment and the Interorganizational Committee on Principles and Guidelines for Social Impact Assessment. It details how social impacts should be identified, evaluated, responded to and, if appropriate, monitored and managed.

This SIA adopts the methodology espoused by the guidelines which is described in Chapter 4.0. Compliance with the requirements of the guideline is demonstrated at Attachment A.

3.2.2 Employment and social legacy policies

NSW Government has several policies and programs aimed at improving employment outcomes, including for Aboriginal and Torres Strait Islander people and the construction industry more generally. Application of these policies and programs to the project may assist in utilising the local labour force. It may also allow the project to build capacity and skills of local workers. Relevant policies are identified in Table 3-1**.**

Table 3-1: Relevant employment and social legacy policies

Policy	Relevance to the SIA
Aboriginal Procurement Policy (APP)	The Aboriginal Procurement Policy supports the NSW Government Plan for Aboriginal Affairs, the OCHRE Plan (Opportunity, Choice, Responsibility and Empowerment Plan for Aboriginal Affairs in NSW) and is a key deliverable under the Aboriginal Economic Development Framework. Government procurement is recognised as a significant opportunity to increase skills and economic participation within the State's Aboriginal and Torres Strait Islander communities. The policy supports increasing the number of Aboriginal and Torres Strait Islander people employed, and the number of Aboriginal and Torres Strait Islander owned businesses. Consistent with the intent of the policy, the project includes cultural/Aboriginal employment/empowerment programs. The Aboriginal employment APP target is 2.5% of the workforce.
Infrastructure Skills Legacy Program	The Infrastructure Skills Legacy Program aims to address skills shortages and increase diversity in the construction sector. Training management Guidelines have been issued as part of the program to support skills and capacity building that is to apply to major infrastructure projects that involve government funding

3.2.3 Riverina Murray Regional Plan 2041

The *Riverina Murray Regional Plan 2041* (Department of Planning and Environment, 2022) has been on public exhibition between 28 August and 12 September 2022. The plan sets a framework, vision and direction for strategic land-use planning to meet future needs for housing, jobs, infrastructure, a healthy environment and connected communities. The draft plan seeks to harness opportunities from several catalyst projects including the establishment of the South West Renewable Energy Zone located to the west of HumeLink.

The plan indicates that the DPE will be working with the Department of Regional NSW, joint organisations and councils to:

- quantify housing demand from major projects and infrastructure investments to 2027, including mining, renewable energy, transmission (including HumeLink), and road and rail projects
- understand the cumulative impacts of major projects on the region and affected communities
- determine suitable planning mechanisms to ensure the project design and development assessment process considers these impacts early.

3.2.4 South East and Tablelands Regional Plan 2036

The *South East and Tablelands Regional Plan 2036* (Department of Planning and Environment, 2017) is a 20-year blueprint for the future, guided by the vision to create "a borderless region in Australia's most geographically diverse natural environment with the nation's capital at its heart". The project is partially located within the South East and Tablelands Region.

This plan identifies opportunities for the region to respond to "the NSW Government's target for net zero carbon emissions by 2050, and the ACT Government's renewable energy target of 100 per cent by 2020". The project is generally aligned with these objectives and would increase the capacity of the region to contribute to the delivery of renewable energy for future generations across Australia. The social consequences arising from this are considered in this report.

The Plan acknowledges that infrastructure is instrumental to achieving this vision. The goals and directions which are relevant to this SIA are summarised in Table 3-2.

Table 3-2: Relevant policy implications of the South East and Tablelands Region Plan 2036

Policy direction	Relevant actions	Implications for the SIA
Goal 2: A diverse environment interconnected by biodiversity corridors		
Direction 17: Mitigate and adapt to climate change	Build community capacity to deliver and own renewable energy, promoting the use of advanced technology vehicles, identifying low emission pathways for energy-intensive industries and improving access to start-up funding to accelerate innovation would help to reduce emissions and minimise energy consumption.	Leverage the opportunities from the project to build community capacity and knowledge about HumeLink and its role in energy delivery to NSW

3.2.5 Regional economic development strategies

The NSW Government has assisted local councils and their communities to develop regional economic development strategies (REDS). The strategies focused around one or more LGAs that form a functional economic region as defined by economic data and community inputs. These strategies set out the long-term economic vision and priorities.

The following REDS are relevant to the project:

- *Cootamundra Gundagai Tourism and Economic Development Strategy* (Cootamundra-Gundagai Regional Council, 2019)
- *Snowy Valleys Regional Economic Development Strategy 2018-2020* (Snowy Valleys Council, 2018)
- *Southern Tablelands Regional Economic Development Strategy 2018-2022* (Yass Valley Council, 2018).

The strategies recognise that a thriving economy and community relies on digital connectivity and spatial technology. The strategies seek to support local economies by encouraging innovative and online businesses as a means to encourage workers to stay in the LGA, allowing the community to retain younger and highly skilled members of the workforce. The strategies have identified fast and reliable internet access and improved mobile reception as high priorities. This SIA recognises the benefits of reliable and secure electricity transmission for digital innovation and connectivity. The project would provide a foundation for ongoing development of a digital future in rural NSW.

3.3 Local plans

Community Strategic Plans (CSPs) and Local Strategic Planning Statements (LSPSs) are prepared by local councils in consultation with the community. To an extent, they reflect the values, aspirations and goals of the community to which they relate. Relevant plans are identified below.

3.3.1 Community Strategic Plans

CSPs set the vision and strategic priorities for each of the local councils for the future. The relevant CSPs have been reviewed and some key insights into local priorities are provided in Table 3-3.

Table 3-3: Relevant local priorities expressed in Community Strategic Plans

Community Strategic Plan	Relevant strategic priorities
Cootamundra Gundagai Community Strategic Plan 2022	This new CSP incorporates input form extensive stakeholder engagement to identify key strategic directions for the LGA which include: • a responsive and adaptive community to climate change risks and impacts that implements renewable energy projects • maintain a high-quality workforce that is committed to delivering on the community's and council's vision and goals • interesting, attractive and welcoming towns and villages • local history, culture and character is valued and preserved • an actively engaged and supportive community.
Goulburn-Mulwaree Community Strategic Plan 2042	The Goulburn-Mulwaree CSP seeks to encourage the whole community to contribute and work towards a shared vision for a better future. Some of the Plan's strategies that are relevant to the project are: • advocate and facilitate discussions with relevant authorities and funding bodies to improve access to services and facilities for youth, older adults, and people with disabilities • events celebrate the identity of our towns, our heritage, and our culture • support local initiatives that welcome new residents • market the region as a tourist destination, highlighting the region's unique rural character, natural environment, heritage, and culture • identify opportunities to bid for regional, state, and national events that deliver economic outcomes for the community • support village development and opportunities for business and growth • protect and enhance the existing natural environment, including flora and fauna native to the region • work with community, businesses, government and community support services to mitigate and adapt to the impact of climate change and adopt environmentally sustainable practices • upgrade community facilities to improve service provision and accessibility.
Hilltops Community Strategic Plan 2022	The Hilltops CSP aims to achieve a thriving region offering a relaxed country lifestyle and diverse economy. Some relevant strategic directions from the plan include: • a safe and healthy community • vibrant and connected towns and villages • valued historical significance and cultural traditions • embracing a relaxed lifestyle • maintain the environmental integrity of the Region • a diversified economy which encourages business development, investment and fulfilling career opportunities to attract and retain residents, especially young people • an engaged and connected community.
Snowy Valleys Community Strategic Plan 2028	The CSP is the community's long-term plan for capturing the priorities and ideas of people to create a better future for our region. The plan has been formed by the contributions and conversations of more than one thousand community members. Some relevant strategies in the plan are: • create welcoming towns and villages that are vibrant, accessible and foster a sense of community • provide accessible services and initiatives which support and contribute to wellbeing across • protect and preserve local history and heritage all stages of life • support and promote events and festivals • develop strong relationships with local industry, organisations and government to ensure a sustainable local economy • promote, support and attract local small businesses

Community Strategic Plan	Relevant strategic priorities
	• explore new and innovative approaches to economic development to enhance skills and provide broader employment opportunities for future generations.
Wagga Wagga Community Strategic Plan 2040	The Wagga Wagga CSP aims to protect and enhance natural areas for future generations, while creating a functional and attractive built environment that encourages an active and healthy community. Some relevant priorities are: • our communities feel safe • our community has access to health and support services that cater for all of our needs • Wagga Wagga is a thriving, innovative and connected regional capital city • Wagga Wagga is an attractive location for people to live, work and invest • Wagga Wagga is an attractive tourist destination • our community are proud of where we live and our identity • our community feel welcome, included and connected • our built environment is functional, attractive and health promoting.

3.3.2 Local Strategic Planning Statements

Councils prepare LSPSs to set strategic directions for economic, social and environmental land use needs by setting short, medium and long-term actions to deliver the priorities for the community's future vision. A summary of relevant local priorities is provided in Table 3-4.

Table 3-4: Relevant priorities from the social locality LGA LSPSs

LSPS	Relevant priorities/actions/principles/objectives
Cootamundra-Gundagai Regional LSPS 2020	• priority 4: opportunities to protect and enhance agricultural land • priority 7: opportunities to grow agricultural industries.
Snowy Valleys LSPS 2020	• growth through innovation: planning priority 2: provide opportunities for local employment • our natural environment planning priority 1: protect, conserve and enhance Snowy Valley's landform, waterways and bushland that have high environmental value • our natural environment planning priority 2: manage energy, water and waste efficiently to ensure a sustainable urban environment • our infrastructure: planning priority 3: collaborate with Government agencies and other stakeholders to stimulate positive outcomes.
Upper Lachlan Shire LSPS 2020	• action 1.1: promote a diverse agriculture-based economy • action 1.2: plan for diverse agri-business and agricultural land reform • action 1.3: improve biodiversity connectivity and protection • action 1.4: protect and enhance the Aboriginal and Torres Strait Islander, European, rural and natural landscapes • action 1.7: recognise environmental landscape values as productive elements or recreation elements • action 3.4: leverage and celebrate our natural and cultural heritage, creative expression, climate and natural beauty • action 3.5: conserve and adaptively reuse heritage assets and enhance areas of high environmental value.
Wagga Wagga City LSPS 2020	• principle 1: protect and enhance natural areas • principle 5: encourage and support investment • principle 7: growth is supported by sustainable infrastructure • principle 11: strong and resilient rural and village communities.

LSPS	Relevant priorities/actions/principles/objectives
Yass Valley LSPS 2020	• planning priority 2: focus growth in Yass and Murrumbateman • planning priority 4: protect and conserve the natural environment, built and Aboriginal cultural heritage of Yass Valley • planning priority 6: maximise opportunities for tourism, industry, and investment within the Yass Valley.
Hilltops LSPS 2020	• liveability objective 12: temporary worker accommodation is designed and built to a high standard, in order to integrate appropriately with the local community • strong communities objective 4: appropriate land-management practices are used to increase sustainability and amenity outcomes • strong communities objective 7: landscapes of natural, cultural, social and economic value within the region are identified, protected and managed to meet current and future community and environmental needs • economic development objective 1: protect productive rural lands from incompatible land uses • economic development objective 3: rural areas are conserved and managed to enhance their ongoing contribution to the local, regional and broader economy • economic development objective 4: the long-term prosperity and sustainability of primary production is achieved while maintaining environmental values • economic development objective 7: further economic diversification and growth through further development of research and development and renewable energy sectors • economic development objective 18: major enabling infrastructure projects which are critical to future regional economic development are advocated, planned and facilitated.
Goulburn-Mulwaree LSPS 2020.	• infrastructure planning principle 1: ensure planning decisions protect essential infrastructure assets including water, freight corridors, waste and sewerage management facilities from encroachment by more sensitive or unsuitable uses • primary industry planning principle 3: promote renewable energy projects • primary industry planning principle 5: the co-location of renewable energy projects should occur where possible, in order to maximise infrastructure, including corridors with access to the electricity network • industry and economy planning principle 1: collaborate with other levels of government, industry and other stakeholders to identify, plan and secure investment for infrastructure required to support growth and sustainability in the region • natural environment planning principle 1: preserve and maintain natural environments.

METHODOLOGY

4.0 METHODOLOGY

This chapter outlines the methodology and approach used to assess the potential social impacts of the project.

4.1 Overview of approach

The methodology adopted for this SIA has been determined having regard for the legislative framework, project SEARs (as listed in Section 1.4), the *Social Impact Assessment Guideline* (DPE, 2023) and available data sources.

The key tasks undertaken for this assessment included:

- identification of the social locality and scoping potential social impacts
- data gathering and desktop analysis of the social baseline within the social locality, including population and demographic information
- review of legislative and policy information contributing to the project
- community and stakeholder engagement
- assessment of social impacts associated with the construction of the project
- assessment of social impacts associated with the operation of the project
- assessment of the cumulative social impacts from the project and other projects within the area of social locality
- identification of mitigation and management measures to minimise social impacts of the project.

Social impacts refer to the consequences experienced by individuals, households, groups, communities, or organisations as a result of the project.

4.2 Assessment approach

The method for assessing the potential social impacts of the project was designed to align with the SIA Guideline (DPE, 2023).

The overall approach involved three phases as indicated in Figure 4-1. Key components of the approach are outlined below.

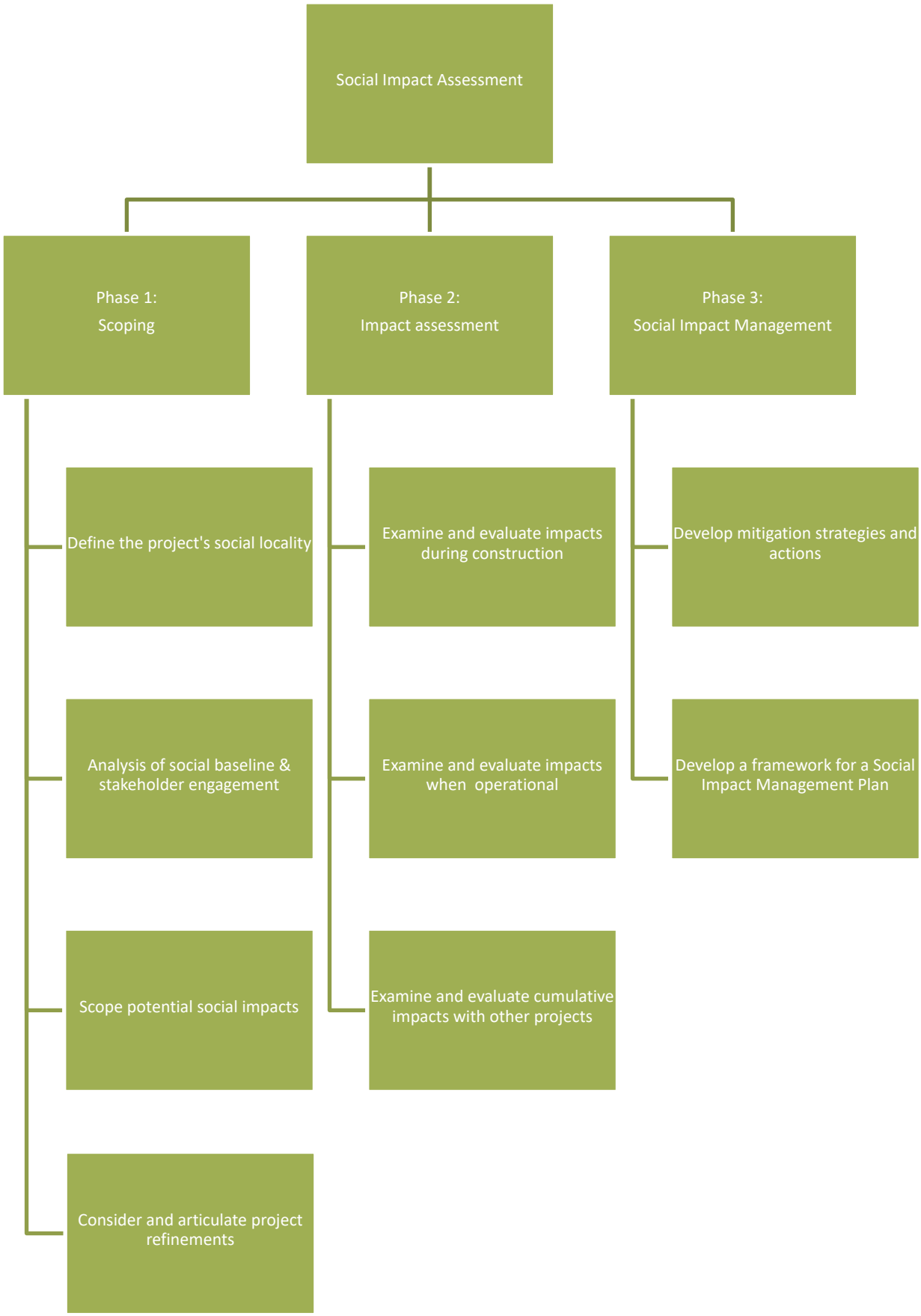


Figure 4-1: Approach to social impact assessment

4.2.1 Social locality

Potential social impacts from HumeLink, being a large, linear project, would extend beyond the immediate area of project components. A social locality (study area) has been defined based on the scale and nature of the predicted social impacts of the project and the considerations in the SIA Guideline. The area of social locality reflects the considerations set out in SIA Guideline.

The definition of the social locality has been informed by:

- a review of other technical assessments to understand their distance parameters and likely impact sphere
- the nature and scale of the project and geographic extent of the potential direct and indirect social impacts during construction and operation as determined in **Table 4-1**
- the local characteristics of nearby communities which range from:
    - rural character surrounding most of the proposed transmission line corridor
    - rural and forestry near construction compounds
    - urban character near some of the proposed substations and worker accommodation facility
- built and natural features, including local road network, open spaces and waterways, and urban boundaries.

Table 4-1: Considerations for defining the social locality

Range of changes that may result from the project	Those who may be affected	Geographic extent of impacts
Acquisition of land	• immediate landowners.	• within the project footprint
Changes in land use	• landowners in the local agricultural, forestry and other industries.	• within the project footprint • immediate vicinity of project.
Changes in views / vista and character	• local residents in the immediate surrounds • broader communities in surrounding area • tourists and visitors.	• wider surrounds and regional area.
New employment opportunities	• local residents in the immediate surrounds • businesses benefiting from increased spending.	• wider surrounds and regional area • main towns and urban centres.
Influx of non-resident workers for project and changes to population	• local residents in the immediate surroundings • social infrastructure service providers and users • broader communities in surrounding area.	• surrounding communities • main towns or urban centres • wider surrounds and regional area.
Changes to short-term accommodation and housing availability and affordability	• residents in caravan parks • accommodation business owners • tourists • renters in the private rental market • landowners.	• locations close to project footprint where short-term accommodation and housing used for non-resident workers.
Construction of new and upgraded access roads and tracks	• local residents in the immediate surrounds • broader communities in surrounding area • tourists and visitors.	• within the project footprint • surrounding communities.

The social locality (refer to Figure 4-2) has been defined as the combined boundaries of seven LGAs that contain or are close to the project footprint. The relevant LGAs are indicated in Table 4-2.

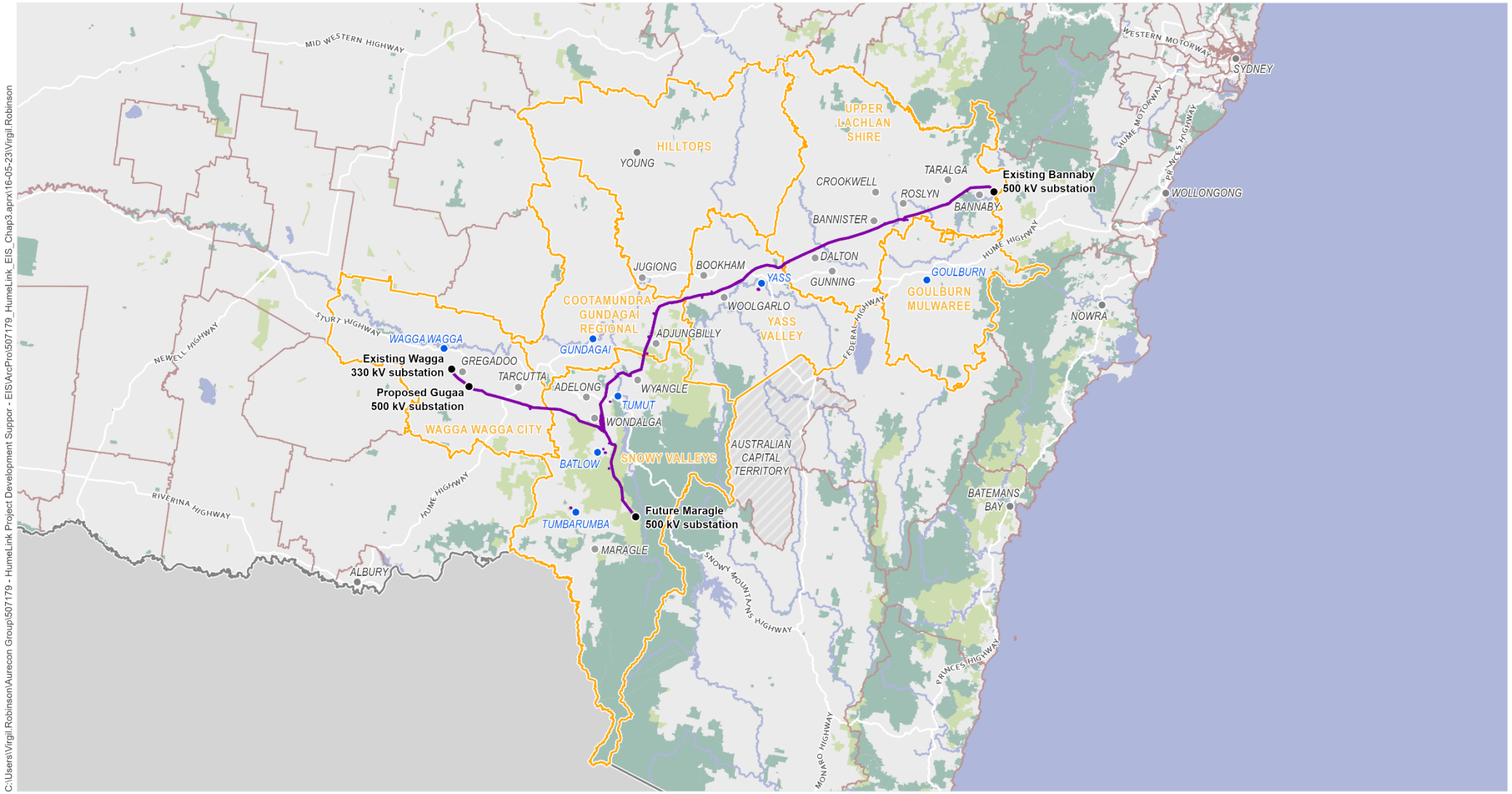
Table 4-1 confirms that social impacts arising from the project may occur at different geographic levels within the social locality including:

- the project footprint
- the urban areas providing services and accommodation to workers.

Consequently, analysis has been conducted for the social locality, the urban areas within the social locality that would be most affected by the project and the project footprint. These geographies are defined in Table 4-2 below and are illustrated in Figure 4-2.

Table 4-2: Relevant geographies

Area	Description
The social locality	The social locality is defined by the combined boundaries of the following LGAs: • Wagga Wagga City • Cootamundra-Gundagai Regional • Snowy Valleys • Hilltops • Yass Valley • Upper Lachlan Shire • Goulburn-Mulwaree.
Key communities	The key communities are the urban areas within the social locality that would be most affected by the project. They have been defined using the Australian Statistical Geography Standard's 'Urban Centres and Localities' framework, as used in the 2021 Census (Australian Bureau of Statistics, 2021). The key communities and their definition in terms of ABS references are: • Wagga Wagga (ABS Reference UCL112015) • Tumbarumba (ABS Reference UCL115137) • Tumut (ABS Reference UCL114030) • Batlow (ABS Reference UCL115012) • Gundagai (ABS Reference UCL115073) • Yass (ABS Reference UCL114034) • Goulburn (ABS Reference UCL112008).
Project footprint	The area likely to be directly affected by the construction and operation of the project is referred to as the 'project footprint'. It includes the indicative location of project infrastructure, the area that would be directly disturbed during construction and any easement required during operation.



Source: *Aurecon, Transgrid, Spatial Services (DCS), ESRI Basemap*

1:1,750,000

0 40 80 km

Projection: GDA 1994 MGA Zone 55

HumeLink **Social Impact Assessment**

FIGURE 4-2: Social locality

4.2.2 Scoping

The SIA scoping phase was undertaken to:

- identify and understand potentially affected people and the project's social locality
- identify social impacts needing investigation.

The scope of the SIA was determined having regard for:

- the project description provided in Chapter 1.0 of this report and Chapters 3 and 4 of the EIS
- the SEARs (provided in Section 1.2)
- the geographic extent of potential impacts from the project to the social environment, as considered in Section 4.2.1
- stakeholder mapping and engagement outcomes
- a review of other technical documents
- an understanding of the application of SIA principles to linear projects.

Scoping for the SIA involved completing the SIA scoping worksheet (DPE, 2021), which allowed for the preliminary analysis of the relationship between project activities and potential social impacts. The project design subsequently progressed, and the scoping exercise was revised to ensure that all potential impact were identified. The completed SIA scoping worksheet can be found in Attachment B.

Potential social impacts were grouped as per the social impact categories outlined in the SIA Guideline and shown in Table 4-3. Potential social impacts may be relevant to more than one social impact category. In such circumstances the impact is reported under the category considered to be most relevant.

Table 4-3: Categories of social impacts

Impact category	Description/explanation	Potential issues and impacts	Where addressed
Way of life	How people live, how they get around, how they work, how they play, and how they interact each day	Construction workers impacting the availability and affordability of housing	Section 7.1.1
		Impacts to amenity	Sections 7.1.2 and 8.1
		Interference from transmission lines on communications technology	Sections 7.3.4 and 8.1
		Changes to transport and movement during construction	Section 7.3.1
		Changes to social cohesion from incoming worker and permanent population	Section 7.2.2
		Changes to population from temporary construction workers	Section 7.2.1
		Loss of productive land through easements and acquisitions	Sections 7.7.6, 7.7.3 and 7.7.5
		Changed access to social infrastructure during construction period due to increased population	Section 7.3.2

Impact category	Description/explanation	Potential issues and impacts	Where addressed
Community	Composition, cohesion, character, how the community functions, resilience and people's sense of place	Population changes from incoming temporary construction workers	Section 7.2.1
		Changes to social cohesion from incoming worker and permanent population	Section 7.2.2
		Support for local community groups	Section 8.2
		Social legacy/ adaptive re-use of worker accommodation facility.	Section 8.2
Accessibility	How people access and use infrastructure, services and facilities, whether provided by a public, private, or by for-profit or not-for-profit organisation	Changes to transport and movement during construction period	Section 7.3.1
		Changes to access to social infrastructure during construction period due to increased population	Section 7.3.2
		Changes to availability of goods, service and labour	Section 7.3.3
		Changes in utilities and telecommunications services	Section 7.3.4
Culture	Both Aboriginal and non-Aboriginal culture, including shared beliefs, customs, practices, obligations, values, and stories, and connections to country, land, waterways, places, and buildings	Changes to connection to Country	Section 7.4.1
Health and wellbeing	Physical and mental health[2], especially for people vulnerable to social exclusion or substantial change, psychological stress resulting from financial or other pressures, access to open space and effects on public health	Changes in physical and mental health	Section 7.5.1
		Changes in health and wellbeing of construction workers	Section 7.5.2
		Changed access to social infrastructure during construction period due to increased population	Section 7.3.2
Surroundings	Ecosystems services[3] such as shade, pollution control, erosion control, , public safety and security, access to and use of the natural and built environment, and its aesthetic value and amenity[4]	Changes to landscape and visual impact impacting sense of place	Sections 7.6.1 and 8.6

[2] The World Health Organization defines health as a state of complete physical, mental and social wellbeing and not merely the absence of disease or infirmity. For this guideline, wellbeing is a state in which people have their basic needs met, can realise their potential, can cope with the normal stresses of life, can work productively and fruitfully, and can participate in their community. See: Smyth, E. and Vanclay, F. (2017). The Social Framework for Projects: a conceptual but practical model to assist in assessing, planning and managing the social impacts of projects. Impact Assessment and Project Appraisal, 35:1, p. 78; Schirmer, J., et al. (2016), Wellbeing, resilience and liveability in rural and regional Australia: The 2015 Regional Wellbeing Survey, University of Canberra, p. 23; and OECD. (2011). How's life?: measuring well-being. OECD Publishing, p. 18: http://dx.doi.org/10.1787/9789264121164-en.

[3] "Ecosystem services" include: provisioning services, such as food and water; regulating services, such as flood and disease control; supporting services, such as nutrient cycling, that maintain the conditions for life on Earth; and cultural services, such as spiritual, recreational, and cultural benefits. See: Millennium Ecosystem Assessment (2005). Ecosystems and Human Well-Being: Our Human Planet: Summary for Decision Makers. The Millennium Ecosystem Assessment Series, Volume 5, Island Press, Washington DC.

[4] When considering perceptions of adverse impacts on amenity, an evaluation must be made of the reasonableness of those perceptions. This evaluation involves 'the identification of evidence that can be objectively assessed to ascertain whether it supports a factual finding of an adverse effect on amenity…': Telstra Corporation Ltd v Hornsby Shire Council [2006] NSWLEC 133

Impact category	Description/explanation	Potential issues and impacts	Where addressed
Livelihood	People's capacity to sustain themselves through employment or business	Changes to land holdings or operations dues to easements or land acquisitions	Sections 7.7 and 8.7
		Changes to employment opportunities for Aboriginal and Torres Strait Islander people	Section 7.7.2
		Compensation to landowners	Section 7.7.3
		Impacts to local tourism	Section 7.7.4
		Adjustments to land use	Section 7.7.5
		Changes to primary production	Section 7.7.6
		Changes arising from acquisitions and leases	Section 7.8.1
Decision-making systems	Including the extent to which people can have a say in decisions that affect their lives, and have access complaint, remedy and grievance mechanisms		

Source: DPE Social Impact Assessment Guideline (2023)

4.2.3 Stakeholder engagement

The engagement methods were designed to align with the *Undertaking Engagement Guidelines for State Significant Projects* (DPE, 2021) and the SIA Guideline. Social Atlas, a social and environmental consultancy, led the community and stakeholder engagement process for the SIA. In addition, Transgrid undertook broad engagement with affected landowners and the local community. The SIA draws on outcomes for both engagement processes. Collectively, the engagement involved:

- stakeholder briefing sessions
- one-on-one meetings with landowners
- community drop-in sessions
- webinars
- online survey and feedback forms
- information distribution and public feedback mechanism through an e-newsletter, community hotline, website, and email service
- advertising material in local media, social media, and fact sheets through the Transgrid website.

Further details of the stakeholder engagement are provided in Chapter 5.0.

4.2.4 Assessment of potential social impacts

Social impacts identified in the scoping phase were confirmed at the impact assessment stage and were assessed through the application of data and research outcomes to provide an evidence-based assessment. This included:

- considering the characteristics of the social locality, key communities and the project footprint
- identifying outcomes of other technical studies prepared for the EIS that have social implications for these areas

- understanding the outcomes of stakeholder and community engagement.

This SIA applies a social risk matrix method to rank all identified impacts. Impacts have been identified for the social locality (or social locality), Key Community of interest and project footprint as defined in Chapter 6.0. Social impacts may be positive or negative.

The social risk matrix method considers:

- the **likelihood** of a social impact occurring
- the **magnitude** of the predicted impacts
- the **significance** each predicted social impact based on the previous two factors.

The definitions of likelihood, magnitude and significance have been adopted from the SIA Guideline and are stated below.

The 'likelihood' of an impact occurring reflects chance or probability that the impact would occur. This approach reflects that some potential impacts may be identified that may not eventuate or have a small chance of occurring while other impacts can be predicted to occur with more certainty.

Table 4-4: Likelihood levels of social impacts

Likelihood level	Meaning
Almost certain	Definite or almost definitely expected (eg has happened on similar projects)
Likely	High probability
Possible	Medium probability
Unlikely	Low probability
Very unlikely	Improbable probability

Source: DPE Social Impact Assessment Guideline (2021)

The SIA Guideline advises that determining the magnitude of a social impact requires a consideration of the following:

- **extent of impact:** who / which areas are expected to be affected (directly, indirectly, and/or cumulatively), including any vulnerable populations
- **duration:** when the social impact expected to occur, including whether it would be short-term of permanent
- **intensity or scale**: the likely scale or degree of change (eg mild, moderate, severe)
- **sensitivity or importance:** how people are affected and how important the impact is to them, which will vary according to such factors as the value attached to the matter, whether it is rare/unique or replaceable, the extent to which it is tied to identity, and the capacity to cope with or adapt to change
- **level of concern/interest:** how concerned/interested are people noting this may be disproportionate to findings from technical assessments of likelihood, duration and/or intensity.

Having considered the above, an assessment of the 'magnitude' of the impact is made by applying the definitions in Table 4-5.

Table 4-5: Magnitude levels for social impacts

Magnitude level	Meaning
Transformational	Substantial change experienced in community wellbeing, livelihood, infrastructure, services, health, and/or heritage values; permanent displacement or addition of at least 20 per cent of a community.
Major	Substantial deterioration/improvement to something that people value highly, either lasting for an indefinite time, or affecting many people in a widespread area.
Moderate	Noticeable deterioration/improvement to something that people value highly, either lasting for an extensive time, or affecting a group of people.
Minor	Mild deterioration/improvement, for a reasonably short time, for a small number of people who are generally adaptable and not vulnerable.
Minimal	Little noticeable change experienced by people in the locality.

Source: DPE Social Impact Assessment Guideline (2021)

The social impact matrix (refer to Table 4-6) is applied by aligning the likelihood rating with the magnitude rating to obtain a rating for the significance of the social impact.

Table 4-6: Social impact significance matrix

Likelihood		Magnitude Level				
		Minimal	**Minor**	**Moderate**	**Major**	**Transformational**
A	**Almost certain**	Low	Medium	High	Very high	Very high
B	**Likely**	Low	Medium	High	High	Very high
C	**Possible**	Low	Medium	Medium	High	High
D	**Unlikely**	Low	Low	Medium	Medium	High
E	**Very unlikely**	Low	Low	Low	Medium	Medium

Source: DPE Social Impact Assessment Guideline (2021)

4.2.5 Mitigation measures

The assessment approach enables responses to be developed for each identified impact. These responses can enhance positive impacts or minimise negative impacts. The development of mitigation measures included:

- design revisions to avoid impacts where possible
- actions to minimise impacts that could not be addressed through design revisions
- actions to manage impacts.

Given the potential for circumstances to change throughout the life of the projects, it is appropriate for the mitigation measure to encompass the need to monitor impacts, to enable mitigation measures to be refined as needed throughout the life of the project.

The residual impact is the social impact after project mitigation measures have been identified and implemented. Residual impacts have been rated using the social impact matrix approach outlined above.

A preliminary Social Impact Management Plan has been drafted during the preparation of the SIA (refer to Attachment F) with the intent that it would provide a basis for a final Social Impact Management Plan prepared prior to the commencement of construction.

4.3 Information and data sources

The following information and data sources were used to inform an understanding of the social locality and key communities:

- Australian Census of Population and Housing (Australian Bureau of Statistics (ABS)), primarily using data from 2016 and 2021 Censuses for the following:
  - LGAs of Goulburn-Mulwaree, Hilltops, Cootamundra-Gundagai Regional, Snowy Valleys, Upper Lachlan Shire, Wagga Wagga City and Yass Valley
  - urban localities of Goulburn, Tumut, Tumbarumba, Yass, Wagga Wagga and Batlow
  - Rest of NSW (formerly identified as 'regional NSW' prior to the 2021 Census)5
- Social Health Atlas of Australia – NSW and ACT (*PHIDU, Torrens University, Australia)*
- NSW Department of Planning and Environment population and dwelling projections (Department of Planning and Environment, 2016)
- Technical reports supporting the EIS, including:
  - *Technical Report 1 – Biodiversity Development Assessment Report*
  - *Technical Report 2 – Aboriginal Cultural Heritage Assessment Report*
  - *Technical Report 3 – Historic Heritage Impact Assessment*
  - *Technical Report 4 – Agricultural Land Impact Assessment*
  - *Technical Report 5 – Land Use and Property Impact Assessment*
  - *Technical Report 6 – Economic Impact Assessment*
  - *Technical Report 8 – Landscape Character and Visual Impact Assessment*
  - *Technical Report 9 – Noise and Vibration Impact Assessment*
  - *Technical Report 13 – Bushfire Risk Assessment*
  - *Technical Report 14 – Aviation Impact Statement*
  - *Technical Report 15 – Electric and Magnetic Field Study*
  - *Technical Report 16 – Traffic and Transport Impact Assessment*
  - *Technical Report 17 - Air Quality Impact Assessment.*

4.4 Personnel

The SIA Guideline sets out certain requirements for authors of SIA's and these are addressed in Attachment A.

4.5 Limitations and exclusions

This SIA is based on information available at the time of writing and is designed to respond to the SEARs and align with the SIA Guideline.

The assessment:

- assumes background and baseline information, which is based on engagement undertaken by Transgrid and supplemented by targeted consultation by Social Atlas

[5] Rest of NSW formerly referred to as Regional NSW. Population statistics for Regional NSW can be found for the period 1991 to 2011, however for the 2016 Census this dataset was renamed.

- notes and considers that the COVID-19 pandemic continues to change how people live, work, and move around. The data and information used to inform the social baseline within this SIA may differ to local circumstances because of these changes. During COVID-19, the ABS investigated using administrative and transactions data from the public and private sector to inform official social and economic statistics.

STAKEHOLDER ENGAGEMENT

5.0 STAKEHOLDER ENGAGEMENT

Stakeholder engagement was undertaken by Social Atlas during September and October 2022 to support this SIA. The engagement methods aligned with the *Undertaking Engagement Guidelines for State Significant Projects* (DPE 2021) and the SIA Guideline. Outcomes from the stakeholder engagement are provided at Attachment C.

Ongoing engagement by Transgrid with affected landowners and community representatives has also occurred in relation to the overall project and an expansive range of subject areas relevant to the EIA. Outcomes from Transgrid's engagement which are relevant to this SIA are summarised at Section 5.4 below.

5.1 SIA engagement approach

Stakeholders in the social locality were targeted for consultation based on known project risks and impacts plus synergies with areas of interest. Stakeholder mapping also considered sensitive receivers, vulnerable stakeholders and social service sectors such as housing, education, employment and training and health to capture potential direct, indirect and cumulative impacts.

5.1.1 Engagement objectives

The stakeholder engagement undertaken for this SIA was designed to provide granular detail on the proposed consultation activities required to support the SIA and, more broadly, the project's planning and environmental approvals.

The objectives of the engagement were to:

- deliver a robust program of consultation as per the requirements of the SIA Guideline
- consult meaningfully with project stakeholders and the general community (including vulnerable, hard to reach and culturally and linguistically diverse members), and gather a wide range of views about potential social impacts and opportunities associated with the project
- help identify potential mitigation and management strategies to avoid or minimise potential adverse project impacts and maximise benefits to people and communities
- clearly communicate the purpose of the SIA and how consultation findings will be used
- act as an independent and impartial party throughout the consultation process to ensure a transparent, respectful and effective process
- thoroughly document and report on consultation findings, ensuring views are accurately recorded.

5.1.2 Stakeholders and approach

Consultation considered key communities and stakeholders of interest and likely impacts, both positive and negative.

The following communications and engagement tools and activities were developed to support the engagement activities:

- project overview fact sheet (provided by Transgrid)
- project overview presentation (provided by Transgrid)
- introductory email/script (facilitated by Transgrid when a stakeholder relationship previously existed)

- responses to frequently asked questions
- targeted stakeholder consultation sessions plans
- targeted questionnaire for stakeholder sessions
- online survey
- Electronic Direct Mail to project subscribers (to promote survey)
- A5 flyer (to promote survey)
- updated website content (to promote survey undertaken by Transgrid).

This engagement approach aimed to deliver best practice engagement, considering the context of the project and incorporating feedback from previous consultation as well as the recommendations of a Landowner Advocate review undertaken by Transgrid.

Table 5-1: Stakeholder groups

Social group	Consultation topics	
Local Aboriginal Land Councils	• cultural values • historic land use • contemporary land use • access to cultural sites • employment and procurement opportunities and barriers • constraints within local services.	• temporary non-resident workforce • worker accommodation facility • sentiment to the project • social legacy and/or community investment opportunities • potential project impacts, benefits and mitigation measures.
Local Councils and community services	• community values and character • potential impacts on social infrastructure • local road conditions and impacts • community's acceptance of the project • identification of sensitive receivers • identification of marginalised and vulnerable groups • constraints within local services.	• temporary non-resident workforce • worker accommodation facility • sentiment to the project • social legacy and/or community investment opportunities • potential project impacts, benefits and mitigation measures.
Local businesses	• business trends • services available • contracting and procurement opportunities • business operators' reaction to non-resident workforce • businesses operators' reaction to compound sites and construction activities • capacity of businesses to meet increased demand during construction.	• capability of businesses to respond to tenders and opportunities • constraints within local services • temporary non-resident workforce • worker accommodation facility • sentiment to the project • social legacy and/or community investment opportunities • potential project impacts, benefits and mitigation measures.
Industry and other projects	• lessons from other projects • partnership opportunities • employment, training and upskilling • workforce constraints and opportunities • procurement constraints and opportunities • agricultural farmers values.	• regional values • economic trends • temporary non-resident workforce • worker accommodation facility • sentiment to the project • potential project impacts, benefits and mitigation measures.

Social group	Consultation topics	
Emergency and medical services	• current demand for services • increased demand for services due to non-resident workforce • access to existing health services • existing capacity constraints • current and future land use.	• bushfire/flood management • worker accommodation facility • sentiment to the project • social legacy and/or community investment opportunities. • potential project impacts, benefits and mitigation measures
Education and early childcare	• current demand for services • increased demand for services due to non-resident workforce • existing capacity constraints • planned service expansion • student wellbeing • partnering opportunities • temporary non-resident workforce.	• worker accommodation facility • sentiment to the project • social legacy and/or community investment opportunities • potential project impacts, benefits and mitigation measures.
Employment and training services	• current demand for services • barriers to employment • local workforce capacity and capability • training and skills uplift opportunities and challenges • employment for marginalised groups • access to existing employment services • partnering opportunities.	• temporary non-resident workforce • worker accommodation facility • sentiment to the project • social legacy and/or community investment opportunities • potential project impacts, benefits and mitigation measures.
Tourism	• tourism trends • existing attractions and services • tourism operators' reaction to non-resident workforce • tourism operator's reaction to visual impacts of transmission line • tourism operators' reaction to compound sites and construction activities.	• capacity of tourism operators to meet increased demand during construction • peak tourism seasons and events • sentiment to the project • social legacy and/or community investment opportunities • potential project impacts, benefits and mitigation measures.
Special interest groups	• identification of vulnerable and marginalised groups • identification of sensitive receivers • potential impacts on social infrastructure • potential barriers to employment / participation.	• worker accommodation facility • sentiment to the project • social legacy and/or community investment opportunities • potential project impacts, benefits and mitigation measures.

5.2 Common themes

Key themes raised by stakeholders and their area of interest are outlined in **Table 5-2**. Green shading indicates the theme was mentioned at least once by stakeholders in the relevant locality.

Table 5-2: Key themes geographically

Location	Medical service capacity constraints	Housing affordability and availability	Employment and training opportunities	Lessons from previous projects	Opportunities and/or impacts associated with influx of workers	HumeLink social licence and project legacy
Wagga Wagga						
Tumbarumba						
Tumut						
Gundagai						
Yass						
Goulburn						
Crookwell						

Key themes raised by stakeholder groups and their area of interest are outlined in Table 5-3. Green shading indicates the theme was mentioned at least once by the relevant stakeholder group.

Table 5-3: Key areas of interest by stakeholder group

Stakeholder group	Medical service capacity constraints	Housing affordability and availability	Employment and training opportunities	Lessons from previous projects	Opportunities and/or impacts associated with influx of workers	HumeLink social licence and project legacy
Local Aboriginal Land Councils						
Councils and community services						
Emergency and medical services						
Education and early childcare						
Local businesses						
Employment and training services						
Tourism						
Industry and other projects						
Special interest group						

The stakeholders contributed suggestions to address their concerns, and these have informed the development of mitigation measure for the project.

5.3 Issues raised

A broad range of issues were raised throughout consultation. These issues included positive and negative potential impacts and varied across the social locality, as did priorities between stakeholder groups. A summary of stakeholder views on the most common issues raised is provided below. Full details are provided at Attachment C. The matters raised are considered in Chapters 7.0 and 8.0.

In this chapter, reporting of issues raised reflects the perceived views expressed by stakeholders. Issues are reported in no particular order.

5.3.1 Housing affordability and availability

Concern was expressed in all of the key communities that existing private accommodation was at or nearing full occupation, raising concerns that an influx of construction workers could place pressure on house prices making it harder for local residents to access suitable housing. In all key communities, demand for accommodation had recently increased and this was perceived to be related to the general relocation of population from major cities to regional areas during the COVID 19 pandemic as well as an influx in construction workers associated with other major infrastructure projects such as EnergyConnect. Stakeholders in Gundagai flagged that there were no rental properties available on the market while availability is reported to be very low in Wagga Wagga, Tumbarumba, Tumut, Yass, Goulburn and Crookwell. The potential impacts to housing availability and affordability are considered in Section 7.1.1.

In contrast to the private rental market, stakeholders commented that following the COVID-19 pandemic any increase to occupancy rates in hotel accommodation would be greatly welcomed. It was noted that in contrast to tourists, temporary construction workers bring additional revenue to hotels as they tend to dine at their accommodation restaurants. One stakeholder in Yass raised concerns that short-tern rental accommodation has long been at full capacity, as local renewable energy projects, such as the Rye Park Wind Farm, have occupied a large portion of the short-term housing.

Stakeholders in Gundagai and Tumbarumba, in particular, raised some concerns that the temporary construction workers may have a negative impact on the tourism industry by taking up accommodation in the hotels and caravan parks / camping grounds leaving visitors to struggle to find accommodation when they visit the region. It was noted that Tumbarumba already experiences annual tourism increases with some 200 pickers arriving during harvest season (December-March) and up to 5,000 event attendees visiting during the Tumbafest weekend (February). Gundagai also has a strong tourist destination function with local hotels and caravan parks at full capacity during peak periods, such as school holidays.

While acknowledging the above concerns for tourism, stakeholders in Tumbarumba and Gundagai also identified opportunities for the local building industry and housing development. It was suggested that Transgrid could support lasting improvements in affordable housing by building permanent housing for use by its transient workforce which could subsequently be designated for community use. Stakeholders also felt that the presence of temporary construction workers would have many benefits for the local economies. Wagga Wagga, Yass and Snowy Valley Councils suggested that workers be accommodated in base camps in close proximity to town to enable local businesses to benefit from workers utilising their services while minimising the impacts to the housing market and local tourist accommodation. One stakeholder suggested that use of student accommodation associated with Charles Sturt University could be considered if vacancies exist. It was also suggested that the project could purchase dilapidated properties and transform them into short-term workers accommodation which could be used after the project is completed for seasonal employment demands. Wagga Wagga City Council indicated that they had land available for development of workers housing if required. Spokespersons for several local Councils suggested there was potential for the construction of worker accommodation in formats that would provide longer term benefits to the community. These suggestions have been considered and have informed the overall approach to accommodation proposed by Transgrid and the mitigation measures proposed in Chapter 10. In brief, Transgrid will prepare a Worker Accommodation Strategy prior to the commencement of construction. Transgrid and other stakeholders will be consulted to identify additional potential options in the Worker Accommodation Strategy for the project. The strategy will aim to maximise benefits for the communities within the study area and minimise potential social impacts.

The ultimate delivery of the project may include multiple temporary worker accommodation facilities in various forms, which would be outlined in the Worker Accommodation Strategy for the project. Any new or changed worker accommodation facility would be subject to additional environmental assessment, as required.

5.3.2 Potential for capacity constraints in health services

Some stakeholders expressed concern that the existing medical services may not be able to accommodate the additional demand from the temporary construction workers. However, there was considerable variation in the nature of the concerns raised. The most common concerns were in relation to GP and mental health services in Wagga Wagga, Gundagai and Yass. In contrast, hospital facilities were reported to have capacity to accommodate the needs of the temporary construction workers.

In Wagga Wagga, stakeholders identified that the recently expanded Wagga Wagga Base Hospital had capacity to service the medical needs of the local population, as well as the temporary construction workers associated with HumeLink. However, access to general practice and specialist medical services already face constraints. In

Wagga Wagga, some services are currently experiencing a 12-month waiting period. Furthermore, it was noted that access to mental health services is already so limited that many members of the current population were currently travelling to Sydney and Canberra or using telehealth to access necessary support.

Stakeholders in Gundagai also reported that accessing medical care is difficult, with stakeholders citing a three week wait for GP appointments and mental health services only being available through the hospital. This has resulted in families often having to travel to Canberra or Wagga Wagga for medical services appointments. It was suggested that relationships should be established with the local medical centres to manage the potential impact on the temporary construction workers on demand for services. An example could be setting up dedicated days where workers could obtain scripts, and establishing set times for routine appointments when the medical centres are not as busy.

A diversity of views was expressed in regards to the potential impact of HumeLink on existing health services in Yass. The newly developed Yass Hospital was seen to offer a comprehensive range of medical services including an emergency department, community health consultation rooms, and physiotherapy room. Some stakeholders expressed the view that due to a recent population growth, the local medical centres have long waiting lists for new patients which adds pressure to the hospital system. Other stakeholders suggested that there had not been a noticeable increase in people presenting to the emergency department as a result of projects in the area.

Stakeholders in Yass expressed concern regarding the potential for mental health issues to arise among the temporary construction workers due to their isolation from support networks and working long hours. There was concern that this may create additional pressure on the local health system which is not well equipped to supply appropriate treatment.

Several stakeholders suggested that the provision of medical services within the worker accommodation facility and technical support to enable workers' to access telehealth services with their existing medical carers, would reduce the demands of the temporary workers on local health services. These matters are considered further in Section 7.5.

5.3.3 Opportunities for increased employment and worker upskilling

Most stakeholders felt that the creation of local jobs and the opportunity to upskill the local workers were two of the key benefits associated with the project. Several stakeholder groups highlighted the importance of prioritising opportunities for the local workers. Local employment and training services expressed a willingness to work with Transgrid to maximise these opportunities and to support the necessary training and upskilling of the local workers so as they could be 'job ready' prior to the commencement of work. LALCs also advised that they would be willing to support training and upskilling so local Aboriginal and Torres Strait Islander communities were 'job ready' prior to the commencement of work.

Stakeholders reported that other major infrastructure projects that have recently occurred in the region have engaged local businesses as subcontractors and this delivered significant benefits for local employment. Stakeholders advised that there are a lot of capable contractors in the area who could assist with civil components of the project.

A particular need was expressed for employment opportunities in the Tumut area. Unemployment was reported to be a particular issue in Tumut. Stakeholders offered encouragement for Transgrid to employ local workers to help address this issue. It was noted that there are limited training services within the Tumut area in the area with people having to go to Wagga Wagga for construction certification (white card) and this may have contributed to lack of local employment. It was recommended that upskilling and training locals to suit HumeLink employment opportunities, whilst also providing transferable to future infrastructure projects would be highly beneficial. It was also suggested that the project could support construction jobs by facilitating the development of essential worker accommodation for existing and ongoing infrastructure projects.

LALCs also identified high levels of unemployment within the social locality and felt that the project offered an opportunity to mitigate this. Employment and training services which cater specifically for the Aboriginal and Torres Strait Islander community are lacking and this was seen to be having a negative impact on the number of Aboriginal and Torres Strait Islander community members who were 'job ready' for larger infrastructure projects in the region. It was highlighted that training services provided through Centrelink are only available to those people who are receiving benefits from the Federal Government, and people who are not registered, either because they are working odd jobs in the community or do not choose to get benefits, are unable to access the required training to work without serious economic burden. This was perceived as a barrier to employment as not all people within the Aboriginal and Torres Strait Islander community are registered to receive benefits. The LALCs suggested that HumeLink could partner with TAFE NSW to develop targeted training programs to upskill the local workers. It was highlighted that these courses would not need to be specific for the Aboriginal and Torres Strait Islander community, such that there would be benefits to the community as a whole.

In general, stakeholders reported that the local workers would have difficulty accessing appropriate training or developing skills needed for the project. It was suggested that training opportunities could be developed for the local community such as traineeships, apprenticeships and a program of training opportunities to upskill locals for the project and future projects in the area. Training opportunities could be developed in partnership with local schools and TAFE to target specific groups including unemployed youth, school leavers and Aboriginal and Torres Strait Islander unemployed. The project could support organisations to provide training locally for construction certificates and licenses such as white cards, forklift driving and work at heights. This would enable the project to have a lasting impact on the capacity of the local workers.

The need for a broader perspective in developing training and education programs was highlighted. For example, opportunities for people with a disability to work at the worker accommodation facility could be considered. It was also noted that office workers should be considered along with construction workers. Providing transportation for locals to work at the worker accommodation facility would also enhance employment opportunities for the wider local community, including those with disabilities or who cannot drive.

The various stakeholder suggestions on employment and upskilling the local workforce are considered further in Section 7.7.1.

5.3.4 Support for local businesses

Opportunities for economic growth were consistently highlighted by stakeholders through the social locality. Stakeholders noted that local businesses would benefit from having additional people in the area accessing local shops, restaurants and hotels. This was seen to be one of the major benefits of the project.

Some stakeholders flagged the need to consider supply chain issues with access to standard grocery items potentially impacted with a significant increase in the population. It was suggested that a business supply register be established early in the project development, to enable project requirements to be communicated and managed. In Tumbarumba it was suggested that the project work closely with local businesses to coordinate deliveries to the worker accommodation facility, noting the town has limited hours of operation and shops would typically be closed when workers finished their shift.

An issue was flagged during consultation whereby businesses have been changing practices, such as trading hours and menus, to accommodate the transient workers during the construction of other large infrastructure projects. This impacted the locals' behaviour who no longer felt welcome and avoided locations which were flooded by transient workers. Once the infrastructure projects were complete, the locals still did not return which subsequently impacted the local business. It was noted that the community needed to best consider how to accommodate growth but still maintain local supply and services.

These matters are considered further in Section 7.7.

5.3.5 Community values

Stakeholders highly value their quiet rural lifestyles and amenity. Some stakeholders are concerned that the project may impact on the quality of the environment and rural lifestyle. The impact of noise and pressure on parking from increased vehicles, including heavy machinery from construction of the project was identified during consultation.

Stakeholders mostly felt positive about the increase in temporary construction workers due to the benefits of increased employment and support for businesses. However, some stakeholders in Tumbarumba expressed concern at the potential for temporary workers not integrating into the town and not respecting the values and culture of the local community. This issue arose in relation to the potential worker accommodation facility at Tumbarumba. Those stakeholders stressed the importance of transient workers upholding the town's community values and pride of place. This was a key theme, with several stakeholders identifying Tumbarumba as a safe area with strong community cohesion and minimal social issues. It was noted that these values would need to be upheld by any introduced workers, and that accountability of HumeLink project staff would play an important part in community acceptance. Codes of Conduct and the procurement process would need to ensure behavioural standards were appropriate. Suggestions to enhance the positive impacts associated with HumeLink in the Tumbarumba region, included:

- working closely with the Tumbarumba Chamber of Commerce to support workers integration into the town through activities such as events with the local sports clubs or welcome information packs for transient workers
- supporting events in town such as the Tumbafest and construction of the Mountain Bike Park and future events at this facility would have a positive effect on the community
- contributing to upgrades and maintenance of existing roads (especially shared) and other infrastructure, thereby leaving a lasting social legacy
- working closely with stakeholders in design development so that the worker accommodation facility could be repurposed as new residences, accommodation facilities or caravan site post project use.

These matters are considered further in Section 7.2.2.

5.3.6 Potential visual impacts

One of the key concerns raised during consultation centred around the potential visual and health impacts, as well as the proposed alignment of the transmission lines. This was a particular concern in Tumut and Gundagai where it was felt that the overhead transmission lines would have an impact on the rural amenity and farming. Stakeholders noted concerns about the potential health impacts for residents and the community were raised as a result of operations. There was specific opposition cited to the alignment when it was going through Coolac.

Concern was expressed that impacts to visual amenity could affect mental health of farmers who have their livelihood and superannuation tied up into the land and perceive (whether correctly or incorrectly) and that the value of their properties to decrease significantly as a result of the project.

It was also suggested that the transmission lines going through State forest was not a favourable option as it reduces the amount of land that could be forested. However other stakeholders felt that this should be an alternative to going through farmland as that personally impacts people.

Stakeholder's concerns about visual impacts were linked to the potential for impact to livelihood and a dissatisfaction with their level of control over project decision making. These matters are discussed further in Section 7.7 and Section 7.6.1.

5.3.7 Impact to livelihood

Some stakeholders who were farmers and landowners expressed feeling that the project is out of their control and is going to happen regardless of what they say. For some, this affected their willingness to be involved in consultation. Concern is that the transmission line has and would continue to result in generational farmers leaving the land.

Other stakeholders felt that the increase in renewable energy and associated transmission lines, such as the project, would result in industrialisation of an area which once was pristine farming land. The project, when combined with other major infrastructure projects, would result in a decrease in land available for farming at a time when the population is expanding rapidly and more food and fibre is required. This would result in farmers being required to produce more product with reduced land by using more expensive practices.

A key issue raised was that the one-off payments offered to a landowner, such as compensation for easements or acquisitions, does not balance the long-term effects of projects impact on the landscape and landowners' properties. It was recommended the project consider a trust/interest payment scenario for used land. This would ensure that future owners of the property also receive benefits. When the property is sold, the compensation is not transferable to the new landowner, and therefore the land value is decreased. It was acknowledged that other renewable projects lease land in perpetuity, compensating current and potential future landowners. It was also noted that there has been a recent change towards special benefits payments through the NSW Government's Strategic Benefit Payments Scheme for landowners who host electricity transmission lines. These matters are discussed further in Section 7.7 and Section 7.8.

A repeated issue related to perceptions that the project could result in increased bushfire risk with associated impact to communities through potential impact to livelihood, homes and potentially lives. It was evident that that recent bushfire events were still prominent in the minds of stakeholders and there was a strong desire for the project to thoroughly consider the risk of bushfire. Establishing fire safety management measures which go beyond minimum requirements was suggested noting recent bushfire activity and bushfire prone environments. This is addressed further in Section 7.3.2.

5.3.8 Social licence and legacy

In general, stakeholder feedback was positive regarding the project especially if it meant jobs for local workers. There was an understanding that there was a greater benefit of the project in terms of national infrastructure but that there was also an effect on local landowners and the town.

The was a general view that the project could provide additional and long lasting benefits across the community. Stakeholders recommended that working with locally known and trusted companies would help to gain project support. Several opportunities were identified to help enhance the positive impacts associated with the project, including:

- working alongside employment and training services to upskill workers in required fields in advance of project construction
- partnering with employment services to identify suitable jobs for workers based on abilities and limitations
- delivering worker accommodation in a format that could be reused or design to address local housing needs.

These matters have been considered in the design of mitigation measures presented in Chapter 10.0.

5.3.9 Cumulative impacts

Throughout the consultation stakeholders recognised that the project would be occurring within the same timeframes as other major infrastructure projects. It was noted that major infrastructure projects are of significant benefit to the region. Currently there are multiple infrastructure projects scheduled for the same time – defence projects, HumeLink and Project EnergyConnect. Staggering of these projects would ensure that the local community could best provide resources and staff to complete the work.

Concern was expressed that the major infrastructure projects taking place at the same time would be competing for local workers. It was perceived that any opportunity for coordination of activities between projects would be beneficial. Stakeholders discussed examples such as the proposed defence project or renewable projects requiring large civil machinery to clear land and excavate any basements and this same machinery would be required for access tracks/waterway crossings/construction platforms for transmission line structures for the project. It was suggested that if there was sufficient planning of this work between projects, the same companies within the local area could be used to complete all these tasks, rather than having them scheduled at the same time leading to increased costs and external supply. It was suggested that coordination of works would lead to longer term benefits to the local community.

5.4 Other stakeholder engagement

Transgrid commenced ongoing engagement with affected landowners, government agencies and other stakeholder in early 2020. Stakeholders consulted by Transgrid included the following groups:

- impacted landowners
- local communities along the project footprint
- Aboriginal and Torres Strait Islander stakeholders
- government agencies and relevant approving authorities
- local Councils across project footprint
- local and Aboriginal and Torres Strait Islander businesses
- community investment applicants and recipients.

Many of the issues raised during the consultation, that were relevant to this SIA, were similar to those described above. Additional matters raised are summarised below. Issues raised are documented in Chapter 6 of the EIA.

5.4.1 Landowner views

Transgrid implemented a targeted approach to landowner engagement, including dedicated local place managers and land access officers. Transgrid met with impacted landowners prior to and during the preparation of the EIS. The initial purpose of these meetings was to understand landowner sentiment and any concerns or opportunities, seek input and receive local information including local farming operations, logistics, land use and environmental and cultural considerations. Targeted engagement with impacted landowners has been related to the property acquisition process, easement requirements, potential environmental and social impacts, route alignment, biosecurity and property access management.

In order to reduce and minimise impacts to landowners, criteria such as proximity to residences, number of landowners affected, land use and operational requirements and other local land use constraints where factors considered when consulting with landowners on route assessment.

Route options including Kyeamba Valley, Green Hills State forest, Yaven Creek, Pejar Dam, Bannaby and the Tumut were assessed based on direct engagement with potentially impacted landowners. Changes to the route alignment were progressed as a result of this work.

In addition to the direct consultation undertaken to assist in determining the project alignment, landowners were consulted as part of the wider community as part of local community information sessions in Yass, Tumut, Taralga, and Gundagai in September 2022, and via the online interactive map platform. Landowners raised matters including insufficient communication with Transgrid's Land Access Officer and Place Manager, inadequacy of consultation with landowners, and the Strategic Benefit Payments Scheme.

As the project progresses, Transgrid will continue to contact impacted landowners as required.

EXISTING ENVIRONMENT

6.0 EXISTING ENVIRONMENT

This chapter describes the existing social environment and provides a social baseline to establish an understanding of the existing characteristics of the social locality which was defined in Chapter 3. The social baseline forms the basis from which potential impacts may be reasonably perceived or experienced by different people within the social locality. Where possible, data has been benchmarked against ABS 'Rest of NSW' for comparative purposes.

The social locality has been examined at three different levels which are defined in Table 6-1. The information in this chapter summarises the social baseline statistics and analysis for the social locality, key communities and the project footprint. Further detail is provided in Attachment D.

Table 6-1: Relevant geographies

Social locality	Geographic Level	Description
The social locality	LGA	• Wagga Wagga City LGA. • Cootamundra-Gundagai Regional LGA • Snowy Valleys LGA • Hilltops LGA • Yass Valley LGA • Upper Lachlan Shire LGA • Goulburn-Mulwaree LGA.
Key communities	Urban centres	• Wagga Wagga • Tumbarumba • Batlow • Tumut • Gundagai • Yass • Goulburn.
Project footprint	Lot/DP	The area likely to be directly affected by the construction and operation of the project is referred to as the 'project footprint'.

6.1 Overview of the social locality

The social locality comprises the LGAs of Goulburn-Mulwaree, Upper Lachlan Shire, Hilltops, Yass Valley, Cootamundra-Gundagai Regional, Snowy Valleys and Wagga Wagga City.

The social locality is situated across the land of Dharug, Gundungurra, Ngunawal, Wiradjuri, Ngarigo, and Jaitmatang countries.[6]

6.1.1 Demography

Table 6-2 provides a summary of key demographic indicators within the social locality, with comparisons made to the Rest of NSW as defined by the ABS. Further detail is provided in Attachment D. All data is from the 2021 Census unless otherwise stated.

[6] 'Map of Aboriginal and Torres Strait Islander Australia', *The Australian Institute of Aboriginal and Torres Strait Islander Studies*, viewed 20 September 2022, https://aiatsis.gov.au/explore/map-Aboriginal and Torres Strait Islander-australia

Table 6-2: Key demographic indicators of the social locality.[7]

Indicator	Information
Population 	• At the 2021 Census, the social locality was home to 171,005 people. • Of the LGAs within the social locality, Wagga Wagga had the largest population in 2021, with 67,609 people, followed by Goulburn-Mulwaree, with 32,053. Upper Lachlan Shire had the smallest population, with 8,514 people.
Growth 	• The population of the social locality is growing, albeit at a slower rate (6.61 per cent between 2016 and 2021) than the Rest of NSW (7.04 per cent over the same time period). • Between 2016 and 2021, every LGA within the social locality grew in population, except for the Snowy Valleys LGA, which declined slightly. Over this time period, the LGAs of Goulburn-Mulwaree, Upper Lachlan Shire, Yass Valley, and Wagga Wagga City all grew at faster rates than the Rest of NSW.
Diversity 	• 10.1 per cent of residents in the social locality were overseas born, compared to 12.2 per cent in the Rest of NSW. • The three most common non-Australian countries of birth across the social locality were England (1.8 per cent of residents), New Zealand (0.9 per cent of residents), and India (0.8 per cent of residents). • Within the social locality, Wagga Wagga City LGA had the strongest concentrations of people born overseas, with 1.5 per cent of the population born in India, 1.2 per cent born in Iraq, 1.2 per cent born in England and 0.7 per cent born in New Zealand. • The proportion of residents who spoke a language other than English at home in 2021 was 6.5 per cent, slightly lower than Rest of NSW, at 6.6 per cent. • The most common non-English languages spoken were Arabic (0.48 per cent), Mandarin (0.45 per cent) and Malayalam (0.4 per cent).
Age profile 	• 60.7 per cent of people in the social locality (103,760 people) were of working age (15 - 64 years). This was slightly higher than the proportion in the Rest of NSW, which was 60 per cent. • Within the social locality, Wagga Wagga City LGA had both the highest number and proportion of people of working age, at 42,657 people, or 63.1 per cent of the population. By contrast, Cootamundra-Gundagai Regional LGA had the lowest proportion, at 6,186 people, or 54.3 per cent of the population.
Housing and households 	• There were a total 71,481 private dwellings and 63,566 households in the social locality at the 2021 Census, with an average household size of 2.5 people, slightly higher than the Rest of NSW, at 2.4. • Of the 63,566 households, 43,817 or 68.9 per cent of these were family households, almost equal to the 68.8 per cent of households of the Rest of NSW.
Education 	• At the 2021 Census, approximately 44.9 per cent of residents in the social locality over the age of 15 had completed year 12 or equivalent, higher than the 44.5 per cent of Rest of NSW residents over 15.
Vehicle ownership 	• The average number of motor vehicles per dwelling in the social locality was 2, slightly higher than the Rest of NSW, with 1.9. • At the 2021 Census, 5.4 per cent of households within the social locality did not own a vehicle, compared to 5.5 per cent in the Rest of NSW. • Households with no vehicles were most common in Cootamundra-Gundagai Regional LGA (6.9 per cent of households), and least common in Yass Valley LGA (2.3 per cent of households).

[7] Australian Bureau of Statistics, 2021; .id, 2022.

Indicator	Information
Projected population 	• According to the DPE in 2022, the population in the social locality is projected to grow to become 188,414 people in 2041. • Each LGA within the social locality is projected to grow in population over this time, except for Snowy Valleys and Cootamundra-Gundagai Regional LGAs, which are projected to decline slightly in population. Goulburn-Mulwaree is expected to grow at the fastest rate, of 1.2 per cent annually.

6.1.2 Aboriginal and Torres Strait Islander Community

Within the social locality, 5.6 per cent of residents identify as Aboriginal and Torres Strait Islander in 2021, a lower proportion than in the Rest of NSW. The Aboriginal and Torres Strait Islander population in the social locality exhibits significant differences to the overall population in terms of household composition, education rates, and employment. Differences in lifestyles and opportunities for Aboriginal and Torres Strait Islander residents in the social locality are relevant for the project's anticipated impacts on Aboriginal and Torres Strait Islander populations. These are summarised in Table 6-3.

Table 6-3: Key Aboriginal and Torres Strait Islander demographic indicators within the social locality.[8]

Indicator	Information
Population 	• At the 2021 Census, the social locality was home to 9,548 Aboriginal and Torres Strait Islander people. • Between 2016 and 2021, the number of Aboriginal and Torres Strait Islander people in the social locality increased at a slower rate (1.1 per cent) than the total number of the area's residents (6.6 per cent). • Aboriginal and Torres Strait Islander people were most strongly concentrated in Wagga Wagga City LGA (6.6 per cent of the population), and least strongly concentrated in Upper Lachlan Shire LGA (3.1 per cent).
Age profile 	• At the 2021 Census, 59.2 per cent of Aboriginal and Torres Strait Islander people in the social locality were of working age (between 14 and 65 years old), lower than the 60.7 per cent of all people within the social locality. • Of the LGAs within the social locality, Upper Lachlan Shire had the highest proportion of Aboriginal and Torres Strait Islander people of working age (64.2 per cent), and Snowy Valleys had the lowest (56.1 per cent).
Housing and households 	• Aboriginal and Torres Strait Islander people lived in a total 4,440 households in the social locality at the 2021 Census, with an average household size of 3 people, higher than the overall social locality average, at 2.5. • Of the 4,440 households, 3,574 or 80.5 per cent were family households, considerably higher than the 68.9 per cent of households for the whole social locality.
Education 	• At the 2021 Census, approximately 33.3 per cent of Aboriginal and Torres Strait Islander residents of the social locality over the age of 15 had completed year 12 or equivalent, considerably lower than the 44.9 per cent of all residents across the social locality. • Completion of year 12 rates among Aboriginal and Torres Strait Islander residents were the lowest in Hilltops LGA, at 26 per cent, and the highest in Yass Valley LGA, at 41.7 per cent. However, Yass Valley LGA also showcased the widest disparity between year 12 completion rates among Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander residents, at 19 per cent.

[8] Australian Bureau of Statistics, 2021; Australian Bureau of Statistics, 2016.

Indicator	Information
Labour force 	• In 2021, 57.7 per cent of Aboriginal and Torres Strait Islander residents over 15 in the social locality were in the labour force, fewer than the 60 per cent of the social locality overall. • Within the social locality in 2021, Yass Valley LGA had the highest rate of Aboriginal and Torres Strait Islander labour force participation (64.3 per cent), while Hilltops LGA had the lowest (49.6 per cent), followed by Snowy Valleys LGA (52.1 per cent). • Of the Aboriginal and Torres Strait Islander residents in the labour force in the social locality, 9.7 per cent were unemployed in 2021, a far higher proportion than the 3.9 per cent of the overall population. • Within the social locality in 2021, the rate of Aboriginal and Torres Strait Islander unemployment was the highest in Snowy Valleys LGA (12.9 per cent), followed by Cootamundra-Gundagai Regional LGA (10.7 per cent), and the lowest in Upper Lachlan Shire LGA, at only 2.5 per cent.

6.1.3 Social Infrastructure

Social infrastructure refers to community facilities and services which meet social needs and community wellbeing. There is a range of social infrastructure servicing the social locality, including primary, secondary and tertiary educational facilities, transport infrastructure, district and community hospitals and health services, and a considerable range of sport and recreational facilities.

Major facilities and services available across the study areas were identified from DPE Place of Interest GIS data layer. A list of social infrastructure is provided in Attachment E. A summary of social infrastructure is provided below in Table 6-4. In general, the social locality is serviced by a comprehensive range of social infrastructure.

In addition to the recreation facilities listed in Table 6-4, Pejar Dam, which is an important water storage facility, is used by some for recreation. Pejar Dam is stocked with rainbow and brown trout and is a popular spot for trout anglers. Powered and unpowered boating is permitted on the reservoir; with access via a gravel launch ramp. The reservoir is suitable for kayaks and canoes. Barbeques, picnic shelters, untreated water, and rubbish bins are provided. Swimming is not permitted. Camping is also not permitted at Pejar Dam.

While there are no direct impacts from the project to other infrastructure, the project has the potential to impact on the demand for, access to and use of other social infrastructure in the study area. The potential impact to other social infrastructure is discussed in section 7.3.2.

Table 6-4: Summary of social infrastructure

Facility	Wagga Wagga City	Cootamundra-Gundagai Regional	Snowy Valleys	Hilltops	Yass Valley	Upper Lachlan Shire	Goulburn Mulwaree	Total
Airport	1	1	1	1			1	5
Emergency services								
Ambulance Station	1	2	3	3	1	2	2	14
Police Station	2	4	6	5	2	6	3	28
SES Facility	2	2	3	2	2	3	3	17
Fire Station	2	2	3	3	1	1	1	13
Fire station - Bush	31	16	30	26	16	27	17	163
Medical								
General Hospital	6			2			2	10
Community Medical Centre	2	2	3	2	1	2	1	13

Facility	Wagga Wagga City	Cootamundra-Gundagai Regional	Snowy Valleys	Hilltops	Yass Valley	Upper Lachlan Shire	Goulburn Mulwaree	Total
Community facilities								
Community Centre	27	10	51	13	14	13	12	140
Library	1	2	5	3	2	2	1	16
Multi-Purpose Service			2	1				3
Museum	3	3	2	3	1	1	2	15
Art Gallery	1	2		1		2	1	7
Sport and recreation								
Athletics Track	1							1
Sports Centre	7	2	1	2	1		2	15
Sports Court	45	12	18	11	16	12	9	123
Sports Field	62	23	22	29	16	15	17	184
Swimming Pool	1	1	3	1				6
Swimming Pool Facility	3	1	2	3	2	2	1	14
Tertiary Education								
TAFE College	4		1	1	1			7
University	2						1	3
TOTAL	204	85	156	112	76	88	76	797

6.1.4 Accommodation

Desktop research into the supply of short-term rental accommodation, such as motels, and private rental dwellings is presented below. The data has some limitations as some data sources do not provide details for all parts of the social locality and ABS data is now several years old. The data is for total availability and does not reflect occupancy rates or trends which are known to vary seasonally and with demand for construction worker accommodation.

Table 6-5 provides the latest available data from ABS on tourism accommodation in the social locality from 2015-2016. Data is provided for urban centres, however, data is not available for Batlow and other smaller villages and towns. There were around 2,916 rooms and 8,441 bedspaces in the locations that data was available for.

Table 6-5: Short-term accommodation in urban centres (where available)

Location	Establishments no.	Rooms no.	Bed spaces no.	Room occupancy rate %	Bed occupancy rate %
Gundagai	7	174	509	57.8	35.3
Tumbarumba	3	83	228	38.6	22.9
Tumut	6	n.a.	n.a.	n.a.	n.a.
Goulburn	14	484	1,345	59.6	34.9
Yass	6	151	459	62.6	35.8
Wagga Wagga	30	1,012	2,950	64.1	30.0
Total	**96**	**2,916**	**8,441**	**58.7**	**31.3**

Source: Note: ABS 86350DO001_201516 Tourist Accommodation, Australia, 2015-16

A subsequent analysis of available short-term accommodation in the social locality was undertaken on 9 August 2022, and is summarised in Table 6-6. At an assumed 40 per cent vacancy rate, there would be around 1,620 rooms available. This is based on an industry benchmark of room occupancy rates which are generally around

60 per cent. Application of this benchmark suggests that existing accommodation currently has some capacity for additional demand. Availability of short-term rental accommodation varies according to seasonal demand and occupancy associated with construction of other major infrastructure projects.

Table 6-6: Short-term accommodation survey of the social locality at 9 August 2022

Location	No. of rooms	Assumed availability
Taralga	15	6
Crookwell	50	20
Goulburn	895	368
Yass	209	84
Murrumbateman	69	28
Gunning	22	9
Gundagai	200	80
Tumut	514	206
Batlow	39	16
Tumbarumba	201	80
Tarcutta	201	80
Wagga Wagga	1,635	199
Total	4,050	1,176

Table 6-7 provides a snapshot of the private rental market in the major towns in the social locality to determine the ability of these markets to absorb any potential increase in demand for housing as a result of the project. Table 6-7 shows that very few properties are listed for rental in Yass, Gundagai, Tumut, Batlow and Tumbarumba.

Table 6-7: Properties listed for rent, October 2022

Location	2 or less bedrooms	3 bedroom	4+ bedrooms	Total	Rents ($/week)
Goulburn	14	35	14	63	$380-$600
Yass	3	5	11	19	$520-$950
Gundagai	0	2	1	3	$450-$650
Tumut	6	4	1	11	$315-$500
Batlow	2	4	1	7	$250-$380
Tumbarumba	0	0	0	0	0
Wagga Wagga	25	43	22	90	$280-$725
Total	50	93	50	193	$315-$950

Note: Includes properties listed on realestate.com.au on 14 October 2022 within the urban area.

6.2 Key communities

This section provides an overview of relevant population and demographic characteristics for key communities within the social locality. The key communities are the urban areas within the social locality that would be most affected by the project. They have been defined using the Australian Statistical Geography Standard's 'Urban Centres and Localities' framework, as used in the 2021 Census (Australian Bureau of Statistics, 2021). A brief profile is provided for each community, as well as demographic statistics from each community from the 2021 Census. Further details are provided in Attachment D.

6.2.1 Goulburn

Goulburn is located roughly 20 kilometres south-east of the project footprint, within the Goulburn-Mulwaree LGA. Historically, Goulburn was a key location in NSW, due to its wool industry and strategic location on the Main South Railway line, continuing today as a major regional centre serving the surrounding area. Agriculture remains a major industry in the region. Goulburn has a strong healthcare industry, including a major hospital, and hosts key state infrastructure, including the NSW Police Academy, Goulburn Correctional Centre, and TAFE NSW Goulburn. Major transport infrastructure in Goulburn includes the Hume Highway, located at the southern and eastern borders of the city; the Main Southern Railway Line, with the historic Goulburn Railway Station located to the east of the town centre; and the Goulburn Regional Airport. By car, Goulburn is located less than an hour south of the project footprint, near the Bannaby 500 kV substation end of the footprint. The city contains a variety of restaurants, cafés, and accommodation services, with two caravan parks, and roughly twenty hotel/motel operators. Table 6-8 identifies key demographic data for the key community of Goulburn, using population, housing, health, education, employment, transport data extracted from the ABS 2021 Census, and accommodation data provided by Transgrid.

Table 6-8: Key demographic indicators for Goulburn.

Indicator	Information
Population	• At the 2021 Census, Goulburn was home to 23,963 people. • In 2021, the proportion of Goulburn residents who identified as Aboriginal and Torres Strait Islander was 5.4 per cent, compared to 5.6 per cent in the social locality, and 6.6 per cent in the Rest of NSW. • In 2021, 10.7 per cent of Goulburn residents were overseas born, compared to 10.1 per cent in the social locality, and 12.2 per cent in the Rest of NSW. • The proportion of Goulburn residents who spoke a language other than English at home in 2021 was 6.7 per cent. This was slightly higher than the social locality, at 6.5 per cent, and the Rest of NSW, at 6.6 per cent.
Median age	• At the 2021 Census, the median age of Goulburn was 40 years, younger than the Rest of NSW's 43 years.
Labour force	• In 2021, 56.6 per cent of residents in Goulburn over 15 were participating in the labour force, a slightly higher proportion than the 56.4 per cent in the Rest of NSW. • Of those residents in the labour force in Goulburn, 4.6 per cent were unemployed, compared to 4.6 per cent across the Rest of NSW. • In 2021, employed residents in Goulburn most commonly worked in the industries of health care and social assistance (17.4 per cent), public administration and safety (11.1 per cent), and retail trade (10.6 per cent). The most common occupations were community and personal service workers (16.3 per cent), professionals (15.2 per cent), and technicians and trades workers (14.5 per cent).
Housing	• There were a total 10,148 private dwellings and 9,283 households in Goulburn at the 2021 Census, with an average household size of 2.3. • At the 2021 Census, separate (detached) dwellings were the largest proportion of housing typologies within Goulburn, at 76.9 per cent, lower than the social locality, at 79.1 per cent, but higher than the Rest of NSW, at 73.1 per cent.
Education	• At the 2021 Census, approximately 40.8 per cent of residents in Goulburn over the age of 15 had completed year 12 or equivalent, lower than the 44.9 per cent of residents in the social locality over 15, and the 44.47 per cent of Rest of NSW residents over 15.
Income	• At the 2021 Census, the median weekly household income in Goulburn was $1,405, lower than the $1,434 across the Rest of NSW.
Short-term accommodation	• As of 9 August 2022, Goulburn-Mulwaree LGA had 895 rooms/rentals available for short-term accommodation. • Of these around 500 rooms are hotels, motels or serviced apartments with the remainder being other forms of short-term rental accommodation (Caravans and Airbnb).

Indicator	Information
	• At June 2016 room occupancy rates in the LGA were 62.2 per cent (Destination NSW, 2017a). • Nearest alternative accommodation is at Crookwell (50 rooms/rentals) and Taralga (15 rooms/rentals).

Source: ABS (2021), *Australian Census of Population and Housing*

6.2.2 Yass

Yass is a town in the NSW Southern Tablelands. Its town centre is located approximately six kilometres south of the project footprint, or less than 10 minutes by car. Yass grew as a centre due to its production of wool and location on the Hume Highway and is now the service centre for the surrounding towns and villages. Sheep farming is still one of the largest employers in the area, although cool-climate vineyards, the gourmet food and beverage industry, and arts and heritage tourism are growing contributors to the region's economy. Many Yass residents work in local and State government, with the town's commuter proximity to Canberra also enabling residents to work for the Commonwealth government.

Yass hosts a range of key services, including hardware stores, supermarkets, agricultural and vehicle repair businesses, and engineering and manufacturing firms. The agricultural sector is supported by agribusiness employment, including veterinarians, livestock breeding services, and agricultural supply outlets, as well as the presence of the South Eastern Livestock Exchange, a 16-hectare regional livestock sales facility. Yass is also home to a NSW Government Local Land Services office, the Yass District Hospital (with an emergency department), and the Transgrid Yass Regional Centre, which hosts electricity infrastructure and offices. Advanced medical, educational, and specialist services are located under an hour away in Canberra via the Barton Highway. Accommodation in Yass is provided by roughly 10 hotel/motel operators, as well as the Yass Valley Caravan Park. The town also features a range of restaurants, cafes and pubs.

Table 6-9 identifies key demographic data for the key community of Yass, using population, housing, health, education, employment, transport data extracted from the ABS 2021 Census.

Table 6-9: Key demographic statistics for Yass

Indicator	Information
Population	• At the 2021 Census, Yass was home to 5,837 people. • In 2021, the proportion of Yass residents who identified as Aboriginal and Torres Strait Islander was 5.5 per cent, compared to 5.6 per cent in the social locality, and 6.6 per cent in the Rest of NSW. • In 2021, 9.3 per cent of Yass residents were overseas born, compared to 10.1 per cent in the social locality, and 12.2 per cent in the Rest of NSW. • The proportion of Yass residents who spoke a language other than English at home in 2021 was 4.4 per cent. This was lower than both the social locality, at 6.5 per cent, and the Rest of NSW, at 6.6 per cent.
Median age	• At the 2021 Census, the median age of Yass was 41 years, slightly younger than the Rest of NSW's 43 years.
Labour force	• In 2021, 59.7 per cent of residents in Yass over 15 were participating in the labour force, a higher proportion than the 56.4 per cent in the Rest of NSW. • Of those residents in the labour force in Yass, 3.3 per cent were unemployed, a considerably lower proportion than 4.6 per cent across the Rest of NSW. • In 2021, employed residents in Yass most commonly worked in the industries of public administration and safety (16.5 per cent), health care and social assistance (13.6 per cent), and construction (11.7 per cent). The most common occupations were professionals (18.7 per cent), technicians and trades workers (16.3 per cent), and clerical and administrative workers (15.3 per cent).

Indicator	Information
Housing	• There were a total of 2,382 private dwellings and 2,197 households in Yass at the 2021 Census, with an average household size of 2.4. • At the 2021 Census, separate (detached) dwellings were the most common housing typology within Yass, at 79.9 per cent, higher than the social locality, at 79.1 per cent, and the Rest of NSW, at 73.1 per cent.
Education	• At the 2021 Census, approximately 50 per cent of residents in Yass over the age of 15 had completed year 12 or equivalent, considerably higher than the 44.9 per cent of residents in the social locality over 15, and the 44.47 per cent of Rest of NSW residents over 15.
Income	• At the 2021 Census, the median weekly household income in Yass was $1,640, higher than the $1,434 across the Rest of NSW.
Short-term accommodation	• As of 9 August 2022, Yass had 209 rooms/rentals available for short-term accommodation. • Of this, 206 rooms/rentals were motels or hotels. There were only three private rental rooms identified in Yass. • In 2016, in Yass Valley LGA provided approximately 55,000 total room nights across the year, of which 38,000 were occupied, marking an increase in available room nights by 0.2 per cent since the previous year. • Between 2015 and 2016, room occupancy rates in Yass Valley LGA also rose by 4 per cent, to 68.3 per cent (Destination NSW, 2017b). • The nearest alternative accommodation is in Murrumbateman (69 rooms/rentals) or Gunning (22 rooms/rentals).

Source: ABS (2021), *Australian Census of Population and Housing*

6.2.3 Tumut

Tumut is a town located in the foothills of the Snowy Mountains, around the confluence of Tumut River, Goobarragandra River, and Gilmore Creek, approximately four kilometres east of the project footprint. The areas surrounding Tumut were historically used for sheep and cattle grazing, remaining locally significant industries. Forestry-related employment, in sawmills, as well as in paper and cardboard production, is also important to the area. Transport in Tumut is provided by the Snowy Mountains Highway, from which it is connected to the Hume Highway; Gocup and Brindabella roads, which connect the town to Gundagai and Canberra; and a small, council-operated airport. The town hosts a Snowy Valleys Council office, NSW TAFE Tumut, and a variety of shops, restaurants, cafés, and hardware stores.

Tumut is also home to an industrial and manufacturing area, with various operators serving the wider area in a range of specialties. Tourism and outdoor recreation are also important in Tumut, due to its proximity to national parks and reserves, lakes, and rivers. Snowy Mountains Scheme infrastructure is located south of the town, with water diverted into the Tumut River for electricity generation at upstream dams. Tumut is served by the Tumut District Hospital, providing a 24-hour emergency care facility, with specialist connection capability via telehealth, as well as a number of general practices.

Table 6-10 identifies key demographic data for the key community of Tumut, using population, housing, health, education, employment, transport data extracted from the ABS 2021 Census.

Table 6-10: Key demographic statistics for Tumut.

Indicator	Information
Population	• At the 2021 Census, Tumut was home to 6,518 people. • In 2021, the proportion of Tumut residents who identified as Aboriginal and Torres Strait Islander was 7.8 per cent, compared to 5.6 per cent in the social locality, and 6.6 per cent in the Rest of NSW. • In 2021, 9.5 per cent of Tumut residents were overseas born, compared to 10.1 per cent in the social locality, and 12.2 per cent in the Rest of NSW.

Indicator	Information
	• The proportion of Tumut residents who spoke a language other than English at home in 2021 was 5.3 per cent. This was lower than the social locality, at 6.5 per cent, and the Rest of NSW, at 6.6 per cent.
Median age	• At the 2021 Census, the median age of Tumut was 41 years, slightly younger than the Rest of NSW's 43 years.
Labour force	• In 2021, 56.3 per cent of residents in Tumut over 15 were participating in the labour force, a lower proportion than the 56.4 per cent in the Rest of NSW. • Of those residents in the labour force in Tumut, 5.2 per cent were unemployed, similar to 4.6 per cent across the Rest of NSW. • In 2021, employed residents in Tumut most commonly worked in the industries of manufacturing (15.1 per cent), health care and social assistance (14.2 per cent), and retail trade (11.3 per cent). The most common occupations were labourers (17.1 per cent), technicians and trades workers (15.9 per cent), and professionals (14.5 per cent).
Housing and households	• There were a total of 2,795 private dwellings and 2,186 households in Tumut at the 2021 Census, with an average household size of 2.3. • At the 2021 Census, separate (detached) dwellings were the most common housing typology within Tumut, at 78.2 per cent, lower than the social locality, at 79.1 per cent, but higher than the Rest of NSW, at 73.1 per cent.
Education	• At the 2021 Census, approximately 36.8 per cent of residents in Tumut over the age of 15 had completed year 12 or equivalent, considerably lower than the 44.9 per cent of residents in the social locality over 15, and the 44.47 per cent of Rest of NSW residents over 15.
Income	• At the 2021 Census, the median weekly household income in Tumut was $1,250, lower than the $1,434 across the Rest of NSW.
Short-term accommodation	• As of 9 August 2022, Tumut had 257 rooms/rentals available for short-term accommodation. • Of these, 183 rooms/rentals were hotels motels or pubs. Tumut Valley Holiday Park provides a further 9 motel rooms, 4 cabins, 4 backpacker rooms and up to 30 powered caravan sites. Tumut also offers a small selectin of private short-term rentals. • Factoring in 40 per cent vacancy, availability would be 103 rooms/rentals.

Source: ABS (2021), *Australian Census of Population and Housing*

6.2.4 Batlow

Batlow is a small town in the Snowy Valleys LGA, located between Tumut to the north, and Tumbarumba to the south. The project footprint is approximately six kilometres to the east of the town, from which it is approximately 10 minutes by car at the nearest point. Situated in Wiradjuri country, the town of Batlow originally grew from gold mining industry in the mid-19th century, before transitioning into a centre for fruit growing. Apple growing in particular has continued as a significant industry for the town, continuing into the present day.[9]

Batlow's facilities include schools, a medical centre, a library, and sporting facilities. There are several accommodation providers within Batlow, including the Batlow Hotel, the Apple Inn, and Batlow Caravan Park. Table 6-11 identifies key demographic data for Batlow, using population, housing, health, education, and employment data extracted from the ABS 2021 Census.

[9] 'Batlow', *The Sydney Morning Herald*, 26 June 2008, https://www.smh.com.au/lifestyle/batlow-20080626-gdkpy2.html.

Table 6-11: Key demographic indicators for Batlow

Indicator	Information
Population	• At the 2021 Census, Batlow was home to 1,022 people. • In 2021, the proportion of Batlow residents who identified as Aboriginal and Torres Strait Islander was 5.4 per cent, compared to 5.6 per cent in the social locality, and 6.6 per cent in the Rest of NSW. • In 2021, 14.3 per cent of Batlow residents were overseas born, compared to 10.1 per cent in the social locality, and 12.2 per cent in the Rest of NSW. • The proportion of Batlow residents who spoke a language other than English at home in 2021 was 8.8 per cent. This was higher than the social locality, at 6.5 per cent, and the Rest of NSW, at 6.6 per cent.
Median age	• At the 2021 Census, the median age of Batlow was 49 years, older than the Rest of NSW's 43 years.
Labour force	• In 2021, 48.1 per cent of residents in Batlow over 15 were participating in the labour force, a considerably lower proportion than the 56.4 per cent of residents in the Rest of NSW. • Of those residents in the labour force in Batlow, 6.3 per cent were unemployed, compared to 4.6 per cent across the Rest of NSW. • Employed residents most commonly worked in the industries of agriculture, forestry and fishing (21.9 per cent), health care and social assistance (12.7 per cent), manufacturing (11.9 per cent), and administrative and support services (11.9 per cent). The most common occupations were labourers (29.6 per cent), machinery operators and drivers (15 per cent), and community and personal service workers (12.9 per cent).
Housing	• There were a total 480 private dwellings and 418 households in Batlow at the 2021 Census, with an average household size of 2.2. • At the 2021 Census, separate (detached) dwellings were the largest proportion of housing typologies within Batlow, at 82.7 per cent, considerably higher than the Rest of NSW, at 73.1 per cent.
Education	• At the 2021 Census, approximately 31.7 per cent of residents in Batlow over the age of 15 had completed year 12 or equivalent, markedly lower than the 39.2 per cent of Rest of NSW residents over 15.
Income	• At the 2021 Census, the median weekly household income in Batlow was $963, considerably lower than the $1,434 across the Rest of NSW.
Short-term accommodation	• As of 9 August 2022, Batlow had 39 rooms/rentals including 6 private rentals, 18 rooms in pubs or hotels, 6 caravan park cabins and 9 powered caravan sites. • The nearest accommodation is in Tumut and Tumbarumba (see other sections).

Source: ABS (2021), *Australian Census of Population and Housing*

6.2.5 Tumbarumba

Tumbarumba is a small town in the Snowy Valleys LGA, located on the western edge of the Snowy Mountains, approximately 20 kilometres west of the project footprint, or 20 minutes by car. It is located on Tumbarumba Creek, a tributary of the Murray River. Tumbarumba was originally established as a base for nearby gold, timber, and agriculture industries. Today, Tumbarumba has locally significant industries in forestry, cattle and sheep farming, wine and berry production, and tourism. The town is surrounded by forest, with Mannus Correctional Centre also located nearby. Tumbarumba's facilities include service stations, a veterinary clinic, supermarkets, cafes and restaurants, specialty shops, and tourist facilities. Tumbarumba also hosts a small medical multipurpose service, including a 24-hour emergency care facility, with specialist connection capability via telehealth. Accommodation in Tumbarumba is provided by several hotel/motel operators and the Tumbarumba Caravan Park. Table 6-12 identifies key demographic data for Tumbarumba, using population, housing, health, education, and employment data extracted from the ABS 2021 Census.

Table 6-12: Key demographic indicators for Tumbarumba

Indicator	Information
Population	• At the 2021 Census, Tumbarumba was home to 1,505 people. • In 2021, the proportion of Tumbarumba residents who identified as Aboriginal and Torres Strait Islander was 7.4 per cent, compared to 5.6 per cent in the social locality, and 6.6 per cent in the Rest of NSW. • In 2021, 9.4 per cent of Tumbarumba residents were overseas born, compared to 10.1 per cent in the social locality, and 12.2 per cent in the Rest of NSW. • The proportion of Tumbarumba residents who spoke a language other than English at home in 2021 was 3.2 per cent. This was lower than the social locality, at 6.5 per cent, and the Rest of NSW, at 6.6 per cent.
Median age	• At the 2021 Census, the median age of Tumbarumba was 46 years, older than the Rest of NSW's 43 years.
Labour force	• In 2021, 54.4 per cent of residents in Tumbarumba over 15 were participating in the labour force, a lower proportion than the 56.4 per cent in the Rest of NSW. • Of those residents in the labour force in Tumbarumba, 3.8 per cent were unemployed, compared to 4.8 per cent across the Rest of NSW. • In 2021, employed residents in Tumbarumba most commonly worked in the industries of manufacturing (16.7 per cent), public administration and safety (11.8 per cent), and agriculture, forestry and fishing (10.3 per cent). The most common occupations were labourers (25.1 per cent), community and personal service workers (15.6 per cent), and machinery operators and drivers (15.5 per cent).
Housing	• There were a total of 710 private dwellings and 605 households in Tumbarumba at the 2021 Census, with an average household size of 2.3. • At the 2021 Census, separate (detached) dwellings were the most common housing typology within Tumbarumba, at 81.6 per cent, higher than the social locality, at 79.1 per cent, and the Rest of NSW, at 73.1 per cent.
Education	• At the 2021 Census, approximately 32.6 per cent of residents in Tumbarumba over the age of 15 had completed year 12 or equivalent, considerably lower than the 44.9 per cent of residents in the social locality over 15, and the 44.47 per cent of Rest of NSW residents over 15.
Income	• At the 2021 Census, the median weekly household income in Tumbarumba was $1,260, lower than the $1,434 across the Rest of NSW.
Short-term accommodation	• As of 9 August 2022, Tumbarumba had 201 rooms/rentals available for short-term accommodation. • As of June 2016, at which time Tumbarumba was within Tumbarumba LGA, the LGA provided approximately 30,000 total room nights across the year, of which 14,000 or 46 per cent were occupied. • Nearest alternative accommodation is at Batlow (39 rooms/rentals) or Tumut (257 rooms or rentals).

Source: ABS (2021), *Australian Census of Population and Housing*

6.2.6 Wagga Wagga

Wagga Wagga is located in the centre of the Riverina region, approximately halfway between Sydney and Melbourne. Wagga Wagga's city centre is located approximately 10 kilometres (or 20 minutes by road) from the nearest point of the project footprint, the existing Wagga 330 kV substation. Wagga Wagga was originally established as a river crossing site on the route between Sydney and Melbourne, with surrounding areas settled for grazing, and today sits within the Wagga Wagga City LGA. Wagga Wagga is located at the intersection of the Sturt Highway and the Olympic Highway. Wagga Wagga Railway Station connects the city to the Main South Railway line of NSW's railway system.

The city hosts Wagga Wagga airport, with daily direct flights to Sydney and Melbourne. Wagga Wagga has a services and knowledge-oriented economy, hosting Charles Sturt University's largest campus, the Riverina

Institute of TAFE NSW, RAAF Base Wagga, and the Army Recruit Training Centre Kapooka. The city hosts a full range of commercial facilities and medical services, including the Wagga Wagga Base Hospital, which has 24-hour emergency department operation. Food and wine production are important to the region. Wagga Wagga has numerous cafes, restaurants, pubs, and vineyards, more than 30 hotel/motel operators, and five caravan parks. Table 6-13 identifies key demographic data for the Wagga Wagga, using population, housing, health, education, employment, transport data extracted from the ABS 2021 Census.

Table 6-13: Key demographic statistics for Wagga Wagga

Indicator	Information
Population	• At the 2021 Census, Wagga Wagga was home to 49,686 people. • In 2021, the proportion of Wagga Wagga residents who identified as Aboriginal and Torres Strait Islander was 7.0 per cent, compared to 5.6 per cent in the social locality, and 6.6 per cent in the Rest of NSW. • In 2021, 11.9 per cent of Wagga Wagga residents were overseas born, compared to 10.1 per cent in the social locality, and 12.2 per cent in the Rest of NSW. • The proportion of Wagga Wagga residents who spoke a language other than English at home in 2021 was 9.6 per cent. This was considerably higher than both the social locality, at 6.5 per cent, and the Rest of NSW, at 6.6 per cent.
Median age	• At the 2021 Census, the median age of Wagga Wagga was 37 years, younger than the Rest of NSW's 43 years.
Labour force	• In 2021, 62.1 per cent of residents in Wagga Wagga over 15 were participating in the labour force, a significantly higher proportion than the 56.4 per cent in the Rest of NSW. • Of those residents in the labour force in Wagga Wagga, 4.6 per cent were unemployed, equal to the Rest of NSW, also at 4.6 per cent. • In 2021, employed residents in Wagga Wagga most commonly worked in the industries of health care and social assistance (19.4 per cent), education and training (10.7 per cent), and retail trade (10.5 per cent). The most common occupations were professionals (20.9 per cent), technicians and trades workers (14.7 per cent), and community and personal service workers (13.9 per cent).
Housing	• There were a total of 20,797 private dwellings and 19,226 households in Wagga Wagga at the 2021 Census, with an average household size of 2.4. • At the 2021 Census, separate (detached) dwellings were the most common housing typology within Wagga Wagga, at 76.8 per cent, compared to the social locality, at 79.1 per cent, and the Rest of NSW, at 73.1 per cent.
Education	• At the 2021 Census, approximately 47.1 per cent of residents in Wagga Wagga over the age of 15 had completed year 12 or equivalent, higher than the 44.9 per cent of residents in the social locality over 15, and the 44.47 per cent of Rest of NSW residents over 15.
Income	• At the 2021 Census, the median weekly household income in Wagga Wagga was $1,502, higher than the $1,434 across the Rest of NSW.
Short-term accommodation	• As of 9 August 2022, Wagga Wagga had 1,635 rooms/rentals available for short-term accommodation. • Around 850 rooms are hotels, motels or serviced apartments with the remainder being private rentals. • As of June 2016, the Wagga Wagga City LGA provided approximately 315,000 total room nights across the year, of which 204,000 were occupied, marking an increase in available room nights by 4.5 per cent since the previous year. • Between 2015 and 2016, room occupancy rates in Wagga Wagga City LGA also rose by 0.4 per cent, to 64.9 per cent (Destination NSW, 2017c).

Source: ABS (2021), *Australian Census of Population and Housing*

6.2.7 Gundagai

Gundagai is a small town located on the Murrumbidgee River in the Cootamundra-Gundagai Regional LGA. It is situated approximately 20 kilometres from the project footprint at its nearest point, or 20 minutes by road. Gundagai is situated directly adjacent to the Hume Highway, approximately halfway between Wagga Wagga and Yass. Situated within Wiradjuri country, the town's history has been shaped by its existence as a riverport, its proximity to gold in the 1860s and 1870s, and more recent uses of the land for farming. Most of the town is located to the north of the Murrumbidgee River, but some of the town is located approximately one kilometre to the south and known as South Gundagai. Between the two segments of the town is a floodplain upon which Gundagai was originally built, before it was destroyed on this site by flooding in the 1850s.

Currently, Gundagai's facilities include primary schools, a public high school, a library and neighbourhood centre, a medical centre, a physiotherapy and fitness centre, Gundagai District Hospital, parks, reserves, and sporting facilities. There are a range of accommodation providers in Gundagai, including hotels, motels, eco-huts, and caravan parks. Table 6-14 identifies key demographic data for Gundagai, using population, housing, health, education, and employment data extracted from the ABS 2021 Census.

Table 6-14: Key demographic indicators for Gundagai

Indicator	Information
Population	• At the 2021 Census, Gundagai was home to 1,970 people. • In 2021, the proportion of Gundagai residents who identified as Aboriginal and Torres Strait Islander was 4.5 per cent, compared to 5.6 per cent in the social locality, and 6.6 per cent in the Rest of NSW. • In 2021, 10.2 per cent of Gundagai residents were overseas born, compared to 10.1 per cent in the social locality, and 12.2 per cent in the Rest of NSW. • The proportion of Gundagai residents who spoke a language other than English at home in 2021 was 7.8 per cent. This was higher than the social locality, at 6.5 per cent, and the Rest of NSW, at 6.6 per cent.
Median age	• At the 2021 Census, the median age of Gundagai was 45 years, older than the Rest of NSW's 43 years.
Labour force	• In 2021, 50.7 per cent of residents in Gundagai over 15 were participating in the labour force, a lower proportion than the 56.4 per cent of residents in the Rest of NSW. • Of those residents in the labour force in Batlow, 3.8 per cent were unemployed, lower than the 4.6 per cent across the Rest of NSW. • Employed residents most commonly worked in the industries of manufacturing (19.3 per cent), health care and social assistance (10.5 per cent), accommodation and food services (10.2 per cent), and construction (10.2 per cent). The most common occupations were labourers (25.1 per cent), technicians and trades workers (12.6 per cent), and managers (12.2 per cent).
Housing and households	• There were a total 865 private dwellings and 758 households in Gundagai at the 2021 Census, with an average household size of 2.3. • Of the 758 households, 468 (61.7 per cent) of these were family households, lower than the 68.8 per cent of households in the Rest of NSW. • At the 2021 Census, separate (detached) dwellings were the largest proportion of housing typologies within Gundagai, at 77.1 per cent, higher than the Rest of NSW, at 73.1 per cent.
Education	• At the 2021 Census, approximately 33.6 per cent of residents in Gundagai over the age of 15 had completed year 12 or equivalent, lower than the 39.2 per cent of Rest of NSW residents over 15.
Income	• At the 2021 Census, the median weekly household income in Gundagai was $1,160, lower than the $1,434 across the Rest of NSW.
Short-term accommodation	• As of 10 August 2022, Gundagai had 200 rooms/rentals, including in motels, hotels/pubs, eco-huts, and BnB-style accommodation. In addition, two local caravan parks provided 81 powered or unpowered sites, and 18 cabins. Short-term stays were also available in RV reserves, and long-term stays (over two weeks) at Gundagai Auto Cabins and Motel.

Source: ABS (2021), *Australian Census of Population and Housing*

6.3 Project footprint

The project footprint is the area likely to be affected directly by the construction and operation of the project, comprising approximately 8,551 hectares. The following sections describe the project footprint's baseline regarding land use and property, agriculture, environment and sustainability, and heritage. In total, there are 376 private landowners within the project footprint, the majority of which supports agricultural practices. Further information on property ownership is provided in *Technical Report 5 – Land Use and Property Impact Assessment*.

6.3.1 Ownership

Land ownership within the project footprint is a mix of private and public landowners. As shown in Table 6-15 land is primarily freehold (7,226 hectares), with a portion of Crown land and Government land (1,327 hectares combined).

Table 6-15: Land ownership within project footprint.[10]

Ownership	Area (hectares)	Lots (count)
Freehold	7,226	678
Local government	1	1
NSW Government	508	56
Crown	508	25
Shared Crown/Council	0	0
Unknown	308	0
Commonwealth Government	0	0
Total	**8,551**	**760**

Source: DPE (2022), Sixmaps cadastral data

6.3.2 Land uses

A range of rural, environmental, residential, commercial and infrastructure related zones are located within the project footprint. Land use zone has been used as a proxy for land use.

Technical Report 5 - Land Use and Property Impact Assessment indicates that project footprint intersects approximately 8,266.9 hectares of land associated with agriculture and primary production uses. This accounts for 96.7 per cent of the project footprint. The predominant agricultural land use in the project footprint is grazing land, including grazing native vegetation and modified pasture grazing. Grazing modified pastures land uses are spread throughout the project footprint, especially between Bango and Wondalga. Cropping is prevalent between Wagga Wagga and Darlow and between Myrtleville and Dalton, with smaller concentrations dispersed throughout the project footprint. Forestry is a significant land use in the agricultural study area, totalling 212,781 hectares (7.4 per cent) of the agricultural study area, excluding Hilltops and Goulburn-Mulwaree LGAs. Approximately 1,087.1 hectares of the intersected forestry land is made up of production native forestry land use.

The project footprint does not include major urbanised areas. The transmission line route is relatively close to the regional centres of Wagga Wagga (approximately five kilometres away), Tumut (approximately four kilometres away) and Yass (approximately five kilometres away), as well as smaller settlements.

[10] NSW Spatial Services, 2022.

In terms of urban zones, most are 'Large Lot Residential', 'General Industrial', and 'Mixed Use'. This is reflective of the largely rural setting of the project footprint, with separate (detached) houses being the most common dwelling type across this area.

The project footprint intersects approximately 71.5 hectares of land associated with infrastructure land uses, including utilities, roads and highways.

Table 6-16 outlines the most common agricultural land uses within the project footprint.

Table 6-16: Agricultural land uses within project footprint

Land use	Area (hectares)	Proportion of project footprint (%)
3.2.0 Grazing modified pastures	4200.1	49.1
2.1.0 Grazing native vegetation	2171.9	25.4
2.2.0 Production native forestry	1067.1	12.5
3.3.0 Cropping	802.2	9.4
6.3.0 River	124.6	1.5
5.6.0 Utilities	57.3	0.7

Source: SEED (2022)

As detailed in *Technical Report 4 – Agricultural Impact Assessment*, almost all livestock on grazing land in the project footprint are sheep and cattle. These livestock play a significant economic role across the agricultural study area, in which hundreds of millions of dollars are produced by sheep and cattle agriculture in a year.

Other dominant industries within the project footprint include uses pertaining to forestry and conservation.

6.3.3 Natural environment

A small portion of the project footprint (approximately 32.8 hectares) is located within land categorised as natural environment. As stated in *Technical Report 4 – Agricultural Impact Assessment*, the majority of this land consists of managed resource protection, with the remainder classified for other minimal use. Table 6-17 summarises the natural environment land uses situated within the project footprint.

Table 6-17: Natural environment land uses within project footprint

Land use	Features and locations	Area (hectares)
Managed resource protection	• windbreaks scattered throughout project footprint: typically planted features on agricultural properties • riparian areas scattered throughout project footprint: typically vegetation alongside creeks and creek beds • land use classified as biodiversity between Hume Highway and Keajura Road • unidentified small plantation at Gurrundah.	26.4
Other minimal use	• residual native cover in Roslyn-Woodhouselee area • cleared area adjacent to O'Briens Creek in Gregadoo-Big Springs area.	6.4

Source: SEED (2022)

CONSTRUCTION IMPACT ASSESSMENT

7.0 CONSTRUCTION IMPACT ASSESSMENT

This chapter identifies and assesses the potential social impacts that may arise during the construction stage of the project. Social impacts may be positive or negative. Potential social impacts have been considered in the context of the social baseline and other background information as existing conditions can affect the likelihood of social impacts occurring, or the magnitude of social impacts that do occur.

Potential social impacts to arise from the project have been grouped into categories identified in the SIA Guideline (refer to Table 4-3). Some impacts would be relevant to more than one impact category. Where this is the case, the impact is reported in the most relevant category. **Error! Reference source not found.** summarises all impacts discussed in this chapter, identifies their social risk ratings (mitigated and unmitigated) and identifies key mitigation measures.

7.1 Way of life

The SIA Guideline describes way of life as how people live, work, play and interact with each other on a daily basis. This definition is very broad and most social impacts will affect people's way of life to some extent. This section details social impacts arising from project construction with the greatest capacity to impact way of life, as set out in Table 4-3. Impacts addressed in other sections may also have repercussions for way of life.

7.1.1 Availability and affordability of housing

Access to housing is a critical human need, and changes to availability and affordability of housing can have significant social impacts. In recent times, many rural and regional areas have experienced housing markets under immense pressure from internal migration associated with the COVID-19 pandemic. Against this context, the need to accommodate a maximum temporary construction workforce of up to 1,200 has the potential to impact housing affordability and availability in key communities, however, not all workers on the project are likely to require accommodation if local subcontractors and employees can be utilised.

Major projects with large non-resident workforces can raise concerns within host communities as having potential impact on housing availability and affordability (Carrington and Pereira, 2011). Stakeholder engagement found that concern about housing availability and affordability was common among stakeholders in all key communities other than Goulburn (Social Atlas, 2021), as indicated in Section 5.3.1.

This SIA has been prepared on the basis that non-resident construction workers would be accommodated in available short-term rental accommodation in the social locality and at the proposed temporary worker accommodation facility at Tumbarumba (which would provide approximately 200 beds). This approach is consistent with stakeholder feedback, which identified that support would be welcomed to assist the recovery of short-term accommodation operators following the COVID 19 pandemic. This approach would also minimise impacts to the private rental market, which was found through research and discussion with stakeholders to be extremely constrained. Data presented in Section 6.1.4 identifies there is a considerable supply of short-term accommodation across the social locality in the key communities. It is noted that smaller villages offer some additional short-term accommodation capacity, which could be utilised in peak periods if needed.

Stakeholder engagement identified that the availability of short-term accommodation is currently constrained in some of the key communities – particularly Yass These constraints are related to demand from other major infrastructure projects. Completion of other projects is likely to release a supply of short term accommodation which may become available prior to the commencement of construction. Transgrid will prepare a Worker Accommodation Strategy prior to the commencement of construction. Councils and other relevant stakeholders will be consulted to identify potential options for temporary worker accommodation.

Worker accommodation is an important aspect of the project with potential to result in both positive and negative social impacts in the social locality. Transgrid has undertaken preliminary research to inform the development of the Worker Accommodation Strategy. That research suggests that use of existing short-term rental accommodation (motels and hotels), combined with the provision of a temporary worker accommodation facility at Tumbarumba, will provide adequate and appropriate accommodation to support the timely construction of the project. Details of accommodation in the study area is provided in Section 6.1.4.

Accommodation needs have been assessed by Transgrid for five worker accommodation catchments. In the catchments comprising Wagga Wagga - Tarcutta and Goulburn-Taralga-Crookwell, there is sufficient short term accommodation to met the projected worker demand. However, for the other three catchments, the anticipated accommodation requirement, at times, may exceeded the accommodation capacity. These were:

- the Tumut, Batlow, and Tumbarumba area
- the Gundagai and Tumut area (Tumut was considered able to serve both catchments due to its location)
- the Yass, Murrumbateman, and Gunning area.

The projected shortfalls in accommodation in the Gundagai and Yass areas were modest. The projections are conservative and if the actual need could be less than projected depending on the number of local workers employed, who would not need accommodation and seasonal variations in vacancy rate. A small number of workers could be housed in private rental dwellings in the private market, if needed. The ability of the private market to absorb this demand would be influenced in part by the demands of other major projects in the areas as several major infrastructure projects are scheduled for construction in the social locality in the coming years, which may impact the availability of short-term rental accommodation (refer to Chapter 9).

The projected shortfall in Tumut, Batlow, and Tumbarumba catchment is more significant, with the anticipated peak accommodation requirement exceeding the accommodation capacity even if 100 per cent vacancy was assumed. A potential option to provide additional temporary worker accommodation during the construction period is the establishment of a temporary worker accommodation facility at the corner of Courabyra Road and Alfred Street, Tumbarumba to accommodate about 200 construction workers. However, the ultimate delivery of the project may include multiple temporary worker accommodation facilities in various forms, which would be outlined in the Worker Accommodation Strategy for the project. Councils and other relevant stakeholders will be consulted to identify additional potential options for temporary worker accommodation during construction.

The availability of adequate short-term accommodation and the proposed construction of the accommodation facility at Tumbarumba would limit the scale and likelihood of any changes to the housing availability and affordability on the private rental market. Construction contracts for this work are expected to be more likely drive in-drive out than relocation with families. However, if they do decide to relocate with their families there is potential for impact to local housing as they would most likely seek accommodation in the private rental market, but this group is expected to be small. Any increases in demand for private rental housing that do arise from the project could impact the available rental housing supply and pricing which has been found to have limited vacancies (section 6.1.3) (Carrington & Pereira, 2011). Stakeholder engagement identified that there is a shortage of rental accommodation in some key communities and that this situation may be exacerbated by a number of major infrastructure projects scheduled for construction in the social locality simultaneously and the impact of the COVID 19 pandemic (Section 5.3.1).

Should construction of the project cause changes to the private rental market, the impacts would be greatest in the key communities with lower supplies of private rental housing being Tumbarumba, Gundagai and Batlow. In these communities, a numerically small reduction in housing availability would represent a significant proportion of total dwellings. Rental accommodation is extremely limited in Yass, Gundagai, Tumut, Tumbarumba and

Batlow (refer to Section 6.1.4). Additionally, the social locality has a relatively high proportion of lower income households, which are more exposed to such price increases (refer to Section 6.1.1). An increase in demand for low-cost rental accommodation may have flow-on effects, increasing pressure on social housing supply and emergency accommodation. Any impact to housing availability or affordability may limit the ability of low-income earners living and working in the key communities to remain there due to increased costs of housing. This could result in stress, financial strain, social disconnection, and reduced access to employment.

The experience of any impacts to housing availability or affordability would be dependent on what financial interest an individual or household had in housing. Whilst renters may experience negative social impacts, investors or landowners may experience positive social outcomes to livelihoods through increased rents or sale prices as a result of non-resident workers seeking housing. Social impacts to housing through changes in affordability may therefore be distributed differently across different sectors of the community.

Transgrid would prepare a Worker Accommodation Strategy prior to the commencement of construction. Councils and other relevant stakeholders will be consulted to identify any additional potential options for temporary worker accommodation. The strategy will aim to maximise benefits for the communities within the study area and minimise potential social impacts. Any new or changed worker accommodation facility would be subject to additional environmental assessment, as required.

Based on preliminary research undertaken by Transgrid to inform the development of the Accommodation Strategy, it was identified that there would be a shortfall of short-term rental accommodation (motels, hotels and caravan parks) and that a dedicated project accommodation facility at Tumbarumba would be required to support the timely construction of the project.

The Worker Accommodation Strategy will set out a detailed plan for accommodating non-resident workers in existing short-term accommodation at relevant locations or at the purpose built worker accommodation facility at Tumbarumba, during the construction period. Any need for the private rental market to accommodate non-resident workers would be small, and would also be identified in the Worker Accommodation Strategy. The project aims to minimise the risks to housing availability and affordability by utilising short-term rental accommodation and purpose built facilities, rather than the private rental market. It would be important to monitor the availability of housing and aim to minimise demands on the private rental market in the key communities through the preparation of the Worker Accommodation Strategy that responds to the constraints on local housing markets at the time of construction. Further details on this mitigation are provided in Chapter 10.

In summary of the discussion provided above, social impacts related to the availability and affordability of housing are unlikely to occur in the project footprint.

7.1.2 Amenity

Stakeholder engagement found that many residents in the social locality enjoy a quiet, rural country lifestyle, which is also a main attractor for tourists and visitors. The project may impact amenity through increased noise and vibration (addressed in Section 7.5.1), increased dust (addressed in Section 7.5.2) and changes to the visual environment (addressed in Section 7.6.1).

Stakeholder engagement identified that quietness offered by the country lifestyle is highly valued by the community. Some fear disturbance from noise including the movement of heavy machinery from construction would impact negatively on way of life (refer to Section 7.1.2). Impact of noise from increased vehicles (including heavy machinery) that would arise from construction of the project was highlighted by stakeholders in Tumbarumba.

Within the social locality, there is a higher proportion of senior people compared to the Rest of NSW, particularly in the Hilltops, Upper Lachlan Shire, Cootamundra-Gundagai Regional, and Snowy Valleys LGAs. The Hilltops and Cootamundra-Gundagai Regional LGAs also have a higher proportion of people with a daily need for physical assistance, and the Goulburn, Hilltops, Snowy Valleys and Wagga Wagga City LGAs have populations with elevated levels of psychological distress amongst the community. These vulnerable groups may be more sensitive to construction noise and vibration, including disturbance from movement of construction vehicles.

In the key communities, noise levels may increase from construction vehicles passing through and non-resident workers visiting to access services and facilities, potentially detracting from the pleasantness of the environment. These impacts would be intermittent. Movement of construction vehicles around compounds in Batlow and Yass, which are located on the fringe of the urban area, may cause disturbance to nearby residents through increased noise and vibration.

In the project footprint, high levels of construction traffic would occur in peak periods where substation construction work would be undertaken. *Technical Report 9 – Noise and Vibration Impact Assessment* indicates that noise and vibration resulting from site establishment work at construction compounds and transmission line work sites, as well as from heavy vehicle traffic, are predicted to be the most noise intensive works with the highest likelihood of affecting receivers in or near the project footprint.

Technical Report 9 – Noise and Vibration Impact Assessment adopted a conservative approach in assessing noise and vibration impacts. It assumed worst-case scenarios, whereby multiple types of equipment would be in use at once time, whereas construction noise and vibration levels would generally be much quieter, and at times no equipment would be in use at all. The report established noise management levels (NMLs) based on background noise monitoring at relevant sites. Where NMLs were predicted to be exceeded, a receiver was considered to be impacted by noise and vibration (to varying degrees).

Work at six construction compounds was shown to have no NML exceedances, likely due to separation from the nearest receiver (further than 1,000 metres for each). For the remaining construction compounds, up to 701 receivers were predicted to be subject to day time NML exceedances from site establishment works, and up to 398 receivers were predicted to be subject to day time NML exceedances from transmission line construction work. Additionally, receivers near construction traffic routes were shown to be affected by increased noise and vibration, though this effect would diminish beyond 250 metres from road edges. Traffic noise impacts would variable in location and duration, though would generally be short term.

In addition to these potential noise and vibration impacts, receivers near access track and brake and winch construction sites would be subject to NML exceedances, though the number of affected receivers is unknown as final locations are yet to be determined. For access track construction work, potential impacts are predicted to occur at a distance of 1,190 metres, and work would last approximately one to two days per track. For brake and winch construction work, potential impacts are predicted to occur at a distance of 600 metres, and work would last for between one and three weeks per site. Any receivers near these sites (once finalised) would experience short term amenity impacts through noise and vibration.

Technical Report 9 – Noise and Vibration Impact Assessment also considered potential vibration impacts, finding that up to 20 receivers would potentially be impacted by exceedances of the relevant thresholds. The report also noted that blasting may be required as part of the construction work, but that requirements are not yet known. These works would be subject to a Blast Management Plan (as required).

In addition, *Technical Report 9 – Noise and Vibration Impact Assessment* identifies some construction activities that would be required to be undertaken outside the standard construction hours which would disrupt people and their lifestyles. Delivery of oversized equipment or structures, maintenance and repair of public infrastructure, emergency work, and other activities that may be undertaken outside the standard construction hours may be most disruptive as it could result in sleep disturbance.

Based on the worst-case scenario modelled in *Technical Report 9 – Noise and Vibration Impact Assessment*, sleep disturbance impacts are predicted at up to five residential receivers near the Tumbarumba Accommodation Facility (AC1). These impacts would arise from heavy vehicle movements and would be intermittent, though would occur across the duration of the project.

Sleep disturbance impacts are also predicted for the residential receiver closest to the Wagga 330 kV substation due to heavy vehicle movements and installation of substation equipment. These impacts would occur over a period of around one month. Up to three residential receivers closest to overhead stringing sites where work would be required outside of standard day-time hours would be subject to sleep disturbance impacts. Impacts would be short term as stringing work would last around three weeks.

The potential sleep disturbance impacts outlined above would impact people differently, particularly those with irregular sleep patterns such as shift workers. Mitigation measures are proposed in Chapter 10 to minimise this impact.

7.2 Community

Social impacts to community include changes in community composition and cohesion as a result of the project. These changes may impact character, how the community functions, resilience, and people's sense of place.

7.2.1 Population changes from temporary construction workforce

The population in the social locality would temporarily increase during the construction period as a result of the project's construction workers. It is anticipated that the project would require a construction workforce of up to 1,200 workers (during peak construction). The project workers would be dispersed across the extent of the project and would vary over the construction period. Peak concentrations of workers in the social locality are expected in the latter half of 2025, although this forecast may vary depending on the timeframe for project commencement and potential refinements to the scheduling of works.

The construction workforce is expected to comprise a combination of local (or within the social locality) (20 per cent), domestic (60 per cent) and international (20 per cent) workers. Engagement of specific workers would be dependent on specialisation and construction program requirements. The local construction workers are likely to be employed on fixed-term contracts for specific activities, with the total number of workers varying over the construction timeframe, driven by the different types of skills required for various phases of construction.

The maximum workforce of 1,200 workers represents a 0.7 per cent increase over the 2021 population of the social locality. While this is unlikely to be noticeable across the overall social locality, key communities where construction workers are accommodated are likely to notice the temporary population increase. Despite stakeholders having some concerns about the potential for non-resident workers to impact on housing availability and tourism, they were generally positive about the potential influx of construction workers into the region. For example, it was felt that Tumbarumba has plenty to offer incoming construction workers with an abundance of sports clubs and facilities, new cycle paths, mountain biking and equestrian activities (refer to Section 5.3).

The workers would be distributed across the social locality, with all the key communities likely to attract a share of the project workforce. The estimated worker distribution has been forecast by Transgrid having regard for the available accommodation throughout the social locality and the project construction program. The key communities which are likely to experience increases in worker population are indicated in Table 7-1. The maximum workers numbers are indicative and would be refined prior to construction and are likely to be an overestimate, as a precautionary approach has been adopted. The worker population, at its peak would represent a 15.7 per cent increase to the population of Tumbarumba and 6.1 per cent increase to the population of Tumut. In all other cases, the worker population would be a small increase to the overall population of the

community. Stakeholders in Tumbarumba recognised that the temporary workforce would be visible group within the community for the duration of the construction period (refer to Section 5.3.5).

Table 7-1: Forecast maximum worker populations in key communities

Community	Population 2021	Forecast maximum worker population*	Per cent increase on 2021 population
Goulburn	23,963	335	1.4 %
Yass	5,837	120	2.1 %
Tumut	6,518	395	6.1 %
Batlow	1,022	40	3.9 %
Tumbarumba	1,505	236	15.7 %
Wagga Wagga	49,686	390	0.8 %
Dispersed villages		169	NA
Social locality	171,005	1,200	1.8 %

Note: *Maximum may occur in different time periods therefore the sum of maximums may exceed total workforce population

Some of the non-resident workers may choose to relocate to the social locality for the duration of their work contract, either by themselves or with their family, although this is not expected to be very common given the mobile and temporary nature of the work. Most non-resident construction workers are expected to choose to locate in the social locality for the required period, either on an occasional (eg weekly) or regular (eg three months) basis, suggesting that non-resident workers would be highly mobile.

The temporary increase in population arising from the construction workers during the construction period may result in several social impacts, including:

- changes to social cohesion in host communities (discussed in Section 7.2.2)
- increased demand for community services and healthcare and community services during the construction period (these potential impacts are further discussed in Section 6.1.3)
- changes to accommodation and housing availability and affordability (discussed in Section 7.1.1)
- increased demand for goods and services.

The construction workers would be concentrated within the project footprint during the construction period each working day, though would move between their accommodation and construction work sites. These movements would create additional vehicle movements throughout the project footprint, including light and heavy vehicle traffic (discussed in Section 7.3.1).

As construction work is completed, there would be a gradual decline in the temporary workers in the social locality. By project completion, the population within the social locality would return to levels similar to the 2021 Census.

7.2.2 Social cohesion

The project may impact on existing residents' feelings of connection to their community. This may lead to an increased sense of anxiety and uncertainty, due to strangers moving into the area. The disruption generated by construction activities itself may also create instances of community divide and social disconnectedness (National Library of Medicine, 2019). The impact of construction of the project on people's social relationships, connections and sense of community is considered below. Perceived risk of anti-social behaviour by the temporary construction workforce is also considered in Section 7.5.2.

A common theme identified across various communities during stakeholder engagement within the social locality is the strong sense of community spirit. As previously mentioned, approximately 480 workers (40 per cent) would likely be sourced regionally and internationally for construction of the project. Stakeholders in the Tumbarumba region stressed the importance of non-resident workers upholding the town's community values

and pride of place. This was a key theme, with several stakeholders identifying Tumbarumba as a safe area with strong community cohesion and minimal social issues (refer to Section 5.3.5). Stakeholders expressed concern regarding the impact transient workers may have on the town's social fabric as well as other potential impacts if workers were unable to integrate into the community and/or uphold the town's values.

Impacts to social cohesion at the level of the social locality, arising from the construction of the project, are expected to be negligible. Whilst the anticipated 1,200 workers would likely cause a small increase in the working age population across the social locality, it is considered highly unlikely that this could affect relationships and connections at the scale of the social locality.

Impacts to social cohesion may arise within the key communities through conflict between community members in support of the project and those against it, with potential for frustration or anger. Varying opinions within the community about the potential benefits for the project and who would benefit may also be a cause of social disruption or angst. Impacts to social cohesion in the key communities may also arise from distrust and/or wariness of new residents and workers, particularly in the very small communities. Communities that are larger and/or have had more experience with large temporary workforces would be less likely to experience negative social impacts, whilst smaller or more remote communities would be more likely to experience negative social impacts.

Impacts to community cohesion would be lesser in the larger regional cities of Wagga Wagga or Goulburn where the impact of population changes is lesser and there is extensive social capital available. The smaller key communities of Tumut and Tumbarumba, which would attract larger numbers of non-resident workers and have smaller resident populations, are more likely to experience negative impacts to social cohesion.

At the project footprint scale, impacts to social cohesion from temporary workers are anticipated to be negligible. While present in the project footprint, social interactions would be limited to being between workers, building a sense of community among workers with limited impact on residents.

To assist the temporary construction workforce to integrate into the local community, information would be provided to the construction workers which includes:

- information on community services and recreation facilities, events and tourism activities
- details on how to access health services including dedicated telehealth services organised by Transgrid
- community expectations of behaviour
- a company contact if help is needed.

Transgrid would also ensure all workers are provided with a Code of Conduct to minimise the incidence of risk drinking and drug behaviours. Further details are provided in Chapter 10.

7.3 Accessibility

Social impacts to accessibility can arise from changes in how people access and use infrastructure, services and facilities, whether provided by a public, private, or not-for-profit organisation.

7.3.1 Transport and movement

Changes to transport and movement include delays or interruptions to how people get around, undertake their daily responsibilities, or access services and facilities in their local area. Residents in the social locality have a high reliance on private transportation are often required to travel longer distances to access services and social connections. Project construction could generate temporary increased traffic including movement of construction vehicles, which may result in increased traffic times.

The project's impacts to access and movement in the overall social locality are expected to be small. *Technical Report 16 – Traffic and Transport* identifies that the project would typically generate an additional 536 light vehicle movements and 187 heavy vehicle movements per day during the construction period, across the project footprint. The estimated maximum additional vehicle movements generated by the project would be 1,058 light vehicle movements and 441 heavy vehicle movements per day. This includes vehicle movements for up to 1,200 construction workers during peak construction periods. *Technical Report 16 – Traffic and Transport Impact Assessment* states that local roads likely to be used for construction vehicles would remain operating at their current level of service due to the relatively low existing traffic volumes and spread of workers across a large geographical area. The safety and travel times of road users from surrounding residential and agricultural properties are not expected to change.

In the key communities, changes to transport and movement related to the construction of the project would also be limited. Local residents may notice an increase in traffic in the town centres or near compounds at times, however, *Technical Report 16 – Traffic and Transport Impact Assessment* found that these increases can be accommodated within the existing capacity of the road network without causing congestion or delays. Movement of construction vehicles around compounds in Batlow and Yass, which are located on the fringe of the urban area, are not expected to impact transport and movement. This would suggest more sustained impacts than those experienced across the project footprint, as the location of the construction compounds and substations would remain stable regardless of changing levels of activity.

Impacts to transport and movement would occur in the project footprint from sections of the road network to be partially or completely closed for short durations to allow for construction activities to safely take place, particularly during the stringing of transmission lines over existing roads. This may result in the requirement for temporary detours, which may potentially result in minor disruption and delays to traffic in some areas. This may increase travel time and petrol consumed by landowners in the project footprint with the potential to impact on response times for emergency vehicles. Secondary impacts may occur to stress/anxiety and unintentional financial impacts, given the high reliance on private vehicle usage within the social locality. These impacts, however, would only affect each road crossing for a short period of time. Consultation with impacted landowners would occur prior to the commencement of construction to mitigate any potential access impacts on property access across the social locality. Mitigation measures are proposed to ensure access for emergency vehicles is maintained during the construction period (refer to Chapter 10).

Temporary road closures or diversions may have minor impacts to the movement of freight where construction work crosses major roads. Transport corridors within the project footprint include the Hume Highway, Snowy Mountains Highway, Gocup Road and Batlow Road. Any impacts would be minimised by undertaking transmission line stringing outside peak traffic hours, with traffic arrangements to stop or divert road users likely to be very short in duration. Mitigation measures to minimise these impacts are detailed in *Technical Report 16 – Traffic and Transport Assessment*.

The project footprint also intersects or adjoins the NSW Main Southern Railway Line in two locations, north of Yass. The Main Southern Railway Line hosts twice-daily services in both directions between Sydney and Melbourne, as well as freight services. As informed by *Technical Report 16 – Traffic and Transport Impact Assessment*, is it highly unlikely that construction would have an impact on rail operations as construction traffic would use existing rail crossings to access the transmission line structure sites. Additionally, stringing operations would be required over railway lines in only one location and would be undertaken when railway lines were not in use. It is unlikely that these activities would result in service disruptions or cause social impacts.

It is anticipated that most workers would drive in-drive out and as such impacts to local airports would be limited. Regardless, stakeholder engagement confirms that local airports have capacity to accommodate additional demand (refer to Attachment C). Operators at Wagga Wagga Airport advised that other major infrastructure projects in the region had not resulted in a noticeable increase in fly-in, fly-out workers, suggesting

that most workers chose to travel to the area by private vehicles. Wagga Wagga Airport has the capacity to handle more flights if needed. Prior to the COVID-19 pandemic, the airport would have between 135 and 140 flights per week, and while numbers of flights are steadily increasing, there were only 120 flights per week at time of consultation.

7.3.2 Social infrastructure

The non-resident construction workers would require access to various services to maintain wellbeing, creating for a short-term increase in the demand for social infrastructure. Demand from non-resident workers would vary according to the number of non-resident workers present in the social locality, the duration of their stay and how they are distributed through the social locality. Emergency services would also need to accommodate and plan for project emergencies should they occur.

The number of workers present would vary across the construction period. In terms of capacity planning, the peak construction workforce of up to 1,200 workers is likely to be present for less than three months, however, it is expected that around 800 workers may be present for six months, around 600 workers may be present for 14 months and around 400 workers may be present for around 23 months, not allowing for holiday season departures. This worker population would be dispersed across the social locality. Increases in demand for social infrastructure would be temporary as non-resident workers would leave the area once construction is completed.

The existing social infrastructure is scattered across the key communities to form a network of services which is known to have some existing inadequacies. The isolated and dispersed nature of settlement across the social locality means that residents would be reliant on social infrastructure for social connection and wellbeing, as well as for the services they provide. As there would be a concentration of workers at the proposed worker accommodation facility in Tumbarumba, some stakeholders suggested that Transgrid could provide social infrastructure to support the worker population in the accommodation facility, to minimise the risk that an increase in demand for social infrastructure from non-resident workers would reduce local resident's access to facilities and services.

At the social locality scale, direct social impacts arising from changes to social infrastructure access would be negligible due to the insignificance of the added population of temporary workers in the context of the social locality's total population. Impacts to social infrastructure access would be highly unlikely at this scale due to the distributed nature of any additional demand.

Impacts to social infrastructure would be experienced in the key communities as detailed in the following sections, separated by service type. An influx of temporary workers associated with the construction process could cause negative social impacts, potentially affecting residents ability to access key social infrastructure, leading to negative health and wellbeing impacts such as stress or poorer physical health outcomes.

At the project footprint scale, the project would likely not directly cause negative social impacts through reduced access to social infrastructure. However, any restrictions on resident movement, or traffic diversions and delays, may lead to minor short-term impacts to social infrastructure access.

Health infrastructure

Health facilities are vital in providing community-wide integrated health services, including mental health services, oral health, community and aged care, and social services (Australian Government, 2016). Non-resident workers would require access to general health care including GPs, emergency or critical care at hospitals. Recent expansions to Wagga Wagga Base hospital and Yass District hospital have ensured capacity to accommodate an increase in demand for health care from non-resident workers in those locations (refer to Section 5.3.2). Expansions to Goulburn Base hospital are currently under construction. Recent redevelopment of Tumut Hospital, is scheduled for completion in 2022, would provide an integrated, modern healthcare service,

which meets the needs of the local communities in Tumut, Gundagai, Batlow and Adelong. In Tumbarumba, where the purpose built accommodation facility for up to 200 workers is to be constructed, there is a 42 bed multipurpose service with five acute care beds. Tumbarumba Multipurpose Service offers a 24 hour accident and emergency department which is equipped with telehealth cameras to connect the team in Tumbarumba with specialists through the Critical Care Advisory Service. Overall, access to hospital services is sufficient to accommodate the needs of the temporary non-resident construction workers.

Anecdotal evidence suggests that access to GPs is already challenging in most parts of the social locality (refer to Section 5.3.2). The limited availability of medical centres in the key communities was one of the common themes to emerge from discussions with stakeholders. Existing medical centres report long waiting lists for new patients. Aboriginal and Torres Strait Islander stakeholders also reported difficulty in accessing health services. This can lead to difficulties in seeing people for minor or known ongoing health problems that require regular attendance, and reduce people's ability to see a doctor for prescriptions. Concern was expressed that this would result in people going to a hospital or call an ambulance for not urgent medical care because they cannot get access to a GP. Stakeholders noted that issues arise when an ambulance is dispatched to an emergency call, while transporting patients from regional towns to major cities for problems that could have been treated locally. Similarly, stakeholders noted that there are limited mental health capabilities throughout the region. This identified shortage of GPs is consistent with the trend in regional and rural Australia (National Skills Commission, 2021).

Given the relatively short-term and mobile nature of the construction program, it is likely that many of the non-local workers would continue to seek general health advice from their existing GPs via telehealth or wait until they return home if able. The worker accommodation facility would likely have medical services onsite for general medical needs. Stakeholders in Tumbarumba felt that existing services could easily be scaled up with appropriate lead time to meet the needs of a growing population (refer to Section 5.3.2). Stakeholders in Tumbarumba also believed there were sufficient medical services available to meet the general medical needs of a transient workforce.

A Workforce and Workforce Development Plan would be developed for worker accommodation in consultation with relevant councils, social infrastructure managers and community service providers in nearby service communities. The plan would identify potential constraints in local service provision and mechanisms to promote worker health and wellbeing and integration into the affected service community without affecting access for residents. Workers would be provided with information on accessing medical services including options for telehealth service options outside the social locality (eg Canberra or Sydney), to minimise demand on local practitioners.

Emergency services

Emergency services include police, ambulance, fire and disaster response teams. Emergency services would be required in the event of significant harm or threat to property and life. It was evident during stakeholder engagement that the community still feels the effects of the recent bushfires and has strong concerns that the project could contribute to future risks of bushfire (refer to Section 5.3.8).

The Rural Fire Service (RFS) suggested that to minimise potential for conflict. where major work is carried out on or near landowners' land, Transgrid should act to limit the potential for ignition and prevent the spread of fire, by considering factors such as wind speed and temperature against the Grain Harvesting Guide available on the RFS website (RFS, 2022). They also requested that proposed works be regularly reported to the RFS to ensure that any affected local landowners have been effectively communicated with. The RFS requested Transgrid provide them with updated maps with easements, schedules and fire plans, while also noting that previous experiences with Transgrid had been positive with effective measures in place when working in bushfire prone

land. The project would be designed and constructed in accordance with a Bush Fire Emergency Management and Evacuation Plan.

Ambulance services may be required in the event of worker injury, and police services may be required to manage worker behaviour or other project emergency incidents. Consultation with these services indicated that construction of the project is not likely to have significant ramifications for service capacity. It was suggested that it would be crucial to maintain open lines of communication with all emergency services, to ensure that all work locations are accurately identified and updated to ensure rapid response times. As set out in Chapter 10, emergency services would be regularly updated on work plans and access routes in the event of an emergency.

Regarding concerns that temporary workers may engage in drinking of alcohol to intoxication, recreational drug use or other risk taking behaviours, measures to manage appropriate worker behaviour would be managed through the onboarding process including commitment to a Code of Conduct (refer also to Section 7.5.2).

Leisure and recreation

The proposed worker accommodation facility at Tumbarumba would include food and catering facilities and recreational facilities. These facilities are expected to meet the day-to-day leisure and recreation needs of workers accommodated at the facility on workdays. On weekends, some workers may return to their homes while others may stay in the region and seek activities for rest and recreation away from the worker accommodation facility. Workers staying in the key communities as well as the worker accommodation facility may generate some increase in demand for leisure and recreation services in the key communities on weekends. All key communities offer leisure and recreation facilities including swimming pools, libraries and sporting complexes. Increased demand from intermittent use by non-resident workers would be unlikely to impact on access for residents.

While increased patronage from non-resident workers is expected to be small, it may provide some support for the operation of recreation facilities through increased payment of entry fees and expenditure at kiosks and the like. Local sporting teams could see some increased participation as workers seek out sporting pursuits for socialisation and healthy lifestyles.

The project footprint intersects waterways and surrounding areas that are utilised for recreational purposes including fishing, boating, socialising, and swimming. Most notable of these are where the project footprint crosses Pejar Dam, and where it crosses the Murrumbidgee River. Whilst construction work takes place over and around these areas facilities or areas, access would be limited, potentially causing minor negative impacts to way of life and accessibility for people wishing to use them at that time. Any impacts would, however, be short-term, and limited to a small section of the relevant waterway and its surrounds. Therefore, social impacts that did arise from limited access to these sites during construction would be minimal.

7.3.3 Availability of goods and services

An influx to non-resident workers earning above median salaries would inherently cause localised increases to demand for goods and services. This can create hyperlocal 'booms' leading to inflation and putting pressure on affected communities. Whilst the non-resident workers associated with the project are likely to receive incomes that account for these changes, locals do not (Vanclay, 2017). In Tumbarumba, where the worker accommodation facility is proposed, stakeholders flagged the need to consider supply chain issues with access to standard grocery items potentially impacted with a significant increase in the population.

Appropriate availability and pricing of goods and services are necessary to support functional, sustainable communities and businesses, as well as for residents to meet basic human needs. Any change in the availability of these facilities is therefore likely to have social impacts, including to way of life, accessibility, health and wellbeing, and livelihoods. Aboriginal and Torres Strait Islander stakeholders noted that in some communities

access to discounted fresh fruit and vegetables through supermarket 'ugly' ranges was being impacted by non-resident workers, forcing local disadvantaged families to turn to unhealthy alternatives. For these reasons, HumeLink was encouraged to consider the goods and services made available to its workers at the accommodation facility and work sites to help reduce the burden on locals.

Localised changes to supply and demand of goods and services are by definition isolated to small areas. At the scale of the social locality, social impacts arising from any such changes would be negligible. The concurrence and sequencing of the project alongside other major infrastructure and energy projects across the social locality may, however, cause indirect, cumulative social impacts arising from changes to the availability of goods, services and labour. This is discussed in Section 7.3.3.

Stakeholders in the key communities indicated that changes to availability of goods and services may occur as local businesses seek to meet any increased demand from non-resident workers. In addition to increasing demand, non-resident workers temporarily being accommodated in the key communities would bring (generally) elevated salaries and local businesses may respond by raising prices. Whilst this could lead to minor positive social outcomes through improved livelihoods for businesses and operators receiving increased income, residents in the key communities may be subject to negative outcomes to way of life or health and wellbeing through being forced to access goods and services or at higher prices, or to switch to lower quality offerings.

Low income residents may be especially sensitive to these changes and could be subject to significant impacts such as no longer being able to afford a particular good and it is possible that these residents could be 'priced out' of important purchases such as healthy food, critical housing repairs, or attending medical appointments or filling prescriptions, unless mitigation measures are put in place. Low income households are most concentrated in vulnerable Aboriginal and Torres Strait Islander communities, which are most highly represented in the key communities at Tumut and Tumbarumba.

Any such impacts are expected to be minor in scale and short-term in duration. Liaison would occur with local councils, interest groups, economic development organisations, local chambers of commerce and state government to:

- notify local businesses of the goods and services required by the project, service provision opportunities and compliance requirements of businesses to secure contracts
- encourage and support local business in meeting the requirements of the project for supply contracts
- assist qualified local businesses to tender for provision of goods and services to support the construction of the project, where possible.

Social impacts arising from reduced access to goods and services would be negligible at the project footprint scale as there are no local economies captured within the project footprint area.

7.3.4 Utilities and telecommunications

Continued access to utilities and telecommunication is important to way of life, livelihoods and health and wellbeing. People, businesses, and organisations rely on having access to electricity, water, sewerage, and telecommunications services to facilitate their lives and operations. There is potential for the project to alter existing utilities and connectivity regimes during the construction process. This may occur through temporary service interruptions or there being inadequate capacity in systems for additional demand generated by non-resident workers. Additionally, as the project traverses a range of remote and isolated terrain with limited telecommunications access, reduced connectivity may arise through increased pressure on existing services.

In the social locality generally, social impacts arising from disruptions to utilities is expected to be negligible, as neither the additional demand nor any potential utility disconnections arising from project works would be likely to impact services at any significant distance from the project footprint.

In the key communities, mobile phone services and internet services would be extremely important to non-residents workers seeking to avoid feelings of isolation and maintain connections to their home and regular services. The worker accommodation facility is expected to have telecommunications and internet access which should meet a significant portion of the demand in Tumbarumba. This issue is further discussed in Section 7.5.2.

At the project footprint scale, residents within the project footprint may experience some negative social impacts to way of life and health and wellbeing through reduced access to utilities associated with project construction works that require temporary disconnection of services. Project footprint residents who have existing telecommunications issues (such as inconsistent or weak signals) may experience negative social impacts (such as social disconnection or reduced ability to operate their business functions) due to increased demand for these services from workers. Any impacts arising from the above matters would be temporary and short-term.

7.4 Culture

Impacts to culture are defined in the SIA Guideline as impacts to both Aboriginal and non-Aboriginal cultures, including shared beliefs, customs, practices, obligations, values and stories, and connections to Country, land, waterways, places and buildings.

7.4.1 Connection to country

Aboriginal and Torres Strait Islander communities have an association with and connection to the land. The landscape, water resources, and natural features are central to this connection and Aboriginal and Torres Strait Islander spirituality and culture. The ability to maintain, use, and protect the land is an important part of Aboriginal and Torres Strait Islander culture.

Transgrid has engaged with Traditional Owners and other Aboriginal and Torres Strait Islander groups in an effort to ensure Aboriginal and Torres Strait Islander views are incorporated into the project from the outset. *Technical Report 2 – Aboriginal Cultural Heritage Assessment* included consultation with Aboriginal and Torres Strait Islander communities to address the SEARs requirements. As required by the SEARs, consultation was undertaken in line with the NSW Department of Environment, Climate Change and Water's 2010 *Aboriginal Cultural Heritage Consultation Requirements for Proponents*. This process enabled registered Aboriginal and Torres Strait Islander parties to participate in the assessment of heritage and archaeological significance through the project footprint, including by providing comment on reporting and assessment methodology, and identifying significant sites or items.

Additionally, all Local Aboriginal Land Councils (LALCs) within the social locality were contacted as part of the consultation undertaken for this SIA. Those that participated in the consultation raised no specific concerns with the project in terms of culture of connection to country. The SIA consultation found that the project was viewed positively by the LALCs as it is expected to provide local Aboriginal and Torres Strait Islander communities an opportunity to access employment and training (refer to Section 7.7.2). Ongoing engagement would occur with the LALCs as the project progresses.

The project has the potential to impact both positively and negatively on:

- the ability of Aboriginal and Torres Strait Islander people to maintain and develop culture through their involvement in the project

- the sense of trust that Aboriginal and Torres Strait Islander people have in the management of matters of cultural heritage.

The project would be developed in a region of complex and diverse Aboriginal and Torres Strait Islander culture, with valued natural assets, sacred sites and objects of cultural heritage significance. *Technical Report 2 – Aboriginal Cultural Heritage Assessment* identified 76 Aboriginal sites and potential archaeological deposits within the project footprint. The report notes that all archaeological objects and sites have cultural value and significance for Aboriginal and Torres Strait Islander people and provide tangible evidence of past occupation.

Infrastructure developments by their nature pose a risk to the surrounding environment and potential sites of cultural heritage significance. Involvement of the Traditional Owners and other Aboriginal and Torres Strait Islander groups has enabled concerns about cultural heritage impacts to be shared throughout the consultation process and addressed, as outlined in *Technical Report 2 – Aboriginal Cultural Heritage Assessment*. Where possible, the project has been and would continue to be refined to minimise impacts to Aboriginal heritage.

7.4.2 Non Aboriginal culture

Non-Aboriginal people and communities within and near the project footprint have strong cultural ties and shared histories that are associated with the exploration and settlement of land, natural and built environment features, and stories and relationships. These cultural and historical ties are often captured through identifying and protecting historic or cultural heritage sites or items.

Though the project footprint has been designed to avoid areas of significant human occupation most likely to contain heritage sites or items, the project has the potential to result in social impacts to culture through changing heritage significance. *Technical Report 3 – Historic Heritage Assessment* identified existing listed heritage items within the project footprint and within the heritage study area (which extended one kilometre from the project footprint) and considered the potential for the project to impact on these items. It also included a field survey to identify potential heritage items within the project footprint.

Technical Report 3 – Historic Heritage Assessment found that:

- five heritage items were identified with curtilages located partially within the project footprint (though two of these items partially overlap)
- four additional potential historic items were identified during the field survey
- 20 locally significant historic items were identified within the heritage study area, as well as one item of state significance, and two items of national significance.

The four additional items found during the field survey were determined to be unlikely to meet any criteria for heritage significance. The assessment also concluded that there would be no direct impact on the heritage significance of any of the identified items. The project may, however, have indirect visual impacts on one item of local significance and two items of national significance. These indirect visual impacts would arise through the proximity of the transmission line structures and any required clearance of vegetation.

Whilst visual changes to the landscape can indirectly impact the heritage value of significant items or areas, it is unlikely that the anticipated changes arising from the project would cause social impacts. *Technical Report 3 – Historic Heritage Assessment* notes that a Heritage Management Plan (HMP) and an unexpected finds protocol would be developed to support the construction of the project. These mitigations would minimise any potential heritage impacts arising from construction works.

7.5 Health and wellbeing

Impacts to health and wellbeing are defined in the SIA Guideline to include physical and mental health especially for people vulnerable to social exclusion or substantial change, psychological stress resulting from financial or other pressures, access to open space and effects on public health.

7.5.1 Community health

Impacts to physical health can arise directly from the construction through exposure to dust or hazardous materials, or accidents at work sites or on roads, or indirectly through increased use of drugs or alcohol, or fatigue. Impacts to physical health are naturally of extremely high importance to people and communities. Limited access to healthcare services, including specialist and emergency services can exacerbate these impacts.

At the scale of the social locality, social impacts arising from changes to health are highly unlikely and would be limited. Stress and anxiety from the project during construction may present a health risk but this would be minimised by ongoing communication about the project and updates on construction timeframes.

In the key communities, there is potential for increased noise and dust through additional construction vehicle movements. This would be limited to the Batlow and Yass where construction compounds would be located on the urban fringe. *Technical Report 17 – Air Quality Impact Assessment* indicates that these impacts are likely to pose a medium 'dust risk' risk that would be sufficiently managed through the implementation of an air quality management plan.

Technical Report 17 – Air Quality Impact Assessment indicates that the 'dust risk' arising from the construction of the transmission line would be high across much of the project footprint. The Yass to Rosslyn section of the project footprint was identified as posing the highest risk of 'dust deposition effects', whilst the Wagga Wagga to Wondalga, Adjungbilly to Yass, and Yass to Roslyn sections were considered to pose the highest risk of adverse health effects from dust with a medium-high risk of adverse dust deposition and human health impacts if no mitigation measures were applied. Three construction compounds (Wagga 330 kV substation (C01), Snowy Mountains Highway (C02), Woodhouselee Road (C11)) have one or more human receptors within 350 metres of the boundary of the site. The assessment concludes that with mitigation measures, the identified risks can be managed to acceptable levels, such that there is negligible risk of adverse air quality effects at the sensitive receptors.

Research shows that particular population groups are more vulnerable to experiencing annoyance or adverse health effects from noise. These groups include:

- people with particular diseases or medical problems
- people in hospital or rehabilitating at home
- people dealing with complex cognitive tasks
- those with visual or hearing impairments
- babies and children
- the elderly (Berglund et al, 1999).

In the project footprint there are potential risks to physical health may arise from workplace injuries. Should a serious injury occur medical assistance could take a considerable time to arrive given the remoteness of parts of the project footprint. Implementing safe working practices at all times would minimise risks. Measures noted in Section 7.3.1 and Section 10.3 would ensure access for emergency services in the project footprint in minimum times. Further risks to landowners' health through stress and anxiety associated with land acquisitions

is discussed in Section 7.8.1. Sleep disturbance may also arise as a result of night-time work and movement of vehicles was considered in Section 7.1.2.

7.5.2 Health and wellbeing of construction workers

Temporary workers, including fly in-fly out and drive in-drive out workers, have been associated with increased stress levels and poorer mental health including depression, binge drinking, recreational drug use and obesity (Morris, 2020). Where excessive drinking occurs that area increased risks of alcohol related assaults, violence and anti-social behaviour (Parliament of the Commonwealth of Australia, 2013).

As noted earlier, a construction workforce of up to 1,200 workers would be required during construction. Even with the proposed measures to maximise local employment (refer to Section 7.7.1), the majority of workers would be non-resident workers who would be unfamiliar with the local area. However, all workers would be bound by contractual behaviour standards and agreements.

There is potential for behavioural issues to occur in key communities during leisure time, particularly where alcohol is involved. Risks to worker health would be felt in the key communities, being the locations where most workers would be accommodated and where they would seek out social connections and services. During stakeholder engagement, the lack of mental health services in the social locality was raised as a concern. Health professionals suggested that if the worker accommodation facility included provision of medical services, local medical facilities would not be impacted. Providing workers with links to telehealth services outside the social locality, including mental health services, would minimise the impact of non-resident workers on local health services. In addition, Transgrid establishing relationships with the local medical centres may assist in managing capacity constraints, if they occur.

Providing opportunities for healthy lifestyles, such as health services and recreational facilities, at locations where workers are to be accommodated would assist in minimising the risks of negative impacts to the health and wellbeing of workers. Transgrid has committed to preparing and implementing a Workforce and Workplace Development Plan, which would include provision of information on services to promote health and wellbeing to be implemented during construction of the project. This would include information on where to access telehealth services.

In the project footprint, health and wellbeing of the construction workers would be related to safe work practices and emergency response in the event of an incident, which is considered in Section 6.1.3.

7.6 Surroundings

The SIA Guideline states that social impacts to surroundings includes ecosystem services such as shade, pollution control, erosion control, public safety and security, access to and use of the natural and built environment, and aesthetic value and amenity.

7.6.1 Landscape and visual amenity

The social locality largely consists of landscapes of high amenity value, with minimal built environment presence and low population density. It provides access to views of the natural environment and agricultural landscapes that are generally unaffected by significant built environment interventions. Local residents have a close connection with the landscape as it is a strong component of residents' sense of place and culture. Temporary visual and landscape changes through the presence of construction equipment, vehicles and earthworks/vegetation removal would have negative social impacts to these values.

No significant impacts to landscape and visual amenity are expected throughout the social locality. Any actual or potential effects relating to landscape character and visual amenity during the construction phase of the project would be managed as per the proposed mitigation measures provided in *Technical Report 8 – Landscape Character and Visual Impact Assessment.*

No direct impacts have been identified for the key communities.

Throughout the project footprint and nearby (distance would vary dependant up on topography and visibility), direct impacts would arise from visible construction activities, plant and equipment and removal or pruning of vegetation within the project footprint. This may temporarily disrupt the views and amenity for residences located near the project footprint, causing stress and anxiety and may affect people's enjoyment of their local areas and sense of pride. Community members may also feel concern about loss of biodiversity where clearing is undertaken within the project footprint. *Technical Report 8 – Landscape Character and Visual Impact Assessment* indicates that construction activities are likely to have low to moderate impacts to landscape character. Visual impacts during construction are unlikely to contrast substantially with the surrounding open and highly varied landscape across the project footprint.

Potential for light spill from lighting at construction compounds, substations and worker accommodation facilities (including greater light intensity for out-of-hours work) causing sleep disturbance would be minimal. Lighting at construction compounds, substations and worker accommodation facilities would be designed and operated in accordance with AS4282-2019 *Control of the obtrusive effects of outdoor lighting*.

7.7 Livelihoods

Social impacts to livelihoods would affect people's capacity to sustain themselves through employment or business.

7.7.1 Employment opportunities

The construction of the project has the potential to create employment opportunities with a maximum 1,200 construction workers required during peak construction. Increased employment typically benefits livelihoods of individuals and creates substantial indirect benefits to communities, culture, and social cohesion. Improved livelihood can also modify other social impacts such as through improved access to housing, less time spent travelling to work, or mental health and social cohesion benefits through the formation of collegiate bonds.

The construction workforce is expected to comprise a combination of local (or within the social locality) (20 per cent), domestic (60 per cent) and international (20 per cent) construction workers. This suggests that around 240 jobs would be sourced from the social locality provided that appropriate employment and training programs are established and workers are available given the other major infrastructure projects occurring in the region. In support of training programs and initiatives, in 2022, Transgrid provided community sponsorship funding of $1.5 million for a 3-5 year Workforce Development Strategic Partnership with Regional Development Australia (RDA) Riverina at Wagga Wagga, to support programs for jobs and skills development in the EnergyConnect and HumeLink project footprints, covering the Murray and Riverina regions. The Partnership will leverage existing skilling and employment programs across both regions with committed cross-sectoral program partners to accelerate workforce development in the social locality. Unemployment rates are currently low in the social locality (3.93 per cent) compared to Rest of NSW (4.55 per cent), suggesting that there is not a large available workforce ready to commence work at short notice (refer to Section 6.1.1).

A recent Memorandum of Understanding (MOU) was signed by Transgrid and Regional Development Australia Riverina to invest in the region and drive workforce development and economic growth initiatives for Riverina communities. Under the MoU, Transgrid and RDA Riverina is working in partnership to:

- maximise opportunities from energy infrastructure and Renewable Energy Zone projects
- identify and develop strategies to address employment and skill shortages
- offer and support skills and training initiatives, and
- assist research and advocacy projects on issues of concern including housing and accommodation, labour and skills shortages, and infrastructure challenges.

A significant proportion of residents (eight per cent or 4,100 residents) within the social locality work in the construction industry (ABS, 2021), which suggests that local workers may be able to provide a significant proportion of the labour inputs required to construct the project, subject to appropriate capacity and skills being available at the time of construction. As such, the project would provide increased local employment opportunities for those skilled workers generally within commuting distance from home.

Stakeholder engagement identified the creation of local jobs and the potential for upskilling of local workers as two of the key benefits associated with the project, with several stakeholder groups highlighting the importance of prioritising opportunities for local employment and businesses. Stakeholders, including government local employment and training services, have indicated a willingness to work with Transgrid to support the necessary training and upskilling of the local community so as they could be 'job ready' prior to the commencement of works. Objectives of the project are to provide opportunities to address current unemployment levels which are high in some parts of the social locality including Tumut, where stakeholders identified a lack of local training opportunities. There are focussed disability employment services operating in the area who have expressed a keen interest in working with Transgrid to identify suitable jobs for workers based on abilities and interest, potentially at the accommodation facility.

The benefits of employment opportunities from the project to the social locality, including flow on expenditure from workers, would be substantial. *Technical Report 6 – Economic Impact Assessment* indicates that 6,450 job years would be directly generated nationally by the project. Allowing for production induced and consumption induced multiplier impacts, a total of 27,294 jobs years would be supported in the national economy from the construction of the project. Of this, 25,817 job years would be generated and/or supported within NSW and 17,690 locally. Associated increases in demand for accommodation, food and groceries, services and other living expenses, which flows through the economy, would increase workers' remuneration nationally by $728 million directly as a result of the project. Including multipliers, the forecast increase in total salaries at a national level is $2.2 billion, $2.1 billion at State level and $1.5 billion in the local economy.

The benefits from increased employment opportunities would be most strongly felt in the key communities. In addition to the jobs directly created by the project, increased expenditure would support secondary job generation, providing accommodation and services to the construction workforce. As the key communities would be service hubs for the construction workforce, it is reasonable to expect jobs growth to occur in each of the key communities associated with the construction of the project. Businesses likely to benefit from the influx of workers (and therefore customers) are retail, accommodation, restaurants, bars, entertainment businesses and tourism businesses.

A Local Industry Participation Plan and Australian Industry Participation Plan will be prepared and implemented with delivery partners/project contractors. The plans are focused on socioeconomic outcomes for Aboriginal workers and suppliers. This would include utilising the Aboriginal Procurement Policy and Infrastructure Skills Legacy Program outlined in Section 3.2.2. Consultation with local employment and training services would occur during the development of these plans.

7.7.2 Aboriginal and Torres Strait Islander employment

The project presents an opportunity to direct some employment opportunities to the Aboriginal and Torres Strait Islander community which were identified by stakeholders to be a particular group in need of additional employment opportunities. Of all Aboriginal and Torres Strait Islander residents in the labour force in the social locality, 9.7 per cent were unemployed in 2021, a far higher proportion than the 3.9 per cent of the overall population (refer to Section 6.1.2). Within the social locality in 2021, the rate of Aboriginal and Torres Strait Islander unemployment was the highest in Snowy Valleys LGA (12.9 per cent), followed by Cootamundra-Gundagai Regional LGA (10.7 per cent).

Aboriginal and Torres Strait Islander stakeholders confirmed there is currently a high rate of unemployment within the social locality for Aboriginal and Torres Strait Islander communities, and HumeLink offers an opportunity to assist in mitigating this issue. Several LALCs have indicated a willingness to support training and upskilling so local Aboriginal and Torres Strait Islander communities can be 'job ready' prior to the commencement of works, provided there is appropriate consultation and adequate timeframes. Several Aboriginal and Torres Strait Islander stakeholders reported that there were workers in the community who were available and willing to work, however formal programs had not been established to support this workforce and match opportunities so no employment had materialised. According to stakeholders, employment and training services which cater specifically for the Aboriginal and Torres Strait Islander community are lacking in the social locality, and this was having a negative impact on the number of Aboriginal and Torres Strait Islander community members who were 'job ready' for larger infrastructure projects in the region.

The project would provide opportunities for local employment and upskilling of Aboriginal and Torres Strait Islander workers in the social locality. A Local Industry Participation Plan and Australian Industry Participation Plan will be prepared and implemented. The plans will consider Aboriginal and Torres Strait Islander workers and suppliers. Potential activities that would be considered include the development of tailored pathways program for school leavers and in partnership with local schools and communities to provide opportunities for students aspiring to careers in energy, construction, project management and the environment. . In addition, Transgrid would align with the Aboriginal Participation in Construction Policy by requiring minimum standards and targets for Aboriginal participation within its construction contracts.

Increased employment for Aboriginal and Torres Strait Islander people in the social locality would benefit the individuals employed and their families with the potential to also benefit the key communities through increased expenditure and contributing to increased skills and reduced inequality in the longer term.

There would be no impacts to Aboriginal and Torres Strait Islander employment in the project footprint.

7.7.3 Compensation to landowners

The project would require temporary or permanent alterations to property tenure or ownership arrangements to facilitate construction. This may involve:

- temporary leases of freehold and government land for temporary access to the project footprint as well as establishment and use of construction compounds, the worker accommodation facility and construction areas established for the construction of the transmission lines
- formal easement applications for affected sections of Crown land in accordance with the *Crown Land Management Act 2016* for construction access
- acquisition of easements for the transmission lines to provide a right of access to construct and operate the transmission lines and other operational assets in accordance with the requirements of the *Land Acquisition (Just Terms Compensation) Act 1991*
- additional minor easements or landowner agreements for ancillary infrastructure that fall outside the proposed easement for the new transmission lines
- an easement for the transmission lines through three State forests in accordance with the *Forestry Act 2012*, where the administrating Minister may grant approval for an easement for the purpose of electricity transmission infrastructure through the forests
- landowner agreements or specific access track easements for temporary off-easement access tracks
- freehold land acquisition for the proposed Gugaa 500 kV substation and telecommunications hut.

These location specific impacts would have no discernible consequences for livelihood at the scale of the social locality or key communities. Impacts associated with stress, anxiety, uncertainty, disruptions resulting from property impacts are considered in Section 7.8.1.

Whilst 11 dwellings have been identified within the project footprint and may require removal, the alignment of the transmission line would be refined to avoid or minimise impacts on residential dwellings where possible. Private landowners would be compensated for use or acquisition of their land. For these landowners, uncertainty, stress and disruption to day to day life would be significant impacts (refer to Section 7.8.1). The recent introduction of the NSW Government's Strategic Benefit Payments Scheme provides improved certainty for landowners. Under the scheme, private landowners in NSW would receive $200,000 per kilometre of new transmission infrastructure hosted on their land, paid out in annual instalments over 20 years, indexed to CPI.

All required property acquisition, leasing and easement arrangements would be carried out in accordance with the *Land Acquisition (Just Terms Compensation) Act 1991, Land Acquisition Reform 2016* and *Crown Land Management Act 2016*, or other legislation as relevant. Transgrid has undertaken extensive consultation with affected landowners and would continue to consult with landowners or stakeholders prior to the commencement of construction to establish necessary arrangements for acquisition, leasing and access. The extent of property acquisition would be refined during detailed design in consultation with relevant landowners.

Compensation has been a key focus of stakeholder engagement by Transgrid. This compensation may be beneficial to the identified landowners by providing improved livelihoods and offsetting costs associated with the project (such as the relocation of farmhouses or sheds to a different section of their properties). Compensation may be used to secure additional land to maintain agricultural productivity and livelihoods associated with the industry or to relocate if wanted or required as a result of acquisition.

7.7.4 Tourism

Impacts arising from the construction of the project may cause changes to the natural environment, visual amenity, and the availability of short-term accommodation. These changes have the potential to impact on the livelihood of those in the social locality who benefit from tourism by discouraging tourists to visit the area.

Impacts to tourism in the social locality are difficult to predict. *Technical Report 6 – Economic Impact Assessment* states that the extent of this impact is uncertain and difficult to estimate without data on the number of tourists visiting the study area primarily for its national parks and State forests. It also states that in all likelihood, any adverse impacts on tourism resulting from the construction disturbances would be more than outweighed by the benefits of consumption induced impacts in the social locality resulting from additional workers and their families. This would benefit existing businesses in the social locality in retail, hospitalities, food services and the like.

The social locality has a strong tourism sector which is reliant, in part, on the condition of and access to pristine natural areas with high visual amenity, especially in 'wilderness' tourism areas associated with the southern parts of the social locality (ie the Kosciuszko National Park and surrounds) (refer to Section 6.2).

Any impacts to tourism in the social locality would vary by level of interest in the specific area and the time of year. The construction works associated with the project may result in minor changes to visual amenity of the landscape, as well as noise and dust (refer to Section 7.5.1).

Social impacts arising from changes to tourism would be exacerbated by the recent and ongoing effect that the COVID-19 pandemic has had on tourism, from domestic and international sources. People and businesses in the social locality that are wholly or partially reliant on tourism may have already experienced significant negative social impacts to their way of life and livelihoods from the pandemic, and therefore would be more sensitive to additional impacts. Operators of tourism accommodation in the social locality are recovering from the downturn in demand during the COVID pandemic and would most likely welcome the additional demand for short term

accommodation arising from the project. Stakeholders in Gundagai and Tumbarumba, in particular, raised some concerns that the temporary construction workforce may have a negative impact on the tourism industry by taking up accommodation in the hotels and caravan parks / camping grounds leaving visitors to struggle to find accommodation when they visit the region (refer to Section 5.3.1).

The accommodation requirements of the project could impact the availability of short-term accommodation for tourists, potentially limiting tourism capacity in some areas, if tourism demand returns to pre-COVID levels. This would most likely be limited to the peak construction period (refer to Section 5.3.1) noting that the estimates of short-term accommodation needed for the project are likely to be an over-estimate. Tumbarumba already experiences annual tourism increases with some 200 pickers arriving during harvest season (December-March) and up to 5,000 event attendees visiting during the Tumbafest weekend (February). Gundagai also has a strong tourist destination function with local hotels and caravan parks at full capacity during peak periods, such as school holidays. Gundagai typically attracts people travelling between Sydney to Melbourne as it is the "halfway" point with the popular historic monument "Dog on the Tucker Box" and the iconic Niagara Café. Tourism associated with apple orchards in Batlow is significant for that community and was raised during stakeholder engagement (refer to Section 5.2). The project may have both positive and negative impacts to tourism within the key communities. As previously discussed (refer to Section 5.3.1), the construction workers would utilise available short-term accommodation in addition to the worker accommodation facility in Tumbarumba. The proposed use of existing tourist accommodation, such as the caravan parks, hotels, motels would result in reduced short-term accommodation stock for tourists and visitors. This could be a concern at peak times. Stakeholders encouraged Transgrid to work with the local community to support the continued success of Tumbafest and other local community events. This would be considered when developing the Worker Accommodation Strategy.

It is anticipated that some of the project workers may invite visitors to the key communities and they would most likely undertake tourism activities such as sightseeing or cultural activities within the key communities, creating a new source of tourism.

No discernible impacts to tourism livelihood have been identified in the project footprint.

7.7.5 Adjustments to land use

A large proportion of the land within the project footprint is currently used for agricultural purposes. As identified in Section 6.1.1, the agriculture, forestry and fishing industries are major contributors to the local economies in the agricultural study area. Construction of the project would require adjustments to land currently used for farming and forestry purposes to accommodate access tracks, transmission line structures, construction compounds, or the transmission line easement.

Land use changes may impact livelihood of the residents and businesses located in or near the project footprint, through loss of income, stress and subsequent decreased quality of life. It may also cause some agricultural enterprises to reduce the number of agricultural workers, which may have consequential impacts on the employment opportunities in the agricultural industry and unemployment rates of the local workforce. These impacts would generally be temporary and limited to the construction of the project. Social impacts arising from permanent land use changes associated with operation of the project are considered in Section 7.7.

According to *Technical Report 5 – Land Use and Property Impact Assessment*, land currently used for agriculture and primary production comprises around 8,270 hectares within the project footprint, representing 97 per cent of total land within the project footprint. *Technical Report 4 – Agricultural Impact Assessment* estimates that approximately 7,169 hectares of agricultural land would be directly impacted by the project. This represents around 0.4 per cent of the total agricultural holdings in the five impacted LGAs (which is the same as the SIA study area but excludes the Goulburn-Mulwaree and Hilltops LGAs).

The main impacts on agricultural land affected by the construction of the project would result from the clearing of land to construct and accommodate new electrical infrastructure such as transmission line structures, the telecommunications hut, as well as new and modified substations. This may cause minor disruptions and delays to the normal operations on agricultural production, as farmers are likely to seek alternatives or make adjustments to compensate for the disruptions and delays to normal operations. However, as informed by *Technical Report 4 – Agricultural Impact Assessment,* these potential impacts to agricultural production are most likely to affect a small area and would be relatively minor. Additionally, social impacts arising from any such changes would be minimised due to most of the affected land being returned to its previous use once construction is complete. Works to facilitate the rehabilitation of the affected land would be undertaken in discussion with the relevant landowner.

Forestry land uses constitute 1,089 hectares, or 12.7 per cent of the total area of the project footprint. This represents 0.5 per cent of the total forestry land use area across the Land Use and Property Impact Assessment's study area. As reported in *Technical Report 5 – Land Use and Property Impact Assessment*, construction of the project would result in the temporary loss of 37.4 hectares of forestry land uses to facilitate construction compounds. However, as only 24.1 hectares of the total area of forestry land use associated with construction compounds is currently forested, any social impacts arising from temporary land use changes would be reduced.

Nonetheless, forestry and timber have been identified by the communities in the south of the study area to be the main economic strength in the region. As a result, the permanent removal of forestry land would impact the economy and productivity of the forestry industry through cost increases and delays in production arising from replacing the land. The temporary removal of forestry land to facilitate construction of the project would have impacts on the economy and productivity through delays arising from having to replant cleared forest resources. Though these changes would be small in scale, they could cause minor or short-term changes to forestry employment, resulting in social impacts to livelihoods. Livelihood impacts affecting the forestry industry would be of increased significance due to their importance to local communities and economies in the south of the study area.

While the project footprint generally avoids traversing land zoned for residential uses, some impacts to residences or dwellings may result during the construction process. In some instances, this may require the demolition of structures within or next to the final transmission line easement. As identified in *Technical Report 5 – Land Use and Property Impact Assessment*, the project footprint intersects 14 hectares of land classified as residential and farm infrastructure (less than 0.1 per cent of the total of this land use category across the Land Use and Property Impact Assessment's study area). Where the project footprint intersects such land, structures associated with residential and farm infrastructure within the final easement may need to be demolished and/or relocated, subject to negotiations with the landowners. Any such impacts would be highly significant to affected landowners.

7.7.6 Primary production

Changes to livelihood may arise from changes to primary production land during construction. The project may impact primary producers through the removal of farm infrastructure such as dams or sheds, or accommodation structures that may be used to house seasonal workers. Additional construction noise and movement of workers through the construction period may also indirectly impact agricultural operations through impacting livestock, such as through increased anxiety or stress (particularly during sensitive periods such as lambing/calving) or loss through accidental injury or escaping. This would result in costs and/or reduced ability to earn income to the primary producer. Operators would experience a reduction in their primary resource as well as potentially minor changes to how they move around their property, reducing workers' capacity to support themselves and/or their family. Additionally, operators may have lowered capacity to hire workers during the affected period.

However, the quantity of impacted agricultural or forestry land is minimal as a proportion of the agricultural study area (refer to *Technical Report 5 – Land Use and Property Impact Assessment* for further detail), and for

much of the impacted land, the land use would be able to resume following the completion of construction works. Therefore, it is highly unlikely that significant social impacts would arise from changes to primary production land in the agricultural study area.

The significance of these impacts would vary dependent on the amount of other land that a particular operator held, and any impacts would be reduced in significance due to their short-term nature. The most significant exception to this assessment is the land required to facilitate the construction of the proposed Gugaa 500 kV substation (near Gregadoo, south-east of Wagga Wagga). The construction of the substation would require the purchase of 21.2 hectares of freehold land identified as in use for cropping. This may result in significant social impacts to the landowner through reduction in their available cropping land and associated impact to livelihood, stress and anxiety. The extent of this impact could be mitigated through negotiations, compensation and an effective communication process.

Social impacts arising from changes to land use would be mitigated in part through compensation, as discussed in Section 7.7.1. Areas not required for operational purposes (including project infrastructure and easements) would be rehabilitated and returned to the original land use after construction has been completed in consultation with the landowner. Where the project footprint is within or parallel to existing electricity infrastructure, the sensitivity of primary producers changes in land use are likely to be minor.

7.8 Impacts to decision-making systems

The ability for people to have input into decisions with potentially significant impacts on the way they live their lives is a key component of their sense of agency and of trust in institutions. Even if a decision is unable to be changed, people typically value the ability to provide input into the process, or to simply complain and 'have their voice heard'. The scale of major infrastructure projects can reduce the sense of agency for affected stakeholders, especially when projects are proposed by government authorities. There may be a sense of inevitability associated with such projects that produces negative social outcomes such as disaffection or reduced optimism in the community. Additionally, communities expect that major projects would not only minimise harm, but that they would deliver positive outcomes for the community (Vanclay, 2017).

7.8.1 Acquisitions and leases

Property acquisition, creation of easements and temporary leasing arrangements would be required for the construction of the project within the proposed transmission line easement and proposed Gugaa 500 kV substation, which have the potential to cause uncertainty, stress and impacts to way of life. Those affected are within the project footprint and these people may feel that their decisions have been compromised.

Stress and anxiety from uncertainty about changes to property and dwellings can create social impacts prior to any physical or detailed planning works being undertaken (Vanclay, 2017). Within the project footprint, decision making systems of landowners affected by constructions works could be impacted. Feelings of a loss of control, uncertain outcomes and anxiety could be significant.

Easements would typically be approximately 70 metres wide to allow for access to construction works and ongoing maintenance. However, a few locations would require wider easements up to 110 metres wide at transposition locations and up to 130 metres wide where the new transmission line would parallel the relocated section of Line 51. There may be additional easements for the proposed access tracks and telecommunications hut.

There may also be temporary leases of freehold land to achieve:

- temporary access to the construction work sites
- establishment and use of construction compounds and the proposed worker accommodation facility

- use of Crown land to access infrastructure.

This could cause uncertainty and stress for landowners. These changes may affect how landowners use their properties and how they go about their day to day activities. This would have a social impact to way of life, surroundings, and decision making systems through changes to tenure, with the extent of impacts being dependent upon the final easements and transmission line route.

In terms of private property, some dwellings and other structures (such as sheds or fences) may be required to be removed where they are in the proposed transmission line easement, subject to detailed design. During detailed design, the transmission line route would continue to be refined to avoid impacts to dwellings and other structures, where practicable. If impacts cannot be avoided then the dwellings/structures would be acquired and the structures relocated or as otherwise agreed with the landowner, prior to the commencement of construction.

While the project footprint generally avoids traversing land zoned for residential uses, some impacts to residences and dwellings may result during the construction process. In some instances, this may require the demolition of structures within or next to the final transmission line easement. In terms of private property, up to nine dwellings were identified within the project footprint. Some residents and/or structures located within the project footprint may be required to relocate prior to the commencement of construction. In addition, a wide range of other private property such as fences, agriculture equipment and storage sheds lie within the project footprint and may require adjustments, relocation, or removal.

Transgrid has been actively consulting with all affected landowners in the project footprint in an effort to manage these impacts from the outset, and minimise risk of upset and disruption. Conversations with affected landowners would be ongoing.

7.9 Evaluation of construction impacts

The social impacts identified in the preceding sections of this chapter are summarised in Chapter 10.0. The evaluation method outlined in Section 4.2.4 has been applied to each impact identified to predict the likely significance of social impacts arising from the construction of the project.

For each impact identified, mitigation measures have been proposed to minimise the social risks and maximise social benefits. The mitigation measures are stated in Section 10. Impacts have been evaluated both before and after the mitigations are imposed, to provide a residual impact, being the impact that is expected if the recommended mitigation are implemented.

In addition to the mitigations identified in Chapter 10.0, mitigation measures identified in the following reports would (to varying degrees) address some of the social impacts identified in this report:

- Technical Report 2 - *Aboriginal Cultural Heritage Assessment Report*
- Technical Report 3 – *Historic Heritage Impact Assessment*
- Technical Report 4 – *Agricultural Impact Assessment*
- Technical Report 5 – *Land Use and Property Impact Assessment*
- Technical Report 6 – *Economic Impact Assessment*
- Technical Report 8 – *Landscape Character and Visual Impact Assessment*
- Technical Report 9 – *Noise and Vibration Impact Assessment*
- Technical Report 13 – *Bushfire Risk Assessment*
- Technical Report 14 – *Aviation Impact Statement*
- Technical Report 15 – *Electric and Magnetic Field Study*

- Technical Report 16 – *Traffic and Transport Impact Assessment*
- Technical Report 17 - *Air Quality Impact Assessment*.

Table 7-2: Evaluation of construction impacts

Report section	Impact	Evaluation	Residual impacts after mitigation
Way of life			
7.1.1	• Reduced availability of short-term accommodation for tourists due to take up from construction workers. Potential for flow on negative impacts through reduced patronage of tourist attractions, particularly in the Snowy Valleys LGA and Gundagai which are the social locality's main tourism areas. • Use of short term accommodation will assist the recovery of these businesses from the impacts of the COVID 19 pandemic which is a positive impact. • Availability of short term rental accommodation will vary according to seasonal trends and demand from other major infrastructure projects. If inadequate short term accommodation is available at the time it is needed, there may be a need to access private rental accommodation, although this is not considered likely if the option for the worker accommodation facility at Tumbarumba is progressed. If a shortfall does occur, there may be temporary impacts for private renters due to reduce vacancy rates and supply constrained rent increases.	• **likelihood**: possible • **magnitude:** moderate • **significance:** medium (negative).	• **likelihood:** unlikely • **magnitude:** moderate • **significance:** medium (negative).
7.1.2	Quiet rural lifestyles would be impacted negatively by movement of construction vehicles including: • In the key communities, intermittent increases in noise levels from construction vehicles passing through and non-resident workers visiting to access services and facilities, potentially detracting from the pleasantness of the environment. • Movement of construction vehicles around compounds in Batlow and Yass, which are located on the fringe of the urban area, may cause disturbance to nearby residents through increased noise and vibration. • In the project footprint, high levels of construction traffic would occur in peak periods where substation construction works are being undertaken causing disturbance. • Up to 112 of the residential receivers within close proximity of the project footprint are predicted to potentially experience sleep disturbance impacts at times during the construction period.	• **likelihood:** possible • **magnitude:** minor • **significance:** medium (negative).	• **likelihood:** possible • **magnitude:** minor • **significance:** medium (negative).
Community			
7.2.1	Temporary increase in population due to temporary construction workers including • a maximum workforce of 1,200 workers which represents a 0.7 per cent increase over the 2021 population of the social locality • a noticeable increase in population and change in demographic characteristics in Tumbarumba if the option for a worker accommodation facility proceeds	• **likelihood:** almost certain • **magnitude:** minor • **significance:** medium (negative).	• **likelihood:** almost certain • **magnitude:** minor • **significance:** medium (negative).

Report section	Impact	Evaluation	Residual impacts after mitigation
	• most increases in population in other key communities from construction workers being accommodated.		
7.2.2	The arrival of temporary construction workers may Impact social cohesion of key communities through: • conflict between community members in support of the project and those against it • distrust and/or wariness of new residents and workers • anxiety of both local residents and non-resident workers at changed situation. Positive impacts may also arise through the creation of new relationships and interactions, shared experiences and exchanges that may expand resident's contacts and knowledge.	• **likelihood:** possible • **magnitude:** moderate • **significance:** medium (negative).	• **likelihood:** unlikely • **magnitude:** moderate • **significance:** medium (negative).
Accessibility			
7.3.1	Interruptions or delays to transport and movement as a result of road closures and changes to access routes may: • result in noticeable increases in traffic in the town centres of the key communities, at times, but these increases can be accommodated within the existing capacity of the road network without causing congestion or delays • partial or complete road closures for short durations to allow for construction activities to safely take place, particularly during the stringing of transmission lines over existing roads. Temporary detours may potentially result in minor disruption and delays to traffic in some areas, increase travel time and petrol consumed • road closures may impact on response times for emergency vehicles • secondary impacts may occur to stress/anxiety and unintentional financial impacts, given the high reliance on private vehicle usage within the study area.	• **likelihood:** possible • **magnitude:** moderate • **significance:** medium (negative).	• **likelihood:** possible • **magnitude:** minor • **significance:** medium (negative).
7.3.2	Temporary increase in demand for social infrastructure associated with increased population from construction workers including: • increase in demand for hospital services. Which can be accommodated by existing infrastructure • increase in demand for GPs potential exacerbating the existing constraints on these services • increased planning and potentially responses by emergency services to enable police, ambulance and fire to respond to incidence should the occur • increased patronage for recreation facilities (eg swimming pools).	• **likelihood:** likely • **magnitude:** moderate • **significance:** high (negative).	• **likelihood:** possible • **magnitude:** minor • **significance:** medium (negative).
7.3.3	Temporary increase in demand for goods and services could result in shortages to the local community: • The key communities may experience changes to availability of goods and services as local businesses seek to meet any increased demand form non-resident workers.	• **likelihood**: possible • **magnitude:** minor • **significance:** medium (negative).	• **likelihood:** possible • **magnitude:** minimal • **significance:** low (negative).

Report section	Impact	Evaluation	Residual impacts after mitigation
	• Non-resident workers temporarily being accommodated in the key communities would bring (generally) elevated salaries and local businesses may respond by raising prices which could lead to minor positive social outcomes through improved livelihoods for businesses and operators receiving increased income. • Residents in the key communities may be subject to negative outcomes to way of life or health and wellbeing through being forced to access goods and services or at higher prices, or to switch to lower quality offerings.		
7.3.4	Temporary interruptions to utilities services may cause inconvenience and hinder connections: • Additional workers within service areas may place strain on communications towers and decrease access for residents. • The worker accommodation facility is expected to have telecommunications and internet access which should meet a significant portion of the demand in Tumbarumba. • Residents within the project footprint may experience some negative social impacts to way of life and health and wellbeing through reduced access to utilities associated with project construction works that require disconnection of services.	• **likelihood:** possible • **magnitude:** moderate • **significance:** medium (negative).	• **likelihood:** possible • **magnitude:** minor • **significance:** medium (negative).
Culture			
7.4.1	The project has the potential to impact both positively and negatively on: • the ability of Aboriginal people to maintain and develop culture • the sense of trust that Aboriginal people have in the management of matters of cultural heritage.	• **likelihood:** possible • **magnitude:** moderate • **significance:** medium (negative).	• **likelihood:** unlikely • **magnitude:** moderate • **significance:** medium (negative).
7.4.2	• Potential indirect visual impacts on items of non-Aboriginal heritage significance (one item of local significance and two items of national significance)	• **likelihood:** unlikely • **magnitude:** minor • **significance:** low (negative).	• **likelihood:** unlikely • **magnitude:** minor • **significance:** low (negative).
Health and wellbeing			
7.5.1	• Dust from construction work may impact on people's health across much of the project footprint, particularly in the sections from Wagga Wagga to Wondalga, Adjungbilly to Yass, and Yass to Roslyn sections. • Stress and anxiety from the project during consultation, particularly for those within or near the project footprint, may present a health risk for mental health. • Potential risks to physical health may arise from workplace injuries.	• **likelihood:** possible • **magnitude:** minor • **significance:** medium (negative).	• **likelihood:** unlikely • **magnitude:** minor • **significance:** low (negative).
7.5.2	• Health and wellbeing of construction workers could be compromised through loss of connections and risk behaviours • There is potential for behavioural issues to occur in key communities during leisure time, particularly where alcohol is involved.	• **likelihood:** likely • **magnitude:** moderate • **significance:** high (negative).	• **likelihood:** possible • **magnitude:** moderate • **significance:** medium (negative).

Report section	Impact	Evaluation	Residual impacts after mitigation
	• Risks to worker health could be felt in the key communities, being the locations where most workers would be accommodated and where they would seek out social connections and services.		
Surroundings			
7.6.1	• Impacts to landscape and visual amenity may occur as construction works proceed, contributing to feels of loss of connection and change in character of the surroundings. • Throughout the project footprint and nearby (distance would vary depending up on topography and visibility), direct impacts would arise from visible construction activities, plant and equipment and removal or pruning of vegetation within the project footprint. This may temporarily disrupt the views and amenity for residences located near the project footprint, causing stress and anxiety and may affect people's enjoyment of their local areas and sense of pride. Community members may also feel concern about loss of biodiversity where clearing is undertaken within the project footprint.	• **likelihood:** almost certain • **magnitude:** moderate • **significance:** high (negative).	• **likelihood:** likely • **magnitude:** moderate • **significance:** high (negative).
Livelihoods			
7.7.1	• New jobs would be created providing more opportunities for employment and skill acquisition by locals. • The construction workforce is expected to comprise a combination of local (or within the social locality) (20 per cent), domestic (60 per cent) and international (20 per cent) construction workers suggesting that around 240 jobs would be sourced from the social locality the benefits of employment opportunities from the project to the social locality, including flow on expenditure from workers, would be substantial.	• **likelihood:** almost certain • **magnitude:** moderate • **significance:** high (positive).	• **likelihood:** almost certain • **magnitude:** major • **significance:** very high (positive).
7.7.2	• Employment opportunities for Aboriginal people would increase providing opportunities for skill acquisition. • The project would provide opportunities for local employment and upskilling of Aboriginal workers in the social locality. • Increased employment for Aboriginal people in the social locality would benefit the key communities through increased expenditure, increased skills and reduced inequality.	• **likelihood:** possible • **magnitude:** major • **significance:** high (positive).	• **likelihood:** likely • **magnitude:** major • **significance:** high (positive).
7.7.3	• Impacts to landowners would occur through loss of productive land as the project would require temporary or permanent alterations to property tenure or ownership arrangements to facilitate construction. • These location specific impacts would have no discernible consequences for livelihood at the scale of the social locality or key communities.	• **likelihood:** almost certain • **magnitude:** moderate • **significance:** high (negative).	• **likelihood:** likely • **magnitude:** moderate • **significance:** high (negative).

Report section	Impact	Evaluation	Residual impacts after mitigation
	• The direct impacts to livelihood from compensation could occur within the project footprint or nearby. Whilst 11 dwellings have been identified within the project footprint and may require removal, the final alignment of the project footprint would be refined to avoid or minimise impacts on residential dwellings where possible. • The social impacts would be substantial for any household dislocated from the project including impacts to way of life, community and livelihood. • Private landowners would be compensated for use or acquisition of their land. For these landowners, uncertainty, stress and disruption to day to day life would be significant impacts.		
7.7.4	• Operators of tourism accommodation in the social locality are recovering from the downturn in demand during the COVID pandemic and would benefit the additional demand for short term accommodation arising from the project. • Use of short term accommodation for workers will need to allow sufficient capacity to avoid impacts to seasonal tourism including major community events.	• **likelihood:** likely • **magnitude:** moderate • **significance:** medium • (negative).	• **likelihood:** possible • **magnitude:** moderate • **significance:** medium (negative).
7.7.4	• Potential for increased tourism from temporary workers and their guests on weekends while staying in the social locality.	• **likelihood:** possible • **magnitude:** moderate • **significance:** medium (positive).	• **likelihood:** likely • **magnitude:** moderate • **significance:** high (positive).
7.7.5	• Impact to livelihood through changes to land use or temporary interruptions to practices in primary production. • Land use changes may impact livelihood of the residents and businesses located in or near the project footprint, through loss of income, stress and subsequent decreased quality of life. • Some agricultural enterprises within the project footprint may have to reduce the number of agricultural workers, which may have consequential impacts on the employment opportunities in the agricultural industry and unemployment rates of the local workforce.	• **likelihood:** likely • **magnitude:** minor • **significance:** medium (negative).	• **likelihood:** likely • **magnitude:** minor • **significance:** medium (negative).
Decision making systems			
7.8.1	Acquisitions and leases causing stress from uncertainty about changes to property and dwellings with potential for landowner to feel their decision making systems have been compromised.	• **likelihood:** almost certain • **magnitude:** major • **significance:** very high (negative).	• **likelihood:** almost certain • **magnitude:** moderate • **significance:** high (negative).

OPERATIONAL IMPACT ASSESSMENT

8.0 OPERATIONAL IMPACT ASSESSMENT

This section identifies the potential social impacts from the project during operation. Social impacts may be positive and negative. Social impacts were identified through the scoping exercise, stakeholder and community engagement activities and through research into the social baseline. The key potential social impacts during operation of the project are identified throughout the following subsections under the themes identified in the SIA Guideline. Some impacts would be relevant to more than one impact category. Where this is the case, the impact is reported in the most relevant category. Table 8-1 summarises all impacts discussed in this chapter, identifies their social risk ratings (mitigated and unmitigated) and identifies key mitigation measures.

8.1 Way of life

Way of life impacts include changes to how people live, how they get around, how they work, how they play, and how they interact on a daily basis. As noted earlier this definition is very broad and most social impacts will affect people's way of life to some extent. This section details social impacts arising from project operation with the greatest capacity to impact way of life, as set out in Table 4-3. Impacts addressed in other sections may also have repercussions for way of life including visual impacts (Section 8.6) and land use impacts (Section 8.7).

Investigations have been undertaken on the potential noise impacts from the project (primarily from electrical hum along the transmission line and noise generated from new or modified substations), which would both potentially impact nearby residents' quiet enjoyment of their homes and therefore, way of life. For example, high noise night-time environments could result in potential sleep disturbance or discomfort for receivers. This can have an adverse impact on the health and wellbeing of residents, depending on distance to the project footprint and consistency of operational noise.

As identified in *Technical Report 9 – Noise and Vibration Impact Assessment*, once the project is operational, noise levels could be exceeded for receivers in close proximity to the project footprint. Proposed works to augment existing substations would not generate additional noise due to the proposed additional equipment being quieter than existing equipment at the substations.

The proposed Gugaa 500kV substation, however, represents a change over the existing noise environment in the surrounding area. *Technical Report 9 – Noise and Vibration Impact Assessment* notes that, if not appropriately mitigated, noise at three nearby residential receivers would not comply with the assessed noise levels. When appropriate mitigations are applied to noise sources within the substation (barriers or walls around transformers), predicted noise levels at the three nearby receivers were compliant in all but one instance. For the nearest residential receiver, with mitigation measures, the assessed noise level is predicted to be exceeded by up to three decibels. This is predicted to occur only at night-time, during noise-enhancing weather conditions, and remains below the identified sleep disturbance threshold.

Technical Report 9 – Noise and Vibration Impact Assessment also assessed operational noise from transmission lines. It identifies that night-time noise thresholds would be exceeded for up to 11 residential receivers in fair weather conditions, and up to 62 residential receivers in light rain or mist conditions. These impacts are largely in the Wondalga to Bannaby section of the project footprint. *Technical Report 9 – Noise and Vibration Impact Assessment* suggests that this potential impact could be mitigated on an individual receiver basis through consultation, noise monitoring and (where required) architectural treatment of dwellings to reduce noise ingress.

The Audible Noise and Radio Interference Report (ANRIR) (Aurecon, 2022) identifies that radio interference, similar to noise has the potential to impact recreational radio use in close proximity to the transmission line. Beyond design optimisations, the ANRIR recommends a monitoring approach be undertaken for receivers close

to the transmission line to determine if radio interference eventuates. In those cases the project can offer to upgrade receiving systems where issues arise.

Overall, it is considered unlikely that the project would have any material impact on residents' way of life once operational. The day-to-day operational impacts arising from the project would be low.

8.2 Community

Community impacts can include changes to composition, character, cohesion, function, and sense of place. As operation of the project would not produce any changes to the composition or structure of any communities, there is not deemed to be any possibility of negative impacts as defined in the SIA Guideline.

Transgrid has prepared *HumeLink Community Investment and Benefits Plan* (HCIBP) to guide investment in communities along the project footprint to address identified impacts, deliver social outcomes and benefits. The plan outlines how Transgrid would engage and work with communities and stakeholders to develop criteria, process and the different forms of community investment initiatives to be considered. The plan aims to support local business participation, creating employment opportunities and upskilling of the local workforce. While these actions would commence during the construction period, long term positive impacts, extending into the operation phase would arise from the following:

- local workers
    - employment including two internships per year for aspiring Aboriginal and Torres Strait Islander students
    - workforce development through jobs, skills development, support for local businesses, and funding for community and non-profit organisations and facilities
    - training including 100 engineering scholarships to Charles Sturt University, STEM scholarships for women in engineering and IT
    - upskilling and experience including investment of $1.5 million for a 3-5 year Workforce Development Strategic Partnership with Regional Development Australia Riverina at Wagga Wagga
- local business
    - participation
    - development
- community investment and direct focus areas including contributions, donations and sponsorships:
    - infrastructure development including accommodation for workers on HumeLink and strategies in the repurposing of worker accommodation
    - community safety, health and wellbeing through a community Investment program which may support general community contributions, donations and event sponsorships to assist in building stronger connections with communities and stakeholders.

Positive impacts could also arise from Transgrid's existing community investment programs including the Community Partnerships Program makes grants available to non-profit organisations operating in communities that fall within Transgrid's planning, operations/assets, and major projects. Humelink would expand the application of the program to parts of the social locality where assets and operations occur. The program offers grants to organisations for a range of uses, including community infrastructure, to workshops, along with inclusivity and accessibility projects. The scheme operates in rounds and would thus be an ongoing source of finance for eligible community initiatives (noting that the scheme is targeted at capital expenditure and not

operating costs). This initiative is targeted at entities within the communities that are affected by Transgrid's project.

Further benefits may arise from the potential reuse of the proposed worker accommodation facility in Tumbarumba which would not be required once HumeLink is operational. Any opportunities for appropriate long-term use for worker accommodation facilities will be identified in consultation with the relevant council. Suggestions provided during consultation included potential reuse as new low cost housing, accommodation, camp or caravan site post-project use. It was noted that the worker accommodation facility could present an opportunity to assist with the supply of social housing and essential worker accommodation for existing and ongoing infrastructure projects to help alleviate pressure on a heavily constrained rental market.

This would ensure that housing solutions, which would extend beyond the lifetime of the project, would have the greatest chance of delivering social benefits to the wider community. There is potential for significant benefits (livelihoods and way of life) to be realised through the collaborative reuse of housing within the accommodation facilities, subject to detailed investigation with councils.

8.3 Accessibility

Accessibility concerns how people access and use infrastructure, services and facilities, whether provided by local, state, or Commonwealth governments, or by for-profit or not-for-profit organisations or groups. It also relates to access to employment opportunities.

The project would not physically separate residents or communities from services or transport networks during the operational phase. The project would largely continue to be maintained by Transgrid's existing operational workforce plus up to five additional employees. The very low number of additional vehicle movements for maintenance purposes is unlikely to impact on transport and movement systems.

Consequently, it is considered that the operation of the project would produce negligible social impacts for accessibility to jobs and transport. Owing to this minimal change, there would be negligible negative impacts to housing availability and affordability.

8.4 Culture

No impacts to culture have been identified during the operation phase of the project.

8.5 Health and wellbeing

This includes people's physical and mental health, especially for those who are highly vulnerable to social exclusion or substantial change, plus wellbeing of individuals and communities. It includes health risks, real and perceived.

Research conducted by the Australian Radiation Protection and Nuclear Safety Agency[11] on radiofrequency electric and magnetic energy and health found that at the time of writing there is currently no established evidence that exposure to radiofrequency electric and magnetic fields at levels below the safety limits of the Australian RF Standard causes any health effects.

Technical Report 15 – Electric and Magnetic Field Study assessed the project against standards established by the International Commission on Non-Ionizing Radiation Protection ICNIRP). The ICNIRP provides guidelines including 'reference levels' that set conservative exposure limits for electric and magnetic fields, both for the general public and at an occupational level (ie for substation workers). When the project was assessed against these guidelines, it was determined that electric and magnetic fields from both transmission lines and substations would be well below the relevant reference level.

[11] ARPNSA (2017), *Radiofrequency Electromagnetic Energy and Health*

As a worst-case scenario, whilst operating under emergency conditions, magnetic fields arising from the transmission lines were shown to be less than 19 per cent of the reference level when directly beneath the transmission line, and 5.5 per cent or lower of the reference level when measured at the edge of easements. In typical operating conditions, these figures were 4.5 per cent or lower and 1.7 per cent or lower, respectively. Electric fields at the edge of easements were measured at between three and 12 per cent of reference levels, though it was noted that these figures would be lower in practice due to vegetation and other factors. Overall, *Technical Report 15 – Electric and Magnetic Field Study* concludes that it is unlikely that any prolonged human exposure to EMF would arise from the lines.

Technical Report 15 – Electric and Magnetic Field Study also considered potential electric and magnetic field impacts arising from substation construction and modification. It noted that substation works would be designed to comply with the ICNIRP for workers and the general public. The report identified residential dwellings near the proposed Gugaa 500 kV substation, Bannaby 500 kV substation, and Wagga 330 kV substation, but noted that the electric and magnetic field levels would be designed to be below the ICNIRP guideline levels.

Notwithstanding the operational design, concerns may remain regarding perceived health and wellbeing impacts of electric and magnetic fields amongst community members. Such concern from perceived risks that the operation of the project could lead to stress and anxiety, which could impact mental health. These concerns could be further exacerbated if there is an absence of communication and readiness to respond to concerns.

The perceived risk of bushfire along the project footprint may elicit anxieties from those located in or near the project footprint. This was confirmed during stakeholder engagement with many in the community recalling the impacts of recent bushfires. *Technical Report 13 – Bushfire Risk Assessment* assesses the bushfire risk and provides mitigation measure to minimise those risks. Access to substations and project buildings would be established in accordance with:

- Planning for Bushfire Protection 2019 requirements (NSW RFS 2019) criteria where practicable
- NSW Fire Trail Standards (NSW RFS 2016) and Fire Trail Construction and Design Maintenance Manual (Soil Conservation Science 2017).

Specifically, *Technical Report 13 – Bushfire Risk Assessment* proposes the following mitigations to manage bushfire risk:

- Engineering design, with reference to construction requirements, BAL, and access routes
    - Planning Asset Protection Zones and Landscaping (buffer area surrounding assets)
    - Locating supporting buildings in areas of least risk
    - Transmission line vegetation management, including Chemical control, individual tree trimming/removal and mechanical treatment will be undertaken to prevent woody vegetation within and directly adjacent to the corridor from growing back
    - Access requirements to meet relevant standards for emergency access (e.g. fire trail design and maintenance)
- Land management, with reference to APZs and in consideration of existing land features such as slope, vegetation and climate, and transmission line clearances
    - Services, including provision and location of water services for emergency use, location of electricity distribution services/buildings to minimise bushfire risk, hydrant installation compliant with relevant standards and gas service design/installation compliant with relevant standards
    - Construction standards to meet relevant emergency access standards and carried out in accordance with general fire safety construction provisions of the NCC

- Buildings to be in accordance with relevant Bushfire Attack Level standard

- Emergency preparedness and response procedures.
  - Project to be designed in accordance with the Bush Fire Emergency Management and Evacuation Plan (BFEMEP) including in relation to fuel load reduction, APZ management, and infrastructure inspections. Mitigation measures will include ignition prevention and fire response and be compliant with relevant standards.
  - In association with the BFEMEP, develop management documents regarding emergency response procedures, including fire reporting, emergency areas, on-site refuges, and evacuation procedures (consistent with relevant standards).

While a residual bushfire risk is always present, the report considers that the above to be sufficient to meet the objectives of the NSWRFS *Planning for Bush Fire Protection 2019* (PBP), which provides specifications for building on land identified as bush fire prone. Information regarding these mitigation measures and the residual bushfire risks should be made available to concerned parties to allay any potential anxieties regarding bushfire.

Other possible health and wellbeing impacts could arise from air quality and noise impacts, both of which would be limited to the immediate vicinity of the project footprint. Air quality impacts may result from maintenance and service vehicles travelling along unsealed rural roads. These journeys would be relatively infrequent and short term in nature and would not result in any material impacts to nearby residential dwellings. Noise impacts could arise from the operation of the line itself (addressed in Section 8.1). These impacts will be mitigated on an individual receiver basis through consultation, noise monitoring and (where required) architectural treatment of dwellings to reduce noise ingress.

8.6 Surroundings

Impacts to surroundings includes impacts on people's access to, and use of, services that ecosystems provide, public safety and security, access to and use of the natural and built environment, and its aesthetic value and amenity. *Technical Report 8 – Landscape Character and Visual Impact Assessment* identified a diverse landscape across the social locality, containing highly varied topography and landscape characters, including river valleys, the Australian Alps, plantation pine forests and tablelands. The sensitivity of areas within and surrounding the project footprint to visual changes is influenced by the presence of tourist routes, facilities, topography, screening and existing land uses. Changes to surroundings may impact those in or near the project footprint, residents within the social locality whose views would be affected by the project and tourists visiting those parts of the social locality that would experience visual impacts from the project.

Consultation feedback identified concerns surrounding the visual impact of the transmission line structures. Some concerns expressed were that the project would change the character of smaller rural communities and may cause the industrialisation of scenic rural areas. This change was noted to be of particular concern for farmers operating in or close to the project footprint who perceived the change in surroundings combined with concerns for their livelihood (eg where they have superannuation tied up in the land and see the value decreasing significantly), could impact on mental health. *Technical Report 8 – Landscape Character and Visual Impact Assessment* noted that throughout the majority of the social locality, the potential impacts to landscape character is likely to be low, due to the occurrence of existing transmission line structures and substations. However, the most notable changes (which are noted as 'moderate' within *Technical Report 8 – Landscape Character and Visual Impact Assessment)* to landscape character would occur within the ridgelines and hills of the western part of the social locality. In these areas, the ridgelines and hills are considered to be visually important to the visual settings of Wagga Wagga and would impact appreciation of the landscape by those living in the area travelling along rural roads within the region, including tourists and visitors.

Although the Gregadoo to Book Book landscape character area contains existing large scale transmission lines, the addition of the proposed Gugaa 500 kV substation and presence of large scale transmission line structures would alter the prevailing character of the rural landscape, resulting in a moderate magnitude of change and a moderate-low landscape impact during operation. Additionally, operational lighting may be required at substations, which would constitute a minor visual impact for residents living near to new or expanded substations constructed as part of the project. Clustered areas of moderate landscape character impact, particularly surrounding the 'Snowy Mountains upland forest landscape character area' were also identified. Tourism (particularly nature-based tourism) growth in the southern part of the social locality has contributed to the importance of these landscapes, as they are appreciated by tourists, local residents and visitors travelling through the landscape. The project would contribute to the presence of energy infrastructure within the Snowy Mountains forested landscape where an additional easement and large vegetation clearance would further detract from the character of the landscape.

The visual impact of the project may contribute to a sense of loss when viewed by local residents who may have formed an attachment to particular viewpoints and vistas within the landscape. For dwellings where the project is predicted to have a high or very high visual impact, opportunities for screening vegetation would be investigated. Appropriate visual screening or other options will be confirmed in consultation with the affected landowner and implemented during construction. Vegetative screening would be maintained by the landowner.

8.7 Livelihoods

Impacts to livelihoods can arise from changes to people's capacity to sustain themselves, whether they experience personal breach or disadvantage, and the distributive equity of impacts and benefits. The project presents significant operational benefits by delivering greater energy grid stability, thereby enabling a greater take-up of renewable energy, delivering a range of direct and indirect economic benefits by improving livelihoods across a range of industries. These broader operational benefits would also benefit the social locality.

The project would contribute to reliable and affordable power for NSW which would also benefit livelihoods in the social locality. As stated in the Integrated System Plan (ISP), the project would contribute to the creation of 'a modern and efficient energy system that delivers $24.5 billion in net market benefits, and meets the system's reliability and security needs through its transition, while also satisfying existing competition, affordability and emission policies'. These interconnected projects would collectively:

- allow new energy sources to come online, including renewables and enable greater sharing of energy between the eastern states
- transform the national electricity grid which needs to expand its capacity to meet the needs of new and future renewable energy projects
- enable a more secure and reliable national electricity grid
- enable NSW businesses and households to have greater access to reliable and affordable electricity.

Benefits of the project to the wider economy include:

- avoided unserved energy
- avoided fuel costs
- avoided generation/storage costs (excluding fuel costs)
- avoided REZ transmission capital expenditure
- avoided voluntary load curtailment
- competition benefits (including wholesale market cost savings and demand response benefits).

Further operational impacts to livelihoods within the social locality have been considered to potentially arise from changes in land use through loss of agricultural land. This could impact upon the capacity of landowners in the project footprint to undertake some existing agricultural activities on a day-to-day basis, thereby impacting livelihood. For example, transmission line infrastructure above cropping areas may be hazardous due to the considerable height of some agricultural plant and equipment such as large grain harvesters and augers. As a result, areas within the transmission line easement may no longer be suitable for certain agricultural activities such as grain loading, which may disrupt agricultural productivity, including stress and impacts to livelihoods for landowners where they would be required to adjust the types of crops and location of yields.

The loss or reduced functionality of this productive land could reduce the yields and, therefore potential revenues from agriculture. However, this loss would be offset by the acquisition compensation payment. As noted within the *Technical Report 4 – Agricultural Impact Assessment,* the areas where these land use capabilities are lost only comprise a small proportion of the social locality. Furthermore, *Technical Report 4 – Agricultural Impact Assessment* and *Technical Report 5 – Land Use and Property Impact Assessment* both concluded that the direct impact of the project on agricultural production is likely to be minimal during operation due to the small areas affected. Some agricultural land uses can continue within the transmission line easement, such as grazing and height restricted cropping. The NSW Government recently announced its Strategic Benefits Payments Scheme whereby private landowners hosting new high voltage transmission projects critical to the energy transformation and future of the electricity grid will be paid a set rate of $ 200,000 per kilometre of transmission line hosted, paid out in annual instalments over 20 years, indexed to the Consumer Price Index. These payments would be in addition to the "just terms" compensation paid to these landowners for transmission line easements on their land and would ensure that they share directly in the benefits of these new transmission projects. These payments would contribute to addressing any residual concerns of or impacts to landowners within the project footprint.

As identified by the *Technical Report 4 – Agricultural Impact Assessment,* agricultural farmland along the transmission line route, may be impacted if operations are supported by aircraft (such as through aerial crop spraying). The presence of transmission lines presents potential hazards to aerial agricultural activities such as spraying of fertilisers or crop sensing by drones, due to electric and magnetic interference. Transgrid restrictions on aerial vehicles surrounding transmission lines may also impact on agricultural productivity, and livelihoods for some agricultural businesses, as aerial agricultural activities requiring drones are prohibited within certain distances. Transgrid would continue to refine the transmission line route to avoid or minimise impacts on aerial activities where possible, and investigate alternative technologies that could be used to lessen impact eg drone spraying trial.

Consultation feedback has also identified a perception by some landowners that property values may be adversely impacted due to the presence of overhead transmission lines, which may cause stress regardless of whether the impact on property prices is real. Impacts upon land values would not materially impact upon the day to day livelihoods, but could induce anxiety as a result of fears around the impact on land prices when or if the current landowners decide to sell. *Technical Report 6 – Economic Impact Assessment* identified that despite perceptions, the impact of transmission lines on property values remains insufficiently explored and much of

the previous research on the impact of transmission lines on property values largely related to residential properties in suburban and urban areas, rather than agricultural land that the vast majority of the project footprint traverses through. Strategic Benefit Payments to host landowners including additional annual payments received for 20 years once operational are likely to go some way towards compensating for changes to property values should they be found to occur.

8.8 Decision making systems

This category of impact considers whether people experience procedural fairness, can make informed decisions, have power to influence decisions and can access complaint, remedy and grievance mechanisms.

During operation of the project, it is anticipated that Transgrid would require continued access to the transmission line easement and substations for maintenance and regular monitoring. Access arrangements during operation when access is required would be agreed to in consultation with landowners and would largely use the new or upgraded access tracks established during construction. Transgrid has commenced early engagement with affected landowners and is working to minimise the potential for their stress and anxiety. Transgrid would maintain ongoing relationships with affected landowners including providing opportunities for complaints and dispute resolution in the event that conflicts arise in the future.

It would be important for Transgrid to maintain ongoing relationships with affected landowners including providing opportunities for complaints and dispute resolution in the event that conflicts arise in the future. Transgrid currently maintains contact channels for public enquiries, suggestions and complaints on its existing infrastructure, which would be extended to HumeLink when completed. These channels are presently via toll-free phone, email and mail. Where legitimate concerns are raised, investigation would be undertaken (which may include monitoring and then the selection of appropriate mitigations, as needed).

8.9 Evaluation of operational impacts

Table 8-1 draws on the above sections to predict the likely social impacts arising from the project. The impacts have been evaluated using the social risk ratings and definitions in Section 4.2.4. Where impacts have been identified, mitigation measures are proposed to minimise the social risks and maximise social benefits. The mitigation measures are stated in Chapter 10. Impacts have been evaluated both before and after the mitigations are imposed, to provide a residual impact, being the impact that is expected if the recommended mitigation are implemented.

In addition to the mitigations identified in Chapter 10, the other technical reports submitted as part of the EIS for this project include mitigations that would contribute to minimising some of the social impacts identified in this report. In particular, mitigations identified in the following reports would (to varying degrees) address some of the social impacts identified in this report:

- Technical Report 2 - *Aboriginal Cultural Heritage Assessment Report*
- Technical Report 3 – *Historic Heritage Impact Assessment*
- Technical Report 4 – *Agricultural Impact Assessment*
- Technical Report 5 – *Land Use and Property Impact Assessment*
- Technical Report 6 – *Economic Impact Assessment*
- Technical Report 8 – *Landscape Character and Visual Impact Assessment*
- Technical Report 9 – *Noise and Vibration Impact Assessment*
- Technical Report 13 – *Bushfire Risk Assessment*
- Technical Report 14 – *Aviation Impact Statement*
- Technical Report 15 – *Electric and Magnetic Field Study*
- Technical Report 16 – *Traffic and Transport Impact Assessment*
- Technical Report 17 – *Air Quality Impact Assessment*.

Table 8-1: Evaluation of operational impacts

Report Section	Impact	Evaluation	Residual impact
Way of life			
8.1	Quiet rural lifestyles could be affected by noise disturbance from transmission lines and substation operation	• **likelihood:** possible • **magnitude:** minor • **significance:** medium (negative).	• **likelihood:** unlikely • **magnitude:** minor • **significance:** low (negative).
8.1	Transmission lines could interfere with radio communications, impacting nearby receivers' ability to partake in recreational radio use	• **likelihood:** possible • **magnitude:** minor • **significance:** medium (negative).	• **likelihood:** possible • **magnitude:** minor • **significance:** medium (negative).
Community			
8.2	Increased opportunities for community support and investment could benefit community resilience and social cohesion	• **likelihood:** possible • **magnitude:** minor • **significance:** medium (positive).	• **likelihood:** possible • **magnitude:** minor • **significance:** medium (positive).
Accessibility			
8.3	No operational impacts		
Culture			
8.4	No operational impacts		
Health and wellbeing			
8.5	Residents living near the project footprint could experience potential stress and anxiety arising from the perceived risk about bushfire risk and electric and magnetic fields	• **likelihood:** unlikely • **magnitude:** minimal • **significance:** low (negative).	• **likelihood:** unlikely • **magnitude:** minimal • **significance:** low (negative).
8.6	Nuisance impacts arising from transmission line noise and air quality impacts	• **likelihood:** unlikely • **magnitude:** minimal • **significance:** low (negative).	• **likelihood:** unlikely • **magnitude:** minimal • **significance:** low (negative).
Surroundings			
8.7	Ongoing visual impacts from transmission line structures and consequentially changed landscape character	• **likelihood:** almost certain • **magnitude:** moderate • **significance:** high (negative).	• **likelihood:** almost certain • **magnitude:** moderate • **significance:** high (negative).

Report Section	Impact	Evaluation	Residual impact
Livelihoods			
8.8	Ongoing impacts to livelihoods through changed land uses and reduced agricultural capacity	• **likelihood:** likely • **magnitude:** minor • **significance:** medium (negative).	• **likelihood:** likely • **magnitude:** minor • **significance:** medium (negative).
8.9	Ongoing impacts to livelihoods through restricted access for certain machinery types along footprint	• **likelihood:** likely • **magnitude:** minor • **significance:** medium (negative).	• **likelihood:** likely • **magnitude:** minor • **significance:** medium (negative).
8.10	Anxiety from perceived impacts to property values (e.g. from reduced agricultural capacity, or views)	• **likelihood:** likely • **magnitude:** minor • **significance:** medium (negative).	• **likelihood:** likely • **magnitude:** minor • **significance:** medium (negative).
Decision making systems			
8.11	Landowners could be anxious about maintenance crews entering their property	• **likelihood:** possible • **magnitude:** minor • **significance:** medium (negative).	• **likelihood:** possible • **magnitude:** minor • **significance:** medium (negative).

CUMULATIVE IMPACT ASSESSMENT

9.0 CUMULATIVE IMPACT ASSESSMENT

Assessing cumulative impacts involves the consideration of the proposed social impacts. The assessment of cumulative impacts also considers projects that are currently under development, or at the planning state that may also influence the assessment of this project's potential impacts. Cumulative impacts can potentially arise from the interaction of the construction and operation activities of the project and other future projects nearby.

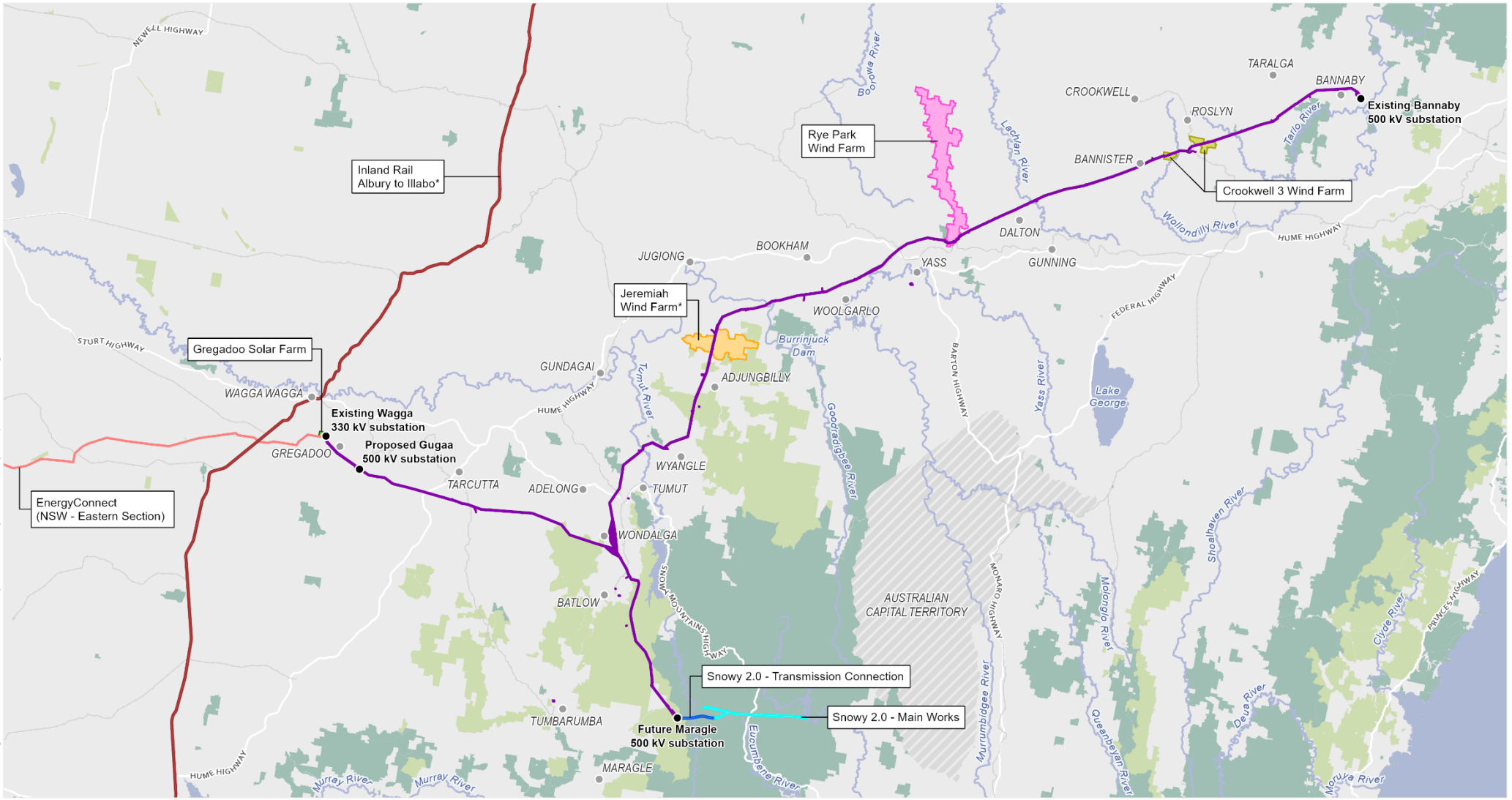
The cumulative impact assessment was prepared in accordance with the *Cumulative Impact Assessment Guidelines for State Significant Projects* (DPE, 2022). Projects with the potential for cumulative impacts with the project were identified through a review of publicly available information and environmental impact assessments from the following databases in March 2023:

- DPE's Major Projects register
- NSW Government's Southern Regional Planning Panel project register
- NSW Independent Planning Commission project register
- EPBC Act Public Portal
- Transport for NSW Projects Map.

Searches were limited to the LGAs of Wagga Wagga City, Snowy Valleys, Yass Valley, Cootamundra-Gundagai Regional Upper Lachlan Shire, Goulburn-Mulwaree, and Hilltops. Based on the above searches, the following projects have been considered in combination with the project to develop a high-level assessment of any cumulative social impacts that may arise from their combined effect (refer Table 9-1) and (refer to Figure 9-1):

- EnergyConnect (NSW – Eastern Section)
- Victoria to NSW Interconnector West (VNI West)
- Gregadoo Solar Farm
- Snowy 2.0 Main Works
- Snowy 2.0 Transmission Connection
- Jeremiah Wind Farm
- Rye Park Wind Farm
- Crookwell 3 Wind Farm
- Inland Rail – Albury to Illabo.

Collectively, there is scope for the above projects and HumeLink to compete for short term accommodation and local workers or contractors. The projects could collectively contribute to more substantial increases in population in the social locality, however, this is unlikely to be noticeable since the social locality is very large and the location of the various projects is dispersed.



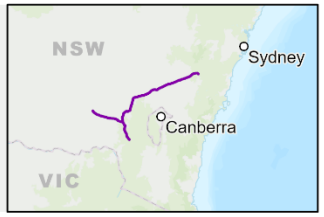
C:\Users\Virgil.Robinson\Documents\ArcGIS\Projects\FutureProjects\FutureProjects aprx\31-07-23\Virgil.Robinson

Project footprint
National park and reserve
State forest
Waterbody
Waterway
Major road
Railway
Substation

Relevant future projects

Crookwell 3 Wind Farm
EnergyConnect (NSW - Eastern Section)
Gregadoo Solar Farm
Inland Rail Albury to Illabo*
Jeremiah Wind Farm*
Rye Park Wind Farm
Snowy 2.0 - Main Works
Snowy 2.0 - Transmission Connection

*Note: Subject to approval



Source: *Aurecon, Transgrid, Spatial Services (DCS), ESRI Basemap*

1:925,000
0 20 40km

Projection: GDA 1994 MGA Zone 55

HumeLink **Social Impact Assessment**

FIGURE 9-1: Relevant future projects

Table 9-1: Cumulative impact summary

Reference and project name	Project status and description (as of March 2023)	Relationship to project footprint	Cumulative impact
EnergyConnect (NSW – Eastern Section) **SSI-9172452**	**Approved** 16 September 2022 **Proposed construction period:** early 2023 to mid-2024. **Description:** Construction of a 537 km transmission line connection between Buronga and Wagga 330 kV substations and associated substation and other works.	Part of EnergyConnect (NSW – Eastern Section) would be located in Wagga Wagga City LGA. The eastern terminus of the proposed project is the Wagga 330 kV substation.	Cumulative social impacts are likely to arise from EnergyConnect (NSW – Eastern Section) and the project, exacerbated by construction programs that are likely to overlap. Cumulative impacts would most likely be limited to the key communities level, specifically within Wagga Wagga, as the projects converge at the Wagga 330 kV substation in the city's south. Cumulative social impacts would most likely arise through changes to **demand for accommodation** and housing, as well as through **disruption to access and travel** delays caused by increased movement of workers' vehicles and construction vehicles. Business operators and workers in Wagga Wagga may benefit from **improved livelihoods** through increased patronage and **access to employment** associated with the combined works being undertaken in and around the region. Considering Wagga Wagga's size and available facilities and infrastructure, it is likely that any negative cumulative social impacts that may arise from the projects would be minor in nature.
Victoria to NSW Interconnector West (VNI West)	**Scoping phase** **Proposed construction period:** Construction proposed to commence 2026 with commissioning by 2028. **Description:** Program of electricity transmission works to better connect NSW and Victoria, with connections proposed to the existing Wagga 330 kV substation.	VNI West would be partially within Wagga Wagga City LGA. The proposed project would connect to the Wagga 330 kV substation.	The impacts from VNI West are largely unknown as a project corridor is yet to be defined. However, due to the separation of the project from the majority of the project footprint, it is unlikely that cumulative social impacts would arise from the projects. This is supported by the unknown timeframe for VNI West. Cumulative social benefits through increased **access to employment** and **improved livelihoods** may accrue in Wagga Wagga through the continued presence of major electricity infrastructure projects in the broader area. This could support growth in local specialist industry, though any benefits would be minor in scale

Reference and project name	Project status and description (as of March 2023)	Relationship to project footprint	Cumulative impact
Gregadoo Solar Farm SSD-8825	**Approved** 12 December 2018. Modification 2 approved 2021 **Proposed construction period:** Mid-2023 to late-2024. **Description:** 47 megawatt solar farm, substation and associated infrastructure on a 96 ha site.	Gregadoo Solar Farm would be located within the Wagga Wagga City LGA, immediately west of the Wagga 330 kV substation.	The Gregadoo Solar Farm and the project could lead to cumulative social **impacts to accessibility, health and wellbeing, and surroundings** through the continuation of major construction works and built environment changes in relatively close proximity to the urban areas of Wagga Wagga. Any impacts would be limited to Wagga Wagga. The scale of cumulative social impacts would generally be minor, though if the project construction periods overlap, impacts may be exacerbated but would remain low. As for the VNI West above, the Gregadoo Solar Farm and the project could also lead to cumulative social benefits through increased access to employment and improved livelihoods in Wagga Wagga through the continued presence of major electricity infrastructure projects in the broader area. This could support growth in local specialist industry, though any benefits would be minor in scale.
Snowy 2.0 Main Works (Snowy 2.0) SSI-9687	**Approved** 20 May 2020. Modification 1 approved 2022 **Proposed construction period:** Construction began in October 2020 with expected completion by 2026 **Description:** Pumped hydroelectricity storage project involving 27 km of tunnelling works and construction of an underground power station.	Snowy 2.0 is located in the Snowy Valleys LGA. At its nearest point, Snowy 2.0 is approximately six km east of the project footprint, measured from the Maragle 500 kV substation	Despite the location of its western terminus being relatively close to the project footprint, Snowy 2.0 is generally accessed from the eastern side of the Snowy Mountains, via Cooma (Snowy Hydro, 2022). This significantly reduces the likelihood of cumulative social impacts arising through the presence of non-resident workers, **increased vehicle movements, or temporary road closures**. Should arrangements change to facilitate works on the western side of the Snowy 2.0 project, the Snowy Valleys towns of Tumut, Batlow and Tumbarumba would be most likely to experience cumulative social impacts. Notwithstanding the above, the two projects would result in changes to way of life and accessibility for Snowy Valleys residents through reduced access to recreation areas. These could arise through reduced access to Kosciuszko National Park and Bago State forest, as well as **restrictions on access and use of Talbingo Reservoir** through Snowy 2.0's works. These impacts would be minimal in significance. The projects would also result in indirect cumulative social benefits through access to employment, though these would likely be minimal in scale due to the distance between the two projects.

Reference and project name	Project status and description (as of March 2023)	Relationship to project footprint	Cumulative impact
Snowy 2.0 Transmission Connection SSI-9717	**Approved** 16 August 2022. **Proposed construction period:** Construction expected to begin in late 2023 with expected completion by end of 2025 **Description:** 9 km transmission line connection between the Snowy 2.0 site (refer above) and existing Transgrid transmission lines, as well as construction of a new substation.	Snowy Transmission Connection would construct the Maragle 500 kV substation and terminate adjacent to the Maragle 500 kV substation compound (C05).	The combination of the Snowy Transmission Connection and the project may result in a selection of cumulative social impacts through **demand for accommodation**, **increased non-resident worker population**, and **increased vehicle movements** through the construction periods. These impacts would be exacerbated should the project's construction period overlap with that of the Snowy Transmission Connection with the extent of impact dependant on the number of workers present from both projects at the same time. This would be monitored and considered as part of the development of the Worker Accommodation Strategy to minimise cumulative impacts. The construction and operation of the projects would likely have minor cumulative social impacts to **community environmental values, amenity, and surroundings** through the increased vehicle movements associated with construction, and through visual impacts once the projects were operational. Business operators and workers in Tumut, Batlow, and Tumbarumba may experience cumulative social benefits from **improved livelihoods** through increased patronage and **access to employment** associated with the combined works being undertaken in and around the region. These benefits would likely be minor. Any cumulative social impacts or benefits that may arise from the two projects would be limited to key communities at Tumut, Batlow and Tumbarumba.

Reference and project name	Project status and description (as of March 2023)	Relationship to project footprint	Cumulative impact
Jeremiah Wind Farm SSD-22472709	**Preparing EIS** **Proposed construction period:** Project approval anticipated in 2023. Construction expected to take about 24–30 months **Description:** 65 turbine wind farm.	The project footprint traverses Jeremiah Wind Farm's site area, north of Adjungbilly, approximately nine km north-east of the Adjungbilly Road compound (C09). Some proposed wind turbine locations are within 500 m of the project footprint.	The project and the Jeremiah Wind Farm may contribute to cumulative social impacts through **changes to accessibility** resulting from increased construction vehicle movements or temporary road closures, and **reduced amenity/health and wellbeing** due to construction noise, vibration, and dust. Construction of this project is planned to commence from 2023 to 2025, which may result in overlap in the construction periods (should the Jeremiah Wind Farm proceed to construction), exacerbating any impacts that may arise. Once operational, the projects would lead to cumulative social impacts through **changes to surroundings, health and wellbeing, and amenity,** with wind turbines and transmission line structures **impacting on the landscape**. Any operational noise from the projects may also create cumulative social impacts through **reduced ability for affected residents to relax, sleep or concentrate**. Should any social impacts arise, they would be limited to residents and workers close to where the project footprint traverses Jeremiah Wind Farm's site area, and would be of low significance. Cumulative social benefits arising from the projects may be experienced at the social locality scale through improved access to employment, but these would likely be of a minimal magnitude.
Rye Park Wind Farm SSD-6693	**Preparing EIS (Modification 2)** **Proposed construction period:** Currently under construction since 2021, with commissioning scheduled for June 2023. **Description:** 77 turbine wind farm and ancillary access tracks and electricity transmission lines.	The project footprint intersects Rye Park Wind Farm's site area one kilometre south-east of Bango Nature Reserve. The nearest proposed wind turbine is approximately 250 m from the project footprint. The project would also directly connect to a substation constructed as part of the Rye Park Wind Farm.	The project and the Rye Park Wind Farm may contribute to cumulative social impacts through **changes to accessibility** resulting from increased construction vehicle movements or temporary road closures, and **reduced amenity/health and wellbeing due to construction noise, vibration, and dust**. As the Rye Park Wind Farm is currently under construction, it Is likely that any overlap of the construction periods would be minimal, reducing the magnitude of potential impacts, though extended their timeframe. Once operational, the projects would lead to cumulative social impacts through **changes to surroundings, health and wellbeing, and amenity**, with wind turbines and transmission line structures **impacting on the landscape**. Any operational noise from the projects may also create cumulative social impacts through reduced ability for affected residents to relax, sleep or concentrate. Should any social impacts arise, they would be limited to residents and workers close to where the project footprint traverses Rye Park Wind Farm's site area, and would be of low significance.

Reference and project name	Project status and description (as of March 2023)	Relationship to project footprint	Cumulative impact
			Cumulative social benefits arising from the projects may be experienced at the social locality scale through **improved access to employment**, but these would likely be of a minimal magnitude.
Crookwell 3 Wind Farm SSD-6695	**Addendum EIS approved** 2019 **Proposed construction period:** Detailed design and pre-construction activities are being carried out with main construction work expected to take about 18 months once commenced **Description:** 16 turbine wind farm and associated infrastructure.	The project footprint intersects Crookwell 3 Wind Farm's site area, which is located adjacent to the Crookwell 2 Wind Farm, approximately 18.5 km south-east of Crookwell. The nearest wind turbine would be approximately 200 m from the project footprint.	The project and the Crookwell 3 Wind Farm may contribute to cumulative social impacts through **changes to accessibility** resulting from increased construction vehicle movements or temporary road closures, and **reduced amenity/health and wellbeing due to construction noise, vibration, and dust**. Construction of the Crookwell 3 Wind Farm is planned to commence from 2022 to 2023, which may result in overlap in the construction periods, exacerbating any impacts that may arise. The plan for Crookwell 3 Wind Farm includes provisions for road upgrades, which may help to prevent any cumulative negative impacts to traffic that would result from both this project and HumeLink. Once operational, the projects would lead to cumulative social impacts **through changes to surroundings, health and wellbeing, and amenity**, with wind turbines and transmission line structures impacting on the landscape. Any operational noise from the projects may also create cumulative social impacts through reduced ability for affected residents to relax, sleep or concentrate. Should any social impacts arise, they would be limited to residents and workers close to where the project footprint traverses Crookwell 3 Wind Farm's site area, and would be of low significance. These cumulative impacts would, however, be increased due to the colocation of Crookwell 3 Wind Farm and the project with other wind farms in the immediate surrounds. Cumulative social benefits arising from the projects may be experienced at the social locality scale through **improved access to employment**, but these would likely be of a minimal magnitude.

Reference and project name	Project status and description (as of March 2023)	Relationship to project footprint	Cumulative impact
Inland Rail – Albury to Illabo SSI-10055	**Response to submissions** **Proposed construction period:** Early 2024 to 2025 **Description:** Enhancement works to structures and sections of track along 185 km of existing operational standard gauge rail from the Victoria/New South Wales border to Illabo in regional NSW. The project forms part of the Inland Rail project.	The projects both contain sections within the Wagga Wagga City LGA, however, the project footprint does not directly overlap with the proposed section of the Inland Rail project that traverses through Wagga Wagga.	The project and the Inland Rail – Albury to Illabo works may contribute to cumulative social impacts through **demand for accommodation** and housing, **increased construction vehicle movements or temporary road closures**, and **reduced amenity/health and wellbeing due to construction noise, vibration, and dust**. Construction of the Inland Rail – Albury to Illabo is planned to commence from early 2024 to 2025, which may result in overlap in the construction periods, exacerbating any impacts that may arise. Cumulative social impacts through changes to surroundings and amenity are highly unlikely as that Inland Rail project utilises existing rail infrastructure corridors in Wagga Wagga. Residents in Wagga Wagga who may be susceptible to increased levels of noise may experience cumulative social impacts through the combined operation and construction of the projects, though this is unlikely as the project areas are separated by around 10 km at their nearest point. Should any cumulative social impacts arise, they would be limited to the construction phase and to residents and workers close to major transport routes utilised by construction vehicles. Any increase in noise, vibration and dust would, however, be minimal due to the aforementioned separation of the site and the small amount of increased traffic that construction of the projects would induce. In addition, the workforce timings of the respective projects would likely see only a minimal overlap which would minimise potential cumulative impacts associated with demand for accommodation and housing. Impacts would be reduced should the project construction periods not overlap. Cumulative social benefits arising from the projects may be experienced at the social locality scale through **improved access to employment**, but these would likely be of a minimal magnitude.

MITIGATION MEASURES

10.0 MITIGATION MEASURES

10.1 Overview of approach

This section contains a consolidated overview of the mitigation measures identified in this report to manage and minimise the risk of social impacts arising from the construction and operation of the project. The mitigation measures have been developed in tandem with mitigations for other technical reports and the EIS. The mitigation measures outlined in this section should be considered with other mitigation measures proposed for the project.

Mitigation measures will need to be refined as the project progresses through an adaptive management process. It is anticipated that a social impact management plan will be required for the project to monitor, enhance and refine mitigations over the life of the project. It would also address the potential for unanticipated impacts over the life of the project and set out how the community can provide feedback as part of adaptive management. A preliminary social impact management plan is provided in Attachment F to assist this process. It was drafted as part of the SIA and suggests appropriate performance-based and prescriptive conditions to manage and monitor social impacts during construction. It is anticipated that the preliminary social impact management plan would be refined and enhanced post approval and prior to the commencement of construction.

10.2 Avoidance and minimisation of impacts

Transgrid has engaged in early and extensive stakeholder engagement to inform the project design. Transgrid has taken on board comments from affected landowners and communities to influence the project design. In particular numerous revisions to the project footprint have been explored to avoid and minimise impacts to amenity as well as minimising the number (and extent) of landowners and dwellings affected by the project. These changes have significantly reduced the likelihood of social impacts arising.

Transgrid will continue to consult with landowners, communities and stakeholders and it is anticipated that further refinements would be made prior to construction.

Transgrid has also developed a Community Investment plan to deliver positive outcomes for the community and a achieve a positive social legacy from the project.

10.3 Summary of mitigation measures

The mitigation measures that would be implemented to avoid, manage or mitigate potential social impacts are outlined in Table 10-1. In addition to this, mitigations identified in the following technical reports for this project would (to varying degrees) address some of the social impacts identified in this report:

- Technical Report 2 - *Aboriginal Cultural Heritage Assessment Report*
- Technical Report 3 – *Historic Heritage Impact Assessment*
- Technical Report 4 – *Agricultural Impact Assessment*
- Technical Report 5 – *Land Use and Property Impact Assessment*
- Technical Report 6 – *Economic Impact Assessment*
- Technical Report 8 – *Landscape Character and Visual Impact Assessment*
- Technical Report 9 – *Noise and Vibration Impact Assessment*
- Technical Report 13 – *Bushfire Risk Assessment*
- Technical Report 14 – *Aviation Impact Statement*
- Technical Report 15 – *Electric and Magnetic Field Study*
- Technical Report 16 – *Traffic and Transport Impact Assessment*
- Technical Report 17 - *Air Quality Impact Assessment*.

Table 10-1: Summary of mitigation measures

	Impact	Mitigation measure	Timing	Relevant locations
SO1	**Accommodating temporary construction workers**	Prepare and implement a Worker Accommodation Strategy for the construction workers during the construction period.	Detailed design and construction	All locations
SO2	**Impacts on local services and social cohesion from influx of temporary workers**	Information will be provided to the construction workers that includes: • information on community services and recreation facilities, events and tourism activities • details on how to access health services including dedicated telehealth services organised by Transgrid • a company contact if help is needed • Code of Conduct to minimise the incidence of risk drinking and drug behaviours.	Detailed design	All locations
SO3	**Impacts on emergency services**	Emergency services will be regularly updated on work plans and access routes in the event of an emergency.	Construction	All locations
SO4	**Opportunities for long-term investment**	Any opportunities for appropriate long-term use for worker accommodation facilities will be identified in consultation with councils.	Detailed design	Worker accommodation facility

CONCLUSION

11.0 CONCLUSION

HumeLink is a proposed new 500 kV transmission line which would connect Wagga Wagga, Bannaby and Maragle. It is one of the State's largest energy infrastructure projects, with about 360 km of proposed new transmission lines, and new or upgraded substation infrastructure at three locations.

The project is needed to transition NSW to a greater mix of low-emission renewable energy sources, such as wind and solar. HumeLink would deliver a cheaper, more reliable and more sustainable grid by increasing the amount of renewable energy that can be delivered across the national electricity grid, helping to transition Australia to a low carbon future.

A comprehensive process of stakeholder and community engagement has been undertaken and feedback has informed refinements to the project footprint and the identification of social impacts.

The SIA identified a range of social impacts, both positive and negative. All negative impacts assessed in this SIA can be reasonably mitigated throughout planning and development.

Potential negative social impacts

Residual negative impacts would be predominantly localised and temporary.

No impacts with a very high residual significance were identified.

Impacts with a high negative residual significance rating primarily relate to:

- impacts to landscape and visual amenity
- stress and uncertainty arising from property acquisitions and leases and perceived impacts to property values.

Potential positive social impacts

Impacts with a high or very high positive residual significance include:

- the creation of new jobs, supporting local communities through access to employment and skills acquisition
- support for local businesses servicing the temporary construction workforce
- support for local businesses through increased expenditure in the social locality and potential use of local contractors
- potential long-term opportunities through the adaptive re-use of the proposed worker accommodation facility
- increased tourism from temporary workers and their visitors (eg families may visit for a weekend)
- opportunities for employment and skills acquisition, including for Aboriginal and Torres Strait Islander people.

Overall, while the project would result in some negative social impacts, it would also result in long-term positive social benefits to the social locality though support for local businesses, increased employment opportunities and an upskilling of the local workers. The implementation of mitigation measures, including a Worker Accommodation Strategy, Workforce and Workforce Development Plan and property management plan which would aid in reducing the significance of identified negative social impacts that may arise from the construction and operation of the project, enabling the project to deliver on its predicted benefits.

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Attachments

ATTACHMENT A: COMPLIANCE WITH SIA GUIDELINE

The *Social Impact Assessment Guideline for State Significant Projects* prepared by the Department of Planning and Environment requires authors of SIAs to provide a declaration. The required declarations are below.

A.1 Declaration by Elizabeth Griffin

This social impact assessment (SIA) relates to a project by Transgrid to undertake a Social Impact Assessment to accompany a State Significant Infrastructure project (SSI-36656827) for around 360 kilometres of new 500 kV high-voltage transmission lines and associated infrastructure between Wagga Wagga, Bannaby and Maragle.

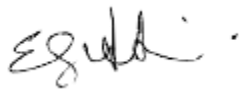
The SIA was completed on 9 March 2023.

It is my opinion that the SIA contains all relevant information as specified in the Social Impact Assessment Guideline for State Significant Projects.

I understand the legal and ethical obligations set out in the SIA Guideline and confirm that none of the information in the SIA is false or misleading.

I satisfy the requirements for lead authors of SIAs as set out in the SIA Guideline as follows:

- qualifications: Bachelor of Arts major in geography and Master of Urban Planning
- experience: 25 years preparing social impact assessment and over 30 years experience in social planning
- professional memberships: Corporate Member of Planning Institute of Australia.



Elizabeth Griffin
Expert Advisor
Bachelor of Arts (Geography) Master of Urban Planning MPIA

liz.griffin@hillpda.com

A.2 Declaration by Alexander Peck

This social impact assessment (SIA) relates to a project by Transgrid to undertake a Social Impact Assessment to accompany a State Significant Infrastructure project (SSI-36656827) for around 360 kilometres of new 500 kV high-voltage transmission lines and associated infrastructure between Wagga Wagga, Bannaby and Maragle.

The SIA was completed on 19 July 2023.

It is my opinion that the SIA contains all relevant information as specified in the Social Impact Assessment Guideline for State Significant Projects.

I understand the legal and ethical obligations set out in the SIA Guideline and confirm that none of the information in the SIA is false or misleading.

I satisfy the requirements for lead authors of SIAs as set out in the SIA Guideline as follows:

- qualifications: Bachelor of Science, Bachelor of Social Science, Master of Planning
- experience: Four years preparing social impact assessments
- professional memberships: Corporate Member of Planning Institute of Australia

Alex Peck
Senior Consultant
Bsci BsocSci Mplan MPIA

Alexander.Peck@hillpda.com

A.3 Declaration by Jesse Rowlings

This social impact assessment (SIA) relates to a project by Transgrid to undertake a Social Impact Assessment to accompany a State Significant Infrastructure project (SSI-36656827) for around 360 kilometres of new 500 kV high-voltage transmission lines and associated infrastructure between Wagga Wagga, Bannaby and Maragle.

The SIA was completed on 9 March 2023.

It is my opinion that the SIA contains all relevant information as specified in the Social Impact Assessment Guideline for State Significant Projects.

I understand the legal and ethical obligations set out in the SIA Guideline and confirm that none of the information in the SIA is false or misleading.

I satisfy the requirements for authors of SIAs as set out in the SIA Guideline as follows:

- qualifications: Bachelor of Science, Human Geography and Master of Urban and Regional Planning
- experience: 3 years preparing social impact assessments and stakeholder engagement
- professional memberships: Corporate Member of Planning Institute of Australia

Jesse Rowlings

Consultant

B. Science, Human Geography (UOW), M. Urban and Regional Planning (Usyd – current), Dip. Gov.

jesse.rowlings@hillpda.com

A.4 Compliance with SIA Guideline

	Question	Response
	General	
1	Does the lead author meet the qualification and experience requirements?	Yes, evidence provided in Attachment A.
2	Has the lead author provided a signed declaration?	Yes, evidence provided in Attachment A.
3	Would a reasonable person judge the SIA report to be impartial, transparent and suitably rigorous given the nature of the project?	Yes, addressed in declaration provided in Attachment A.
	Project's social locality and social baseline	
4	Does the SIA report identify and describe all the different social groups that may be affected by the project?	Groups are identified in the existing environment (Chapter 6).
5	Does the SIA report identify and describe all the built or natural features that have value or importance for people, and explain why people value those features?	Yes, built and natural environment features of importance to people in the social locality are noted throughout Chapters 5, 6, 7, and 8.
6	Does the SIA report identify and describe historical, current, and expected social trends or social changes for people in the locality, including their experiences with this project and other major development projects?	Yes, trends are described in Chapter 5.
7	Does the social baseline study include appropriate justification for each element, and provide evidence that the elements reflect both relevant literature and the diversity of views and likely experiences?	Yes, approach to baseline evidence is provided in Section 3.3. The approach, discussion thereof, and justification is included in Section 3.2. Chapter 5 and Appendix C provide the diversity of views.
8	Does the social baseline study demonstrate social-science research methods and explain any significant methodological or data limitations?	Yes, Social science research methods have been employed and are demonstrated in Chapter 6. Data limitations are discussed in Section 3.5.
	Identification and description of social impacts	
9	Does the SIA report adequately describe likely social impacts from the perspectives of how people may experience them, and explain the research used to identify them? When undertaken as a part of SIA scoping and initial assessment, has the plan for the SIA report been detailed?	Yes, the assessment approach is outlined in Section 3.2. Each impact area is assessed in Chapter 7 and Chapter 8, which include explanation around the relative impacts on different groups and perceived impacts.
10	Does the SIA report apply the precautionary principle to identifying social impacts, and consider how they may be experienced differently by different people and groups?	Yes, the approach is explained in Section 3.2. and applied in Chapters 8 and 9.
11	Does the SIA report describe how the preliminary analysis influenced project design and EIS engagement strategy?	Yes, explanation of how scoping has informed project design and social locality selection is outlined in Section 3.2.
	Community engagement	
12	Were the extent and nature of engagement activities appropriate and sufficient to canvass all relevant views, including those of vulnerable or marginalised groups?	Yes, groups and key themes are outlined in Section 4.2.3.
13	How have the views, concerns and insights of affected and interested people influenced both the project design and each element of the SIA report?	Project design responses are noted in Section 4.2.2 and incorporated in the assessment in Chapters 7, 8, and 10.
	Predicting and analysing social impacts	

	Question	Response
14	Does the SIA report impartially focus on the most important social impacts to people at all stages of the project, without any omissions or misrepresentations?	Yes, the report provides an assessment of construction based impacts in Chapter 7 and operational impacts in Chapter 8 including matters raised during consultation. Chapters have been structured to consider impacts over the relative lifespans of the project phase.
15	Does the SIA report analyse the distribution of both positive and negative social impacts, and identify who will benefit and who will lose from the project?	Yes, analysis of locality, affected party and nature of impact is provided in Chapters 7 and 8 and evaluations Tables 7.1 and 8.1 also identify who will be affected.
16	Does the SIA report identify its assumptions, and include sensitivity analysis and alternative scenarios? (including 'worst-case' and 'no project' scenarios where relevant)	Yes, the report assumes a "null" or no development base case in making assessments.
17	Do the evaluations of significance of social impacts impartially represent how people in each identified social group can expect to experience the project, including any cumulative effects?	Yes, the evaluations in Sections 7.9 and 8.9 have considered who would be affected and how they would experience the project. Cumulative effects are addressed in section 9
18	Are the evaluations of significance disaggregated to consider the likely different experiences for different people or groups, especially vulnerable groups?	Yes, the evaluations in Sections 7.9 and 8.9 identify impacts separately for different groups including vulnerable groups.
Responses, monitoring and management		
19	Does the SIA report propose responses that are tangible, deliverable, likely to be durably effective, directly related to the respective impact(s) and adequately delegated and resourced?	The Mitigations proposed in Sections 7.9 and 8.9 and Chapter 10 are tangible, deliverable, likely to be durably effective, directly related to the respective impact(s). The mitigations have been endorsed by the proponent and can be adequately delegated and resourced
20	Does the SIA report demonstrate how people can be confident that social impacts will be monitored and reported in ways that are reliable, effective and trustworthy?	Yes, the mitigations proposed require monitoring and ongoing communication with stakeholders to deliver confidence and trust.
21	Does the SIA report demonstrate how the proponent will adaptively manage social impacts and respond to unanticipated events, breaches, grievances and non-compliance?	Yes, a preliminary social impact management plan has been provided for further development as the project progresses through the approval process.

ATTACHMENT B: EXTRACT FROM DPE SCOPING TOOL

PROJECT ACTIVITIES	CATEGORIES OF SOCIAL IMPACTS	POTENTIAL IMPACTS ON PEOPLE		PREVIOUS INVESTIGATION OF IMPACT	CUMULATIVE IMPACTS	ELEMENTS OF IMPACTS - Based on preliminary investigation					ASSESSMENT LEVEL FOR EACH IMPACT				PROJECT REFINEMENT	MITIGATION / ENHANCEMENT MEASURES
Which **project activity / activities** could produce social impacts ?	what **social impact categories** could be affected by the project activities	What impacts are likely, and what concerns/aspirations have people expressed about the impact? Summarise how each relevant stakeholder group might experience the impact. NB. Where there are multiple stakeholder groups affected differently by an impact, or more than one impact from the activity, please add an additional row.	Is the impact expected to be **positive or negative**	Has this impact previously been investigated (on this or other project/s)?	Will this impact combine with others from this project (think about when and where), and/or with impacts from other projects (cumulative)?	Will the project activity (without mitigation or enhancement) cause a material social impact in terms of its: You can also consider the various magnitudes of these characteristics					Level of assessment for each social impact	What methods and data sources will be used to investigate this impact?			Has the project been refined in response to preliminary impact evaluation or stakeholder feedback?	What **mitigation / enhancement measures** are being considered?
						extent i.e. number of people potentially affected?	**duration** of expected impacts? (i.e. construction vs operational phase)	**intensity** of expected impacts i.e. scale or degree of change?	**sensitivity** or vulnerability of people potentially affected?	**level of concern/interest** of people potentially affected?		Secondary data	Primary Data - Consultation	Primary Data - Research		
Property acquisition	Way of life	Increased demand for housing impacting on availability of rental dwellings for locals with potential to push up rents, reducing their financial stability or forcing them to relocate	Negative	No	Yes	Yes	Yes	Yes	Yes	Yes	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Yes - consultation with local government has informed Transgrid's approach	Temporary worker accommodation to be provided in Tumbarumba Transgrid completed an assessment of the available accommodation in the likely impacted communities
Property acquisition	Decision-making systems	Potentially impacted residents/landowners may feel as though decisions have already been made about the project and their property will be subject to acquisition(s) regardless of their input. They may also feel as though the compensation process is not/will not be fair	Negative	No	Yes	Yes	Yes	Yes	Unknown	Yes	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Yes - project footprint has been refined from earliest stages and will continue to be refined before finalisation	Compensation, early consultation with landowners in the study corridor
Property acquisition	Health and wellbeing	Uncertainty of outcomes, or the inability to provide input on outcomes, may cause stress, anxiety etc even before project is finalised.	Negative	No	Yes	Yes	Yes	Yes	Unknown	Yes	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Yes - project footprint has been refined from earliest stages and will continue to be refined before finalisation	Compensation, early consultation with landowners in the study corridor. Consistent and clear engagement in an ongoing manner with potentially impacted residents/landowners.
Property acquisition	Livelihoods	Property acquisitions may reduce the feasibility of landowners with agricultural operations, compensation may not be seen as fair.	Negative	No	Yes	Unknown	Yes	Unknown	Yes	Yes	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Yes - project footprint has been refined from earliest stages and will continue to be refined before finalisation	Compensation, early consultation with landowners in the study corridor. Consistent and clear engagement in an ongoing manner with potentially impacted residents/landowners.
Land use changes	Surroundings	The addition of electricity transmission lines would reduce the aesthetic quality of high-amenity landscapes such as natural environment or rural settings, reducing peoples' enjoyment of their surroundings	Negative	No	Yes	Yes	Yes	Yes	Yes	Yes	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Yes - project footprint has been refined from earliest stages and will continue to be refined before finalisation	Much of the alignment parallels existing electricity transmission lines, reducing the scope for impacts

PROJECT ACTIVITIES	CATEGORIES OF SOCIAL IMPACTS	POTENTIAL IMPACTS ON PEOPLE		PREVIOUS INVESTIGATION OF IMPACT	CUMULATIVE IMPACTS	ELEMENTS OF IMPACTS - Based on preliminary investigation					ASSESSMENT LEVEL FOR EACH IMPACT				PROJECT REFINEMENT	MITIGATION / ENHANCEMENT MEASURES
Which **project activity / activities** could produce social impacts ?	what **social impact categories** could be affected by the project activities	What impacts are likely, and what concerns/aspirations have people expressed about the impact? Summarise how each relevant stakeholder group might experience the impact. NB. Where there are multiple stakeholder groups affected differently by an impact, or more than one impact from the activity, please add an additional row.	Is the impact expected to be **positive or negative**	Has this impact previously been investigated (on this or other project/s)?	Will this impact combine with others from this project (think about when and where), and/or with impacts from other projects (cumulative)?	Will the project activity (without mitigation or enhancement) cause a material social impact in terms of its: You can also consider the various magnitudes of these characteristics					Level of assessment for each social impact	What methods and data sources will be used to investigate this impact?			Has the project been refined in response to preliminary impact evaluation or stakeholder feedback?	What **mitigation / enhancement measures** are being considered?
						extent i.e. number of people potentially affected?	**duration** of expected impacts? (i.e. construction vs operational phase)	**intensity** of expected impacts i.e. scale or degree of change?	**sensitivity** or vulnerability of people potentially affected?	**level of concern/interest** of people potentially affected?		Secondary data	Primary Data - Consultation	Primary Data - Research		
Land use changes	Livelihoods	Permanent land use changes associated with electricity transmission line structures and substations may reduce the feasibility of landowners with agricultural operations	Negative	No	Yes	Yes	Yes	No	Unknown	Yes	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Yes - project footprint has been refined from earliest stages and will continue to be refined before finalisation	Operational footprint of the project would generally be minimal (at the scale of individual properties) and many agricultural land uses would be able to continue
Land use changes	Access	Construction or maintenance works over roads or access tracks may reduce accessibility through detours or temporary road closures. Any access points (such as gates or access tracks) that are required to be removed may reduce access	Negative	No	Yes	Unknown	Yes	Unknown	Unknown	Yes	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Yes - project footprint has been refined from earliest stages and will continue to be refined before finalisation.	The project footprint intersects major roads at only a few locations. Stringing works during construction would be brief and cause minimal impacts, would be organised and community should be provided information on activities in advance.
Construction noise	Way of life	Peaceful / quiet rural lifestyles are more susceptible to changes in noise / vibration and would be impacted by the construction and operation of the project adding noise / vibration to a quiet environment	Negative	No	Yes	Yes	Yes	Unknown	Unknown	Yes	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Yes - project footprint has been refined from earliest stages and will continue to be refined before finalisation.	The project footprint has been selected to avoid residential areas where possible. Construction works would be brief in nature at any one location. Complaints / contact processes to be established Noise-generating works to be limited to standard construction hours. Prepare Community Engagement Management Plan
Construction noise	Health and wellbeing	Construction noise / vibration could increase stress and anxiety and reduce the ability of affected people to relax or sleep or concentrate on work / studies.	Negative	No	Yes	Yes	Yes	Unknown	Unknown	Yes	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Yes - project footprint has been refined from earliest stages and will continue to be refined before finalisation.	The project footprint has been selected to avoid residential areas where possible. Construction works would be brief in nature at any one location. Complaints / contact processes to be established Noise-generating works to be limited to standard construction hours. Prepare Community

PROJECT ACTIVITIES	CATEGORIES OF SOCIAL IMPACTS	POTENTIAL IMPACTS ON PEOPLE		PREVIOUS INVESTIGATION OF IMPACT	CUMULATIVE IMPACTS	ELEMENTS OF IMPACTS - Based on preliminary investigation					ASSESSMENT LEVEL FOR EACH IMPACT				PROJECT REFINEMENT	MITIGATION / ENHANCEMENT MEASURES
Which **project activity / activities** could produce social impacts ?	what **social impact categories** could be affected by the project activities	What impacts are likely, and what concerns/aspirations have people expressed about the impact? Summarise how each relevant stakeholder group might experience the impact. NB. Where there are multiple stakeholder groups affected differently by an impact, or more than one impact from the activity, please add an additional row.	Is the impact expected to be **positive or negative**	Has this impact previously been investigated (on this or other project/s)?	Will this impact combine with others from this project (think about when and where), and/or with impacts from other projects (cumulative)?	Will the project activity (without mitigation or enhancement) cause a material social impact in terms of its: You can also consider the various magnitudes of these characteristics					Level of assessment for each social impact	What methods and data sources will be used to investigate this impact?			Has the project been refined in response to preliminary impact evaluation or stakeholder feedback?	What **mitigation / enhancement measures** are being considered?
						extent i.e. number of people potentially affected?	**duration** of expected impacts? (i.e. construction vs operational phase)	**intensity** of expected impacts i.e. scale or degree of change?	**sensitivity** or vulnerability of people potentially affected?	**level of concern/interest** of people potentially affected?		Secondary data	Primary Data - Consultation	Primary Data - Research		
																Engagement Management Plan
Removal of vegetation	Culture	Changes to environmental context of or removal of specific vegetated areas could impact Aboriginal connection to country, as well as other peoples' understanding, appreciation of, and connection to their environment	Negative	No	Yes	Unknown	Yes	Unknown	Unknown	Unknown	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Yes - project footprint has been refined from earliest stages and will continue to be refined before finalisation.	Refine project to avoid any identified significant Aboriginal trees or other important natural environment areas. Engage with Aboriginal parties throughout the project to minimise risks to significant vegetation The project footprint avoids nature reserves and national parks etc Complaints / contact processes to be established Engage with landowners / residents where clearing is required to identify any sensitivities or similar.
Removal of vegetation	Surroundings	Clearing of vegetation could reduce landowners and other people's appreciation of their environment and connection to natural areas, reducing the aesthetic quality of views and changing the visual character of the landscape.	Negative	No	Yes	Yes	Unknown	Unknown	Unknown	Unknown	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Yes - project footprint has been refined from earliest stages and will continue to be refined before finalisation.	Refine project to avoid any natural environment areas The project footprint avoids nature reserves and national parks etc Complaints / contact processes to be established Engage with landowners / residents where clearing is required to identify any sensitivities or similar.

PROJECT ACTIVITIES	CATEGORIES OF SOCIAL IMPACTS	POTENTIAL IMPACTS ON PEOPLE		PREVIOUS INVESTIGATION OF IMPACT	CUMULATIVE IMPACTS	ELEMENTS OF IMPACTS - Based on preliminary investigation					ASSESSMENT LEVEL FOR EACH IMPACT				PROJECT REFINEMENT	MITIGATION / ENHANCEMENT MEASURES
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Access changes during construction	Access	Construction or maintenance works over roads or access tracks may reduce accessibility through detours or temporary road closures	Negative	No	Yes	Unknown	Yes	Unknown	Unknown	Yes	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Yes - project footprint has been refined from earliest stages and will continue to be refined before finalisation.	The project footprint intersects major roads at only a few locations. Stringing works during construction would be brief and cause minimal impacts, would be organised and community should be provided information on activities in advance.
Access changes during construction	Way of life	Changed access regimes may impact peoples' ability to undertake their daily routines	Negative	No	Yes	Unknown	Yes	Unknown	Unknown	Yes	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Yes - project footprint has been refined from earliest stages and will continue to be refined before finalisation.	The project footprint intersects major roads at only a few locations. Stringing works during construction would be brief and cause minimal impacts, would be organised and community should be provided information on activities in advance.
Road network changes	Access	Construction or maintenance works over roads or access tracks may reduce accessibility through detours or temporary road closures	Negative	No	Yes	No	Yes	Unknown	Unknown	Yes	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Yes - project footprint has been refined from earliest stages and will continue to be refined before finalisation.	The project footprint intersects major roads at only a few locations. Stringing works during construction would be brief and cause minimal impacts, would be organised and community should be provided information on activities in advance.
Traffic delays during construction	Livelihoods	Changed access regimes and traffic impacts may affect ability of business operators / workers to undertake their tasks	Negative	No	Yes	Unknown	Yes	Unknown	Unknown	Yes	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Yes - project footprint has been refined from earliest stages and will continue to be refined before finalisation.	The project footprint intersects major roads at only a few locations. Additional traffic generated by the project during construction would be spread across a wide area Consultation with potentially affected businesses (i.e. located near construction compounds or major

PROJECT ACTIVITIES	CATEGORIES OF SOCIAL IMPACTS	POTENTIAL IMPACTS ON PEOPLE		PREVIOUS INVESTIGATION OF IMPACT	CUMULATIVE IMPACTS	ELEMENTS OF IMPACTS - Based on preliminary investigation					ASSESSMENT LEVEL FOR EACH IMPACT				PROJECT REFINEMENT	MITIGATION / ENHANCEMENT MEASURES
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																work sites) should be undertaken
Construction vehicle movements	Access	Changed access regimes and traffic impacts may affect ability of people, businesses, or workers to access their premises or other locations	Negative	No	Yes	Unknown	Yes	Unknown	Unknown	Yes	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Yes - project footprint has been refined from earliest stages and will continue to be refined before finalisation.	The project footprint intersects major roads at only a few locations. Additional traffic generated by the project during construction would be spread across a wide area Consultation with potentially affected businesses (ie located near construction compounds or major work sites) should be undertaken
Construction vehicle movements	Way of life	Changed access regimes and traffic impacts may affect ability of people, businesses, or workers to access their premises or other locations	Negative	No	Yes	Unknown	Yes	Unknown	Unknown	Yes	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Yes - project footprint has been refined from earliest stages and will continue to be refined before finalisation.	The project footprint intersects major roads at only a few locations. Additional traffic generated by the project during construction would be spread across a wide area Consultation with potentially affected businesses (i.e. located near construction compounds or major work sites) should be undertaken
Expansion of network capacity	Livelihoods	Residents / businesses may be able to access cheaper energy due to system improvements facilitated by the project	Positive	No	Yes	Yes	Yes	Yes	Unknown	No	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Project has been designed to align with the needs of the wider electricity network in South East Australia	Project traverses a range of renewable energy generation projects and/or areas for future projects - colocation benefits likely to arise

PROJECT ACTIVITIES	CATEGORIES OF SOCIAL IMPACTS	POTENTIAL IMPACTS ON PEOPLE		PREVIOUS INVESTIGATION OF IMPACT	CUMULATIVE IMPACTS	ELEMENTS OF IMPACTS - Based on preliminary investigation					ASSESSMENT LEVEL FOR EACH IMPACT				PROJECT REFINEMENT	MITIGATION / ENHANCEMENT MEASURES
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Establishment of a new substation	Health and wellbeing	Noise and vibration may arise from the newly established substation impacting neighbouring residents	Negative	No	Yes	Unknown	Yes	Yes	Unknown	Yes	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Yes - Transgrid have engaged with potentially affected landowners since the early phases of the project.	Noise-generating works to be limited to standard construction hours. Prepare Community Engagement Management Plan Complaints / contact processes to be established Early and ongoing consultation with potentially impacted nearby residents
Establishment of a new substation	Livelihoods	Reduced viability of cropping operations at new substation site may reduce ability for relevant landowner to earn a living from farming	Negative	No	No	Yes	Yes	Unknown	Unknown	Unknown	Detailed assessment of the impact	Required	Specific consultation with affected landowner	Targeted research	Yes - Transgrid have engaged with the landowners since the early phases of the project.	Ongoing consultation with relevant landowner Application of compensation process
Establishment of a new substation	Surroundings	Change to environment from removal of rural landscape and addition of electricity infrastructure may reduce aesthetic value for nearby residents	Negative	No	Yes	Unknown	Yes	Yes	Unknown	Yes	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Yes - project footprint has been refined from earliest stages and will continue to be refined before finalisation.	Noise-generating works to be limited to standard construction hours. Prepare Community Engagement Management Plan Complaints / contact processes to be established Early and ongoing consultation with potentially impacted nearby residents
Influx of non-resident workers	Livelihoods	Additional spending in the area may benefit local businesses and workers, and/or landlords	Positive	No	Yes	Unknown	Yes	Unknown	Unknown	Unknown	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Yes - consultation with residents, businesses and local government has informed Transgrid's approach	Prepare Community Engagement Management Plan Complaints / contact processes to be established Early and ongoing consultation with potentially impacted nearby residents Prepare and implement a workforce community integration management plan Establish communications protocols to support local business to have goods and

PROJECT ACTIVITIES	CATEGORIES OF SOCIAL IMPACTS	POTENTIAL IMPACTS ON PEOPLE		PREVIOUS INVESTIGATION OF IMPACT	CUMULATIVE IMPACTS	ELEMENTS OF IMPACTS - Based on preliminary investigation					ASSESSMENT LEVEL FOR EACH IMPACT				PROJECT REFINEMENT	MITIGATION / ENHANCEMENT MEASURES
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																services available as required
Influx of non-resident workers	Access	Increased demand for good, services and social infrastructure during the construction process may affect residents ability to access them	Negative	No	Yes	Yes	Yes	Unknown	Unknown	Unknown	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Yes - consultation with residents, businesses and local government has informed Transgrid's approach	Prepare Community Engagement Management Plan Complaints / contact processes to be established Early and ongoing consultation with potentially impacted nearby residents Prepare and implement a workforce community integration management plan Establish communications protocols to support local business to have goods and services available as required
Influx of non-resident workers	Community	Influx of non-resident workers during the construction process may change community cohesion, and non-resident workers may be more susceptible to antisocial behaviour associated with disconnectedness and/or drug/alcohol use	Negative	No	Yes	Yes	Yes	Unknown	Unknown	Unknown	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Yes - consultation with residents, businesses and local government has informed Transgrid's approach	Prepare Community Engagement Management Plan Complaints / contact processes to be established Early and ongoing consultation with potentially impacted nearby residents Prepare and implement a workforce community integration management plan

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Stakeholder communications	Decision-making systems	improvement of community engagement through meaningful participation	Positive	No	Yes	Unknown	Yes	Unknown	Yes	Yes	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Transgrid have engaged with potentially affected landowners since the early phases of the project.	Prepare Community Engagement Management Plan Complaints / contact processes to be established Early and ongoing consultation with potentially impacted nearby residents
Stakeholder communications	Health and wellbeing	Reduced stress and anxiety through active consultation on the project and information provision at early stages	Positive	No	Yes	Unknown	Yes	Unknown	Yes	Yes	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Transgrid have engaged with potentially affected landowners since the early phases of the project.	Prepare Community Engagement Management Plan Complaints / contact processes to be established Early and ongoing consultation with potentially impacted nearby residents

ATTACHMENT C: STAKEHOLDER ENGAGEMENT

social atlas

HumeLink
Social Impact Assessment Consultation

What we heard report
October 2022

social atlas

Table of contents

Executive summary

HumeLink is one of NSW's largest energy infrastructure projects, with about 360 kilometres of proposed new transmission lines, and new or upgraded substation infrastructure at three locations. Once completed, HumeLink would increase the energy transfer capacity between southern NSW and major load centres, reinforce stability and reliability of the transmission network, and facilitate transition of the network to new energy generation sources.

The project is a key element of the Australian Energy Market Operator's Integrated System Plan. As a result, HumeLink has been declared a Critical State Significant Infrastructure (CSSI) project under the *Environmental Planning and Assessment Act 1979 (EP&A Act).*

Prior to project approval and, in addition to assessment by the energy regulator, HumeLink will undergo comprehensive assessment via an Environmental Impact Statement (EIS). The purpose of the EIS is to help the community, government agencies and the approval authority make informed submissions or decisions on the merits of the project. The EIS outlines:

- the proposed project footprint and design
- an assessment of the expected impacts to the existing environment (positive and negative)
- an assessment of the projects social and economic benefits
- how input from and issues raised by community and stakeholders have been considered

A number of technical studies contribute to the EIS, including a Social Impact Assessment (SIA). This acknowledges that CSSI projects are large and complex, and can have major economic, environmental and social impacts. It also ensures the community has the opportunity to have their say on HumeLink before any final decision is made.

A SIA is a tool that creates an understanding of the social impacts that projects and programs can have on people, households, groups, communities, or organisations. It will identify and evaluate the potential positive and negative impacts of HumeLink, which will support the development of mitigation or management strategies through design development or management plans. Potential social impacts include changes to people's surroundings, health and wellbeing, livelihoods, and way of life.

To appropriately identify impacts and capture views about the project in the SIA, a program of targeted consultation with stakeholders within the vicinity of the project footprint was required. This document outlines the approach that was taken to identify project affected stakeholders (including those with an identified interest) as well as sensitive, vulnerable and marginalised stakeholders to support the SIA. The consultation considered known topics of interest, issues and risks, as well as specific local context and the current project design.

Consultation activities included a mix of structured face-to-face, telephone and virtual interviews, door knocks and a questionnaire. Of the identified stakeholders, more than 50 individuals representing an organisation, community group or business provided their views. Key topics, themes and issues relevant to the SIA were identified throughout the targeted consultation. These have been categorised throughout this report based on stakeholder groups and geographical locations across the project footprint.

Geographically: Being a large linear project, the potential social impacts for HumeLink span several Local Government Areas (LGAs), with the sheer size of the project contributing to varying concerns and priorities between stakeholders. To capture a mix of views, key towns from across these LGAs were selected for consultation based on their population size, existing and potential business capacity, proximity to the proposed transmission lines and structures, potential to support worker accommodation facilities and/or existing service availability.

Key themes by town are outlined in *Table 1* below. Note that 'x' indicates a mention, but the topic may have been mentioned several times.

Table 1: Key areas of interest by town

	Medical service capacity constraints	Housing affordability and availability	Employment and training opportunities	Lessons from other infrastructure projects in the region	Opportunities and/or impacts associated with an influx of workers	HumeLink social licence and project legacy
Wagga Wagga (Wagga Wagga City LGA)	X	X	X	X		
Tumbarumba (Snowy Valleys LGA)	X	X		X	X	X
Tumut (Snowy Valleys LGA)	X	X	X			X
Gundagai (Cootamundra-Gundagai Regional LGA)	X	X				X
Yass (Yass Valley LGA)	X	X	X			X
Goulburn (Goulburn Mulwaree LGA)			X	X	X	X
Crookwell (Upper Lachlan Shire LGA)		X	X	X		X

Stakeholder group: Stakeholders in the vicinity of the project footprint were targeted for consultation based on known project risks and impacts plus synergies with areas of interest. Stakeholder mapping also considered sensitive, marginalised and vulnerable stakeholders as well as social service sectors such as housing, education, employment and training and health to capture potential direct, indirect and cumulative impacts.

Key themes by stakeholder groups are outlined in *Table 2* below. Note that 'x' indicates a mention, but the topic may have been mentioned several times.

Table 2: Key areas of interest by group

	Medical service capacity constraints	Housing affordability and availability	Employment and training opportunities	Lessons from other infrastructure projects in the region	Opportunities and/or impacts associated with an influx of workers	HumeLink social licence and project legacy
Local Aboriginal Land Councils	X	X	X	X	X	X
Councils and community services	X	X	X	X	X	X
Emergency and medical services	X	X		X	X	
Education and early childcare	X		X	X	X	

	Medical service capacity constraints	Housing affordability and availability	Employment and training opportunities	Lessons from other infrastructure projects in the region	Opportunities and/or impacts associated with an influx of workers	HumeLink social licence and project legacy
Local businesses	X	X	X	X	X	X
Employment and training services	X	X	X	X	X	X
Tourism		X		X	X	
Industry and other projects	X	X	X	X	X	X
Special interest groups (incl industry and representative groups)	X	X	X	X	X	

This report further outlines the consultation findings, with feedback de-identified. The information gathered during the stakeholder consultation process will be used to inform the SIA.

The SIA will form part of the EIS for HumeLink, and will be made public as part of the EIS exhibition in 2023. Community and stakeholders will be invited to make submissions at this time to confirm their voice has been heard.

Background

Project background

HumeLink is a proposed new 500 kilovolt (kV) transmission line which would connect Wagga Wagga, Bannaby and Maragle. It is one of the State's largest energy infrastructure projects, with about 360 kilometres of proposed new transmission lines, and new or upgraded infrastructure. HumeLink has been identified as a priority project by the Australian Energy Market Operator and the Commonwealth and NSW Governments. It is expected to:

- provide reliable and affordable electricity to customers
- reinforce the southern transmission network, enable greater sharing of energy between the eastern states and unlock the full capacity of the expanded Snowy Hydro Scheme
- enable more renewable energy generation to enter the market, supporting Australia's emissions reduction targets
- create more than 1000 construction jobs and contribute to economic activity in regional NSW, generating major benefits for local communities along the route.

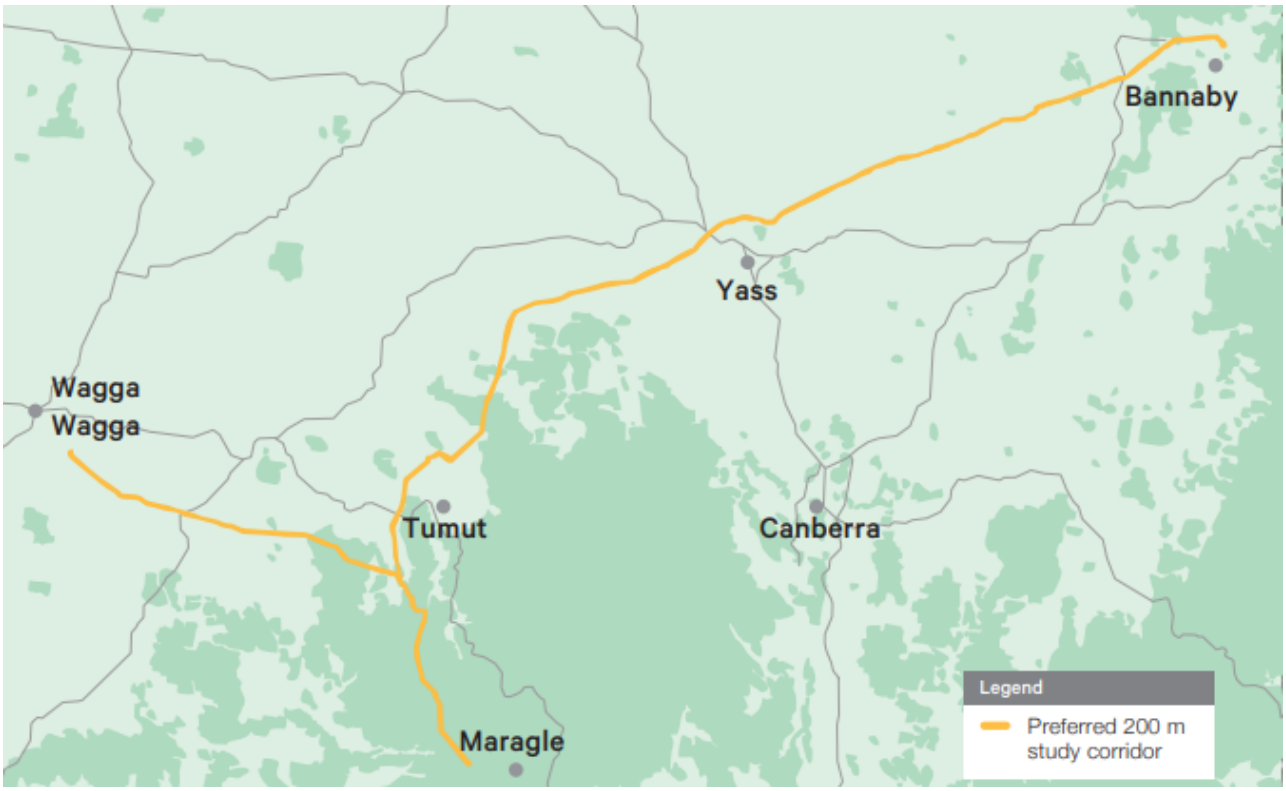


Figure 1: HumeLink map - refined indicative 200m corridor

Projects of HumeLink's size and scale are typically developed and refined over several years, with Commonwealth and State Government regulations requiring a robust environmental assessment before considering the project for approval.

In February 2022, Transgrid submitted a Scoping Report to the NSW Department of Planning and Environment (DPE) for HumeLink that presents a preliminary assessment of the potential impacts requiring consideration for the project. DPE reviewed the Scoping Report and in March 2022 issued the Planning Secretary's Environmental Assessment Requirements (SEARs). The SEARs detail what must be included and addressed in the EIS, including an assessment of social impacts.

HumeLink has been deemed a controlled action being assessed under the bilateral process by both NSW Commonwealth Governments. As such, the Australian Department of Climate Change, Energy, the Environment and Water (DCCEEW, formerly DAWE) will also consider the project for Matters of National Environmental Significance in accordance with the *Environmental Protection and Biodiversity Conservation Act 1999 (EPBC Act)*.

Purpose of the Social Impact Assessment

HumeLink would affect people, communities and businesses in many ways, both positively and negatively. The purpose of the SIA is to identify and evaluate the potential positive and negative impacts of the project on people, communities and businesses in the project footprint. Identifying and understanding these impacts will help inform measures that aim to avoid, mitigate or reduce negative impacts and enhance positive impacts.

Potential social impacts include, but are not limited to, changes to people's surroundings, health and wellbeing, livelihoods, and their way of life. Potential impacts arising from the project are identified by considering the following:

- the project footprint and communities likely to be affected by the project
- the existing socio-cultural characteristics, conditions and dynamics of the communities within the areas of social influence to provide a practical basis on which to predict potential social impacts
- the potential impact on people and communities in terms of the potential occurrence, magnitude, duration and a sense of where they might occur
- the cumulative impacts associated with other construction projects near the project
- the mitigation and management strategies to avoid or minimise potential adverse impact and maximise benefits to people and communities.

Local community and stakeholders have been consulted throughout the project lifecycle to better understand and mitigate these impacts. Feedback received during the SIA consultation will be used to inform project decisions about design, construction and operation of the project. It will also be used to help the project team better understand opportunities and impacts specific to the local community and identify solutions which are driven by local needs.

The SIA will form part of the EIS for HumeLink. It supports the environmental assessment of the project in accordance with *Division 5.2 of the EP&A Act* and responds directly to the SEARs.

The conversation and methodology

Throughout September and October 2022, Social Atlas undertook stakeholder engagement on behalf of Transgrid to support the HumeLink SIA consultation. The engagement program was developed to consider and align with the *Social Impact Assessment Guidelines for State Significant Projects* (DPIE 2021).

Stakeholder analysis was conducted to identify social groups who would likely have an interest in, or be impacted by, the project based on the construction or operation of HumeLink. This analysis considered location, project design, construction methodology and operational activities as well as the local and regional context to inform the likelihood and levels of impact on social groups. SIA guidelines on the type of stakeholders that should be included during consultation were also considered so that vulnerable or hard to reach individuals and communities were included.

Analysis identified social groups and relevant topics for consultation as outlined in *Table 3* below.

Table 3: Stakeholder analysis

Social group	Identified topics for consultation
Local Aboriginal Land Councils	• Cultural values • Historic land use • Contemporary land use • Access to cultural sites • Employment and procurement opportunities and barriers • Constraints within local services • Influx of non-resident workers • Accommodation facilities • Sentiment towards the project (positive or negative) • Social legacy and/or community investment opportunities • Potential project impacts, benefits and mitigation measures
Local Councils and community services	• Community values and character • Potential impacts on social infrastructure • Local road conditions and impacts • Community's acceptance of the project • Identification of sensitive, marginalised and vulnerable groups • Constraints within local services • Influx of non-resident workers • Accommodation facilities • Sentiment towards the project (positive or negative) • Social legacy and/or community investment opportunities • Potential project impacts, benefits and mitigation measures
Local businesses	• Business trends • Services available • Contracting and procurement opportunities • Business operators' reaction to non-resident workers • Businesses operators' reaction to proposed construction compounds and construction activities • Capacity of businesses to meet increased demand during construction • Capability of businesses to respond to tenders and opportunities • Constraints within local services • Influx of non-resident workers • Accommodation facilities • Sentiment to the project (positive or negative) • Social legacy and/or community investment opportunities • Potential project impacts, benefits and mitigation measures

Social group	Identified topics for consultation
Industry and other projects	• Lessons from other projects • Partnership opportunities • Employment, training and upskilling • Workforce constraints and opportunities • Procurement constraints and opportunities • Agricultural farmers values • Regional values • Economic trends • Influx of non-resident workers • Accommodation facilities • Sentiment towards the project (positive or negative) • Potential project impacts, benefits and mitigation measures
Emergency and medical services	• Current demand for services • Increased demand for services due to non-resident workers • Access to existing health services • Existing capacity constraints • Current and future land use • Bushfire/flood management • Accommodation facilities • Sentiment towards the project (positive or negative) • Social legacy and/or community investment opportunities • Potential project impacts, benefits and mitigation measures
Education and early childcare	• Current demand for services • Increased demand for services due to non-resident workers • Existing capacity constraints • Planned service expansion • Student wellbeing • Partnering opportunities • Influx of non-resident workers • Accommodation facilities • Sentiment towards the project (positive or negative) • Social legacy and/or community investment opportunities • Potential project impacts, benefits and mitigation measures
Employment and training services	• Current demand for services • Barriers to employment • Local workforce capacity and capability • Training and skills uplift opportunities and challenges • Employment for marginalised groups • Access to existing employment services • Partnering opportunities • Influx of non-resident workers • Accommodation facilities • Sentiment towards the project (positive or negative) • Social legacy and/or community investment opportunities • Potential project impacts, benefits and mitigation measures
Tourism	• Tourism trends • Existing attractions and services • Tourism operators' reaction to non-resident workers • Tourism operator's reaction to visual impacts of the proposed transmission line • Tourism operators' reaction to compound sites and construction activities

Social group	Identified topics for consultation
Tourism (cont)	• Capacity of tourism operators' to meet increased demand during construction • Peak tourism seasons and events • Sentiment towards the project (positive or negative) • Social legacy and/or community investment opportunities • Potential project impacts, benefits and mitigation measures
Special interest groups	• Identification of vulnerable and marginalised groups • Identification of sensitive receivers • Potential impacts on social infrastructure • Potential barriers to employment / participation • Accommodation facilities • Sentiment towards the project (positive or negative) • Social legacy and/or community investment opportunities • Potential project impacts, benefits and mitigation measures

Importantly, planned activities were designed to build on engagement conducted by the project team, including ongoing landowner consultation and the commencement of broad communications and awareness raising activities being conducted by the Transgrid communications and engagement team. As such, landowners and the general community were not targeted during the SIA consultation. Feedback from these groups will inform the SIA, however activities and findings will be reported separately.

Of the identified stakeholders, more than 50 individuals representing an organisation, community group or business provided their views via a mix of structured face-to-face, telephone and virtual interviews. These stakeholders are listed in *Appendix 2*.

Interview questions (aligned with the survey tool) were developed to provide a standardised approach to better understand the potential positive and negative impacts of the HumeLink project - how positive impacts may be maximised and negative impacts minimised. Question themes included way of life, community, accessibility, culture, health and wellbeing, surroundings, livelihoods and decision-making systems, and how the project may create impact.

The survey tool (see *Appendix 3*) was also made available online to help remove barriers to participation for interested stakeholders, however, as directed, this tool was not widely promoted and as such response levels did not provide meaningful and representative data for analysis. The survey was therefore used primarily to guide the structured interviews. Transgrid facilitated introductions to stakeholders where appropriate, however all interviews were conducted independently.

This report outlines the consultation findings by location and social group. Feedback has been de-identified.

What we heard - Consultation findings by location

To assist identification of key feedback themes, issues and opportunities have been reported by stakeholder group or geographically. This section of the report provides an overview of findings by geographic area.

Potential social impacts for HumeLink, being a large, linear project, will extend beyond the immediate area of project components. The study area for HumeLink's SIA has been defined based on the scale and nature of the predicted social impacts of the project and the considerations in the SIA Guideline. It includes the combined boundaries of the following LGAs:

- Wagga Wagga City LGA (within project footprint)
- Snowy Valleys LGA (within project footprint)
- Cootamundra-Gundagai Regional LGA (within project footprint)
- Yass Valley LGA (within project footprint)
- Upper Lachlan Shire LGA (within project footprint)
- Goulburn Mulwaree LGA (adjacent to project footprint)
- Hilltops LGA (adjacent to project footprint)

Several key towns from within the study area were selected for consultation based on their population size, existing and potential business capacity, proximity to the proposed transmission lines and structures, potential to support worker accommodation facilities and/or existing service availability. It should be noted that despite invitation to participate, Hilltops LGA has not been represented in the findings of this report.

A number of important opportunities were identified during the consultation which should be revisited and assessed as part of the project design development. The sheer size of the project area has contributed to varying concerns and priorities between stakeholders, but largely include access to housing, health and education sector capacity constraints, employment and workforce capacity and capability, transport and cultural impacts. These findings are presented alongside relevant socio-economic, cultural and demographic characteristics of each town.

Trends in impacts and opportunities are analysed by key towns in the following section, however key areas of feedback which emerged per sector are outlined in T*able 4* below. Note that 'x' indicates a mention, but the topic may have been mentioned several times.

Further area information is provided in *Appendix 1.*

Table 4: Key areas of intrest by town

	Medical service capacity constraints	Housing affordability and availability	Employment and training opportunities	Lessons from other infrastructure projects in the region	Opportunities and/or impacts associated with an influx of workers	HumeLink social licence and project legacy
Wagga Wagga (Wagga Wagga City LGA)	X	X	X	X		
Tumbarumba (Snowy Valleys LGA)	X	X		X	X	X
Tumut (Snowy Valleys LGA)	X	X	X			X

	Medical service capacity constraints	Housing affordability and availability	Employment and training opportunities	Lessons from other infrastructure projects in the region	Opportunities and/or impacts associated with an influx of workers	HumeLink social licence and project legacy
Gundagai (Cootamundra-Gundagai Regional LGA)	X	X				X
Yass (Yass Valley LGA)	X	X	X			X
Goulburn (Goulburn Mulwaree LGA)			X	X	X	X
Crookwell (Upper Lachlan Shire LGA)		X	X	X		X

Wagga Wagga

Wagga Wagga sits within the Wagga Wagga City LGA with additional information including statistical snapshot, geographic and local area information shown in *Appendix 1.A*.

Stakeholders consulted in Wagga Wagga shared mixed views about the positive and negative impacts associated with the project. A key theme that emerged was that Wagga Wagga is currently experiencing a growth in population, due to increased employment opportunities in Tertiary Education and Construction sectors, assisting to draw people to the town who may otherwise have moved to capital cities of Sydney, Melbourne and Canberra.

More broadly, the continued growth that the project would contribute to, was seen as a positive outcome in regards to economic and local business development. However, there was concern raised about the strain the current influx of workers is placing on local services and how HumeLink may exacerbate this. Concerns included increased demand on housing and medical services. Consultation findings are summarised in *Table 5* below.

Table 5: Wagga Wagga consultation findings

Theme	Comments
Accommodation and real estate	• Several stakeholders noted that the rental, freehold properties, and short-term accommodation market in Wagga Wagga is currently at or close to capacity and prices were trending upwards. Anecdotally, the reduction in vacancies was attributed to a range of factors including, the influx of people moving to regional areas during the COVID-19 pandemic and the influx of construction workers on projects such as Project EnergyConnect and locally based renewable projects. In addition, with the area offering accessibility to services associated with a city whilst still maintaining the community feel of a country town, Wagga Wagga continues to experience a significant increase in population due to 'tree changers'. • The further influx of workers anticipated with HumeLink presented perceived negative impacts in regards to accommodation. It was suggested that this influx would place further pressure on housing prices, as well as negatively impact local tourism, with the notion that visitors may struggle to find accommodation when they visit the region. • Opportunities for the local building industry and housing development were also identified. It was suggested that Transgrid could support lasting improvements in affordable housing by building permanent housing for use by its transient workers which could subsequently be designated for community use.
Medical services	• Stakeholders identified that the recently expanded Wagga Wagga Base Hospital had capacity to service the medical needs of the local population, as well as an influx of workers associated with HumeLink. However, access to general practice and specialist medical services already face constraints, with some services currently experiencing a 12-month waiting period. Furthermore, it was noted that access to mental health services is already so limited that many members of the current population were currently travelling to Sydney and Canberra or using telehealth to access necessary support. • It was acknowledged that workers' accommodation facilities would likely have medical services onsite for general medical needs, with stakeholders identifying that it would be critical for the project team to work closely with local medical providers to coordinate those services not provided within the accommodation facilities.
Cumulative projects and lessons learnt	• Stakeholders flagged that there were multiple infrastructure projects planned to take place near Wagga Wagga in the near future, and that these projects would have a cumulative impact on the region. Projects include Project EnergyConnect as well as several Defence projects, Inland Rail and various renewables energy projects. As noted above, these projects are expected to place additional pressure on local hospitality and medical services, and the already tight accommodation market. • Despite these impacts, stakeholders noted that these projects presented opportunities for local training organisations and workers to build skills and gain experience, provided the projects could engage proactively and coordinate requirements.

Theme	Comments
Cumulative projects and lessons learnt (cont.)	• The projects also provide employment and business supply opportunities which could be further enhanced through initiatives that remove barriers to participation. For example, it was noted that recent renewable projects had partnered with local employment services, including those with disabilities, and provided shuttle bus transport to site to ensure there was scope for wider community involvement in their projects. There was overall support for similar initiatives to be implemented on HumeLink.
Opportunities	Several opportunities were identified to help enhance the positive impacts associated with HumeLink in the Wagga Wagga region, including: • Coordinating works programs between the various local projects, with a focus on staggering works in the area so as local workers could be engaged and upskilled over an extended period and local construction services could be utilised without being overwhelmed. • Sequencing of works by Transgrid between Project EnergyConnect and HumeLink in the Wagga Wagga area, with a focus on facilitating ongoing work and supporting workers to move straight from one project to the other. • Providing transportation for locals to work at accommodation facilities to enhance employment opportunities for the wider local community, including those with disabilities or who can't drive. • Partnering with Charles Sturt University, noting COVID-19 and the associated increase of courses being offered online had resulted in the education facilities not currently operating at capacity; and as such workers in fields such catering and cleaning were no longer required. It was identified that a partnership with the university could help facilitate catering and cleaning staff securing work at the accommodation facilities. Furthermore, recognising the strain on the current accommodation market, it was also thought that accommodation facilities at Charles Sturt university could be repurposed as worker's accommodation. • Developing training opportunities for the local community which extend beyond the HumeLink project. For example, early commencement of traineeships and apprenticeships and a program of ongoing training opportunities would result in the upskilling of locals for the HumeLink and future projects in the area. • Working alongside Council to assist with developing sustainable solutions to the existing housing shortage. It was identified that housing solutions must extend beyond the lifetime of the project and be embedded within the community. Importantly, establishing further housing within town would result in a greater utilisation of local shops and restaurants, sporting and cultural services, thereby activating and enhancing the town. • Facilitating the development of social housing and essential worker accommodation for existing and ongoing infrastructure projects. This would alleviate pressure on a heavily contracted rental market. It was noted that Council has land available in town which could be used for such development and that the creation of further appropriate accommodation provided an opportunity for HumeLink to leave a strong social legacy in the area.

Tumbarumba

Tumbarumba sits within the Snowy Valleys LGA with additional information including statistical snapshot, geographic and local area information shown in *Appendix 1.B*.

Stakeholders in the Tumbarumba region highlighted the requirement to uphold strong community values and pride of place. This lens was applied to their views on construction impacts, housing opportunities, business and approach to integrating the influx of transient workers. Consultation findings are summarised in *Table 6* below.

Table 6: Tumbarumba consultation findings

Theme	Comments
Social values	• Stakeholders in the Tumbarumba region stressed the importance of transient workers upholding the town's community values and pride of place. This was a key theme, with several stakeholders identifying Tumbarumba as a safe area with strong community cohesion and minimal social issues. • It was noted that these values would need to be upheld by any introduced workers, and that accountability of HumeLink project staff would play an important part in community acceptance. Codes of Conduct and the procurement process would need to ensure behavioural standards were appropriate. • Stakeholders expressed concerns regarding the impact transient workers may have on the town's social fabric, as well as other potential impacts if workers were unable to integrate into the community and/or uphold the town's values. • A zero tolerance for social disturbance was flagged, and the project team was encouraged to work closely with police and the local council to ensure disturbances were kept to a minimum during HumeLink's construction phase. It was also suggested that a partnership between HumeLink and the Tumbarumba Chamber of Commerce could support the integration of workers into the community.
Construction impacts	• The impact of noise and pressure on parking from increased vehicles, including heavy machinery from construction during HumeLink was highlighted. More specifically, it was noted that impact on roads and parking of heavy vehicles outside of stipulated car parks can cause damage to land, particularly during the wet season. • Stakeholders also flagged the need to consider supply chain issues with access to standard grocery items potentially impacted with a significant increase in the population.
Accommodation and real estate	• Constraints were flagged within the local real estate and accommodation market, and those interviewed were keen to ensure the influx of workers didn't impact on tourism and visitors to the region. It was noted that Tumbarumba already experiences annual influxes, with some 200 pickers arriving during harvest season (Dec-March) and up to 5000 event attendees visiting during the Tumbafest weekend (Feb). • Stakeholders were generally positive about a workers' accommodation facility being established in the area. It was acknowledged that an accommodation facility established locally would help offset the current shortage of accommodation options in the town. • It was also highlighted that if an accommodation facility was to be established in close proximity to the town, it could be repurposed as a new housing development or caravan / camping site once the project was completed to help combat the shortage of long-term accommodation. Moreover, it was noted that preliminary discussions regarding a workers' accommodation facility had commenced. Community utilisation of the workers facility post-project, including the importance of structures and utilities remaining, was highlighted as key to facilitating a positive social legacy. • Despite concerns, stakeholders were generally positive about the potential influx of workers into the region. It was felt that Tumbarumba has plenty to offer incoming workers and potential families with an abundance of sports clubs and facilities, new cycle paths, mountain biking and equestrian activities. • It was deemed that existing infrastructure could easily be scaled up with appropriate lead time to meet the needs of a growing population. Stakeholders also believed there were sufficient medical services available to meet the general medical needs of a transient workforce.

Theme	Comments
Business support	• Opportunities for economic growth were highlighted, with stakeholders noting that local businesses would benefit from having additional people in the area accessing local shops, restaurants and hotels. • A robust business supply register which was established early in the project development and was well communicated and managed, would be welcome. • It was suggested that the project work closely with local businesses to coordinate deliveries to the workers' accommodation facility, noting the town has limited hours of operation and shops would typically be closed when workers finished their shift. • Overall, early and open communication was seen as being key to community acceptance of the project and associated local initiatives.
Cumulative projects and lessons learnt	• Stakeholders advised that a large number of local businesses had been used as subcontractors on Snowy Hydro 2.0 which had helped garner local support for the project. • It was indicated that there are a lot of capable contractors in the area who could assist with civil components of HumeLink, and that similar utilisation of local contractors would assist in garnering community support for this project also.
Opportunities	Several opportunities were suggested that are expected to enhance the positive impacts associated with HumeLink in the Tumbarumba region, including: • Working closely with The Tumbarumba Chamber of Commerce to support workers integration into the town through activities such as events with the local sports clubs or welcome information packs for transient workers. • Supporting events in town such as the Tumbafest and construction of the Mountain Bike Park and future events at this facility would have a positive effect on the community. • Contributing to upgrades and maintenance of existing roads (especially shared) and other infrastructure, thereby leaving a lasting social legacy. • Working closely with stakeholders in design development so that the workers' accommodation facility could be repurposed as new residences, accommodation, camp or caravan site post project use. • Establishing a business supply register and working closely with local businesses to maximise local opportunities during the project's construction phase.

Tumut

Tumut sits within the Snowy Valleys LGA with additional information including statistical snapshot, geographic and local area information shown in *Appendix 1.B*.

Stakeholders in the Tumut region have a high-level of project knowledge and their feedback was influenced heavily by a lack of trust in the project team and Transgrid. Despite stakeholders generally being supportive of other large projects that were able to bring economic growth to the region, this lack of trust meant that concerns raised about the project outweighed the perceived benefits. Consultation findings are summarised in the *Table 7* below.

Table 7: Tumut consultation findings

Theme	Comments
Amenity and design	• The key concerns raised by stakeholders in the Tumut region centered around the potential visual and health impacts associated with the project, as well as the proposed transmission line corridor. Stakeholders expressed that the communication with the local community (residents and landowners) had been very poor regarding changes in the alignment and the decision that the transmission lines would be constructed overhead, not underground as put forward by the community.
Medical services	• Stakeholders raised concerns about the potential health impacts, citing EMF and mental health impacts for residents and the community near the proposed transmission line.
Accommodation and real estate	• As with other regions, stakeholders shared that there is a significant shortage of properties for rent and for sale in the Tumut region, with families being forced to live in neighbouring towns. • Stakeholders raised concern that HumeLink would place further pressure on real estate prices. It was cited that this had been observed to be the case with Snowy Hydro 2.0, in particular with transient workers coming into the community. • There were strong recommendations to establish temporary accommodation facilities near the town so that the local businesses would benefit from the influx of workers and families, without adding pressure on the town's accommodation supply. • There was also mention of the one-off payments being offered to landowners impacted by the transmission lines and structures, with consensus that it does not benefit future property owners. The suggestion of staged payments or leasing the land in perpetuity was provided as a consideration.
Construction impacts	• The additional projects in the area, such as Snowy Hydro 2.0, have resulted in increased trucks and vehicles in the area, with increased vehicle movements having had a considerable impact on existing infrastructure. Large trucks and machinery were cited as having caused considerable degradation on the roads coming into town as well as on town assets. Heavy vehicles have also parked on vegetated verges and in urban environments causing impact to areas which are not designed to take large vehicles. This has resulted in potholes in roads and ruts in verges which affect the drainage further damaging roadways.
Employment and training	• It was noted that Tumut is a prosperous industrial town with consistent economic viability due to the ongoing large boost from logging activities. Anecdotally, half of the jobs in Tumut are Forestry-related and thus there was a heavy reliance on this industry. Stakeholders shared that during the recent Dunns Road fire, approximately 40 per cent of local timber supplies has been burnt, demonstrating the importance of diversifying local work and opportunities to reduce this overall reliance. • Unemployment is a key issue flagged by stakeholders in the area. It was noted that recent infrastructure projects have employed workers from outside of the local area which has exacerbated the issue. • It was noted that there are limited training services in the area with people having to go to Wagga Wagga for construction certification and this may have contributed to lack of local employment. It was recommended that upskilling and training locals to suit HumeLink employment opportunities whilst also providing transferable skills for future infrastructure projects would be highly beneficial.

Theme	Comments
Opportunities	Several opportunities were identified to help enhance the positive impacts associated with HumeLink in the Tumut region, including: • Providing family-friendly work schedules which would attract local workers but also support work/life balance. Current working arrangements on projects such as the Snowy Hydro 2.0 of 14 days on 7 days off have a recognised social impact, and have dissuaded locals from seeking employment. • Developing and facilitating opportunities for contractors and Transgrid to invest in community training programs to upskill and train locals through to employment pathway programs. • Partnering with local schools and TAFE to develop training opportunities, upskill school leavers and unemployed youth linked to specialist trades required on the project. In particular, identifying Registered Training Organisations to provide training locally for construction certificates and licenses (i.e. white cards, forklift driving and work at heights). • Considering alternative compensation options and models for impacted landowners beyond the one-off land acquisition payment.

Gundagai

Gundagai sits within the Cootamundra-Gundagai Regional LGA with additional information including statistical snapshot, geographic and local area information shown in *Appendix 1.C.*

Stakeholders consulted in Gundagai expressed their opposition for the project based on amenity, impacts to farming and site selection, however, acknowledged that the project would have a positive effect on the local economy in the town and region. Consultation findings are summarised in *Table 8* below.

Table 8: Gundagai consultation findings

Theme	Comments
Accommodation and real estate	• Real estate capacity was the main area of concern raised during consultation, with housing shortages in the region consistently raised. Stakeholders expressed that accommodation shortages were directly attributed to COVID-19, with working from home and housing affordability facilitating a migration to smaller regional centres such as Gundagai. • Stakeholders flagged that as of September 2022, there were zero rental properties available on the market. Moreover, it was noted that land and any new subdivisions that become available sold quickly.
Tourism	• Gundagai was cited as a tourist destination with local hotels and caravan parks at full capacity during peak periods, such as school holidays. Local hotels also cited limited year-round availability. • Anecdotally, people travelling between Sydney and Melbourne typically stop at Gundagai for a break as it is the 'halfway-point'. Popular stops for tourism are the historic monument Dog on the Tucker Box and the iconic Niagara Café. The region is also popular for its historical architecture as well as hiking, camping, mountain biking, and fishing. • Stakeholders raised concern that having an influx of transient workers would have a negative impact on the tourism industry, with concern workers may by take-up limited accommodation in the hotels and caravan parks / camping grounds. • In general, while providing accommodation for short-term projects was seen as achievable, stakeholders believed that longer-term projects such as HumeLink would require a longer-term solution for workers. • It was recommended that the project consider dedicated temporary accommodation facilities for the transient workers to ease the pressure on local accommodation availability. • Furthermore, stakeholders noted that, if the accommodation facility was built in close proximity to the town, local businesses would benefit from the workers utilising their services. It was however noted that the high-quality farmland surrounding town may prove a challenge in acquiring land for temporary accommodation near town amenities.
Medical services	• Accessing medical care is difficult in the region, with stakeholders citing a three week wait for appointments and mental health services only available through the hospital. This has resulted in families often having to travel to Canberra or Wagga Wagga for medical services appointments.
Amenity and design	• Concerns raised specified the negative impact the overhead transmission lines will have on the rural amenity and farming. • There was specific opposition cited to the alignment going through Coolac.
Education	• While capacity within both primary and high schools was not seen as an issue, it was highlighted that access to early childcare may prove challenging for transient workers.

Theme	Comments
Opportunities	Several opportunities were identified to help enhance the positive impacts associated with HumeLink in the Gundagai region, including: • Repurposing the workers' accommodation facilities at the completion of the project as new residences, short-term accommodation, camp or a caravan site. • Identifying and purchasing of dilapidated properties to be utilised as workers accommodation short-term, then as workers accommodation for transient works long-term supporting local seasonal employment demands. • Establishing relationships with the local medical centres to reduce the potential impact on the health service due to the influx of transient works. An example could be setting up dedicated days where workers could obtain scripts, and establishing set times for routine appointments when the medical centres aren't as busy.

Yass

Yass sits within the Yass Valley LGA with additional information including statistical snapshot, geographic and local area information shown in *Appendix 1.D.*

Stakeholders consulted within Yass commented on the strong community connections and lifestyle that people experience when living in the area. Services such as local hospitals, schools and public transport to Canberra were identified as being good, however it was noted that specific services are currently under some pressure.

Despite the challenges and concerns raised, the community welcomes the work opportunities that would come with the HumeLink project, acknowledging the contribution to the local economy and integration into the local community.

Consultation findings are summarised in *Table 9* below.

Table 9: Yass consultation findings

Theme	Comments
Medical services	• The newly developed Yass Hospital consists of an emergency department, palliative care room, community health consultation rooms, and physiotherapy room. It was noted that the majority of doctors working at the hospital travel from Canberra. • A diversity of views were expressed in regards to the potential impact of HumeLink on existing health services. Some stakeholders expressed that due to a recent population growth, the local medical centres have long waiting lists for new patients which adds pressure to the hospital system. Meanwhile other stakeholders suggested that there had not been a noticeable increase in people presenting to the emergency department as a result of current large infrastructure projects in the area. • There is limited mental health services provided at the hospital. Concern was raised regarding the potential for mental health issues associated with transient workers being isolated and working long hours to arise. This may create additional pressure on the local health system but also the local system's inability to supply appropriate treatment. It was felt that through the provision of medical services within workers' accommodation facilities the impact on local medical services could be managed.
Accommodation and real estate	• Accommodation was the main topic of feedback amongst the stakeholders that were consulted in Yass. As with other regions within the HumeLink footprint, there is very limited availability of short-term accommodation, long-term rentals and properties for sale. • It was believed that rental prices had increased with the demand to accommodate workers for renewable projects in the area. • It was noted that people moving to the area are having to look in nearby towns such as Boorowa and Bowning for housing. • The proposal for a workers' accommodation facility to be established in close proximity to Yass was discussed, and this was seen as an opportunity for the HumeLink workforce to contribute to the local economy without impacting the rental and real estate market. • It was however noted that the proximity of high-value farming land to Yass may make identifying a suitable location for a workers' accommodation facility within the Yass area challenging.
Employment and training	• It was identified that employment and training services are limited in Yass, especially to support Indigenous employment. It was suggested that locals struggle to get appropriate training or develop skills to adequately match local employment opportunities. • There is the opportunity for Transgrid to develop 'job ready' and upskilling programs to ensure locals have opportunities to be employed on the project. • Question was raised regarding HumeLink's Conditions of Approval and particularly if there would be a target of Indigenous workers engaged on the project. • The need for a broader perspective in developing training and education programs was highlighted. More specifically, it was also noted that office workers should be considered along with construction workers.

Theme	Comments
Amenity and design	• Stakeholders in the Yass Valley LGA noted negative experience with Transgrid to date, particularly in regard to consultation on the proposed transmission line corridor. Stakeholders were unhappy that the proposed corridor was continually changing, noting this had placed unnecessary stress on landowners who were unsure if they would be impacted or not. • In addition, it was noted that the local community felt intimidated at community consultation events where the Transgrid staff outnumbered the attendees, thus inhibiting local community members providing open and honest feedback.
Opportunities	Several opportunities were identified to help enhance the positive impacts associated with HumeLink in the Yass region, including: • Partnering with local agricultural supply businesses to provide materials for the project such as fencing products, pesticides and soil. They could assist with facilitating the purchase and delivery of materials as well as managing the deliveries from Sydney, Melbourne or larger centres such as Wagga Wagga. This could be beneficial for short turnarounds. • Working closely with the local community to provide 'job ready' training for the local workforce ahead of construction starting.

Goulburn

Goulburn sits within the Goulburn-Mulwaree LGA with additional information including statistical snapshot, geographic and local area information shown in *Appendix 1.E*.

Stakeholders reported that support for the project is low, due to past infrastructure projects not engaging local workers or using local businesses to provide goods and services. Consultation findings are summarised in *Table 10* below.

Table 10: Goulburn consultation findings

Theme	Comments
Accommodation and real estate	• Stakeholders shared details about the status of the rental market, noting Goulburn currently has a vacancy rate of 0.73 per cent, with 28 per cent of its population in the rental housing market. Median rental prices for both houses and apartments have steadily increased over the past two years, houses from $350 in 2020 to $450 in 2022, apartments from $288 in 2020 to $340 in 2022. • It was suggested that infrastructure projects, such as HumeLink, impact rental housing availability and affordability in the region. For example, when transient workers move to the area they tend to stay in rental properties and hotels thereby impacting the availability of accommodation for tourists and the local rental market.
Employment and training	• Stakeholders suggested that if HumeLink utilised the local workforce and resources there would be stronger support in the community for the project. • It was noted that there were limited training services currently located in Goulburn which had impacted the ability of the local community to be 'job ready' for large infrastructure projects in the region. • While the local community has expressed interest in training, the need to travel to Canberra and Wagga Wagga to access training services has impeded this opportunity. • Stakeholders suggested a good initiative to gain community confidence for HumeLink would be to develop training courses for locals prior to the project commencing to support maximising local employment opportunities.
Cumulative projects and lessons learnt	• Stakeholders suggested that the experience with the Goulburn Base Hospital, a $160 million development, was negative as local employment opportunities weren't considered. It was cited that no locals were used for this project, with a high proportion of transient workers sourced from Sydney and other areas. • Furthermore, the project was required to have a certain percentage of Indigenous employees but did not employ anyone from the Local Aboriginal Land Council. Indigenous people were employed from other areas which had a very negative impact on the community. • It was felt that workers who were engaged to work on the Goulburn Base Hospital project did not contribute towards the town by being involved socially or spending money in town. • Goulburn has recently had a number of flood events (up to seven in the last couple of years) which have damaged a number of roadways. Although supportive of projects utilising local civil companies on the project, there was concern about the capacity or ability contractually of these companies to respond to future local disasters if engaged on HumeLink.
Community benefit	• Concerns were raised that Goulburn tends to host projects that provide little local benefit. By way of example, stakeholders raised concern about the Veolia disposal facility in Goulburn, noting more than 65 per cent of the facilities total waste is transported via train direct from Sydney, resulting in the surrounding area suffering odour issues from the waste brought in from outside the town. • Concern about the lack of sustainable community benefit was also raised. In particular, stakeholders felt both construction and long-term visual impacts of HumeLink (which is believed to be for the supply of renewable energy to Sydney and other major centres) would be borne by the local community as opposed to end users.

Theme	Comments
Business support	• It was noted that local engineering and equipment hire companies have the capacity to provide services, but historically have been overlooked by other large infrastructure projects. • It was recommended that HumeLink engage with local companies and provide an opportunity to quote to supply goods and services.
Opportunities	Several opportunities were identified to help enhance the positive impacts associated with HumeLink in the Goulburn region, including: • Offering Year 11 and 12 students traineeships or apprenticeships on the project, thereby providing invaluable experience for local youth. • Engaging early with local businesses to offer opportunities for them to provide goods and services for the project. • Utilising Transgrid resources to assist in local disaster response. For example, to support responses on flood events.

Crookwell and surrounds

Crookwell sits within the Upper Lachlan Shire LGA with additional information including statistical snapshot, geographic and local area information shown in *Appendix 1.F*.

Stakeholders within Crookwell held high regard to the picturesque landscape of the area, so concern around reduced amenity impacted positive support of the project.

Consultation findings are summarised in *table 11* below.

Table 11: Crookwell consultation findings

Theme	Comments
Amenity and design	• Visual amenity was cited as a key stakeholder concern, with concern that HumeLink infrastructure would fundamentally change the characteristics of the region. It was noted that the community felt that the transmission line structures would industrialise the towns, and that undergrounding was necessary to resolve the high visual impact. The weighting placed on this issue, meant that the perceived project benefits were vastly diminished. • Stakeholders expressed that they felt like they are 'warehousing dirty infrastructure' from elsewhere which is causing an industrialisation of the area and impacting local character. • Furthermore, it was perceived that the recently released undergrounding study was a foregone conclusion and was an attempt at justifying a decision after the decision was made. This has eroded the trust in HumeLink's genuine engagement process. • It was noted that consultation on the project to date had not been effective. The absence of sufficient information has led to a perception of a lack of regard for the lasting effect of the project on the community.
Employment and training	• It was suggested that if HumeLink utilised local workers and resources there would be a greater level of support in the community for the project
Accommodation and real estate	• Consistent across the study area, accessibility and affordability of rental accommodation was raised as a key concern. It was noted that the paucity of rental properties has resulted in a fast property market with properties on the market selling quickly. This hot market is exacerbated by the proximity of Crookwell to Sydney, with the lack of accommodation attributed directly to Sydney retirees relocating to the area. This is supported by statistics with the ABS 2021 census reporting a median age of 50 years and 28.4per cent of the population over 65 years of age. By way of comparison, the median age in NSW is 39 years of age.
Cumulative projects and lessons learnt	• Community sentiment from the development of commercial windfarms in the area has left a hesitancy and skepticism for future infrastructure projects. It was noted that despite several commercial windfarms built within the Upper Lachlan Shire LGA there was no flow on economic and employment benefits from these projects with workers preferring to locate in Goulburn, thus providing the economic boost in accommodation and local shops outside of the area. • It is noteworthy that whilst acknowledging that the landscape is peppered by some 400 plus wind turbines and more in the planning stage there is an acceptance of the renewable projects. • Despite concerns on impact to visual amenity and lack of direct benefit, it was advised that renewables have been accepted in the area as they have a long standing and continuous contribution to those in the area by way of ongoing payments. This was contrasted against the HumeLink project's one-off payment.

Theme	Comments
Opportunities	Several opportunities were identified to help enhance the positive impacts associated with HumeLink in Crookwell and the surrounding region, including: • Partnering with telecommunication companies to address and improve Internet and phone connectivity issues across the Upper Lachlan Shire to benefit the local community directly and provide a lasting legacy for the HumeLink project • Subsidising electricity for the area to compensate for the impacts of the project. This would be a sign of good faith and would make it easier for the community to support the project. • Considering installing sections of the transmission line underground where both cultural and scenically importance has been established. Transmission lines around Pejar Dam would be seen as one of these areas. This would be a show of good faith that local community voices are heard and that Transgrid has fully considered project impacts.

What we heard - Consultation findings by social group

To assist identify key feedback themes, issues and opportunities have been reported by stakeholder group or geographically. This section provides an overview of feedback from a range of key stakeholders and groups within the vicinity of the proposed transmission line.

Various stakeholders were targeted for consultation based on known project risks and impacts as well as synergies with areas of interest. Stakeholder mapping also considered sensitive and vulnerable stakeholders and social service sectors such as housing, education, employment and training and health to capture potential direct, indirect and cumulative impacts.

A grouping exercise was undertaken to assist in assigning feedback with broad stakeholder groups, including:

- Local Aboriginal Land Councils
- Councils and community services
- Emergency and medical services
- Education and early childcare
- Local businesses
- Employment and training services
- Tourism
- Industry and other projects
- Special interest groups, including marginalised groups and representative bodies.

As part of the consultation, stakeholders were asked to provide their views on the HumeLink project and how they felt a project of this nature would impact their local area and community. Stakeholders were asked to consider a series of questions tailored to their areas of interest, but also general questions aiming to capture all views, concerns and opportunities were captured.

Trends in impacts and opportunities are analysed by stakeholder group in the following section, however key areas of feedback which emerged per sector are outlined in *Table 12* below. Note that 'x' indicates a mention, but the topic may have been mentioned several times.

Table 12: Key areas of interest by group

	Medical service capacity constraints	Housing affordability and availability	Employment and training opportunities	Lessons from other infrastructure projects in the region	Opportunities and/or impacts associated with an influx of workers	HumeLink social licence and project legacy
Local Aboriginal Land Councils	X	X	X	X	X	X
Councils and community services	X	X	X	X	X	X
Emergency and medical services	X	X		X	X	
Education and early childcare	X		X	X	X	

	Medical service capacity constraints	Housing affordability and availability	Employment and training opportunities	Lessons from other infrastructure projects in the region	Opportunities and/or impacts associated with an influx of workers	HumeLink social licence and project legacy
Local businesses	X	X	X	X	X	X
Employment and training services	X	X	X	X	X	X
Tourism		X		X	X	
Industry and other projects	X	X	X	X	X	X
Special interest groups	X	X	X	X	X	

Local Aboriginal Land Councils

There are five Local Aboriginal Land Councils (LALCs) represented within the HumeLink project footprint. These stakeholders were asked to consider how the project may positively or negatively impact Aboriginal culture, identity and heritage, as well as historic and contemporary land use, employment, training and access to services. Of these, input was received from the following three LALCs:

- Brungle Tumut Local Aboriginal Land Council (Tumut)
- Pejar Local Aboriginal Land Council (Goulburn)
- Onerwal Local Aboriginal Land Council (Yass).

Primarily, HumeLink was viewed positively by the LALCs as it is expected to provide local Indigenous communities an opportunity to access employment and training. The feedback outlined below builds upon an ongoing program of engagement implemented by Transgrid and the HumeLink project team so should be considered in association with the ongoing feedback. Consultation findings are further summarised in *Table 13* below.

Table 13: Local Aboriginal Land Council consultation findings

Theme	Comments
Employment and training	• Stakeholders noted that there is currently a high rate of unemployment surrounding the project footprint for Indigenous communities, and HumeLink offers an opportunity to assist in mitigating this issue. • Provided appropriate consultation and adequate timeframes, LALCs would be willing to support training and upskilling so local Indigenous communities were 'job ready' prior to the commencement of works. • Several stakeholders reported that there were workers in the community who were available and willing to work, however formal programs had not been established to support upskilling this workforce and/or matching opportunities and as such no employment had materialised. • Employment and training services which cater specifically for the Indigenous community were noted as lacking, and this was having a negative impact on the number of potential workers who were 'job ready' for larger infrastructure projects in the region. • Furthermore, it was highlighted that training services provided through avenues such as Centrelink are only available to those people who are receiving benefits from the Commonwealth Government, and people who aren't registered, either because they are working odd jobs in the community or do not chose to get benefits, are unable to get the required training to work without serious economic burden. This was perceived as a barrier to employment, and too help overcome this obstacle, it was recommended that HumeLink partner with TAFE NSW to develop targeted training programs to upskill the local workforce. It was highlighted that these courses would not need to be specific for the Indigenous community, such that there would be benefits to the community as a whole.
Cumulative impacts and lessons learnt	• There was frustration directed towards the local workforce targets not being met on existing and previous large infrastructure projects being delivered in the region. Stakeholders noted they had experience with other projects consulting, then stipulating the requirement to employ Indigenous people as part of their Conditions of Approval and/or social licence but eventually choosing to employ from outside the area instead of offering opportunities to local workers. This was perceived extremely poorly, and the HumeLink project was encouraged to ensure this didn't occur. By way of example, it was noted that the construction of the Goulburn Base Hospital engaged a high proportion of workers from outside of the region, and furthermore had not employed anyone from the Pejar LALC. This led to a very negative opinion from all aspects of the community, including the Indigenous population in the area. • Consultation identified that when larger projects had engaged Indigenous workers they generally only targeted construction workers. Stakeholders noted there were also people in the community who were experienced working in office environments, and as such HumeLink was encouraged to expand employment targets to include office roles as well as opportunities to employ caterers and cleaners at workers' accommodation facilities or construction compounds.

Theme	Comments
Cumulative impacts and lessons learnt (cont.)	• One stakeholder identified that Richard Crookes Construction, who built the Tumut District Hospital, partnered with Tumut TAFE to develop a 'job ready' program for Indigenous workers. This was seen as a great initiative to gain support from the local community, and similar support from HumeLink would help leave a positive project legacy. • Stakeholders noted that the working arrangements on major projects can act as a deterrent and make the work less attractive for LALC members who prioritise family and connection to the community and land. One example shared was that the working arrangement on Snowy Hydro 2.0 is currently 14 days on, 7 days off with workers required to stay in an accommodation camp. This was perceived as another barrier to employment for Indigenous people due to the high impact on the family function and for those who want to be involved in their community. • Stakeholders recommended HumeLink look at positive initiatives that other projects have implemented, including having a Project Community Engagement Officer working with the local LALC to ensure timely and regular updates provided as was successfully implemented on the 'Roads to Home' project. • To further support positive outcomes, building an ongoing relationship with the LALCs was encouraged to help ensure there was effective consultation with the Aboriginal community. Stakeholders noted that keeping the local LALCs updated regularly and maintaining good communication throughout the project (e.g. talking about where impacts may be and when they might occur) would help build trust. • It was acknowledged that there had already been considerable involvement of people in the LALC for HumeLink site investigations as part of Aboriginal Heritage Impact Assessments. Access to Country, heritage and water were flagged as being extremely important. Through the site assessments to date the LALCs were able to highlight areas which held significant importance, such as the river. • Improvement in general consultation was encouraged, with one stakeholder noting that community consultation events were intimidating to the Indigenous members of the community due to the large amount of Transgrid staff that were present. Stakeholders encouraged reducing staff numbers at these events so locals didn't feel outnumbered or afraid to speak up.
Medical services	• Stakeholders shared their views about the impacts the influx of workers to the area would have on local services. It was noted that access to medical services is already challenging, with delays in booking appointments currently experienced. Stakeholders were worried this would only become harder for the local community with an influx of transient workers to the region.
Accommodation and real estate	• It was noted that the regional housing market is already constrained, and the associated increase in housing prices was exacerbated by the increase in highly paid workers on infrastructure projects such as Snowy Hydro 2.0 and commercial wind and solar farms.
Business support	• It was noted that in some regions access to discounted fresh fruit and vegetables through supermarket 'ugly' ranges was being impacted by transient workers, forcing local disadvantaged families to turn to unhealthy alternatives. For this reason, HumeLink was encouraged to consider the goods and services made available to its workers onsite and at accommodation facilities to help reduce the burden on locals.
Opportunities	Several opportunities were identified by this stakeholder group to help enhance the positive impacts associated with HumeLink, including: • Setting employment targets for Indigenous workers, with a requirement to prioritise use of local workers. Ensure that the definition for 'local' used in these targets prioritises members of the five LALCs which are within the project footprint. Within these targets having diversity in roles of employment to include office, cleaning and catering roles as opposed to limiting to construction. • Working closely with LALCs to set inclusive working arrangements which consider connection to country, community and the family function. • Coordinating training programs to upskill the local workforce ahead of HumeLink construction and/or partnering with TAFE NSW to develop 'job ready' programs for the local Indigenous community.

Councils and community services

Seven LGAs were identified within the project footprint, as well as a range of community service providers. These Councils are responsible for a range of vital services for people and businesses within their community, including airport operations, biosecurity, community events, community support services, economic development and growth, local business support, planned developments, roads, streets and bridges (load limits and grading), tourism and waste management.

Due to their broad remit, this stakeholder group were asked to provide their views on a range of topics including community values and character, anticipated community reaction to non-resident workers, impacts and constraints on social infrastructure, community's acceptance of the project, potential sensitive receivers, local road conditions and impacts, accommodation impacts and social legacy opportunities. Stakeholders who provided their views included:

- Goulburn Council
- Gundagai Library
- Gundagai Neighbourhood Centre
- Snowy Valleys Council
- Upper Lachlan Shire Council
- Wagga Wagga City Council
- Yass Valley Council.

Experience with and impact of previous projects has created mistrust with the community and stakeholders who value the local amenity and environment. Current consultation is also a concern along with project design decision making. On a positive note, it is recognised that there will be a benefit to the local area economically - especially for businesses such as restaurants, pubs and local shops. Consultation findings are further summarised in *Table 14* below.

Table 14: Council and community services consultation findings

Theme	Comments
Employment and training	• Stakeholders shared that the largest employers in the Gundagai area are Gundagai Meat Processors and DJ Lynch Engineering. Other employers in close vicinity are in Tumut – VISY/ Timber industry in Tumut and the Snowy Hydro 2.0 project, with at least half the jobs in Tumut being Forestry related. Within the Upper Lachlan Shire area approximately 60 per cent of the workforce is employed in farming or associated businesses. • Half the population of Yass travel to Canberra for work typically on a daily basis. Anecdotally, a large number of people have moved to Yass from Canberra (and beyond) during COVID-19 lockdowns as they no longer need to be in the office every day. It was thought that there were approximately 1000 people who travel from Goulburn to Canberra every day. • It was suggested that the project should consider culturally and linguistically diverse, people living with disability and a range of job types in the project's social procurement model. • It was thought that there was the opportunity for the project to build the skills of locals who once trained can continue to provide benefit to the area on other projects which could include future Transgrid works. This could be in the form of traineeships and apprenticeships, however key to this would be upskilling people before the project starts and providing further skills as the works progress.
Accommodation and real estate	• A recurring theme across the project footprint is that there is currently a shortage of available properties for rent or for sale across the regions. This has been exacerbated by renewable projects, mainly windfarms, that have increased rental prices. It was noted that new subdivisions/developments sell quickly when they become available.

Theme	Comments
Accommodation and real estate (cont.)	• Several of the larger Councils in the area have developed settlement or housing strategies to alleviate the housing issues into the future including Yass Valley Council, Wagga Wagga City Council and Goulburn Council. • As raised by numerous stakeholders across the project footprint, HumeLink could establish temporary accommodation facilities for the workers to live in during construction which could in turn be repurposed to residences or relief accommodation. Some stakeholders noted a strong need for social housing in their area as well as access to housing for essential workers. This was identified consistently as an issue, with transient workers on other infrastructure projects seen to be driving up the price of rent and pricing locals out of the current market. It was suggested this as an opportunity for HumeLink to leave a strong social legacy in this area. • Stakeholders believed that by working together with Council, the project could establish sustainable accommodation solutions (i.e. not temporary camps but infrastructure that can stay after the project) with second stages of usage for accommodation after the project is finished. Furthermore, it was thought that developing an accommodation facility close to town would support better connections between the project and the community, with workers placed in town (rather than in a camp on the outskirts) more likely use local services such as local shops and restaurants, sporting and cultural services. • It was noted that the increased presence and patronage in town would further activate the town and allow for placemaking, resulting in great experiences for people when they stay. In Wagga Wagga it was suggested that Council has land available which could be used for this purpose. • Across Wagga Wagga and Yass t was hoped that once the renewables projects in the area are complete the market from rentals will return to normality as at the moment it is incredibly hard for locals to find or afford rentals as the transient workers who are on large wages price them out of the market.
Medical services	• Mental wellbeing was raised as an important consideration both for regional communities as well as for transient workers. • It was noted that only mental health facilities near Gundagai are at the District Hospital, and that currently there is a three week wait for general medical appointments at local medical centre with only one doctor on duty. • In Yass medical services are accessible in the area including the Yass District Hospital and the newly finished Murrumbateman Health Hub. • It was suggested that if medical services were provided onsite and at accommodation facilities, then the local medical services would not be impacted. If this doesn't happen, then it is strongly encouraged that relationships are established with the local medical centres to help coordinate services and ease capacity constraints.
Tourism	• Generally, stakeholders were not supportive of transient workers taking over hotels or large percentages of in town accommodation due to the perceived impact on tourism. By way of example, it was noted that Gundagai Meat Processors has purchased a motel to accommodate incoming workers which has reduced the number of available beds for tourists. • There has been strong support for recent tourism events in the region, including Gears and Beers in Wagga Wagga and the Irish and Celtic Music Festival in Yass, with large percentages of event attendees coming from outside the region and supporting the local economy.
Cumulative impacts and lessons learnt	• Across the project footprint, the various LGAs shared their insights on cumulative projects, with town activation and local economic support weighted against constraints in service availability. • Yass Valley Council noted various renewable projects in the region were underway as well as the duplication of the Barton Highway. They also shared heir own work in developing a Masterplan Strategy to activate the main street, with commencement of these works dependent on grants. • As noted previously, Snowy Hydro 2.0 is a large infrastructure project in proximity to Gundagai, Tumut and Tumburumba. Meanwhile there are an unprecedented number of major infrastructure projects planned for the Wagga Wagga area which include multiple Defence projects with value over a $1 billion, Project EnergyConnect, Inland Rail and various renewable projects in the area.

Theme	Comments
Amenity and design	• It was thought that HumeLink would change the characteristic of a lot of the smaller rural communities, with large infrastructure projects seen to be causing the industrialisation of scenic rural areas.
Opportunities	This stakeholder group identified several opportunities to help enhance the positive impacts associated with HumeLink, including: • Notifying local medical services about plans for transient workers, including where they will based, numbers and known health issues. • Handing accommodation facilities back to the local authority and the end of the project to develop into short-term accommodation, such as caravan parks, or into a new residential release. The installation of power, water and other utilities to these areas was seen as a significant benefit to the areas where accommodation facilities would be established. • Developing training opportunities for the local community which extend beyond the HumeLink project. For example, providing early commencement of traineeships and apprenticeships and a program of ongoing training opportunities which would result in the upskilling of locals for both HumeLink and future projects in the area. • Partnering with Councils and other large infrastructure projects to help address existing housing challenges in the area through the provision of sustainable accommodation solutions. • Developing partnerships with event organisers for regional events. For example, Snowy Hydro 2.0 has been involved with sponsoring the recent Tumbafest which was well received.

Emergency and medical services

Representatives from across police, rural fire fighting, ambulance and health were asked to provide their views on current demand for services, planned future development, perceived, or likely increases in demand for services due to non-resident workers, social legacy and community investment opportunities, as well as potential project impacts, benefits and mitigation measures. Of these, feedback was received from the following stakeholders:

- NSW Ambulance (Murrumbidgee)
- NSW Ambulance (Southern District)
- Rural Fire Services (Riverina)
- Yass Hospital.

Multiple stakeholders flagged the provision of emergency and medical services in the region as an area of concern throughout the consultation period. By directly consulting with this stakeholder group, comments and concerns raised about capacity constraints were substantiated. Consultation findings are summarised in *Table 15* below.

Table 15: Emergency and medical services consultation findings

Theme	Comments
Medical services	• One of the prominent themes raised by stakeholders in this group was the limited capacity of medical centres in regional towns, which often have a long waiting list for new patients. This was seen as a significant impact as it can lead to difficulties in patients being seen for minor or known ongoing health problems that require regular attendance, as well as reducing the ability for people to see a doctor for prescriptions, and as a result people may turn to a hospital or call an ambulance for non-urgent medical care because they cannot get access to a GP. • Stakeholders noted that issues arise when an ambulance is dispatched to an emergency call, while transporting patients from regional towns to major cities for problems that could have been treated locally. • Similarly, stakeholders noted that there are limited capacity for mental health services throughout the region. • It was noted that mental health issues often arise in a situation where the options for care are limited, with young workers in isolating environments (such as living in workers' accommodation facilities), travelling long distances, and/or working long hours cited as examples. Anecdotally this environment also increases the potential risk of alcohol abuse. • Stakeholders recommended HumeLink engage their own medical staff on site, as well as at accommodation facilities. This sentiment was reiterated by numerous stakeholder groups. • The newly developed Yass Hospital consists of a new emergency department, palliative care room, community health consultation rooms, and physiotherapy room. It was noted that many specialists or doctors come from Canberra to work at the facility and are only available certain days a week.
Construction impacts	• Stakeholders expressed that local workplaces are generally safe, with few workplace injuries requiring an ambulance. The increased population in the community and volume of after-hours incidents, were perceived to likely have a more substantial impact on the workload for ambulance services. • Several comments were made on the limited accessibility to 4WD ambulances, which could inhibit ambulance response capabilities to remote and hard to reach work sites. Due to these factors, it was deemed crucial that the project team maintain open lines of communication with all emergency services, particularly Ambulance NSW, to ensure that all work locations are accurately identified and updated to handle any potential responses.

Theme	Comments
Accommodation and real estate	• Another key theme raised during consultation was accommodation availability, with limited availability for short-term accommodation and rentals flagged as an issue across all regions. The housing market has increased with the demand to accommodate workers for renewable projects in the area. • Accommodation for emergency and medical services was cited as a challenge as often workers, such as paramedics, are required to travel and work in nearby towns to cover for permanent staff who are on leave. In areas like Tumbarumba, Batlow and Tumut, accommodation is difficult to secure at peak times.
Cumulative impacts and lessons learnt	• It was noted HumeLink should carry out work in accordance with the Grain Harvesting guidelines, as per the rules abided by local farmers so as to minimise potential conflict if major work is carried out on or near property owners' land. • It is encouraged, all work undertaken is reported to the Rural Fire Services regarding fire safety, and to ensure that any impacted local landowners have been effectively communicated with. • HumeLink is encouraged to provide updated maps with easements, schedules and fire plans. The RFS did note that their previous experiences with Transgrid had been positive and that they have effective measures in place when working in bushfire prone land. • It was noted that responding to bushfires in State Forests limits the ability of helicopters/planes to fly in the area to fight fires which anecdotally occur when there is intense heat and the transmission lines sag. • A stakeholder cited that farmers were incredibly worried that the existing and proposed transmission line easements were not managed for vegetation routinely enough to stop fires from occurring. • It was suggested that construction traffic on the roads would cause problems. Beyond the delays, the frustration of large trucks on small roads can lead to accidents. It was also acknowledged that this was already any issue with logging trucks and also VISY roadtrains but this would only be made worse by a considerable number of trucks required during construction of HumeLink. A proposed solution would be that large truck movements for the project run outside of peak periods.
Opportunities	This stakeholder group identified several opportunities to help enhance the positive impacts associated with HumeLink, including: • Establishing relationships with medical centres in key towns to coordinate services for the project workforce in order to help alleviate potential pressure on local hospitals. This could be in the form of dedicated days where workers could get scripts and routine appointments at times when medical centres had fewer patients. • Engaging dedicated medical staff at work sites and accommodation facilities to provide generalist medical services. • Offering mental health support services at work sites and accommodation facilities, either in-person or via phone, noting the increased toll accommodation facilities (and being away from family and friends) can have on mental health. • Encouraging workers who have partners in the medical profession (i.e. nurses, occupational therapists and physios) to relocate together during construction, and provide incentives through guaranteed work and accommodation support. This would require input from Council to ensure that rental properties were prioritised if they brought essential services workers with them. • Communicating regularly with all emergency services, especially Ambulance NSW and RFS, about the type and location of works taking place so emergency responses can be coordinated. • Establishing fire safety management plans which go beyond minimum requirements, noting recent bushfire activity and bushfire prone environments. • Educating workers on what constitutes an emergency or when there is the need for an ambulance. • Restricting truck movements on local roads to avoid peak periods in an attempt to minimise unnecessary interface with private vehicles and help reduce possible motor accidents.

Education and early childcare services

Impact to key social services, including education and childcare, was consistently raised as a key concern across stakeholder groups. Understanding current service types, constraints and future capacity will assist the project manage impacts to the surrounding communities along with assuring the workforce has access to important services.

There are several schools and early childcare centres within the project area. Representatives were asked to provide their views on current demand for services, increased demand for services due to non-resident workforce, planned service expansion, student wellbeing and partnering opportunities. The following stakeholders shared their views:

- Department of Education (Yass, Goulburn and Queanbeyan region)
- Wagga Wagga Early Years Learning Centre.

A number of key themes emerged during the consultation about capacity and constraints in educational and childcare services throughout the regions. Consultation findings are summarised in *Table 16* below.

Table 16: Education and early childcare consultation findings

Theme	Comments
Service capacity	• It was suggested that local schools would welcome additional students, however, the Department of Education would need advance notice of where transient workers with families would be based so as to best accommodate children into local schools and help ensure the schools are staffed appropriately. • There have been some teacher shortages in the region, so with early communication and planning the additional positions could be filled. • Consistency and continuity in education is viewed as apriority. If workers and families are moved along the construction footprint, it was suggested that placing students in schools located in a geographic middle ground would provide a more stable learning environment. • As was raised by several stakeholders, population growth in the regions had contributed to an increased demand for quality childcare over the past 10 years. It was noted that in Wagga Wagga there is currently a 12-18 month waiting list for babies to be placed in childcare centres. Meanwhile, the older age group is also at capacity however there is the ability to accommodate extra children for emergency days when needed. There are currently several childcare centres in Wagga Wagga and more planned to open over the next 12-18 months. There has been an increase in applications towards the end of each year due to relocating Defence families.
Medical services	• Access to mental health support for children in Yass and Goulburn was identified as an issue. It was flagged that these children often need to travel to Canberra for specialist support, with waiting times up to six months. • It was noted that other infrastructure projects have worked with local schools to establish support programs that assist children in gaining access to psychologists and other mental health support services. HumeLink was encouraged to consider a similar initiative
Employment and training	• It was noted that students in Years 11 and 12 often take traineeships or apprenticeships rather than completing high school which provides an opportunity for HumeLink to offer traineeships and apprenticeships for early school leavers. • Limited TAFE courses offered in Yass and Goulburn sees students travelling to Western Sydney for courses. • Onsite training by education agencies is offered but additional training opportunities in the region would be welcomed.

Theme	Comments
Opportunities	This stakeholder group identified several opportunities to help enhance the positive impacts associated with HumeLink, including: • Partnering with education and training providers to offer traineeships and apprenticeships for school leavers. • Communicating with local schools early, especially in the smaller regional towns, to ensure planning for population growth and the additional resources are factored in. • Promoting the broadening of cultural backgrounds and experiences, new educational perspectives, and diversity in schools in smaller towns that will result from the influx of transient workers and their families. • Working with local schools to support better access to mental health services for children of transient works.

Local businesses

Across the HumeLink project footprint, five business chambers and thousands of businesses have been identified by stakeholder mapping. A sample of these stakeholders were asked to provide their views on local business trends, availability of services/supply and challenges, contracting and procurement opportunities, business operators' reaction to non-resident workers, capacity of businesses to meet increased demand during construction, capability of businesses to respond to tenders and opportunities, businesses acceptance of the project and business' reaction to compound sites and construction activities. Of the identified Chambers, the following four (provided input during the consultation phase:

- Goulburn Chamber of Commerce
- Tumbarumba Business Chamber
- Tumut Chamber of Commerce
- Wagga Wagga Business Chamber.

The views of the local business Chambers were informed by discussions with local businesses. Whilst broad in approach, consultation targeted real estate and agribusiness sectors as potential capacity constraints had already been identified in these areas. Ten business stakeholders from the following industries provided their views:

- Accommodation providers (short and long-term)
- Construction and service providers
- Rural/agribusiness
- Real estate
- Retail stores
- Producers.

Consultation with the Chambers and local businesses will be ongoing via the HumeLink project team, with further input to be sought as business supply registers and the procurement process is developed.

Several themes were raised by businesses and respective Chambers of Commerce, including a keen focus economic growth, local supply and social legacy. Consultation findings are summarised in *Table 17* below.

Table 17: Local business consultation findings

Theme	Comments
Accommodation and real estate	• Stakeholders acknowledged there would be positive and negative attributes associated with the influx of workers to the area. Notably, there is an expected increase in demand for rental properties, and thus concern for an increase in housing prices and the limited supply of short- or long-term accommodation available. To alleviate this issue, it was recommended that a large proportion of project workers be sourced from the existing community, who are already housed in the area. It was emphasised that the region offers a skilled workforce in various fields, including construction and administration, as well as catering and cleaning services for workers' accommodation facilities and building sites. • Examples were provided whereby local workers were having to rent and pay for AirBnB properties at inflated rates as no long-term rentals were available. • Stakeholders advised that there was demand for new development in towns, as land is limited. • Positively, it was suggested that transient workers would increase occupancy rates in local short-term accommodation, supporting hotels and local businesses still recovering from COVID-19. In addition, it was noted that workers are more likely to eat and drink at hotels, supporting local businesses.

Theme	Comments
Employment and training	• Business chambers noted they would be interested to view employment targets set by the project, as well as ensuring these targets consider local workforce sourcing, Indigenous people, vulnerable and sensitive community members plus training programs for upskilling of local workers. • Importantly, businesses and business chambers are keen to support the development and increase in the skills of local workers, youth and school leavers to underpin long-term industry and business growth. It was highlighted that high schools offer cooperative learning with TAFE NSW for students in year 11 and 12 who want to learn a trade. One example shared was that a major project in Bathurst offered 100 cadetships. It was suggested HumeLink could provide a similar offer within the project footprint. • Consultation identified the area as having strong capability to work on civil projects and concreting. Noting, Divall's is one of the largest civil companies in the area with over 300 trucks and heavy machinery available to work in the Goulburn area. • In addition, it was shared that recent infrastructure projects built in Goulburn did not use local resources, nor did they offer the opportunity to apply for work. The Goulburn Base Hospital redevelopment was cited as an example of this. When this project was announced local businesses were excited about the opportunity to work on a local large infrastructure project and because it was being constructed during COVID-19 (when there was travel restrictions in place) there was increased interest from local companies and certainty that this would provide opportunity for their involvement. However, a Tier 1 company was awarded the project and did not utilise local businesses. This had a very negative impact on those in Goulburn and was noted by many stakeholders. • Local companies also have the ability to supply resources to HumeLink as they have strong, existing logistic and freight networks and connections to larger supply companies. It was noted that with sufficient lead times provided, local companies would be as competitive as major companies from Sydney and Canberra.
Cumulative projects and lessons learnt	• Stakeholders reported that approximately $25 billion will be spent in the region in the coming years. An emphasis was placed on the importance of infrastructure projects consulting with local councils and businesses to mitigate potential impacts and ensure services are in place to support employment from the local community for the project. • It was acknowledged, though, that Wagga Wagga currently lacks sufficient labor to support planned infrastructure projects, which are all underway simultaneously, namely a conflict with the construction of Project EnergyConnect, Defence projects and the Mount Tumbarumba Mountain Bike Park. To achieve good outcomes, coordination between all significant infrastructure projects was deemed to be essential.
Social legacy	• Primarily stakeholders were positive about the influx of transient workers into the region, as this will support economic growth and support local business. In one instance, though feedback mentioned that HumeLink has caused stress within the local communities, with high levels of project opposition due to perceived safety, health and visual impacts. This has resulted in Business Chambers being required to address and discuss project concerns, rather than focusing on their core business which is supporting growth and identifying opportunities for the town. • A key issue raised was that the one-off payments offered to landowners doesn't balance the long-term effects of HumeLink's impact on the landscape and landowners' properties. It was recommended the project consider a trust/interest payment scenario for used land. This would ensure that future owners of the property also receive benefits, noting that under the current model if a property is sold, the compensation is not transferable to the new landowner, and therefore the land value is decreased. It was acknowledged that other renewable projects lease land in perpetuity, compensating current and potential future owners. • The consideration of providing additional benefits across the community and ensuring safeguards are in place was suggested. This includes, but is not exclusive to, damaged roads due to heavy machinery or trucks, and working with locally known and trusted companies. • An opportunity was identified within the Tumut region to fund the further development of new or existing tourist attractions. This includes mountain biking and rail trails, as is already popular and the creation of Selwyn Snowfields which provides a more intimate and authentic experience than larger snowfields.

Theme	Comments
Social values	• Concerns were raised about transient workers integrating into local towns and not respecting the values and culture of the local community. In particular, it was noted that Tumbarumba is a safe town with minimal social issues and strong community connections. It is the expectation that all HumeLink project members will uphold these values. • Similarly, Goulburn is viewed as a desirable town in an easily accessible location. It is a safe community, with a large police presence, as the Police Academy is located in town. Furthermore, Goulburn offers affordable housing and many opportunities for employment and training. Stakeholders commented that experience from other projects, most notably the Goulburn Base Hospital project, showed that transient workers disrespected the town and values. Additionally, transient workers did not contribute economically, but rather drove up prices in the rental market and took a large proportion of the temporary accommodation. It is critical HumeLink ensures workers respect the community and its values. • It was suggested that the project needed to invest in social infrastructure, such as entertainment or food and beverage industries that would be a legacy for local towns and tourism post-project completion.
Opportunities	This stakeholder group identified several opportunities to help enhance the positive impacts associated with HumeLink, including: • Working with local business chambers to develop social procurement and employment targets and would assist match businesses to opportunities and facilitate discussions. • Recommending future projects, including HumeLink, engage with local companies openly and honestly and provide opportunities to quote for work. • Ensuring strong coordination between HumeLink and other major infrastructure projects in the area to facilitate ongoing benefits to the local community. • Breaking down contracts into smaller, or specific allotments of work to give smaller local companies more opportunities. Past works have seen Tier 1 companies bring teams to complete portions of the contract/work that could be handled locally. • Working alongside local police and community groups to encourage appropriate behaviour and welcome workers. • Staggering the role out of the HumeLink project across the project footprint (i.e. start in north and move south) due to the number of projects already programmed for the Wagga Wagga area, most notably Transgrid's Project EnergyConnect which will require the same workforce. This will ensure that the local community can provide resources and staff for HumeLink as well as other projects being carried out simultaneously. • Working with the business chambers to organise events which integrate project staff with the local community. The Chambers were also interested in being a conduit between the project and the businesses in town. This would ensure there was a process to engage sufficient local resources for the project. For example, communicating with grocers and ensuring there was sufficient staff at Bowling or sporting clubs on weekends when there was the potential for a large number of workers to be in the towns. • Establishing workers' accommodation facilities near towns so that the workers could contribute to local economies. • Developing partnerships with local TAFE and contributing to the development of training programs within regions would create a social legacy. • Supporting local TAFEs and other training organisations to offer training courses pre-project commencement to ensure a project ready workforce. Based on attendance and ability Transgrid could extend and build upon training already provided. An example was to provide short one day training courses, such as white card training to the local community. It was noted that it would not be expensive to run one-day training courses and this investment in the community would help gain support for the project.

Employment and training services

Employment and training services provide the local community with the necessary support, skills and training required to meet the needs of employers in their local area. This support includes helping individuals secure suitable employment, providing the necessary practical tools and training to be 'job ready' and offering ongoing case management to keep individuals in work. These stakeholders have a keen understanding of the local job market, as well as the strengths and deficits associated with the local workforce's skill set. A sample of the local employment services were asked to provide feedback on the current demand for services, other projects and/or competing job opportunities, training and skills uplift opportunities and challenges as well as opportunities for partnerships. The following stakeholders provided input:

- APM Employment Services
- CVGT Disability Employment Services
- Training Services NSW
- OCTEC Employment Services.

The creation of local jobs and the upskilling of the local workforce are two of the key benefits associated with the HumeLink project, with several stakeholder groups highlighting the importance of prioritising opportunities for local workers. To maximise these opportunities stakeholders advised they were keen to work with the HumeLink project to support the necessary training and upskilling of the local community so as they could be 'job ready' prior to the commencement of works. Consultation findings are summarised in *Table 18* below.

Table 18: Employment and training consultation findings

Theme	Comments
Employment and training	• Consistently projects which didn't utilise local workers were viewed negatively, with projects such as Snowy Hydro 2.0 and the Goulburn Base Hospital redevelopment cited for hiring workers from outside of the area and thus negating local benefits and contributing to increased rental prices due to the influx of outside workers. • Unemployment was flagged as an issue in Tumut, which has led to the suggestion that employment targets include a percentage for workers recruited from the local area. • Lack of local training services (for things like white cards) in Tumut was seen as a barrier to employment, as many locals don't have the right to work on major projects like HumeLink. Currently most training is done in Wagga Wagga, with limited training providers in Tumut. • It was suggested that Tumut would greatly benefit from training providers in the area prior to work commencing to upskill local workforce for HumeLink in advance. Suggested that training should include specific skills required for HumeLink works that could be transferable to future employment opportunities. This would seem preferential to benefits derived by an influx of outside workers coming to the area.
Social legacy	• Stakeholders were aware of HumeLink but had no previous engagement. In general, feedback was positive regarding the project especially in terms of job creation and opportunities for the local workforce. • There was an understanding that there was a greater benefit of HumeLink in terms of national infrastructure, however this was offset against the perceived impacts on local landowners and the town.
Accommodation and real estate	• Stakeholders continually highlighted the shortage of local rental properties would be further impacted by an influx of workers who would increase demand and push the rental prices even higher impacting the local community. • It was noted that affordable housing is limited in many of the regional areas.

Theme	Comments
Accommodation and real estate (cont.)	• Experience has seen large renewable projects flood the rental property market by offering increased rents for extended periods and paying upfront, thus making it incredibly difficult for local residents to secure rental properties. • Anecdotally, it was noted that housing prices have increased by approximately $15-20k per year (increased 30 per cent in last year), with houses often selling for $1 million+ which prior to 2020 was unheard of. • Homelessness was an issue mentioned by stakeholders specifically in Wagga Wagga, with an example provided of a community living in tents near the river in freezing conditions. In response it was thought that a workers' accommodation facility on the outskirts of town could provide legacy services such as water and electricity for the homeless.
Education and early childcare	• Stakeholders advised that currently there is a shortage in early childcare facilities, with long waiting periods cited. This was flagged as an issue for new families coming into town as part of the transient workforce, and concern was noted about the ability for both parents to work without access to these services (reducing the occurrence of dual income households).
Medical services	• Limited access to special medical services was a recurring theme throughout the consultation, with lengthy waiting periods cited for several services. By way of example, it was noted that there is currently a 12 month wait to get an appointment with Riverina Pediatrics. • There is also extremely limited access to mental health services, with people having to travel to Sydney and Canberra or use telehealth.
Cumulative projects and lessons learnt	• An issue was flagged whereby businesses have been changing their practices to accommodate the transient workers during the construction of other large infrastructure projects. This included hours of operation and menus etc. However, this has negatively impacted the locals' behaviour, who anecdotally no longer felt welcome and avoided locations which were flooded by transient workers. Once the infrastructure projects were complete, the locals still didn't return which subsequently impacted the local business. It was noted that the community needed to best consider how to accommodate growth but still maintain local supply and services. • One learning flagged from other infrastructure works included the provision of a shuttle bus from town to the construction sites to help make jobs more accessible for workers. • It was identified that the various infrastructure projects taking place at the same time will be competing for local workers to fill their quotas, and that the coordination of activities between these projects would be beneficial. Stakeholders discussed examples. such as the proposed Defence projects and local renewable projects requiring large civil machinery only in the early stages to clear land and excavate any basements. It was proposed this same machinery would also be required for HumeLink's access tracks, water crossings and construction platforms for the transmission line structures and there was sufficient planning of these works between projects the same companies within the local area could be used to complete all these tasks, rather than having them scheduled at the same time leading to increased costs and external supply. Coordination of works was viewed as a catalyst for longer-term benefits to the local community. • It was advised that there is a scarcity of precast concrete products and lack of workers in the steel fabrication industry, however Albury does have large scale engineering companies. There may be an opportunity for regional collaborations.
Employment and training	• It was advised that there are focused disability employment services operating in the area who are keen to work with HumeLink to identify suitable jobs for workers based on abilities and interest. This would be particularly relevant if accommodation facilities were to be established, thus providing a consistent workplace. • Stakeholders flagged it was important to train workers to align with the projects which are currently underway/programmed and planned for the region. • By staggering projects like Project EnergyConnect and HumeLink, it would ensure that the staff who are trained on one project could then transition as a skilled worker to the other.

Theme	Comments
Employment and training (cont.)	• It was reiterated that unemployment is an issue in Tumut and that there should be a requirement to have a percentage of locals employed on HumeLink. • Across the project area stakeholders took a particularly negative view of other infrastructure projects who had employed from outside as opposed to offering local opportunities. • It was deemed that there is an opportunity to provide training for specific skills that would be transferrable to future employment opportunities.
Opportunities	This stakeholder group identified several opportunities to help enhance the positive impacts associated with HumeLink, including: • Sequencing roll-out of construction, so as HumeLink works start at the north of the alignment in Bannaby, Goulburn and Yass and transition south so as when works were completed on Project EnergyConnect these staff could then transfer to HumeLink to work in the Wagga Wagga, Tumbarumba and Tumut regions. • Partnering with employment and training services to upskill workforce in required fields in advance of project rolling out. • Partnering with employment services to identify suitable jobs for workers based on abilities and limitations. This would be particularly relevant if accommodation facilities were used and there was a consistent workplace for services such as cleaning.

Tourism

Stakeholders involved in the tourism sector were invited to provide their views on local tourism trends and services, sentiment about the project, tourism operators' reaction to non-resident workforce, capacity of tourism operators' to meet increased demand during construction, tourism operators' reaction to compound sites and construction activities, views to potential visual impacts and perceptions of transmission lines, and identify potential project impacts, benefits and mitigation measures. The following stakeholders provided input:

- Gundagai Regional Council
- Tumut Visitor Centre
- Wagga Wagga Airport
- Yass Visitors Centre
- Several local accommodation providers (short and long-term).

Consultation with this key group largely centred around shortages and impacts that the project may cause. Consultation findings are summarised in *Table 19* below.

Table 19: Tourism consultation findings

Theme	Comments
Accommodation and real estate	• As raised consistently throughout the consultation, concerns was noted about the additional demand transient workers would place on the rental market and how this may drive-up prices where there is currently a shortage in rental properties. This feedback extended to the potential strain on short-term accommodation options available to visitors and tourists. • It was advised that in Wagga Wagga, hotel occupancy rates were typically between 80-85 per cent, with some providers consistently booking above this level. Whilst this was seen as a positive outcome post-COVID-19, the limited availability was also raised as a potential issue for housing transient workers. • In other areas, stakeholders commented that off the back of COVID-19 any increase to occupancy rates in hotel accommodation would be greatly welcomed. It was noted that in contrast to tourists, FIFO workers bring additional revenue to hotels as they tend to dine at their accommodation restaurants. • The current strain on housing availability was stressed, with one stakeholder noting that regional properties were purchased quickly and often unseen as people moved out of major centres during COVID-19. Anecdotally, the majority of properties were purchased by people who lived more than 200km away. • There is high-quality farmland surrounding many of the regional towns which could make it difficult to acquire land for accommodation facilities in close proximity to town amenities. • It was noted that during the recent VISY shutdown, there was no longer available accommodation in the surrounding towns, despite previously being able to absorb the influx of 50 workers and associated increase in accommodation, food and shopping needs. • In Tumut, the number of projects simultaneously in the area was seen as a key factor, with projects such as Snowy Hydro 2.0 putting considerably strain on the short-term accommodation market. Meanwhile, road project workers fill hotels when they are in town for short periods. This was not deemed to be an issue due to the length of stay but would be problematic if extended stays were required. • In Tumbarumba, constraints were flagged within the local real estate and accommodation market, and those interviewed were keen to ensure the influx of workers didn't impact on tourism and visitors to the region. It was noted that Tumbarumba already experiences annual influxes, with some 200 pickers arriving during harvest season (December-March) and up to 5,000 event attendees visiting during the Tumbafest weekend (February).

Theme	Comments
Accommodation and real estate (cont.)	• Similarly, it was noted that the presence of transient workers in Yass would make it challenging for tourists and visitors to find accommodation. An example of this was seen during a recent Irish and Celtic Music Festival whereby there was no accommodation available in town, with people forced to stay in neighbouring areas. This resulted in visitors not dining and drinking in the town as frequently as they would if they were staying there. • A stakeholder in Yass raised concerns that accommodation has long been at full capacity, as local renewable energy projects, such as the Rye Park Windfarm, have occupied a large portion of the short-term housing. It was noted that workers have formed relationships with hotel management and can book out a large percentage of accommodation continuously. Additionally, it was noted that the local abattoir brings in many overseas workers who stay in the local town for 3-6 months, further contributing to the limited availability of accommodation and rental properties. It was acknowledged there are new hotels planned for future development that would help alleviate some issues with hotel room availability. Stakeholders suggested setting up accommodation facilities outside of town would be the best choice, allowing the town to accommodate these workers by utilising its amenities, stores, and restaurants.
Amenity	• Several stakeholders believed that HumeLink would negatively impact visual amenity in a number of pristine and/or tourism locations, which in turn may impact visitor numbers. For example, it was noted that HumeLink is proposed to traverse the Pejar Dam which is a major recreational area and there was concern raised that as a result of the project visitors to the Dam may drop. • It was suggested by one stakeholder that HumeLink will change the characteristic of the rural towns it traverses due to its industrial nature/design. • In contrast, local windfarms have been embraced in the area as they have a long standing and continuous contribution to those in the area but are also seen as a 'green' infrastructure and therefore are not deemed a detriment to visitors.
Flight and airport operations	• It was noted that there was no noticeable influx of FIFO workers from other major projects in the region accessing airport services • Wagga Wagga Airport has the capacity to handle more flights if required. Pre-COVID-19 there were 135-140 flights per week, and with the easing of restrictions flight numbers were steadily increasing towards this again with 120 flights per week at time of consultation. • However, the airport car park is at capacity and may need to be expanded if additional flights were required to service a significant increase in transient workers • It was noted that airline staff will stay overnight in Wagga Wagga but these are small crews and airlines have fixed accommodation bookings.
Opportunities	This stakeholder group identified several opportunities to help enhance the positive impacts associated with HumeLink, including: • Upgrading or renovating existing or older businesses such as The Bushman's Retreat Motor Inn (Gundagai) which could be utilised to house workers. It was suggested that the current accommodation could be expanded, improving the hotel and creating a social legacy for the town. • Establishing a basecamp for workers to avoid competition with tourists for available accommodation. The basecamp could be transformed into a new caravan site once works are completed.

Cumulative projects and industry

To better understand planned and current development in the area, share lessons learnt and map potential impacts, representatives from other large infrastructure projects in the region were consulted. Partnerships and opportunities for employment, training and upskilling across projects were also explored. This consultation extended to industry bodies, with representatives asked to provide comment on past and current projects, as well as share their views on agricultural and regional values. Stakeholders involved included:

- Forestry Corporation of NSW
- Global Power Generation Australia
- Industry Capability Network
- NSW Farmers Association
- Snowy Hydro 2.0
- Spark Renewables.

Key findings focused on methods and opportunities to minimise impacts to local social services and maximise opportunities for employment and upskilling of the local workforce. Consultation findings are summarised in the *Table 20* below.

Table 20: Cumulative projects and industry consultation findings

Theme	Comments
Amenity and design	• As a recurring theme throughout the consultation, compensation models were discussed. It was noted that other renewable projects have established a model whereby impacted landowners are granted an initial payment followed by ongoing annual payments. It was thought that HumeLink offering a one-off payment would create disparity. • It was flagged that engagement with the community to date has caused angst amongst impacted landowners and local communities, with changes in the design and alignment seen to exacerbate these issues. Stakeholders questioned why consultation occurred initially without the refined corridor, noting the changes in the alignment only further inflamed the communities' negative opinions of the project. • It was suggested that the transmission lines going through State Forest was not a favourable option as it reduces the amount of land that could be forested. However, stakeholders understood this was a consideration that needed to be weighed against the alternative of traversing farmland which had greater personal impacts on private landowners. • HumeLink is seen as a generational project which will have a lasting impact on the region. A triple bottom line assessment was deemed necessary to give consideration to these impacts over the lifetime of the project assets (100 years). In particular it was thought that further consideration of undergrounding sections of the line was required, with comparisons to date between underground and overhead transmission lines only assessing the short-term impacts. Furthermore, it was noted that farmers are sceptical of Transgrid's arguments regarding the negative impacts of undergrounding as they only need six inches of topsoil to plough or use for grazing and as such don't agree that the presence of underground transmission lines would restrict their ability to farm above. • It was suggested that farmers and landowners have the feeling that the project is out of their control and is going to happen regardless of what they say. This has affected their willingness to be involved in consultation as they don't think there is much use. • Stakeholders noted that the ongoing impact of vegetation clearing for the easement of up to 70m will have a lasting impact on farmers after the project is built, with the placement of the transmission lines deemed to inhibit the ability of farmers to use the land.

Theme	Comments

Amenity and design (cont.)	• The presence of the transmission line was deemed to makes use of the land more expensive as:
	  ○ it restricts aerial spraying of land for weeds and ground spraying is considerably more expensive
	  ○ it restricts use of large machinery or augers as they would be in proximity to powerlines
	  ○ it limits the ability to use electric fencing
	  ○ it will include significant clearing of biodiversity which reduces the potential for properties to be used as offsets.
	  ○ It will impact visual amenity with mental effects on farmers a concern who have their livelihood and superannuation tied up into the land and see the value decreasing significantly.
	• Concern was noted that the proposed transmission line has and would continue to result in generational farmers leaving the land.
	• See the increase in renewable energy and associated transmission lines such as HumeLink as industrialisation of area which once was pristine farming land. All these projects result in a decrease in land available for farming at a time when the population is expanding rapidly, and more food and fibre is required. This is further exacerbated by the drive to use more sustainable farming practices and requirement to maintain significantly more land for biodiversity requirements. This results in farmers having to produce more product, with reduced land and using more expensive practices.
	• It was noted that renewable projects are reliant on HumeLink, with output limited until completion.

Accommodation and real estate	• Again, it was stressed that there is limited accommodation in the region and that establishing a workers' accommodation facility may be the only option. As an example, it was highlighted that Snowy Hydro 2.0 had established basecamps, with approximately 1,700 workers based in camps around the project area and the remainder being locals from areas such as Cooma and Adaminaby. • It was flagged that Spark Renewables have a large percentage of local workers and therefore have not impacted on the housing issue throughout the region. • Dinawan Energy Hub and Malley Wind Farm will use existing nearby Project EnergyConnect accommodation facilities that have around 400 beds each thus not increasing the pressure on the Wagga Wagga housing market. However, in contrast, other renewable projects such as Boorowa Solar Farm was deemed to have heavily impacted the rental market in Yass.
Medical and emergency services	• It was recommended that stringent safety protocols for HumeLink contractors would help reduce the potential for incidents. Additional safety measures, such as limiting large vehicle movements to be outside of peak periods, were also recommended with safety a concern for workers on roadside verges as the streets are narrow and the local community are known to speed. • Stakeholders acknowledged that new electrical infrastructure is critical, however raised safety concerns about the lines being live during large fires as this was deemed to adversely impact firefighting operations. Furthermore, it was noted that farmers were concerned that vegetation within the easements would not be routinely maintained to assist with fire prevention and that the transmission lines would limit the ability for aerial firefighting operations. • In instances where accommodation facilities are established it was recommended that medical services should be provided. Snowy Hydro 2.0 established medical facilities within the accommodation facilities, with doctors and nurses present at all times to respond to emergencies. • Additionally, employing local workers from the area was posed as a potential measure to reduce strain on the social services in the area (such as medical services and housing) as well help in gaining more support for the project from the community.
Employment and training	• It was highlighted that there is a skilled local workforce in Goulburn with capability to work on larger infrastructure projects in the area, with local civil, earthmoving, fencing and concreting contractors used on the Crookwell 2 Windfarm project. For Crookwell 3 local ecologists and surveyors have been used and the main works civil contractor is from the local area. • One stakeholder noted that the ability for skilled and unskilled to get high paying work on infrastructure projects also makes it incredibly difficult for farmers to employee workers. The same sentiment was applied to the limited capacity of local electricians, plumbers and builders to carryout general works and maintenance in the town as they were prioritising work on large infrastructure in the region.

Theme	Comments

Cumulative projects and lessons learnt	• It was noted that major infrastructure projects use a lot of resources in the area which results in reduction in availability for locals. This includes parts for machinery as well as materials such as steel, concrete, fencing and soil/sandstone.
	• As well as the project directly draining resources of equal impact is that the project will utilise freight services in the area which will reduce the ability for material/equipment to be delivered to farmers.
	• Construction of the Bomen Solar Farm was highlighted as having created many jobs in the community, with locals comprising 78 per cent of the total 157 employees in the mechanical team. Additionally, positive steps were taken to engage members of groups typically under-represented in the industry, including First Nations people (39 employees) and women (11 employees). The main contractor for the project has been recognised by the community for its consistent efforts in employment initiatives, having been shortlisted for several community engagement awards for a range of innovative programs, including its 'Women in Solar' pilot program which was run at Bomen Solar Farm.
	• Due to large percentage of local workers utilised on the Bomen Solar Farm there was no perceived impact to accommodation capacity in the area. Other lessons from the project include use of dedicated first aid officers onsite to reduce strain on medical services, and coordination of shuttle buses from town so not to create additional traffic and to negate the need for a parking lot onsite.
	• Future projects within the NSW Southwest Renewable Energy Zone include:
	  ○ Dinawan Energy Hub – Hybrid wind, solar and battery storage. Scoping stage. Predicted 2026/27 start operations.
	  ○ Malley Wind Farm - wind farm feeding into EnergyConnect. Scoping stage. Predicted 2026/27 start operations.
	• Both projects will use existing nearby EnergyConnect camps with 400 beds each.
	• It was suggested that there was an opportunity for HumeLink to tap into Spark Renewables workers in Wagga Wagga, with many having transferable skills as well as good representation from local workforce, women and first nations people.
	• In Tumut traffic was seen as a negative impact requiring mitigation. Stakeholders mentioned that due to the additional projects in the area such as Snowy Hydro 2.0 there has been as increase number of trucks and construction vehicles using local roads. The additional traffic was seen as impactful to both locals and tourism alike.
	• Expanding the footprint for project communication beyond the 200m study corridor was recommended.

Environment	• Biosecurity was seen as a major concern for farmers, noting they are liable for biosecurity issues on their property regardless of if a contractor associated with construction works had carried it onto site. • It was suggested that HumeLink will result in further reductions in land available for forestry. The forests in the area are a significant contributor to the economy, raising more money than the ski slopes in the area and offering year-round employment as opposed to seasonal work. • Limiting the amount of area available for forestry was also seen as a social issue and will potentially drive up the price of timber as the lack of availability makes it more competitive to purchase. This will have flow on impacts for various markets, including local businesses and developers.
Opportunities	This stakeholder group identified several opportunities to help enhance the positive impacts associated with HumeLink, including: • Ensuring strong coordination between HumeLink and other major infrastructure projects in the area to facilitate ongoing benefits to the local community. • Partnering with SPARK Renewables to support the local workforce who have transferrable skills to transition onto HumeLink, noting good representation from local workforce, women and Indigenous. • Establishing the availability of resources, equipment and transport capabilities in the area prior to starting works so as to not place too higher pressure on the local communities access to services and/or ability to contract local services. • Working with Councils to upgrade the roads that will be heavily used by the project so that the area is not left in a worse state at the completion of works. • Ensuring honest, open and transparent communications with the community. And following through with commitments.

Special interest groups

Several special interest groups were targeted to acknowledge the importance of considering all community members including vulnerable households, culturally and linguistically diverse, people living with disability, sporting and social clubs, social services, religious and other groups who have interests within the area. It is noted that the project may have direct or indirect, and certainly unforeseen impacts on these groups so it is essential to include feedback in design development and impact mitigation management plans. Stakeholders who shared their views included:

- Country Women's Association (Yass)
- CVGT Disability Employment Services
- Gundagai Neighbourhood Centre.

Consultation findings are summarised in *Table 21* below.

Table 21: Special interest groups consultation findings

Theme	Comments
Accommodation and real estate	• As reiterated by almost all stakeholder groups, accommodation in the region is very limited and an influx of transient workers would increase demand and push rental prices higher. For example it was noted that the renewable projects happening in the areas surrounding Yass were already having a negative impact on the local communities ability to buy or rent property. • It was suggested that the only option may be to establish a workers' accommodation facility on the outskirts of town which could ultimately be repurposed into one- or two-bedroom residences for relief accommodation.
Education and early childcare services	• Stakeholders in this group believed that there was capacity in the local schools and sporting groups to meet the needs of from the influx of workers and families, however it was mentioned that access to early childcare services could be difficult.
Medical services	• Stakeholders suggested that medical facilities and the hospital in Yass were understaffed, and that this may be an issue if there were a considerable number of transient workers needing care. It was believed that this could be managed through effective communication and coordination with the medical centres. • Mental wellbeing was raised as an important issue in numerous towns across the project footprint. For example, it was noted that there is only one mental health facility at the Gundagai District Hospital. Furthermore there is currently a three week wait for an appointment at the local medical centre, with only one doctor on duty at the facility.
Employment and training	• It was mentioned that other infrastructure projects have utilised shuttle bused to transport workers from town to the site which helped make jobs more accessible.
Opportunities	This stakeholder group identified several opportunities to help enhance the positive impacts associated with HumeLink, including: • Partnering with local disability employment services to identify suitable jobs for workers based on abilities and limitations. • Providing transport to and from site to make work accessible for marginalised groups. • Contributing towards improving internet and phone connectivity and reliability in the project footprint to support better communication outcomes for workers (and also to make it safer for their workers) as well as the community.

Opportunities and mitigation measures

Throughout the consultation stakeholders were asked to identify potential opportunities and mitigation measures may be considered by the project team so as positive impacts may be maximised and negative impacts minimised.

This feedback has been highlighted throughout this report in the context of consultation findings by location and stakeholder groups. The proposed measures are reiterated in *Table 22* below.

Table 22: Proposed opportunities and mitigation measures

Trends in feedback	Proposed opportunities and/or mitigation measures
Medical services capacity constraints	Several opportunities were identified by stakeholders to help minimise the impacts on medical services, including: *Onsite services:* • Engaging dedicated medical staff at work sites and accommodation camps to provide generalist medical services. • Offering medical services to workers at accommodation facilities so as local access isn't impacted. Recent projects such as the Snowy Hydro 2.0 have offered the services of their dedicated medical staff to the local community which has been a positive contribution of the project. • Offering mental health support services at work sites and accommodation facilities, either in-person or via phone, noting the increased toll accommodation facilities (and being away from family and friends) can have on mental health. • Educating workers on what constitutes an emergency or when there is the need for an ambulance. *Coordination of medical and emergency services:* • Establishing relationships with medical centres in key towns to coordinate services for the project workforce in order to help alleviate potential pressure on local hospitals. This could be in the form of dedicated days where workers could get scripts and routine appointments at times when medical centres had fewer patients. • Notifying local medical services about plans for transient workers, including where they will based, numbers and known health issues. • Communicating regularly with all emergency services, especially Ambulance NSW and RFS, about the type and location of works taking place so emergency responses can be coordinated. • Working with local schools to support better access to mental health services for children of transient works. *Attracting medical staff to the regions:* • Encouraging workers who have partners in the medical profession (i.e. nurses, occupational therapists and physios) to relocate together during construction, and provide incentives through guaranteed work and accommodation support. This would require input from Council to ensure that rental properties were prioritised if they brought essential services workers with them.
Housing affordability and availability	Several opportunities were identified by stakeholders to help overcome housing affordability and availability issues, including: *Town activation:* • Establishing accommodation facilities near town centres (where possible) so that the workers could contribute to local economies, supporting greater utilisation of local shops and restaurants, sporting and cultural services, and thereby activating and enhancing the town.

Trends in feedback	Proposed opportunities and/or mitigation measures
Housing affordability and availability (cont.)	*Sustainable housing solutions:* • Working alongside councils to assist with developing sustainable solutions to the existing housing shortage, ensuring that solutions extend beyond the lifetime of the project and are embedded within the community. • Facilitating the development of social housing and essential worker accommodation for existing and ongoing infrastructure projects to help alleviate pressure on heavily contracted rental markets. • Handing accommodation facilities back to the local authority and the end of the project to develop into short-term accommodation, such as caravan parks, or into a new residential release. The installation of power, water and other utilities to these areas was seen as a significant benefit to the areas where accommodation facilities would be established. • Upgrading or renovating existing or older businesses such as The Bushman's Retreat Motor Inn (Gundagai) which could be utilised to house workers. It was suggested that the current accommodation could be expanded, improving the hotel and creating a social legacy for the town. • Identifying and purchasing of dilapidated properties to be utilised as workers accommodation short-term, then as workers accommodation for transient works long-term supporting local seasonal employment demands.
Employment and training opportunities	Several opportunities were identified by stakeholders to maximise employment and training opportunities, including: *Employment targets:* • Working with local business chambers to develop social procurement and employment targets and would assist match businesses to opportunities and facilitate discussions. • Setting employment targets for Indigenous workers, with a requirement to prioritise use of local workers. Ensuring that the definition for 'local' used in these targets prioritises members of the five LALCs which are within the project footprint. Within these targets having diversity in roles of employment to include office, cleaning and catering roles as opposed to limiting to construction. *Local business support:* • Engaging early with local businesses to offer opportunities for them to provide goods and services for the project. • Establishing a business supply register and working closely with local businesses to maximise local opportunities during the project's construction phase. • Partnering with local agricultural supply businesses to provide materials for the project such as fencing products, pesticides and soil. They could assist with facilitating the purchase and delivery of materials as well as managing the deliveries from Sydney, Melbourne or larger centres such as Wagga Wagga. This could be beneficial for short turnarounds. • Breaking down contracts into smaller, or specific allotments of work to give smaller local companies more opportunities. Past works have seen Tier 1 companies bring teams to complete portions of the contract/work that could be handled locally. • Partnering with Charles Sturt University, noting COVID-19 and the associated increase of courses being offered online had resulted in the education facilities not currently operating at capacity; and as such workers in fields such catering and cleaning were no longer required. It was identified that a partnership with the university could help facilitate catering and cleaning staff securing work at the accommodation facilities. Furthermore, recognising the strain on the current accommodation market, it was also thought that accommodation facilities at Charles Sturt university could be repurposed as worker's accommodation.

Trends in feedback	Proposed opportunities and/or mitigation measures
Employment and training opportunities (cont.)	*Barriers to participation:* • Working closely with LALCs to set inclusive working arrangements which consider connection to country, community and the family function. • Providing family-friendly work schedules which would attract local workers but also support work/life balance. Current working arrangements on projects such as the Snowy Hydro 2.0 of 14 days on 7 days off have a recognised social impact, and have dissuaded locals from seeking employment. • Providing transportation for locals to work at accommodation facilities to enhance employment opportunities for the wider local community, including those with disabilities or who can't drive. • Partnering with local disability employment services to identify suitable jobs for workers based on abilities and limitations. *Training:* • Working closely with the local community to provide 'job ready' training for the local workforce ahead of construction starting. • Partnering with disability employment services to identify suitable jobs for workers based on abilities and limitations. This would be particularly relevant if accommodation facilities were used and there was a consistent workplace for services such as cleaning. • Developing and facilitating opportunities for contractors and Transgrid to invest in community training programs to upskill and train locals through to employment pathway programs. • Developing training opportunities for the local community which extend beyond the HumeLink project. For example, early commencement of traineeships and apprenticeships and a program of ongoing training opportunities would result in the upskilling of locals for the HumeLink and future projects in the area. • Partnering with local schools and TAFE to develop training opportunities, upskill school leavers and unemployed youth linked to specialist trades required on the project. In particular, identifying Registered Training Organisations to provide training locally for construction certificates and licenses (i.e. white cards, forklift driving and work at heights). • Coordinating training programs to upskill the local workforce ahead of HumeLink construction and/or partnering with TAFE NSW to develop 'job ready' programs for the local Indigenous community. • Supporting local TAFEs and other training organisations to offer training courses pre-project commencement to ensure a project ready workforce. Based on attendance and ability Transgrid could extend and build upon training already provided. An example was to provide short one day training courses, such as white card training to the local community. It was noted that it would not be expensive to run one-day training courses and this investment in the community would help gain support for the project. • Partnering with education and training providers to offer traineeships and apprenticeships for school leavers.
Lessons from other infrastructure projects in the region	Several lessons from other projects in the region were identified by stakeholders, including: *Project coordination:* • Sequencing roll-out of construction, so as HumeLink works start at the north of the alignment in Bannaby, Goulburn and Yass and transition south so as when works were completed on Project EnergyConnect these staff could then transfer to HumeLink to work in the Wagga Wagga, Tumbarumba and Tumut regions. • Sequencing of works by Transgrid between Project EnergyConnect and HumeLink in the Wagga Wagga area, with a focus on facilitating ongoing work and supporting workers to move straight from one project to the other. • Coordinating works programs between the various local projects, with a focus on staggering works in the area so as local workers could be engaged and upskilled over an extended period and local construction services could be utilised without being overwhelmed.

Trends in feedback	Proposed opportunities and/or mitigation measures
Lessons from other infrastructure projects in the region (cont.)	• Partnering with SPARK Renewables to support the local workforce who have transferrable skills to transition onto HumeLink, noting good representation from local workforce, women and Indigenous. • Establishing the availability of resources, equipment and transport capabilities in the area prior to starting works so as to not place too higher pressure on the local communities' access to services and/or ability to contract local services.
Opportunities and/or impacts associated with an influx of workers	Several opportunities were identified by stakeholders to maximise employment and training opportunities, including: *Integration with local communities:* • Working with the business chambers to organise events which integrate project staff with the local community. The Chambers were also interested in being a conduit between the project and the businesses in town. This would ensure there was a process to engage sufficient local resources for the project. For example, communicating with grocers and ensuring there was sufficient staff at Bowling or sporting clubs on weekends when there was the potential for a large number of workers to be in the towns. • Working alongside local police and community groups to encourage appropriate behaviour and welcome workers. *Schools:* • Communicating with local schools early, especially in the smaller regional towns, to ensure planning for population growth and the additional resources are factored in. • Promoting the broadening of cultural backgrounds and experiences, new educational perspectives, and diversity in schools in smaller towns that will result from the influx of transient workers and their families.
HumeLink social licence and project legacy	Several opportunities were identified by stakeholders to boost HumeLink's social licence and/or leave a lasting legacy for local communities, including: *Local assets/services:* • Contributing to upgrades and maintenance of existing roads (especially shared) and other infrastructure, thereby leaving a lasting social legacy. • Working with Councils to upgrade the roads that will be heavily used by the project so that the area is not left in a worse state at the completion of works. • Partnering with telecommunication companies to address and improve Internet and phone connectivity issues to benefit the local community directly and provide a lasting legacy. • Contributing towards improving internet and phone connectivity and reliability in the project footprint to support better communication outcomes for workers (and also to make it safer for workers) as well as the community. • Subsidising electricity for the area to compensate for the impacts of the project. • Utilising Transgrid resources to assist in local disaster response. For example, to support responses on flood events. *Supporting local events:* • Working closely with The Tumbarumba Chamber of Commerce to support workers integration into the town through activities such as events with the local sports clubs or welcome information packs for transient workers. • Supporting events in town such as the Tumbafest and construction of the Mountain Bike Park and future events at this facility would have a positive effect on the community.

Trends in feedback	Proposed opportunities and/or mitigation measures
HumeLink social licence and project legacy (cont.)	*Project impacts:* • Considering installing sections of the transmission line underground where both cultural and scenically importance has been established. Transmission lines around Pejar Dam would be seen as one of these areas. This would be a show of good faith that local community voices are heard and that Transgrid has fully considered project impacts. • Considering alternative compensation options and models for impacted landowners beyond the one-off land acquisition payment. *Communications:* • Ensuring honest, open and transparent communications with the community, and following through with commitments.

The information gathered and opportunities identified during the stakeholder consultation process will be used to inform the EIS, SIA and relevant social impact management plans.

The feedback will also assist the project team to make better informed project decisions which are based on a deeper understanding of the positive and negative impacts of the project on people, local businesses and the region.

For more information about HumeLink visit transgrid.com.au/projects-innovation/humelink

Appendix 1: Local Area Information

1.A: Wagga Wagga Local Government Area

Wagga Wagga City is located in the Riverina region of southern New South Wales, about 450 kilometres south-west of the Sydney Central Business District (CBD) and 460 kilometres north of the Melbourne CBD. The city straddles the Murrumbidgee River and is considered NSW's largest inland city. For location context, the area is bounded by Coolamon Shire and Junee Shire in the north, the Cootamundra-Gundagai Regional Council area and Snowy Valleys Council area in the east, Greater Hume Shire and Lockhart Shire in the south, and Narrandera Shire in the west.

The traditional custodians of the land are the Wiradjuri Aboriginal people.

The city is the largest regional service hub for the Riverina and SouthWest Slopes and is an important agricultural, military and transport hub for Australia, with key employment sectors being:

- Medical - Wagga Wagga Base Hospital, with 24-hour emergency department operation
- Education – Charles Sturt University and Riverina Institute of TAFE, as well as a childcare centres and primary and secondary schools
- Defence - Air Force base and the Army Recruit Training Centre (Kapooka)
- Transport – Wagga Wagga airport and train line that connects Sydney and Melbourne

Vacancy rates in Wagga Wagga City LGA have continued to decline in the past 12 months to the lowest recorded for the past three years, hitting 0.2 per cent in March 2022. This indicates increased rental demand coupled with limited supply in the market. Vacancy rates in Wagga Wagga have consistently trended under the Real Estate Institute of Australia's (REIA's) benchmark of 3.0 per cent, even throughout COVID-19.

Figure 2: Wagga Wagga LGA Map and Stakeholders

Stakeholders

- Wagga Wagga Council
- Astor Motor Inn Wagga Wagga
- PRD Real Estate Wagga Wagga
- RFS Riverina - Wagga Wagga FCC
- CVGT Disability Employment Wagga
- NSW Ambulance - Murrumbidgee
- Wagga Wagga Business Chamber
- APM Employment Services
- Training Services NSW
- Wagga Wagga Early Years Learning Centre
- NSW Farmers Association - Central West
- Wagga Wagga Airport

Table 23: Wagga Wagga LGA Demographics (Source: Australian Census Data 2021)

Population	67,609	Males = 32,883
		Females = 34,728
Indigenous population	4,471	
Age breakdown	Under 19	18,375
	20 – 39 years	19,314
	40 – 59 years	15,000
	60 – 84 years	13,358
	Over 85	1,567
Ancestry (top 5)	Australian	27,052
	English	26,656
	Irish	8,726
	Scottish	7,206
	Australian Aboriginal	4,296
Industries (in 2016)	Health care & social assistance	4,707
	Retail trade	3,258
	Education & training	3,123
	Public administration & safety	3,047
	Construction	2,357
	Accommodation & food services	2,131
	Manufacturing	2,007
	Agriculture, forestry & fishing	1,221
	Transport, postal & warehousing	1,213
	Professional, scientific & technical services	1,771
Employment status	Employed full-time	19,163 (60.7%)
	Employed part-time	9,114 (28.9%)
	Away from work	1,554 (4.9%)
	Unemployed	1,732 (5.5%)
Number of jobs (in 2019)	77,060	
Median total income (in 2019)	$50,187	

Occupations (in 2016)	Professionals	5,874 (19.7%)
	Technicians & trades workers	4,671 (15.6%)
	Community & personal service workers	3,868 (13.0%)
	Clerical & administration workers	3,657 (12.3%)
	Managers	3,629 (12.2%)
	Labourers	3,070 (10.3%)
	Sales workers	3,063 (10.3%)
	Machinery Operators and Drivers	1,627 (5.5%)
Household types	Couples with children	7,305
	Lone person	6,865
	Couples without children	6,497
	One parent families	2,924
	Other not classified household	1,014
Tenure type	Owned outright	7,307
	Owned with a mortgage	8,449
	Rented	8,103
Data sourced from abs.gov.au. Some 2021 census data unreleased at time of report. Historic data indicated.		

Identified projects with potential cumulative impacts:

- Project Energy Connects
- Culcairn Solar Farm
- Inland Rail Project
- Development at the defence bases in Wagga Wagga, Kapooka and Wodonga
- Special Activation Precinct in Wagga Wagga.

1.B: Snowy Valleys Local Government Area

Within the Snowy Valleys Local Government Area consultation focused on the key towns of Tumbarumba and Tumut due to project proximity, population size and local workforce.

Tumbarumba

Tumbarumba is a small town located in the Snowy Valleys Local Government Area, on the western edge of the Snowy Mountains, with Mt Kosciuszko and the Kosciuszko National Park to the southeast. The estimated resident population for 2021 is 3,388, with a population density of 0.78 persons per square kilometre.

The traditional custodians of the land are the Wiradjuri and Walgalu peoples.

Tumbarumba's local facilities include:

- Medical services - a medical multipurpose service including a 24-hour emergency care facility, with local healthcare workers able to connect to specialists via telehealth
- Educational facilities – there are three local schools with include two public schools and one Catholic school
- Local business - includes supermarkets, cafes, restaurants, pubs, and veterinary clinics.
- Tourism – approximately five hotel/motel operators and a caravan park. Other tourism facilities include hiking, camping and the area is popular for mountain biking.

In June 2022, Tumbarumba recorded a vacancy rate of 0.7per cent, below that of Snow Valleys Local Government Area (0.9 Per cent). Vacancy rates in Tumbarumba have remained well below the Real Estate Institute of Australia's healthy benchmark of 3.0per cent. Low vacancy rates remain a feature for Tumbarumba, however, have recently trended upwards after reaching 0.0 per cent in December 2021.

Tumut

Tumut is located at the base of the Snowy Mountains bordered by the Tumut River, the Goobarragandra River and the Little River in the east. Cattle and sheep grazing are significant industries in the area, as well as forestry-related employment in sawmills and paper and cardboard production important to the area. The estimated resident population for 2021 is 6,700, with a population density of 173.1 persons per square kilometre.

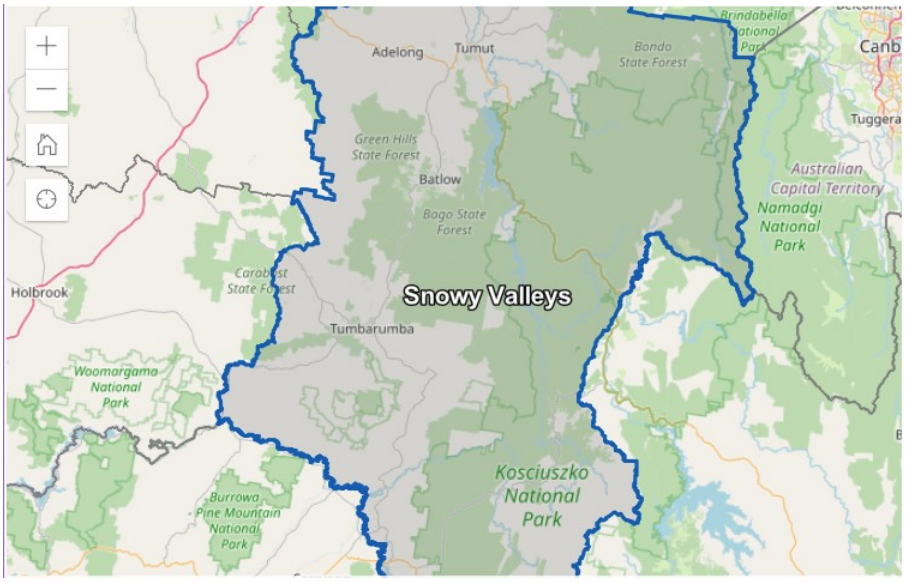
The traditional custodians of the land are the Wiradjuri and Walgalu and Ngunnawal peoples.

Tumut is part of the Snowy Valleys Local Government Area, with relevant map and census data outlined above (see Tumbarumba above). Local facilities include:

- Medical services – Tumut District Hospital, with 24-hour emergency care facility and as well as local medical practices
- Educational facilities –Tumut TAFE as well as local public and Catholic schools
- Transport – Tumut Airport with the main tenant at the airfield is the Tumut Aero Club, who offer flight training and hangar rental on-site
- Local business that includes shops, restaurants and cafes, and hardware stores.
- Local industry –paper and timber industry

Similar to Wagga Wagga and Tumbarumba, Tumut recorded a vacancy rate of 0.9per cent in June 2022, which is below Sydney Metro's 1.6per cent average. Vacancy rates in Tumut have held steady over the past 12 months, trending within the 1.0per cent band. This indicates quick rental occupancy and stability in rental demand. This was paired with an 11.8per cent increase in median house rental price (to $380 per week) in the 12 months to Q2 2022 and a decrease of -16.7per cent (to 30 rentals) in the number of houses rented. This suggests an undersupply in the rental market.

Figure 3: Snowy Valleys LGA Map and Stakeholders



Stakeholders

- Tumbarumba Chamber of Commerce
- Snowy Valleys Council
- Tumut Visitors Centre
- PRD Real Estate Tumut
- Forestry Corporation NSW
- OCTEC - Employment Services Tumut
- Tumut Chamber of Commerce
- NSW Ambulance – Murrumbidgee
- Brungle Tumut LALC
- Snowy Hydro 2.0

Table 24: Snowy Valleys LGA Demographics (Source: Australian Census Data 2021)

Population	14,891	Males = 7,504
		Females = 7,391
Indigenous population	944	
Age breakdown	Under 19	3,565
	20 – 39 years	2,984
	40 – 59 years	6,721
	60 – 84 years	4,220
	Over 85	398
Ancestry (top 5)	English	6,253
	Australian	5,962
	Irish	1,720
	Scottish	1,450
	Australian Aboriginal	909
Industries (in 2016)	Beef Cattle Farming (Specialised)	335 (5.7%)
	Log Sawmilling	201 (3.4%)
Industries (in 2016) - cont.	Supermarket and Grocery Stores	184 (3.1%)
	Corrugated Paperboard and Paperboard Container	167 (2.8%)

	Manufacturing	
	Local Government Administration	164 (2.8%)
Employment status (in 2016)	Employed full-time	3,688 (58.3%)
	Employed part-time	1,885 (29.8%)
	Away from work	415 (6.6%)
	Unemployed	343 (5.4%)
Number of jobs (in 2019)	11,490	
Median total income (in 2019)	$47,385	
Occupations (in 2016)	Managers	1,036 (17.3%)
	Labourers	963 (16.1%)
	Technicians & trades workers	831 (13.9%)
	Professionals	733 (12.2%)
	Machinery Operators and Drivers	728 (12.2%)
	Community & personal service workers	581 (9.7%)
	Clerical & administration workers	578 (9.7%)
	Sales workers	428 (7.2%)
Household types	Couple family without children	1,839
	Couple family with children	1,451
	One parent family	626
	Other family	48
Tenure type	Owned outright	2,458
	Owned with a mortgage	1,605
	Rented	1,371
Data sourced from abs.gov.au. Some 2021 census data unreleased at time of report. Historic data indicated.		

1.C: Cootamundra-Gundagai Regional Local Government Area

Gundagai, famous for the iconic Dog on the Tuckerbox, is located along the Murrumbidgee River and Tumut mountain ranges, 390 kilometres south-west of Sydney. The Gundagai shire is primarily rural, made up of dry cropping and grazing. The majority of the shire's population live in town.

Gundagai is a four-hour drive south of Sydney, a five-hour drive north of Melbourne and two hours west of Canberra. The town is easily accessible , located just off the Hume Highway The estimated resident population in the Cootamundra-Gundagai Regional Council area in 2021 was 11,387.

The traditional custodians of the land are the Wiradjuri people.

Gundagai local facilities include:

- Council – Cootamundra-Gundagai Regional Council
- Medical services – Gundagai Multipurpose Service, with 24-hour emergency care facility and as well as local medical practices
- Educational facilities – three local public schools and one catholic school
- Transport – Cootamundra Airport is the closest airport in the region, followed by Wagga Wagga Airport
- Local businesses - includes shops, restaurants and cafes, and hardware stores
- Local industry – meat processing and grazing are the dominant industries in the region
- Tourism – approximately 12 hotel/motel operators and two caravan parks. Other tourism facilities include hiking, camping, mountain biking, and fishing.

Gundagai Meat Processors and DJ Lynch Engineering are the largest employers in the area. Other employment opportunities are in Tumut at the VISY Plant or Snowy Hydro 2.0.

In December 2021, Gundagai recorded a vacancy rate of 0.5 per cent, slightly below that of Cootamundra-Gundagai Regional LGA (0.6per cent) as a whole. Vacancy rates in Gundagai tend to fluctuate due to low rental stock and seasonal workers, however it has remained well below the Real Estate Institute of Australia's healthy benchmark of 3.0 per cent over the past few years, maintaining a healthy rental demand consistent with the region.

Figure 4: Cootamundra-Gundagai LGA Map and Stakeholders

Stakeholders

- Gundagai Regional Council
- Pejar LALC
- Gundagai Library
- Gundagai Neighbourhood Centre
- Elders Gundagai
- NSW Ambulance – Murrumbidgee
- NSW Farmers Association - Central West
-

Table 25: Cootamundra- Gundagai LGA Demographics (Souce: Australian Census Data 2021)

Population	11,403	Males = 5,672
		Females = 5,732
Indigenous population	728	
Age breakdown	Under 19	2,619
	20 – 39 years	1,577
	40 – 59 years	2,643
	60 – 84 years	3,732
	Over 85	382
Ancestry (top 5)	English	4,972
	Australian	4,929
	Irish	1,556
	Scottish	1,100
	Australian Aboriginal	647
Industries (in 2016)	Meat Processing	303 (7.0%)
	Sheep Farming (Specialised)	154 (3.6%)
	Aged Care Residential Services	147 (3.4%)
	Supermarket and Grocery Stores	133 (3.1%)

Industries (in 2016) – cont.	Local Government Administration	126 (2.9%)
Employment status	Employed full-time	2,622 (56.5%)
	Employed part-time	1,489 (32.1%)
	Away from work	275 (5.9%)
	Unemployed	254 (5.5%)
Number of jobs (in 2019)	29,712	
Median total income (in 2019)	$48,829	
Occupations (in 2016)	Labourers	812 (18.5%)
	Managers	730 (16.7%)
	Technicians and Trades Workers	590 (13.5%)
	Professionals	562 (12.8%)
	Community and Personal Service Workers	467 (10.7%)
	Clerical and Administrative Workers	454 (10.4%)
	Sales Workers	367 (8.4%)
	Machinery Operators and Drivers	311 (7.1%)
Household types	Couple family without children	1,520
	Couple family with children	1,021
	One parent family	442
	Other family	40
Tenure type	Owned outright	2,116
	Owned with a mortgage	1,136
	Rented	978
Data sourced from abs.gov.au. Some 2021 census data unreleased at time of report. Historic data indicated.		

1.D: Yass Valley Local Government Area

Yass is a town in the Southern Tablelands of New South Wales, Australia in Yass Valley Council and is located on the banks of the Yass River. Yass is a 45-minute drive north of Canberra and 278km southeast of Sydney.

Sheep farming is one of the largest employers in the area, though cool-climate vineyards, the gourmet food and beverage industry, and arts and heritage tourism are growing contributors to the region's economy. Additionally, many Yass residents work in local and state government, and Yass's commuter proximity to Canberra enables residents to also work in federal government roles. The estimated resident population for 2021 is 6,759, with a population density of 73.26 persons per square kilometre.

The traditional custodians of the Yass Valley are the Wiradjuri and Ngunnawal people.

Yass local facilities include:

- Government – NSW Government Local Land Services
- Medical services – Yass District Hospital, with emergency department
- Educational facilities –Yass campus of Institute of TAFE Illawarra with around four local public schools
- Local business that includes hardware stores, supermarkets, agricultural and vehicle repair businesses, and engineering and manufacturing firms.
- Agricultural sector – veterinarians, livestock breeding services, and agricultural supply outlets
- Tourism – approximately 10 hotel/motel operators and a caravan park.
- Transgrid Yass Regional Centre which hosts electricity infrastructure and offices.

Figure 5: Yass Valley LGA Map and Stakeholders

Stakeholders

- Yass Valley Council
- Onerwal LALC
- CWA - Yass
- Yass Visitors Centre
- Elders Yass
- Yass Hospital
- NSW Ambulance - Southern Zone
- NSW Farmers Association - Southern NSW
- Department of Education

Table 26: : Yass Valley LGA Demographics (Souce: Australian Census Data 2021)

Population	17,281	Males = 8,500
		Females = 8,781
Indigenous population	552	
Age breakdown	Under 19	4554
	20 – 39 years	3417
	40 – 59 years	5,008
	60 – 84 years	3968
	Over 85	338
Ancestry (top 5)	Australian	7,778
	English	7,391
	Irish	2,397
	Scottish	2,120
	German	772
Industries (in 2016)	Central Government Administration	629 (7.8%)
	Sheep Farming (Specialised)	238 (3.0%)
	Defence	219 (2.7%)
	State Government Administration	212 (2.6%)
	Primary Education	185 (2.3%)
Employment status (in 2016)	Employed full-time	5,119 (61.5%)
	Employed part-time	2,405 (28.9%)
	Away from work	552 (6.6%)
	Unemployed	242 (2.9%)
Number of jobs (in 2019)	31,639	
Median total income (in 2019)	$50,408	
Occupations (in 2016)	Professionals	1,676 (20.7%)
	Managers	1,594 (19.7%)
	Clerical & Administrative Workers	1,207 (14.9%)
	Technicians & Trades Workers	1,049 (13.0%)
	Community & Personal Service Workers	863 (10.7%)

Occupations (in 2016) – cont.	Labourers	643 (8.0%)
	Sales Workers	526 (6.5%)
	Machinery Operators and Drivers	353 (4.4%)
Household types	Couple family without children	1,962
	Couple family with children	2,260
	One parent family	553
	Other family	36
Tenure type	Owned outright	2,053
	Owned with a mortgage	2,726
	Rented	925
Data sourced from abs.gov.au. Some 2021 census data unreleased at time of report. Historic data indicated.		

1.E: Goulburn Mulwaree Local Government Area

Goulburn is a regional city in the Southern Tablelands approximately two hours from Sydney, an hour from Canberra and just under two hours to the coast. The Goulburn Mulwaree Council area is bounded by Upper Lachlan Shire in the north and west, Wingecarribee Shire and Shoalhaven City in the east, and the Queanbeyan-Palerang Regional Council area in the south. The Council area's boundaries are Oxley Creek and the Tarlo and Wollondilly Rivers in the north, Uringalla Creek and the Shoalhaven River in the east, and Boro Creek in the south. It's the home of the Big Merino, a monument to Goulburn and the surrounding district's fine wool industry. The estimated resident population for 2021 is 32,138, with a population density of 9.97 persons per square kilometre.

The Goulburn Broken Catchment includes two Registered Aboriginal Parties who represent the interests of Traditional Owners in their respective Country areas: Yorta Yorta Nation Aboriginal Corporation (YYNAC) and Taungurung Land and Waters Council (TLaWC).

Goulburn local facilities include:

- Government – Goulburn Mulwaree Council and the New South Wales Police Force Training Academy
- Medical services – Goulburn Base Hospital, with emergency department as well as a wide range of local medical clinics
- Educational facilities – there are 15 schools (a mix of public and catholic) in the Goulburn and surrounding areas
- Local businesses including large retail stores such as Bunnings, Officeworks and Target, as well as smaller retailers, pubs and restaurants. Goulburn hosts a large industrial estate providing a wide range of services.
- Agricultural sector – veterinarians, livestock breeding services, and agricultural supply outlets
- Tourism – more than 30 types of holiday accommodation including hotel/motel operators, caravan parks and camping grounds.

Goulburn currently has a vacancy rate of 0.73per cent, with 28 per cent of its population in the rental housing market. Median rental prices for both houses and apartments have steadily increased over the past two years, houses from $350 in 2020 to $450 in 2022, apartments from $288 in 2020 to $340 in 2022.

Stakeholders describe Goulburn as a geographically desirable town as it is less than two hours to Sydney and less than an hour to Canberra and with easy access to the coast. It is adjacent to the Hume Highway as well, whilst hosting a state and interstate rail connection. Recent promotions have described the area as having a 'Country heartbeat with City Lifestyle' as the area has all the services of a larger centre without the constraints such as traffic and high density living. Historically, housing affordability in comparison to major cities such as Sydney and Canberra is seen as a major attraction for Goulburn.

Goulburn was one of the first regions that was connected to the NBN. The NSW Police Training Academy is one of the largest employers in the region. Amazon Australia recently opened a new robotics facility in Goulburn creating over 1,500 employment opportunities.

Figure 6: Goulburn Mulwaree LGA Map and Stakeholders

Stakeholders

- Goulburn Council
- Goulburn Chamber of Commerce
- Divall's Earthmoving and Bulk Hualage
- NSW Ambulance - Southern Zone
-

Table 27: Goulburn Mulwaree LGA Demographics (Souce: Australian Census Data 2021)

Population	32,053	Males = 16,141
		Females = 15,909
Indigenous population	1,619	
Age breakdown	Under 19	7,555
	20 – 39 years	7,755
	40 – 59 years	9,739
	60 – 84 years	7,937
	Over 85	825
Ancestry (top 5)	Australian	13,399
	English	13,141
	Irish	4,122
	Scottish	3,159
	Australian Aboriginal	1,394
Industries (in 2016)	Hospitals (except Psychiatric Hospitals)	524 (4.2%)
	Aged Care Residential Services	363 (2.9%)
	Supermarket and Grocery Stores	349 (2.8%)

Industries (in 2016) – cont.	Other Social Assistance Services	333 (2.6%)
	Takeaway Food Services	330 (2.6%)
Employment status (in 2016)	Employed full-time	7,861 (57.9%)
	Employed part-time	4,121 (30.4%)
	Away from work	745 (5.5%)
	Unemployed	851 (6.3%)
Number of jobs (in 2019)	29,712	
Median total income (in 2019)	$48,829	
Occupations (in 2016)	Community & Personal Service Workers	1,947 (15.3%)
	Technicians & Trades Workers	1,845 (14.5%)
	Professionals	1,844 (14.5%)
	Clerical & Administrative Workers	1,550 (12.2%)
	Labourers	1,501 (11.8%)
	Managers	1,468 (11.5%)
	Sales Workers	1,266 (10.0%)
	Machinery Operators and Drivers	1,088 (8.6%)
Household types	Couple family without children	3,552
	Couple family with children	3,163
	One parent family	1,447
	Other family	107
Tenure type	Owned outright	4,256
	Owned with a mortgage	3,896
	Rented	3,476
Data sourced from abs.gov.au. Some 2021 census data unreleased at time of report. Historic data indicated.		

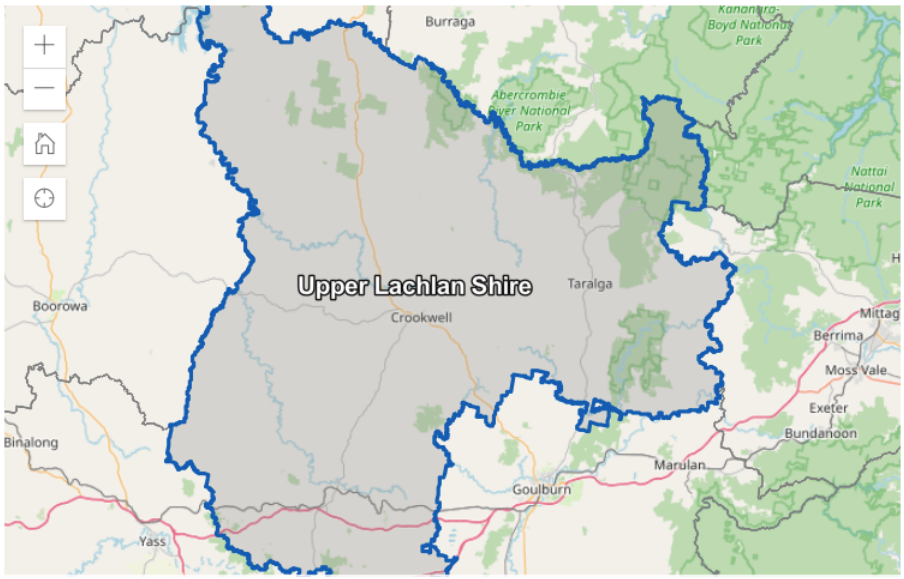
1.F: Upper Lachlan Local Government Area

Crookwell is a small regional town in the Southern Tablelands approximately 30 minutes from Goulburn, 90 minutes from Canberra and two hours 45 minutes from Sydney. Crookwell and District is bounded by the Crookwell River and the localities of Binda and Laggan in the north, the Wollondilly River in the east, the Goulburn Mulwaree LGA and the localities of Pomeroy and Gurrundah in the south, and the localities of Biala, Wheeo and Lost River in the west. Located atop the Great Dividing Range, the small historic town of Crookwell is renowned for its landscape and picturesque gardens.

The 2021 Estimated Resident Population for Crookwell and District is 3,144, with a population density of 6.73 persons per square kilometre.

The traditional custodians of the land are the Gundungurra Aboriginal people.

Figure 7: Upper Lachlan LGA Map and Stakeholders



Stakeholders

- SPARK Renewables
- Global Power Generation - Australia
- Upper Lachlan Council
- NSW Ambulance - Southern Zone
- NSW Farmers Association - Southern NSW
-

Table 28: Upper Lachlan LGA Demographics (Souce: Australian Census Data 2021)

Population	32,053	Males = 16,141
		Females = 15,909
Indigenous population	1,619	
Age breakdown	Under 19	7,555
	20 – 39 years	7,755
	40 – 59 years	9,739
	60 – 84 years	7,937
	Over 85	825

Ancestry (top 5)	Australian	13,399
	English	13,141
	Irish	4,122
	Scottish	3,159
	Australian Aboriginal	1,394
Industries (in 2016)	Sheep Farming (Specialised)	385 (11.1%)
	Beef Cattle Farming (Specialised)	165 (4.8%
	Sheep-Beef Cattle Farming	140 (4.1%)
	Local Government Administration	126 (3.6%
	Aged Care Residential Services	106 (3.1%)
Employment status	Employed full-time	2,174 (59.1%)
	Employed part-time	1,141 (31.0%)
	Away from work	219 (6.0%)
	Unemployed	142 (3.9%)
Number of jobs (in 2019)	31,639	
Median total income (in 2019)	$50,408	
Occupations (in 2016)	Managers	943 (26.8%)
	Technicians & trades workers	482 (13.7%
	Professionals	452 (12.8%)
	Labourers	401 (11.4%)
	Clerical & administration workers	381 (10.8%)
	Community & personal service workers	378 (10.7%)
Household types	Couple family without children	3,552
	Couple family with children	3,163
	One parent family	1,447
	Other family	107
Tenure type	Owned outright	4,256
	Owned with a mortgage	3,896
	Rented	3,476
Data sourced from abs.gov.au. Some 2021 census data unreleased at time of report. Historic data indicated.		

Appendix 2: Stakeholder list

- APM Employment Services
- Brungle Tumut Local Aboriginal Land Council
- Country Women's Association - Yass
- CVGT Disability Employment Services
- Department of Education
- Forestry Corporation NSW
- Global Power Generation - Australia
- Goulburn Chamber of Commerce
- Goulburn Council
- Gundagai Library
- Gundagai Neighbourhood Centre
- Gundagai Regional Council
- Industry Capability Network
- NSW Ambulance - Murrumbidgee District
- NSW Ambulance - Southern District
- NSW Farmers Association - Central West
- NSW Farmers Association - Southern NSW
- OCTEC Employment Services
- Onerwal Local Aboriginal Land Council
- Pejar Local Aboriginal Land Council
- Rural Fire Service - Riverina
- Snowy Hydro 2.0
- Snowy Valleys Council
- SPARK Renewables
- Training Services NSW
- Tumbarumba Chamber of Commerce
- Tumut Chamber of Commerce
- Tumut Visitors Centre
- Upper Lachlan Shire Council
- Wagga Wagga Airport
- Wagga Wagga Business Chamber
- Wagga Wagga City Council
- Wagga Wagga Early Years Learning Centre
- Yass Hospital
- Yass Valley Council
- Yass Visitors Centre
- Several local businesses from across the project

social atlas

Appendix 3: Survey

HumeLink Social Impact Assessment Questionnaire

We are undertaking a Social Impact Assessment (SIA) to identify the potential positive, negative and cumulative impacts on people and communities from HumeLink.

HumeLink is a new 500kV transmission line which will connect Wagga Wagga, Bannaby and Maragle. It is one of the State's largest energy infrastructure projects, with about 360 kilometres of proposed new transmission lines, and new or upgraded infrastructure. HumeLink will deliver a cheaper, more reliable and more sustainable grid by increasing the amount of renewable energy that can be delivered across the national electricity grid, helping to transition Australia to a low carbon future.

HumeLink will affect people, communities and businesses in many ways, both positively and negatively. Identifying and understanding these impacts will help inform measures that aim to avoid, mitigate or reduce negative impacts and enhance positive impacts.

The SIA is one input to the broader Environmental Impact Statement (EIS) being prepared for the project. The EIS also considers environmental, economic and cultural impacts associated with the project. For more information about SIAs and to view the NSW guidelines for carrying out an SIA, please visit

https://www.planning.nsw.gov.au/-/media/Files/DPE/Guidelines/Policyandlegislation/Social-Impact-Assessment/SIA-Guideline.pdf

[You/Your organisation] has been identified as a key stakeholder and/or source of information about potential project impacts. Your participation in this survey will help the specialist Social Impact Assessment consultant team (HillPDA) to inform the SIA. We will ask you a few questions in relation to HumeLink and your thoughts on how it may impact positively or negatively the community and local businesses.

The feedback you provide will be used to inform project decisions about design, construction and operation of the proposed new transmission line. It will also be used to help the project team better understand opportunities and impacts specific to your local community and identify solutions which are driven by local needs.

We thank you for your time - we appreciate it is valuable and believe the survey should take no more than 20 minutes. Only questions marked with an asterisk are mandatory, however, we appreciate your time to fill in as many responses as possible providing valuable feedback to the project. All information is confidential unless you would like to get further information and agree for a member of the project team to contact you.

Once finalised, the EIS and SIA will be made public, with the community and stakeholders invited to make submissions on the assessment. The EIS and submissions to the EIS will inform the Commonwealth and NSW Governments' decision-making on the project, including any mitigation measures Transgrid may need to put in place to maximise positive impacts and minimise negative impacts from the project.

The SIA will note the people and organisations consulted, and in some instances responses from specific groups or organisations will be attributed to those groups or organisations. In this instance, we would contact groups and organisations in advance to seek permission. Alternatively, the survey can be completed anonymously.

Section 1: General Questions

* 1. Name of area you live in (eg city, town, village, suburb)

Providing the suburb/town you live in helps us understand the different impacts across the project route.

*** 2. Have you heard about HumeLink before this survey?**

- Yes
- No

*** 3. Is HumeLink of interest to you or your organisation?**

- Yes
- No
- Why/Why not?

*** 4. What do you most value about your local community, environment and way of life?**

*** 5. How do you think HumeLink will impact on these high value aspects of the local community, environment and way of life?**

*** 6. In general do you believe HumeLink will have an overall positive or negative effect on the community?**

- Overall positive
- Overall negative
- Neutral
- Not sure

*** 7. How do you believe HumeLink will impact peoples way of life, including how people live, how they get around, how they work, how they play, and how they interact each day?**

- Very positive
- Positive
- Neutral
- Negative
- Very negative

*** 8. How do you believe HumeLink will impact the community, including its composition, cohesion, character, resilience, how the community functions, and people's sense of place?**

- Very positive
- Positive
- Neutral
- Negative
- Very negative

*** 9. How do you believe HumeLink will impact accessibility, including how people access and use infrastructure, services and facilities, whether provided by a public, private, or not-for-profit organisation?**

- Very positive
- Positive

- Neutral
- Negative
- Very negative

*** 10. How do you believe HumeLink will impact health and wellbeing, including physical and mental health?**

- Very positive
- Positive
- Neutral
- Negative
- Very negative

*** 11. How do you believe HumeLink will impact livelihoods, including people's capacity to sustain themselves through employment or business?**

- Very positive
- Positive
- Neutral
- Negative
- Very negative

*** 12. How do you believe HumeLink will impact surroundings, including things such as shade, pollution, erosion, public safety and security, access to and use of the natural and built environment, and aesthetic value and amenity?**

- Very positive
- Positive
- Neutral
- Negative
- Very negative

*** 13. How do you believe HumeLink will impact culture, both Aboriginal and non-Aboriginal, including shared beliefs, customs, practices, obligations, values and stories, and connections to Country, land, waterways, places and buildings?**

- Very positive
- Positive
- Neutral
- Negative
- Very negative

*** 14. How do you believe HumeLink will impact decision-making systems, including the extent to which people can have a say in decisions that affect their lives, and have access to complaint, remedy and grievance mechanisms?**

- Very positive
- Positive
- Neutral
- Negative
- Very negative

15. Thinking of Q7-14, do you have any further comments you would like to add?

*** 16. The next section will ask you questions related to the specific perspective you bring to this survey. Please select the category that best describes the perspective you will bring when answering the survey:**

If you would like to answer from more than one perspective please complete the survey then you are welcome to retake the survey choosing another category.

- A local resident
- A local business owner
- Representing a local community organisation
- Representing council or a public service organisation
- Other (please specify)

Section 2: Local Resident

*** 17. As a resident, do you currently face any challenges with the following services?**

- Accessing work
- Accessing child care
- Accessing suitable accommodation to buy
- Accessing suitable accommodation to rent
- Accessing appropriate healthcare
- Accessing appropriate services (eg legal, educational, health, emergency services etc) (Please provide detail below)
- Other (Please provide detail below)
- None of the above

Please provide detail

18. Specific to you as a resident, please describe any opportunities/benefits that you believe HumeLink may bring to you.

Positive social impacts (opportunities/benefits) might include things like:

- *increased access to jobs and business opportunities in the local area*
- *improved public/community health, environment and wellbeing*
- *changes to your ability to access health, welfare and community services, or other services that are important to you*

- *a stronger sense of place and community cohesion through community investment or shared infrastructure*
- *community development initiatives, capacity building and stronger community institutions*

19. Specific to you as a resident, please describe any challenges/impacts that you believe HumeLink may bring to you.

Negative social impacts (challenges/impacts) might include things like:

- *increase in dust or noise during construction, or how the transmission lines look, affecting your ability to enjoy your surroundings or impacting on your health and wellbeing*
- *changes to the feel or functioning of the community as a result of the project or new workers building and operating the project*
- *changes to your ability to access health, welfare and community services, or other services that are important to you*
- *land use changes that affect the community character or your sense of place.*

20. What things do you think HumeLink could do to reduce negative impacts or improve benefits and opportunities from the project?

Section 2: Local Business Owner

* 21. Please select which best describes your type of business:

- Hospitality/Food & Beverage
- Entertainment
- Service – (eg health, real estate, legal, educational, finance) (Please provide detail below)
- Public sector
- Beauty/Healthcare
- Education/Childcare
- Accommodation
- Product Sales (Please provide detail below)
- Other (Please provide detail below)
- Please provide detail

* 22. As a local business owner, do you currently face any of the following challenges?

- Finding staff
- Product supply
- Shortage of real estate
- Economic challenges
- Other (please specify)
- None of the above

23. Specific to your business, please describe any opportunities/benefits that you believe HumeLink may bring to your business.

Positive social impacts (opportunities/benefits) might include things like:

- *increased access to jobs and business opportunities in the local area*

- *improved public/community health, environment and wellbeing*
- *changes to your ability to access health, welfare and community services, or other services that are important to you*
- *a stronger sense of place and community cohesion through community investment or shared infrastructure*
- *community development initiatives, capacity building and stronger community institutions*

24. Specific to your business, please describe any challenges/impacts that HumeLink may bring to your business.

Negative social impacts (challenges/impacts) might include things like:

- *increase in dust or noise during construction, or how the transmission lines look, affecting your ability to enjoy your surroundings or impacting on your health and wellbeing*
- *changes to the feel or functioning of the community as a result of the project or new workers building and operating the project*
- *changes to your ability to access health, welfare and community services, or other services that are important to you*
- *land use changes that affect the community character or your sense of place.*

25. What things do you think HumeLink could do to reduce negative impacts or

improve benefits and opportunities from the project?

Section 2: Representing a local community organisation

* 26. Please check which of the following best describes the organisation you are representing:

- Sporting
- Social Support
- Environmental
- Youth
- Aged Care
- Entertainment/Recreational
- Religious
- Other (please specify)

27. Please tell us a little more about the organisation you are representing:

* 28. Is your organisation currently facing any of the following challenges?

- Finding staff
- Finding volunteers
- Lack of funding
- Lack of public sector support
- Shortage of real estate
- Economic challenges
- Other (please specify)
- None of the above

*** 29. Do you believe there any particular groups or members of your community (eg, low income residents, people living with disability, culturally and linguistically diverse communities etc) that would benefit or be further disadvantaged as a result of HumeLink? *(Please provide details and reasoning)***

30. Specific to your organisation, please describe any opportunities/benefits that you believe HumeLink may bring to your organisation.

Positive social impacts (opportunities/benefits) might include things like:

- *increased access to jobs and business opportunities in the local area*
- *improved public/community health, environment and wellbeing*
- *changes to your ability to access health, welfare and community services, or other services that are important to you*
- *a stronger sense of place and community cohesion through community investment or shared infrastructure*
- *community development initiatives, capacity building and stronger community institutions*

31. Specific to your organisation, please describe any challenges/impacts that HumeLink may bring to your organisation.

Negative social impacts (challenges/impacts) might include things like:

- *increase in dust or noise during construction, or how the transmission lines look, affecting your ability to enjoy your surroundings or impacting on your health and wellbeing*
- *changes to the feel or functioning of the community as a result of the project or new workers building and operating the project*
- *changes to your ability to access health, welfare and community services, or other services that are important to you*
- *land use changes that affect the community character or your sense of place.*

32. What things do you think HumeLink could do to reduce negative impacts or improve benefits and opportunities from the project?

Section 2: Representing Council or public sector organisation

*** 33. Please select which of the following best describes the organisation you are representing:**

- Local Council (Please specify below)
- Local public sector organisation (Please specify below)
- (eg health, legal aid, financial support, public transport, emergency services, police, community
- services)
- Other (Please provide detail below)
- Please provide detail

*** 34. Is your organisation currently facing any of the following challenges? (Please select all that apply)**

- Finding staff
- Finding volunteers
- Lack of funding
- Lack of community support
- Shortage of real estate
- Economic challenges

- Environmental challenges
- Other (please specify)
- None of the above

*** 35. Do you believe there any particular groups or members of your community (eg, low income residents, people living with disability, culturally and linguistically diverse communities etc) that would benefit or be further disadvantaged as a result of HumeLink? (Please provide details and reasoning)**

36. Specific to your organisation, please describe any opportunities/benefits that you believe HumeLink may bring to your organisation.

Positive social impacts (opportunities/benefits) might include things like:

- *increased access to jobs and business opportunities in the local area*
- *improved public/community health, environment and wellbeing*
- *changes to your ability to access health, welfare and community services, or other services that are important to you*
- *a stronger sense of place and community cohesion through community investment or shared infrastructure*
- *community development initiatives, capacity building and stronger community institutions*

37. Specific to your organisation, please describe any challenges/impacts that HumeLink may bring to your organisation.

Negative social impacts (challenges/impacts) might include things like:

- *increase in dust or noise during construction, or how the transmission lines look, affecting your ability to enjoy your surroundings or impacting on your health and wellbeing*
- *changes to the feel or functioning of the community as a result of the project or new workers building and operating the project*
- *changes to your ability to access health, welfare and community services, or other services that are important to you*
- *land use changes that affect the community character or your sense of place.*

38. What things do you think HumeLink could do to reduce negative impacts or improve benefits and opportunities from the project?

Section 2: Other

*** 39. Please name/describe the organisation you represent.**

40. Is your organisation currently facing?

- Lack of funding
- Lack of community support
- Shortage of real estate
- Economic challenges
- Environmental challenges
- Other (please specify)
- None of the above

41. Specific to you, please describe any opportunities/benefits that you believe HumeLink may bring.

Positive social impacts (opportunities/benefits) might include things like:

- *increased access to jobs and business opportunities in the local area*
- *improved public/community health, environment and wellbeing*
- *changes to your ability to access health, welfare and community services, or other services that are important to you*
- *a stronger sense of place and community cohesion through community investment or shared infrastructure*
- *community development initiatives, capacity building and stronger community institutions*

42. Specific to you, please describe any challenges/impacts that HumeLink may bring.

Negative social impacts (challenges/impacts) might include things like:

- *increase in dust or noise during construction, or how the transmission lines look, affecting your ability to enjoy your surroundings or impacting on your health and wellbeing*
- *changes to the feel or functioning of the community as a result of the project or new workers building and operating the project*
- *changes to your ability to access health, welfare and community services, or other services that are important to you*
- *land use changes that affect the community character or your sense of place.*

43. Do you believe there any particular groups or members of your community (eg, low income residents, people living with disability, culturally and linguistically diverse communities etc) that would benefit or be further disadvantaged as a result of HumeLink? ***(Please provide details and reasoning)***

44. What things do you think HumeLink could do to reduce negative impacts or improve benefits and opportunities from the project?

Section 3: Other Questions

*** 45. Are you aware of any previous or current major infrastructure projects in the area?**

- Yes
- No
- If yes, please provide detail

46. If yes, please describe any benefits or negative impacts you believe the above projects brought or will bring to the community

*** 47. If HumeLink required them, how do you believe workers hired from outside the local area could impact the community?**

- Please provide detail

*** 48. Do you think there is enough short-term accommodation available in the local area for additional workers if they are required?**

- Yes
- No
- Please provide detail

*** 49. Do you think there are enough services or support available in the local area for additional workers if required?**

- Yes
- No

Impacts/Opportunities

*** 50. Please select the potential challenges/impacts you believe may be associated with the construction of HumeLink. (Choose all that apply)**

- Traffic disruption during construction (including time to travel)
- Changes to how I access local businesses during construction
- Noise during construction
- Dust and air pollution during construction
- Disruption to farming operations
- Reduced access to or availability of local services (health, education, legal etc)
- Reduced availability of accommodation
- Social disruption due to workforce influx
- Other (please specify)
- None of the above

51. Do you have any suggestions regarding how we could mitigate or manage these impacts for the construction of HumeLink?

*** 52. Please describe any challenges/impacts you believe may be associated with the operations of HumeLink and associated facilities once completed:**

53. Do you have any suggestions regarding how we could mitigate or manage these impacts for the operation of HumeLink?

54. Do you have any suggestions on how we could enhance the benefits or opportunities of HumeLink?

Section 4: Demographics

55. What is your gender?

- Male
- Female
- Non-Binary/Other
- Prefer not to say

56. Age Group

- 16-25
- 26-35
- 36-45
- 46-55
- 56-65
- 66+

57. Do you identify as Aboriginal and/or Torres Strait Islander?

For people of both Aboriginal and Torres Strait Islander origin, mark both 'Yes' boxes.

- No
- Yes, Aboriginal
- Yes, Torres Strait Islander
- Prefer not to say

58. Do you identify as a person living with a disability?

- Yes
- No
- Prefer not to say

59. Do you identify as a person from a non-english speaking or culturally diverse background?

- Yes
- No
- Prefer not to say

60. Do you identify as LGBTQI+?

- Yes
- No
- Prefer not to say

61. How long have you lived in your current address (to the nearest year)?

- 0-1 years
- 2-4 years
- 5 years
- 6-10 years
- More than 10 years

*** 62. Would you like to subscribe to project updates?**

- Yes
- No

Contact Info for Updates

*** 63. Please enter your details below**

- Email Address

*** 64. Would you like a project team member to contact you to discuss a concern or query?**

- Yes
- No

Query

65. What is your concern/query?

- Name
- Email Address
- Phone Number

66. Please supply your details for a project team member to contact you

Thank you for completing the survey.

We value your opinion and appreciate your contribution to the SIA for HumeLink. The insights you have provided will help inform responses that aim to avoid, mitigate or reduce negative impacts and enhance positive impacts for your community.

For more information about SIA and to view the NSW guidelines, please visit
https://www.planning.nsw.gov.au/-/media/Files/DPE/Guidelines/Policy-andlegislation/Social-Impact-Assessment/SIA-Guideline.pdf

For more information on HumeLink please visit
https://www.transgrid.com.au/projects-innovation/humelink

ATTACHMENT D: COMMUNITY PROFILE

NOTE: All data are from the year 2021, unless stated otherwise.

A.5 Social locality

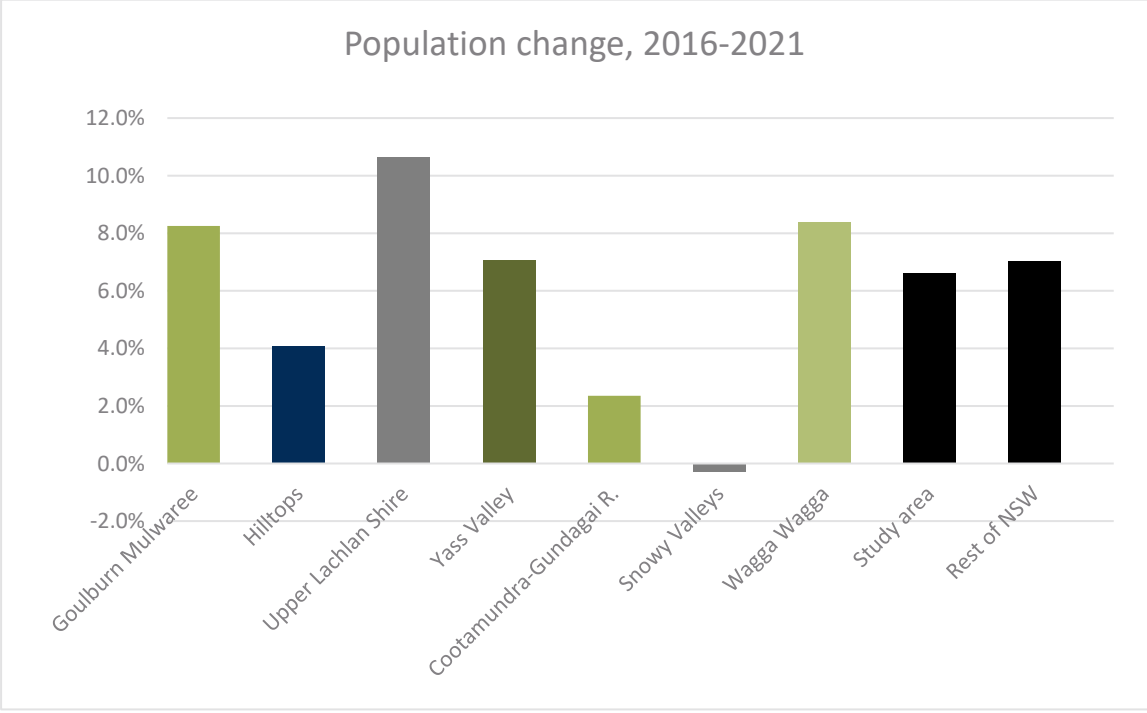
This section provides an overview of relevant population and demographic characteristics for communities within the social locality, which constitutes its social locality. The characteristics include population, housing, health, education, employment, transport, and cultural demographics, using data extracted from the 2021 and 2016 Censuses, forecast.id, and PHIDU.

The following sections provide a summary of the social baseline information for the social locality.

Resident population

As of the 2021 Census, the social locality consisted of 171,005 people. It comprises the seven LGAs of Goulburn-Mulwaree, Hilltops, Upper Lachlan Shire, Yass Valley, Cootamundra-Gundagai Regional, Snowy Valleys, and Wagga Wagga City. Of these, Wagga Wagga City LGA was the most populous in 2021, with 67,609 residents, followed by Goulburn-Mulwaree LGA, with 32,053.

The social locality is growing, albeit at a slower rate (6.61 per cent between 2016 and 2021) than the Rest of NSW (7.04 per cent over the same time period). Between 2016 and 2021, every LGA within the social locality grew in population, except for the Snowy Valleys LGA, which declined slightly. Over this time period, the LGAs of Goulburn-Mulwaree, Upper Lachlan Shire, Yass Valley, and Wagga Wagga City all grew at faster rates than the Rest of NSW.[12] The figure below indicates population growth over time across the social locality.



Population change by Rest of NSW, social locality, and each LGA within, 2016-2021.[13]

Growth patterns across the social locality will be relevant to understanding the impact of the project on its social locality. Within the social locality, the three fastest-growing LGAs between 2016 and 2021 (Upper Lachlan Shire, Wagga Wagga City, and Goulburn-Mulwaree) were also the three most populous. The following sections detail the social baseline of

[12] Australian Bureau of Statistics, 2016; Australian Bureau of Statistics, 2021.
[13] Ibid.

the social locality and the LGAs within it, in order to provide background on the potential impact of the project on these and other LGAs.

Aboriginal and Torres Strait Islander population

Within the social locality, 5.6 per cent of residents identify as Aboriginal and Torres Strait Islander in 2021, a lower proportion than in the Rest of NSW. Distinct demographic factors apply to the social locality's Aboriginal and Torres Strait Islander population. These are summarised below.

Key Aboriginal and Torres Strait Islander demographic indicators within the social locality.[14]

Indicator	Information
Population	• at the 2021 Census, the social locality was home to 9,548 Aboriginal and Torres Strait Islander people • between 2016 and 2021, the number of Aboriginal and Torres Strait Islander people in the social locality increased at a slower rate (1.1 per cent) than the total number of the area's residents (6.6 per cent) • Aboriginal and Torres Strait Islander people were most strongly concentrated in Wagga Wagga City LGA (6.6 per cent of the population), and least strongly concentrated in Upper Lachlan Shire LGA (3.1 per cent) • of the other LGAs, the share of population identifying as Aboriginal and Torres Strait Islander were 5.1 per cent in Goulburn-Mulwaree, 5.1 per cent in Hilltops, 3.2 per cent in Yass Valley, 6.4 per cent in Cootamundra-Gundagai Regional, and 6.3 per cent in Snowy Valleys.
Age profile	• at the 2021 Census, there was a significantly higher proportion of Aboriginal and Torres Strait Islander people (34.4 per cent) aged 14 years or younger, compared to the 4.8 per cent who were aged 65 years or older, within the social locality • at the 2021 Census, 59.2 per cent of Aboriginal and Torres Strait Islander people in the social locality were of working age (between 14 and 65 years old), lower than the 60.7 per cent of all people within the social locality • of the LGAs within the social locality, Upper Lachlan Shire had the highest proportion of Aboriginal and Torres Strait Islander people of working age (64.2 per cent), and Snowy Valleys had the lowest (56.1 per cent) • across the other LGAs, the proportions of Aboriginal and Torres Strait Islander people of working age were 60.2 per cent in Goulburn-Mulwaree, 58.1 per cent in Hilltops, 56.3 per cent in Yass Valley, 58.9 per cent in Cootamundra-Gundagai Regional, and 59.8 per cent in Wagga Wagga City • the LGAs of Hilltops, Upper Lachlan Shire, and Cootamundra-Gundagai Regional all had higher proportions of working-age Aboriginal and Torres Strait Islander people than working-age people overall; the other LGAs had lower proportions.
Housing and households	• Aboriginal and/or Torres Strait Islander people lived in a total 4,440 households in the social locality at the 2021 Census, with an average household size of 3 people, higher than the overall social locality average, at 2.5 • of the 4,440 households, 3,574 or 80.5 per cent were family households, considerably higher than the 68.9 per cent of households for the whole social locality.
Education	• at the 2021 Census, approximately 33.3 per cent of Aboriginal and Torres Strait Islander residents of the social locality over the age of 15 had completed year 12 or equivalent, considerably lower than the 44.9 per cent of all residents across the social locality. • completion of year 12 rates among Aboriginal and Torres Strait Islander residents were the lowest in Hilltops LGA, at 26 per cent, and the highest in Yass Valley LGA, at 41.7 per cent. However, Yass Valley LGA also showcased the widest disparity between year 12 completion rates among Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander residents, at 19 per cent • of the other LGAs within the social locality, rates of completion of year 12 among Aboriginal and Torres Strait Islander residents over 15 were 31.3 per cent in Goulburn-Mulwaree, 38.4 per cent in Upper Lachlan Shire, 27.1 per cent in Cootamundra-Gundagai Regional, 29.3 per cent in Snowy Valleys, and 36.2 per cent in Wagga Wagga City, in 2021. Upper Lachlan Shire LGA had

[14] Australian Bureau of Statistics, 2021; Australian Bureau of Statistics, 2016.

Indicator	Information
	the lowest education gap between Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander residents, at 3.5 per cent.
Labour force	• at the 2021 Census, median weekly household incomes for Aboriginal and Torres Strait Islander residents in the social locality varied between the different LGAs. The lowest median household income was in Cootamundra-Gundagai Regional LGA, at $1,188 per week (4.7 per cent higher than the LGA median), whereas the highest was in Yass Valley LGA, at $2,079 per week (nonetheless 10.1 per cent lower than the LGA median) • the differences between Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander residents' incomes throughout the social locality mirrored educational differences; Yass Valley LGA had the largest negative income gap, while Upper Lachlan Shire had the largest positive income gap, with Aboriginal and Torres Strait Islander residents having median weekly household incomes 18.6 per cent higher than that LGA overall • most LGAs within the social locality showcased higher median household incomes for Aboriginal and Torres Strait Islander than for non-Aboriginal and Torres Strait Islander residents in 2021. However, this was likely due mostly to higher household sizes, as every LGA in the social locality had lower median personal incomes for Aboriginal and Torres Strait Islander than for non-Aboriginal and Torres Strait Islander residents • in 2021, 57.7 per cent of Aboriginal and Torres Strait Islander residents over 15 in the social locality were in the labour force, fewer than the 60 per cent of the social locality overall • within the social locality in 2021, Yass Valley LGA had the highest rate of Aboriginal and Torres Strait Islander labour force participation (64.3 per cent), while Hilltops LGA had the lowest (49.6 per cent), followed by Snowy Valleys LGA (52.1 per cent) • of the Aboriginal and Torres Strait Islander residents in the labour force in the social locality, 9.7 per cent were unemployed in 2021, a far higher proportion than the 3.9 per cent of the overall population • within the social locality in 2021, the rate of Aboriginal and Torres Strait Islander unemployment was the highest in Snowy Valleys LGA (12.9 per cent), followed by Cootamundra-Gundagai Regional LGA (10.7 per cent), and the lowest in Upper Lachlan Shire LGA, at only 2.5 per cent.

Source: ABS (2021), *Australian Census of Population and Housing*

The Aboriginal and Torres Strait Islander population in the social locality exhibits significant differences to the overall population in terms of household composition, education rates, and employment. Differences in lifestyles and opportunities for Aboriginal and Torres Strait Islander residents in the social locality are relevant for the project's anticipated impacts on Aboriginal and Torres Strait Islander populations.

Economy, industry and employment indicators

The table below highlights trends in terms of residents' incomes and employment across the social locality. There is variation between the social locality's LGAs with regard to different residents' incomes, industries, and professions.

Economy, industry, and employment indicators for the social locality in 2021.[15]

Indicator	Information
Income	• median weekly household incomes are varied throughout the different areas of the social locality, from Yass Valley LGA at $2,289 to Cootamundra-Gundagai Regional LGA at $1,132. By comparison, the median for the Rest of NSW is $1,434.
Labour force participation	• according to the 2021 Census, 82,996 people, or 56.5 per cent of residents over 15, were participating in the labour force, in comparison to 56.4 per cent of residents over 15 in the Rest of NSW. • according to PHIDU, in 2016, female labour force participation in the social locality was 55.2 per cent, compared to 51.3 per cent in the Rest of NSW • of residents in the labour force in the social locality, 3.9 per cent were unemployed, compared to 4.6 per cent in the Rest of NSW

[15] Australian Bureau of Statistics, 2021; Australian Bureau of Statistics, 2016; PHIDU, 2021.

Indicator	Information
Common industries of employment	• within the social locality in 2021, employed residents were most commonly employed in the industries of health care and social assistance (14.9 per cent), public administration and safety (10.1 per cent), and retail trade (9.8 per cent). In the Rest of NSW, health care and social assistance was also the most common industry of employment in 2016 (14.4 per cent), followed by retail trade (10.3 per cent) and construction (9.1 per cent). • within the social locality, agriculture, forestry, and fishing was the most common industry of employment for the majority of LGAs in 2021. However, it was only the sixth most common industry across the entire social locality, as it was predominantly common across somewhat less populous LGAs (Hilltops, Upper Lachlan Shire, Cootamundra-Gundagai Regional, and Snowy Valleys) • within both the two most populous LGAs in the social locality (Goulburn-Mulwaree and Wagga Wagga), health care and social assistance was the most common industry of employment in 2016, employing 15.7 per cent and 17.9 per cent of the labour force respectively.
Common professions	• in 2021, the three most common occupations within the social locality were professionals (17.5 per cent), managers (15.3 per cent), and technicians and trades workers (14.5 per cent). This was similar to the three most common for the Rest of NSW: professionals (19.2 per cent), technicians and trades workers (14.5 per cent), and managers (13.4 per cent).

Source: ABS (2021), Australian Census of Population and Housing

Housing

Housing characteristics within the social locality are generally similar to those of the Rest of NSW. In both areas, separate (detached) dwellings comprised the majority of housing stock in 2021. At that year's Census, the most common tenure type was also outright home ownership, and just over 11 per cent of private dwellings were unoccupied, in both areas. Nonetheless, there are also some differences exhibited in the social locality, particularly between different LGAs within it.

The table below summarises key housing indicators within the social locality, with reference to the Rest of NSW.

Key housing indicators within the social locality.[16]

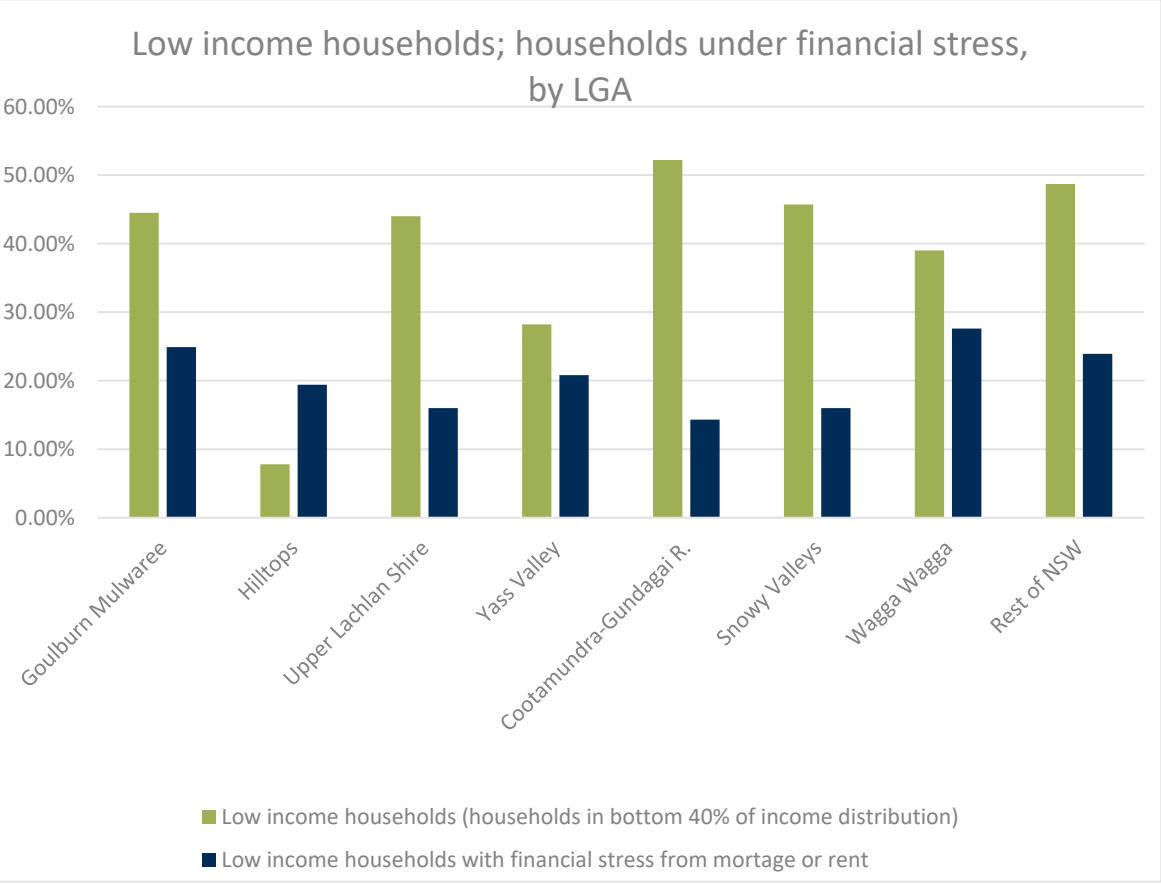
Indicator	Information
Dwellings	• at the 2021 Census, there were 71,481 private dwellings across the social locality.
Dwelling type	• in 2021, separate (detached) dwellings were the most common housing type within the social locality, at 79 per cent, higher than the Rest of NSW at 73.1 per cent.
Unoccupied private dwellings	• at the 2021 Census, there were 7,922 unoccupied private dwellings across the social locality.
Occupancy rates	• in 2021, 11.1 per cent of private dwellings within the social locality were unoccupied, similar to the Rest of NSW, at 11.2 per cent • within the social locality, Upper Lachlan Shire LGA had the highest proportion of unoccupied private dwellings (23.3 per cent), while Wagga Wagga City LGA had the lowest (8.5 per cent).
Tenure	• at the 2021 Census, outright home ownership was the most common tenure type within the social locality, at 36.1 per cent, followed by ownership with a mortgage, at 32.8 per cent, and renting, at 26.7 per cent • common tenure types were the same in the Rest of NSW, which had a higher rate of outright home ownership (38 per cent) and a lower rate of ownership with a mortgage (31.2 per cent).
Rents	• across the social locality, median weekly rent was generally lower than that of the Rest of NSW ($330), with the exception of $350 in Yass Valley LGA • Cootamundra-Gundagai Regional LGA had the cheapest median weekly rent, at $220.

[16] Australian Bureau of Statistics, 2021; PHIDU, 2021.

Indicator	Information
Mortgages	• median monthly mortgage repayments were also generally cheaper than the Rest of NSW median ($1,733) • Yass Valley LGA had the most expensive median monthly mortgage repayments ($2,167), while Goulburn equalled the Rest of NSW median • all other LGAs had cheaper median monthly mortgage repayments, Cootamundra-Gundagai Regional LGA having the cheapest ($1,170).
Mortgage and rental stress	• in 2016, approximately 22.4 per cent of low-income households in the social locality were experiencing financial stress from mortgage or rent, a slightly higher proportion than that of the Rest of NSW (23.9 per cent) • within the social locality, this was most commonly experienced in Wagga Wagga City LGA (by 27.6 per cent of the population) and least commonly in Cootamundra-Gundagai Regional LGA (14.3 per cent of the population).
Crowded dwellings	• in 2016, approximately 7.4 per cent of people in the social locality lived in crowded dwellings, a higher proportion than in the Rest of NSW, with 4.9 per cent of people. Within the social locality, this was most acute in Snowy Valleys LGA, with 20.5 per cent of people living in crowded dwellings, and least acute in Upper Lachlan Shire LGA, with 3.4 per cent of people living in crowded dwellings.

Source: ABS (2021), Australian Census of Population and Housing

Proportions of low-income households are shown in green; the proportion of these households that are suffering from financial stress due to mortgage or rent are shown in dark blue.



Proportion of low-income households and of low-income households under financial stress from mortgage or rent by LGA within the social locality.[17]

[17] PHIDU, 2021.

Health and wellbeing indicators

The social locality is experiencing some positive trends in terms of health and wellbeing, in comparison to the Rest of NSW. Residents within the social locality showcase somewhat lower levels of need for assistance, psychological distress, and alcohol consumption than the Rest of NSW. In addition, the social locality shows positive levels of voluntary work, community support, and accessible social infrastructure.

Health and wellbeing are multifaceted phenomena. The table below summarises numerous health and wellbeing indicators for the social locality.

Key health and wellbeing indicators for the social locality.[18]

Indicator	Information
Need for assistance	• at the 2021 Census, 6.1 per cent of people in the social locality had a need for assistance with everyday tasks, compared to 6.8 per cent for the Rest of NSW • while still lower than the Rest of NSW, the proportion of people with a need for assistance grew at a faster rate (0.7 per cent) between 2016 and 2021 than in the Rest of NSW (0.5 per cent).
Psychological distress	• data gained from the 2017-18 National Health Survey (NHS) showed 11.6 per cent of people in the social locality to be experiencing high or very high psychological distress, a smaller proportion than that of the Rest of NSW (13.1 per cent) • there were slight variations in the proportions of people experiencing psychological distress across the social locality; Goulburn-Mulwaree had the highest, at 12 per cent, and Yass Valley and Upper Lachlan Shire LGAs had the equal lowest, at 10.5 per cent • of the other LGAs across the social locality, Hilltops had 11.9 per cent, Cootamundra-Gundagai Regional had 11 per cent, Snowy Valleys had 11.8 per cent, and Wagga Wagga had 11.9 per cent.
Alcohol consumption	• according to the 2017-18 NHS, approximately 18.4 per cent of people in the social locality consumed more than two standard alcoholic drinks per day, compared to 19.6 per cent of people in the Rest of NSW • within the social locality, this proportion was highest for Snowy Valleys LGA (23 per cent), and lowest for Goulburn-Mulwaree LGA (15.5 per cent) • in the other LGAs across the social locality, this proportion was 18.6 per cent for Hilltops, 18 per cent for Upper Lachlan Shire, 20.7 per cent for Yass Valley, 20.4 per cent for Cootamundra-Gundagai Regional, and 17.4 per cent for Wagga Wagga.
SEIFA advantage and disadvantage	• as of 2016, each LGA within the social locality was relatively disadvantaged with SEIFA scores of less than 1000, except for Yass Valley LGA, which had a score of 1062 • within the social locality, Cootamundra-Gundagai Regional LGA had the lowest SEIFA score, at 926 • throughout the rest of the social locality, the SEIFA scores for the remaining LGAs in 2016 were 946 for Goulburn-Mulwaree, 932 for Hilltops, 987 for Upper Lachlan Shire, 934 for Snowy Valleys, and 978 for Wagga Wagga. This contrasts with the Rest of NSW, which had a SEIFA score of 1000 for that year.
Voluntary work	• at the 2021 Census, 14.1 per cent of people in the social locality undertook voluntary work, compared to 12.8 per cent of people in the Rest of NSW • voluntary work was most likely to be carried out in upper Lachlan Shire LGA (18.3 per cent of the population volunteering), and least likely to be undertaken in Goulburn-Mulwaree LGA (by 11.3 per cent of the population).
Community support	• in 2014, 94 per cent of residents in the social locality aged 18 years and older were estimated to be able to get support in times of crisis from persons outside the household. This was slightly higher than the Rest of NSW estimate of 93.8 per cent.
Perceptions of safety	• in 2014, an estimated 55.9 per cent of people in the social locality aged 18 years or older felt safe or very safe walking alone locally after dark, equal to 55.9 per cent in the Rest of NSW • this statistic was lowest for Wagga Wagga City LGA (49.1 per cent), and highest for Upper Lachlan Shire LGA (73.4 per cent).

Source: ABS (2021), Australian Census of Population and Housing

[18] Australian Bureau of Statistics, 2021; Australian Bureau of Statistics, 2016; PHIDU, 2021.

Social locality – Demographic Indicators

Indicator	Source	Goulburn - Mulwaree		Hilltops		Upper Lachlan Shire		Yass Valley		Cootamundra-Gundagai Regional		Snowy Valleys		Wagga Wagga City		Social locality		Rest of NSW	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Population																			
Total persons	G01	32,053	18.74	19,254	11.26	8,514	4.98	17,281	10.11	11,403	6.67	14,891	8.71	67,609	39.54	171,005	-	2,829,637	-
Proportion of people aged 14 years or younger	G01	5,782	18.04	3,640	18.91	1,413	16.60	3,422	19.80	1,985	17.41	2,746	18.44	13,756	20.35	32,745	19.15	505,534	17.87
Proportion of people aged 65 years or older	G01	6,690	20.87	4,632	24.06	2,125	24.96	3,170	18.34	3,231	28.33	3,454	23.20	11,196	16.56	34,500	20.17	628,053	22.20
Working-age population (people aged 14-65)	G01	19,581	61.09	10,982	57.04	4,976	58.44	10,689	61.85	6,187	54.26	8,691	58.36	42,657	63.09	103,760	60.68	1,696,050	59.94
Aboriginal and Torres Strait Islander population	G01	1,619	5.05	974	5.06	260	3.05	552	3.19	728	6.38	944	6.34	4,471	6.61	9,548	5.58	185,873	6.57
Overseas born	G01	3,507	10.94	1,451	7.54	649	7.62	1,879	10.87	780	6.84	1,362	9.15	7,684	11.37	17,313	10.12	343,955	12.16
Language other than English spoken at home	G01	1,995	6.22	1,010	5.25	213	2.50	707	4.09	355	3.11	653	4.39	6,168	9.12	11,101	6.49	187,528	6.63
Advantage/disadvantage by decile, 2016	SEIFA	946	-	932	-	987	-	1,062	-	926	-	934	-	978	-	-	-	1,000	-
Persons aged 15 or over no longer attending primary or secondary school	G16	25,371	-	14,995	-	6,853		13,146		9,078	-	11,684	-	51,526	-	132,653	-	2,235,624	-
Proportion of the above category who have completed year 12 or equivalent	G16	10,397	40.98	5,465	36.45	2,871	41.89	7,984	60.73	3,152	34.72	4,200	35.95	25,448	49.39	59,517	44.87	994,237	44.47
Housing and households																			
Total private dwellings	G36	13,847	19.37	8,591	12.02	4,226	5.91	6,460	9.04	5,101	7.14	6,481	9.07	26,775	37.46	71,481	-	1,206,503	

Indicator	Source	Goulburn - Mulwaree		Hilltops		Upper Lachlan Shire		Yass Valley		Cootamundra-Gundagai Regional		Snowy Valleys		Wagga Wagga City		Social locality		Rest of NSW	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Separate house	G36	10,534	76.07	6,742	78.48	3,138	74.25	5,594	86.59	4,150	81.36	5,188	80.05	21,184	79.12	56,530	79.08	882,102	73.11
Terrace/flat/other etc	G36	1,485	10.72	641	7.46	92	2.18	298	4.61	328	6.43	452	6.97	3,549	13.25	6,845	9.58	185,780	15.40
Unoccupied private dwellings	G36	1,799	12.99	1,185	13.79	983	23.26	531	8.22	612	12.00	807	12.45	2,005	7.49	7,922	11.08	134,891	11.18
Persons living in crowded dwellings, 2016	PHIDU (Housing transport C to E)	1,936	8.50	7,888	5.80	190	3.40	557	3.80	439	3.90	7,762	20.50	2,330	4.10	21,102	7.40	116,079	4.90
Total households	G35	12,045	-	7,403	-	3,249	-	5,932	-	4,490	-	5,671	-	24,776	-	63,566	-	1,071,609	-
Family households	G35	8,062	66.93	4,938	66.70	2,312	71.16	4,653	78.44	2,984	66.46	3,905	68.86	16,963	68.47	43,817	68.93	737,521	68.82
Non-family households	G35	3,985	33.08	2,468	33.34	936	28.81	1,277	21.53	1,508	33.59	1,766	31.14	7,805	31.50	19,745	31.06	334,086	31.18
Average household size	G02	2	-	2	-	2	-	3	-	2	-	2	-	3	-	3	-	2	-
Low income households 2016 (households in bottom 40% of income distribution)	PHIDU (Housing transport BG to BI)	5,178	44.50	3,957	7.80	1,400	44.00	1,661	28.20	2,432	52.20	2,688	45.70	9,183	39.00	26,499	45.20	477,655	48.70
Housing tenure - median monthly mortgage repayment	G02	1,733	-	1,213	-	1,540	-	2,167	-	1,170	-	1,300	-	1,517	-	-	-	1,733	-
Housing tenure - median weekly rent	G02	320	-	250	-	277	-	350	-	220	-	230	-	300	-	-	-	330	-
Low income households with financial stress from mortgage or rent 2016	PHIDU (Housing transport BC to BE)	1,288	24.90	767	19.40	224	16.00	345	20.80	347	14.30	429	16.00	2,532	27.60	5,932	22.39	114,242	23.90
Transport																			
Households with no vehicles	G34	727	6.04	390	5.27	81	2.49	135	2.28	310	6.90	257	4.53	1,514	6.11	3,414	5.37	58,952	5.50

Indicator	Source	Goulburn - Mulwaree		Hilltops		Upper Lachlan Shire		Yass Valley		Cootamundra-Gundagai Regional		Snowy Valleys		Wagga Wagga City		Social locality		Rest of NSW	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Average motor vehicles per dwelling	QS	2	-	2	-	2	-	2	-	2	-	2	-	2	-	2	-	2	-
Health																			
People with need for assistance	G18	1,908	5.95	1,368	7.11	507	5.95	926	5.36	877	7.69	909	6.10	3,998	5.91	10,493	6.14	193,513	6.84
People with high or very high psychological distress	PHIDU 2017-2018 statistic	2,713	12.00	1,650	11.90	647	10.50	1,312	10.50	925	11.00	1,289	11.80	5,577	11.90	14,113	11.63	269,195	13.10
Harmful use of alcohol (more than two standard alcoholic drinks per day on average), from 2017-18 NHS	PHIDU (estimates risk factor adults EI to EP)	3,550	15.50	2,672	18.60	1,155	18.00	9,743	20.70	1,782	20.40	2,592	23.00	8,077	17.40	29,571	18.40	410,206	19.60
Community strength																			
Voluntary work	G23	3,629	11.32	2,749	14.28	1,557	18.29	3,080	17.82	1,931	16.93	2,420	16.25	8,667	12.82	24,033	14.05	360,680	12.75
People aged 18 years and over who are able to get support in times of crisis from persons outside the household, 2014	PHIDU	20,394	94.00	13,185	93.40	5,679	94.60	11,577	94.70	7,294	94.00	10,530	93.90	43,397	94.00	112,056	94.02	1,902,474	93.80
People aged 18 years and over who felt very safe/safe walking alone in local area after dark, 2014	PHIDU	10,599	50.00	8,711	63.60	4,309	73.40	8,874	72.50	5,425	67.10	6,154	56.50	22,558	49.10	66,630	56.50	1,107,228	55.90
Employment and industry																			
Persons aged 15 or over	G46	26,268	-	15,611	-	7,106	-	13,862	-	9,429	-	12,150	-	53,857	-	138,283	-	2,324,100	-
Labour force	G46	14,988	57.06	8,424	53.96	4,122	58.01	9,256	66.77	4,685	49.69	6,842	56.31	34,679	64.39	82,996	60.02	1,310,611	56.39

Indicator	Source	Goulburn - Mulwaree		Hilltops		Upper Lachlan Shire		Yass Valley		Cootamundra-Gundagai Regional		Snowy Valleys		Wagga Wagga City		Social locality		Rest of NSW	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Median weekly household income ($)	G02	1,466	-	1,175	-	1,465	-	2,289	-	1,132	-	1,306	-	1,638	-	-	-	1,434	-
Unemployment (total unemployed)	G46	641	4.28	370	4.39	125	3.03	254	2.74	189	4.03	289	4.22	1,397	4.03	3,265	3.93	59,669	4.55
Industries and occupations																			
Most common industry of employment, 2016	G53	Health care and social assistance	14.95	Agriculture, forestry and fishing	10.90	Agriculture, forestry and fishing	25.65	Public administration and safety	18.95	Agriculture, forestry and fishing	15.22	Agriculture, forestry and fishing	18.18	Health care and social assistance	15.77	Health care and social assistance (2021!)	14.87	Health care and social assistance	14.36
Second most common industry of employment, 2016	G53	Public administration and safety	10.89	Retail trade	10.84	Health care and social assistance	11.05	Construction	10.24	Health care and social assistance	11.59	Manufacturing	13.87	Retail trade	10.92	Public administration and safety	10.14	Retail trade	10.35
Third most common industry of employment, 2016	G53	Retail trade	10.74	Health care and social assistance	7.77	Public administration and safety	9.64	Health care and social assistance	9.81	Manufacturing	11.05	Health care and social assistance	9.65	Education and training	10.46	Construction	9.12	Education and training	9.02
Most common industry of employment, 2021	G53	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Health care and social assistance	14.87	Health care and social assistance	16.26
Second most common industry of employment, 2021	G53	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Public administration and safety	10.14	Retail trade	9.39
Third most common industry of employment, 2021	G53	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Construction	9.12	Construction	9.35

Indicator	Source	Goulburn - Mulwaree		Hilltops		Upper Lachlan Shire		Yass Valley		Cootamundra-Gundagai Regional		Snowy Valleys		Wagga Wagga City		Social locality		Rest of NSW	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Most common profession, 2016	G53	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Professionals	16.71	Professionals	18.08
Second most common profession, 2016	G53	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Managers	15.20	Technicians and trade workers	14.82
Third most common profession, 2016	G53	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Technicians and trade workers	14.59	Managers	13.05
Housing tenure																			
Owned outright	G37	4,256	35.33	3,142	42.44	1,620	49.86	2,053	34.61	2,116	47.13	2,458	43.34	7,307	29.49	22,952	36.11	406,902	37.97
Owned with mortgage	G37	3,896	32.35	2,048	27.66	1,018	31.33	2,726	45.95	1,136	25.30	1,605	28.30	8,449	34.10	20,878	32.84	334,073	31.17
Rented	G37	3,476	28.86	1,733	23.41	410	12.62	925	15.59	978	21.78	1,371	24.18	8,103	32.71	16,996	26.74	287,264	26.81
Total occupied	G37	12,045	100.00	7,403	100.00	3,249	100.00	5,932	100.00	4,490	100.00	5,671	100.00	24,776	100.00	63,566	100.00	1,071,609	100.00
Projections	*note: forecast.id data unavailable for Cootamundra-Gundagai Regional and Snowy Valleys LGAs.*																		
2022 population	.id	32,517	-	18,993	-	8,004	-	18,479	-	-	-	-	-	70,339	-	148,332	-	-	-
2036 population	.id	37,202	-	19,922	-	7,912	-	27,315	-	-	-	-	-	80,984	-	173,335	-	-	-
Growth 2022-36	.id	4,685	14.41	929	4.89	-92	-1.15	8,836	47.81	-	-	-	-	10,645	15.13	25,003	16.9	-	-

Key Communities – demographic indicators

Indicator	Source	Batlow		Goulburn		Gundagai		Tumbarumba		Tumut		Wagga Wagga		Yass		Rest of NSW	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Population																	
Total persons	G01	1,022	-	23,963	-	1,970	-	1,505	-	6,518	-	49,686	-	5,837	-	2,829,637	-
Proportion of people aged 14 years or younger	G01	166	16.24	4,383	18.29	317	16.09	263	17.48	1,270	19.48	9,875	19.87	1,147	19.65	505,534	17.87
Proportion of people aged 65 years or older	G01	283	27.69	4,994	20.84	521	26.45	385	25.58	1,466	22.49	9,023	18.16	1,288	22.07	628,053	22.20
Proportion of population of working age	G01	573	56.07	14,586	60.87	1,132	57.46	857	56.94	3,782	58.02	30,788	61.97	3,402	58.28	1,696,050	59.94
Aboriginal and Torres Strait Islander population	G01	55	5.38	1,290	5.38	89	4.52	111	7.38	508	7.79	3,675	7.40	318	5.45	185,873	6.57
Overseas born	G01	146	14.29	2,557	10.67	201	10.20	142	9.44	622	9.54	5,904	11.88	545	9.34	343,955	12.16
Language other than English spoken at home	G01	90	8.81	1,597	6.66	154	7.82	48	3.19	347	5.32	4,744	9.55	256	4.39	187,528	6.63
Education																	
Persons aged 15 or over no longer attending primary or secondary school	G16	826	-	18,938	-	1,593	-	1,190	-	5,043	-	38,045	-	4,509	-	2,235,624	-
Proportion of the above category who have completed year 12 or equivalent	G16	262	31.72	7,730	40.82	535	33.58	388	32.61	1,855	36.78	17,918	47.10	2,254	49.99	994,237	44.47
Housing and households																	
Total private dwellings	G36	480	-	10,148	-	865	-	710	-	2,795	-	20,797	-	2,382	-	1,206,503	-

Indicator	Source	Batlow		Goulburn		Gundagai		Tumbarumba		Tumut		Wagga Wagga		Yass		Rest of NSW	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Separate house	G36	397	82.71	7,804	76.90	667	77.11	579	81.55	2,186	78.21	15,976	76.82	1,902	79.85	882,102	73.11
Terrace/flat/other etc	G36	8	1.67	1,457	14.36	85	9.83	24	3.38	361	12.92	3,221	15.49	82	3.44	185,780	15.40
Unoccupied private dwellings	G36	62	12.92	868	8.55	107	12.37	104	14.65	241	8.62	1,568	7.54	186	7.81	134,891	11.18
Total households	G35	418	-	9,283	-	758	-	605	-	2,558	-	19,226	-	2,197	-	1,071,609	-
Family households	G35	262	62.68	5,950	64.10	468	61.74	405	66.94	1,699	66.42	12,635	65.72	1,525	69.41	737,521	68.82
Non-family households	G35	161	38.52	3,329	35.86	289	38.13	199	32.89	859	33.58	6,593	34.29	673	30.63	334,086	31.18
Average household size	G02	2.2	-	2.3	-	2.3	-	2.3	-	2.3	-	2.4	-	2.4	-	2.4	-
Housing tenure - median monthly mortgage repayment	G02	$867.00	-	$1,625.00	-	$1,120.00	-	$1,129.00	-	$1,300.00	-	$1,500.00	-	$1,733.00	-	$1,733.00	-
Housing tenure - median weekly rent	G02	$195.00	-	$320.00	-	$230.00	-	$220.00	-	$245.00	-	$290.00	-	$340.00	-	$330.00	-
Transport																	
Households with no vehicles	G34	20	4.78	710	7.65	49	6.46	25	4.13	167	6.53	1,384	7.20	111	5.05	58,952	5.50
Average motor vehicles per dwelling	QS	1.9	-	1.8	-	1.7	-	1.8	-	1.8	-	1.8	-	1.9	-	1.9	-
Health																	
People with need for assistance	G18	68	6.65	1,883	7.86	122	6.19	117	7.77	499	7.66	3,332	6.71	480	8.22	193,513	6.84
Community strength																	
Voluntary work	G23	120	11.74	2,516	10.50	274	13.91	283	18.80	871	13.36	6,144	12.37	843	14.44	360,680	12.75
Employment																	
Proportion of population over 15	G46	856	-	19,580	-	1,652	-	1,242	-	5,244	-	39,809	-	4,691	-	2,324,100	-

Indicator	Source	Batlow		Goulburn		Gundagai		Tumbarumba		Tumut		Wagga Wagga		Yass		Rest of NSW	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Labour force	G46	412	48.13	11,073	56.55	837	50.67	676	54.43	2,950	56.25	24,717	62.09	2,799	59.67	1,310,611	56.39
Median household weekly income	G02	$963.00	-	$1,405.00	-	$1,160.00	-	$1,260.00	-	$1,250.00	-	$1,502.00	-	$1,640.00	-	$1,434.00	-
Unemployment (as proportion of labour force)	G46	26	6.31	510	4.61	32	3.82	25	3.70	153	5.19	1,126	4.56	92	3.29	59,669	4.55
Industries and occupations																	
Most common industry of employment	G53	Agriculture, forestry and fishing	21.90	Health care and social assistance	17.36	Manufacturing	19.31	Manufacturing	16.69	Manufacturing	15.07	Health care and social assistance	19.36	Public administration and safety	16.52	Health care and social assistance	16.26
Second most common industry of employment	G53	Health care and social assistance	12.66	Public administration and safety	11.08	Health care and social assistance	10.46	Public administration and safety	11.79	Health care and social assistance	14.17	Education and training	10.70	Health care and social assistance	13.64	Retail trade	9.39
Third most common industry of employment	G53	Manufacturing; administrative and support services	11.87	Retail trade	10.59	(Equal) accommodation and food services; construction	10.21	Agriculture, forestry and fishing	10.26	Retail trade	11.28	Retail trade	10.49	Construction	11.71	Construction	9.35
Most common profession, 2016	G53	Labourers	29.55	Community and personal service workers	16.27	Labourers	25.09	Labourers	18.38	Labourers	17.14	Professionals	20.92	Professionals	18.66	Professionals	19.18
Second most common profession, 2016	G53	Machinery operators and drivers	15.04	Professionals	15.19	Technicians and trades workers	12.55	Community and personal service workers	15.62	Technicians and trades workers	15.89	Technicians and trades workers	14.65	Technicians and trades workers	16.26	Technicians and trade workers	14.53
Third most common profession, 2016	G53	Community and personal service workers	12.93	Technicians and trades workers	14.50	Managers	12.18	Machinery operators and drivers	15.47	Professionals	14.49	Community and personal service workers	13.90	Clerical and administrative workers	15.34	Managers	13.41

ATTACHMENT E: SOCIAL INFRASTRUCTURE

Social infrastructure refers to community facilities and services which meet social needs and community wellbeing. There is a range of social infrastructure servicing the social locality, including primary, secondary and tertiary educational facilities, transport infrastructure, district and community hospitals and health services, and a considerable range of sport and recreational facilities. Major facilities and services available across the social locality were identified from DPE Place of Interest GIS data layer. A list of social infrastructure across the social locality for selected types of infrastructure are below.

Social infrastructure in Cootamundra Gundagai LGA

Type	Name	Location
Airport	Cootamundra Aerodrome	Cootamundra
Ambulance Station	Gundagai Ambulance Station	Gundagai
Ambulance Station	Cootamundra Ambulance Station	Cootamundra
Art Gallery	Cootamundra Art And Craft Centre	Cootamundra
Art Gallery	Gabriel Gallery	Gundagai
Community Facility	Tumblong War Memorial Hall	Tumblong
Community Facility	Wallendbeen Memorial Hall	Wallendbeen
Community Facility	Coolac Memorial Hall	Coolac
Community Facility	Gundagai Sport And Recreation Club	South Gundagai
Community Facility	Nangus Public Hall	Nangus
Community Facility	Mirrabooka	Gundagai
Community Facility	1st Gundagai Scout Group	Gundagai
Community Facility	Stockinbingal Hall	Stockinbingal
Community Facility	Cootamundra Masonic Lodge	Cootamundra
Community Facility	Cootamundra Scout Hall	Cootamundra
Community Medical Centre	Gundagai Community Health Centre	Gundagai
Community Medical Centre	Cootamundra Community Health Centre	Cootamundra
Fire Station	Cootamundra Fire Station	Cootamundra
Fire Station	Gundagai Fire Station	Gundagai
Library	Cootamundra War Memorial Library	Cootamundra
Library	Gundagai Library	Gundagai
Museum	Bradmans Birthplace	Cootamundra
Museum	Cootamundra Heritage Centre	Cootamundra
Museum	Gundagai Historical Museum	Gundagai
Police Station	Wallendbeen Police Station	Wallendbeen
Police Station	Cootamundra Police Station	Cootamundra
Police Station	Gundagai Police Station	Gundagai
Police Station	Stockinbingal Police Station	Stockinbingal
SES Facility	Cootamundra Ses	Cootamundra
SES Facility	Gundagai Ses	Gundagai
Sports Field	Oval	Coolac
Sports Field	Albert Park	Cootamundra
Sports Field	Mitchell Park	Cootamundra
Sports Field	Barry Grace Oval Wallendbeen	Wallendbeen
Sports Field	Cootamundra Country Club Oval	Cootamundra
Sports Field	Bradman Oval	Cootamundra
Sports Field	Clarke Oval	Cootamundra
Sports Field	Bowling Greens	Cootamundra
Sports Field	Fisher Park	Cootamundra

Type	Name	Location
Sports Field	Anzac Park	Gundagai
Sports Field	Stan Crowe Oval	Gundagai
Sports Field	Owen Vincent Oval	Gundagai
Sports Field	Heydon Memorial Park	Gundagai
Sports Field	Polo Ground	Darbalara
Sports Field	Rodeo Ground	Gundagai
Sports Field	Bowling Green	Cootamundra
Sports Field	Bowling Greens	Gundagai
Sports Field	Bowling Green	Stockinbingal
Sports Field	Sports Field	Nangus
Sports Field	Sports Field	Cootamundra
Sports Field	Sports Field	Cootamundra
Sports Field	Cootamundra Rodeo Grounds	Cootamundra
Sports Field	Wallendbeen Recreation Ground	Wallendbeen
Swimming Pool	Gundagai Swimming Pool	Gundagai
Swimming Pool Facility	Cootamundra Municipal Olympic Swimming Pool	Cootamundra

Social infrastructure in Goulburn - Mulwaree LGA

Type	Name	Location
Airport	Goulburn Airport	Brisbane Grove
Ambulance Station	Windellama Cfr	Windellama
Ambulance Station	Goulburn Ambulance Station	Goulburn
Art Gallery	Art Gallery	Goulburn
Community Facility	Goulburn Regional Conservatorium	Goulburn
Community Facility	Riversdale National Trust	Goulburn
Community Facility	Tully Park Golf Club	Goulburn
Community Facility	Tarago Town Hall	Tarago
Community Facility	Bronte Hall	Lake Bathurst
Community Facility	Windellama Community Hall	Windellama
Community Facility	Bungonia Progress Association Hall	Bungonia
Community Facility	Tallong Memorial Hall	Tallong
Community Facility	Marulan Cwa	Marulan
Community Facility	The Brewer Centre	Marulan
Community Facility	Marulan Memorial Hall	Marulan
Community Facility	Npws Bungonia	Bungonia
Community Medical Centre	Goulburn Community Health Centre	Goulburn
Fire Station	Goulburn Fire Station	Goulburn
Library	Goulburn Regional Library	Goulburn
Museum	Goulburn Historic Waterworks Museum	Goulburn
Museum	Goulburn Rail Heritage Centre	Goulburn
Police Station	Goulburn Police Station	Goulburn
Police Station	Marulan Police Station	Marulan
Police Station	Tarago Police Station	Tarago
SES Facility	South Eastern Zone Ses	Goulburn
SES Facility	Goulburn Ses	Goulburn
SES Facility	Windellama Ses	Windellama
Sports Field	Wexted Oval	Goulburn
Sports Field	Seiffert Oval	Goulburn
Sports Field	Carr Confoy Oval	Goulburn
Sports Field	Simon Poidevin Park	Goulburn

Type	Name	Location
Sports Field	Prell Oval	Goulburn
Sports Field	Bowling Green	Goulburn
Sports Field	Playing Field	Goulburn
Sports Field	Hockey Fields	Goulburn
Sports Field	Cookbundoon Sports Fields	Goulburn
Sports Field	Peden Oval	Goulburn
Sports Field	Oval	Goulburn
Sports Field	Oval	Goulburn
Sports Field	Tarago Recreation Area	Tarago
Sports Field	Oval	Marulan
Sports Field	Playing Field	Windellama
Sports Field	Oval	Windellama
Sports Field	Cricket Ground	Marulan
Swimming Pool Facility	Goulburn Aquatic Centre	Goulburn
University	Charles Sturt University NSW Police College	Goulburn

Social infrastructure in Hilltops LGA

Type	Name	Location
Airport	Young Airport	Maimuru
Ambulance Station	Young Ambulance Station	Young
Ambulance Station	Harden Ambulance Station	Harden
Ambulance Station	Boorowa Ambulance Station	Boorowa
Art Gallery	Burrangong Art Gallery	Young
Community Facility	Boorowa Recreation Club	Boorowa
Community Facility	Harden Cwa Rooms	Harden
Community Facility	Milvale Church Hall	Milvale
Community Facility	Old Murrumburrah Court House	Harden
Community Facility	Jugiong Memorial Hall	Jugiong
Community Facility	Frogmore Public Hall	Frogmore
Community Facility	Rugby Hall	Rugby
Community Facility	Galong Memorial Hall	Galong
Community Facility	Nsw Rural Fire Service Region West	Young
Community Facility	Young Lions Soccer Club	Young
Community Facility	Young Croquet Club	Young
Community Facility	Young Rugby Union Football Club	Young
Community Facility	Rye Park Soldiers Memorial Hall	Rye Park
Community Medical Centre	Murrumburrah-Harden Community Health Centre	Harden
Community Medical Centre	Young Hospital	Young
Fire Station	Young Fire Station	Young
Fire Station	Harden Fire Station	Harden
Fire Station	Boorowa Fire Station	Boorowa
Library	Boorowa Library	Boorowa
Library	Harden Library	Harden
Library	Library	Young
Multi Purpose Service	Boorowa Multi Purpose Service	Boorowa
Museum	Lambing Flat Museum	Young
Museum	Harden Murrumburrah Historical Society Museum	Harden
Museum	Museum	Boorowa
Police Station	Young Police Station	Young
Police Station	Harden Police Station	Harden

Police Station	Boorowa Police Station	Boorowa
Police Station	Koorawatha Police Station	Koorawatha
Police Station	Jugiong Police Station	Jugiong
SES Facility	Young Ses	Young
SES Facility	Harden Ses	Harden
Sports Field	Gus Smith Oval	Young
Sports Field	Cranfield Oval	Young
Sports Field	Miro St Oval	Young
Sports Field	Alfred Oval	Young
Sports Field	Keith Cullen Oval	Young
Sports Field	Hall Brothers Oval	Young
Sports Field	Oval	Jugiong
Sports Field	Roberts Park	Harden
Sports Field	Mclean Oval	Harden
Sports Field	Tim Doolan Oval	Harden
Sports Field	Sports Field	Boorowa
Sports Field	Football Field	Boorowa
Sports Field	Oval	Galong
Sports Field	Oval	Boorowa
Sports Field	Dressage Arena	Bendick Murrell
Sports Field	Sports Field	Young
Sports Field	Bowling Greens	Young
Sports Field	Bowling Green	Boorowa
Sports Field	Bowling Greens	Harden
Sports Field	Oval	Rye Park
Sports Field	Jack Bond Oval	Young
Sports Field	Sawpit Gully Oval	Young
Sports Field	Sports Field	Murringo
Sports Field	Polo Fields	Beggan Beggan
Sports Field	Polo Field	Beggan Beggan
Sports Field	Bowling Greens	Harden
Sports Field	Bowling Greens	Harden
Sports Field	Sports Field	Wombat
Sports Field	Gundalong Polo Fields	Galong
Swimming Pool	Boorowa Memorial Pool	Boorowa
Swimming Pool Facility	Young Aquatic Centre	Young
Swimming Pool Facility	Jugiong Swimming Pool	Jugiong
Swimming Pool Facility	Harden Murrumburrah And District Memorial Pool	Harden
TAFE College	Young Tafe College	Young

Social infrastructure in Snowy Valleys LGA

Type	Name	Location
Airport	Tumut Aerodrome	Bombowlee
Ambulance Station	Batlow Ambulance Station	Batlow
Ambulance Station	Tumbarumba Ambulance Station	Tumbarumba
Ambulance Station	Tumut Ambulance Station	Tumut
Community Facility	Ardrossan Forestry Headquarters	Green Hills
Community Facility	Laurel Hill Forest Lodge	Willigobung
Community Facility	Patons Hut	Jagumba

Type	Name	Location
Community Facility	Wheelers Hut	Jagungal Wilderness
Community Facility	Bradley And O'briens Hut	Cabramurra
Community Facility	Round Mountain Hut	Jagungal Wilderness
Community Facility	O'keefes Hut	Jagungal Wilderness
Community Facility	Boobee Hut	Jagungal Wilderness
Community Facility	Mackeys Hut	Jagungal Wilderness
Community Facility	Pretty Plain Hut	Jagungal Wilderness
Community Facility	Derschkos Hut	Jagungal Wilderness
Community Facility	Grey Mare Hut	Jagungal Wilderness
Community Facility	Valentine Hut	Jagungal Wilderness
Community Facility	Mawsons Hut	Jagungal Wilderness
Community Facility	Cesjacks Hut	Jagungal Wilderness
Community Facility	Carters Hut	Pilot Wilderness
Community Facility	Cascade Hut	Pilot Wilderness
Community Facility	Major Clews Hut	Khancoban
Community Facility	Keebles Hut	Geehi
Community Facility	Geehi Hut	Geehi
Community Facility	Orange Hut	Geehi
Community Facility	Cootapatamba Hut	Kosciuszko
Community Facility	Schlink Hut	Geehi
Community Facility	Old Geehi Hut	Geehi
Community Facility	Doctor Forbes Hut	Geehi
Community Facility	Grey Hill Cafe Hut	Geehi
Community Facility	Brooks Hut	Cabramurra
Community Facility	Happys Hut	Cabramurra
Community Facility	Doctors Hut	Geehi
Community Facility	Hoggs Hut	Murray Gorge
Community Facility	Dr Phillips Hut	Cabramurra
Community Facility	Oldfields Hut	Cooleman
Community Facility	Pryors Hut	Bimberi
Community Facility	Kells Hut	Goobarragandra
Community Facility	Long Plain Hut	Long Plain
Community Facility	Pockets Hut	Cooleman
Community Facility	Bill Jones Hut	Cooleman
Community Facility	Harris Hut	Cooleman
Community Facility	Brungle Memorial Hall	Brungle
Community Facility	Lacmalac Memorial Hall	Lacmalac
Community Facility	Khancoban Community Hall	Khancoban
Community Facility	Tooma Memorial Services Hall	Tooma
Community Facility	Adelong Cwa Hall	Adelong
Community Facility	Mcintyres Hut	Uriarra
Community Facility	Pethers Hut	Bogong Peaks Wilderness
Community Facility	Buddong Hut	Buddong

Type	Name	Location
Community Facility	Batlow Literary Institute	Batlow
Community Facility	St Stephens Hall	Tumut
Community Facility	Batlow Rescue Squad	Batlow
Community Facility	Tin Mine Huts	Pilot Wilderness
Community Facility	Npws Blowering	Blowering
Community Medical Centre	Tumut Community Health Centre	Tumut
Community Medical Centre	Adelong Community Health Centre	Adelong
Community Medical Centre	Brungle Aboriginal Health Service	Brungle
Fire Station	Tumbarumba Fire Station	Tumbarumba
Fire Station	Tumut Fire Station	Tumut
Fire Station	Batlow Fire Station	Batlow
Library	Batlow Library	Batlow
Library	Tumut Library	Tumut
Library	Adelong Library	Adelong
Library	Talbingo Library	Talbingo
Library	Tumbarumba Library	Tumbarumba
Multi Purpose Service	Batlow-Adelong Multi Purpose Service	Batlow
Multi Purpose Service	Tumbarumba Multi Purpose Service	Tumbarumba
Museum	Adelong Alive Museum	Adelong
Museum	Tumut Museum	Tumut
Police Station	Batlow Police Station	Batlow
Police Station	Tumbarumba Police Station	Tumbarumba
Police Station	Adelong Police Station	Adelong
Police Station	Tumut Police Station	Tumut
Police Station	Talbingo Police Station	Talbingo
Police Station	Khancoban Police Station	Khancoban
SES Facility	Tumbarumba Shire Ses	Tumbarumba
SES Facility	Tumut Ses	Tumut
SES Facility	Khancoban Ses	Khancoban
Sports Field	Bowling Greens	Batlow
Sports Field	Oval	Willigobung
Sports Field	Oval	Jingellic
Sports Field	Sports Field	Tumut Plains
Sports Field	Oval	Mannus
Sports Field	Oval	Tumbarumba
Sports Field	Oval	Rosewood
Sports Field	Oval	Tumbarumba
Sports Field	Curtis Flats	Adelong
Sports Field	Riverglade Oval	Tumut
Sports Field	Jarrah Oval	Tumut
Sports Field	Khancoban Oval	Khancoban
Sports Field	Bowling Green	Khancoban
Sports Field	Bowling Greens	Tumut

Type	Name	Location
Sports Field	Bowling Green	Tumut
Sports Field	Bowling Greens	Adelong
Sports Field	Bowling Green	Tumut
Sports Field	Rodeo Area	Tumut
Sports Field	Twickenham Oval	Tumut
Sports Field	Elm Drive Hockey Fields	Tumut
Sports Field	Sports Field	Batlow
Sports Field	Bowling Greens	Tumbarumba
Swimming Pool	Batlow Community Pool	Batlow
Swimming Pool	Tumut Swimming Pool	Tumut
Swimming Pool	Adelong Community Pool	Adelong
Swimming Pool Facility	Khancoban Swimming Pool	Khancoban
Swimming Pool Facility	Tumbarumba Swimming Pool	Tumbarumba
TAFE College	Tumut Tafe College	Tumut

Social infrastructure in Upper Lachlan LGA

Type	Name	Location
Ambulance Station	Crookwell Ambulance Station	Crookwell
Ambulance Station	Bigga Cfr	Bigga
Art Gallery	Art Gallery	Collector
Art Gallery	Crookwell And District Art Gallery	Crookwell
Community Facility	Crookwell Neighbourhood Centre	Crookwell
Community Facility	Collector Memorial Hall	Collector
Community Facility	Tuena Community Hall	Tuena
Community Facility	Bigga War Memorial Hall	Bigga
Community Facility	Taralga Memorial Hall	Taralga
Community Facility	Gunning Shire Hall	Gunning
Community Facility	Taralga Tennis Club	Taralga
Community Facility	Laggan Memorial Hall	Laggan
Community Facility	Crookwell Clay Target Club	Crookwell
Community Facility	Bigga Fishing Club	Bigga
Community Facility	Bannister Community Hall	Bannister
Community Facility	Dalton Community Hall	Dalton
Community Facility	Jerrawa Community Hall	Jerrawa
Community Medical Centre	Gunning District Community And Health Service	Gunning
Community Medical Centre	Crookwell Community Health Centre	Crookwell
Fire Station	Crookwell Fire Station	Crookwell
Library	Gunning Library	Gunning
Library	Crookwell Library	Crookwell
Museum	Taralga Historical Museum	Taralga
Police Station	Crookwell Police Station	Crookwell
Police Station	Tuena Police Station	Tuena
Police Station	Collector Police Station	Collector
Police Station	Bigga Police Station	Bigga
Police Station	Gunning Police Station	Gunning
Police Station	Taralga Police Station	Taralga
SES Facility	Collector Ses	Collector
SES Facility	Crookwell Ses	Crookwell

Type	Name	Location
SES Facility	Bigga Ses	Bigga
Sports Field	Oval	Binda
Sports Field	Oval	Crookwell
Sports Field	Bowling Green	Crookwell
Sports Field	Sports Fields	Crookwell
Sports Field	Bigga Oval	Bigga
Sports Field	Oval	Dalton
Sports Field	Sports Field	Grabben Gullen
Sports Field	Endeavour Oval	Gunning
Sports Field	Sports Field	Jerrawa
Sports Field	Oval	Laggan
Sports Field	Lin Cooper Recreation Area	Crookwell
Sports Field	Bowling Green	Taralga
Sports Field	Rodeo Area	Gunning
Sports Field	Bowling Green	Crookwell
Sports Field	Rodeo Area	Taralga
Swimming Pool Facility	Swimming Pool Facility	Crookwell
Swimming Pool Facility	Gunning Swimming Pool	Gunning
Airport	Wagga Wagga Airport	Forest Hill
Ambulance Station	Wagga Wagga Ambulance Station	Turvey Park
Ambulance Station	Yass Ambulance Station	Yass
Art Gallery	Wagga Wagga Art Gallery	Wagga Wagga
Athletics Track	Athletics Track	Bourkelands
Community Facility	Kooringal Casual Childcare Centre	Lake Albert
Community Facility	Wagga City Golf Club	Moorong
Community Facility	Wagga Wagga Pcyc	Wagga Wagga
Community Facility	Wagga Wagga Womens Bowling Club	Wagga Wagga
Community Facility	Murrumbidgee Turf Club	Wagga Wagga
Community Facility	Wagga Wagga Motor Registry	Wagga Wagga
Community Facility	Wagga Wagga Civic Theatre	Wagga Wagga
Community Facility	Tolland Community Centre	Tolland
Community Facility	Tarcutta Memorial Hall	Tarcutta
Community Facility	Currawarna Community Centre	Currawarna
Community Facility	Galore Public Hall	Galore
Community Facility	1st Wagga Wagga Scout Hall	Glenfield Park
Community Facility	Euberta Community Centre	Euberta
Community Facility	Humula Citizens Sports Club	Humula
Community Facility	Mangoplah Community Hall	Mangoplah
Community Facility	Wiradjuri Yal-Balinga-Da	Eunanoreenya
Community Facility	Wagga Wagga Rescue Squad	Wagga Wagga
Community Facility	Glenfield Community Centre	Glenfield Park
Community Facility	South Wagga Tennis Club	Wagga Wagga
Community Facility	Amy Hurd Child Care Centre	Kooringal
Community Facility	Kurrajong Early Childhood Intervention Service	Tatton
Community Facility	Pulletop Pistol Club	Pulletop
Community Facility	Kapooka Community Centre	Kapooka
Community Facility	Jim Elphick Tennis Centre	Wagga Wagga
Community Facility	6th Wagga Wagga Scout Hall	Mount Austin
Community Facility	Turvey Park Guide Hall	Turvey Park
Community Facility	Seniors Community Centre	Wagga Wagga

Social infrastructure in Wagga Wagga City LGA

Type	Name	Location
Airport	Wagga Wagga Airport	Forest Hill
Ambulance Station	Wagga Wagga Ambulance Station	Turvey Park
Art Gallery	Wagga Wagga Art Gallery	Wagga Wagga
Athletics Track	Athletics Track	Bourkelands
Community Facility	Kooringal Casual Childcare Centre	Lake Albert
Community Facility	Wagga City Golf Club	Moorong
Community Facility	Wagga Wagga Pcyc	Wagga Wagga
Community Facility	Wagga Wagga Womens Bowling Club	Wagga Wagga
Community Facility	Murrumbidgee Turf Club	Wagga Wagga
Community Facility	Wagga Wagga Motor Registry	Wagga Wagga
Community Facility	Wagga Wagga Civic Theatre	Wagga Wagga
Community Facility	Tolland Community Centre	Tolland
Community Facility	Tarcutta Memorial Hall	Tarcutta
Community Facility	Currawarna Community Centre	Currawarna
Community Facility	Galore Public Hall	Galore
Community Facility	1st Wagga Wagga Scout Hall	Glenfield Park
Community Facility	Euberta Community Centre	Euberta
Community Facility	Humula Citizens Sports Club	Humula
Community Facility	Mangoplah Community Hall	Mangoplah
Community Facility	Wiradjuri Yal-Balinga-Da	Eunanoreenya
Community Facility	Wagga Wagga Rescue Squad	Wagga Wagga
Community Facility	Glenfield Community Centre	Glenfield Park
Community Facility	South Wagga Tennis Club	Wagga Wagga
Community Facility	Amy Hurd Child Care Centre	Kooringal
Community Facility	Kurrajong Early Childhood Intervention Service	Tatton
Community Facility	Pulletop Pistol Club	Pulletop
Community Facility	Kapooka Community Centre	Kapooka
Community Facility	Jim Elphick Tennis Centre	Wagga Wagga
Community Facility	6th Wagga Wagga Scout Hall	Mount Austin
Community Facility	Turvey Park Guide Hall	Turvey Park
Community Facility	Seniors Community Centre	Wagga Wagga
Community Medical Centre	Tarcutta Community Health Centre	Tarcutta
Community Medical Centre	Wagga Wagga Community Health Centre	Wagga Wagga
Fire Station	Turvey Park Fire Station	Turvey Park
Fire Station	Wagga Wagga Fire Station	Wagga Wagga
Library	Wagga Wagga Library	Wagga Wagga
Museum	Museum Of The Riverina	Turvey Park
Museum	Raaf Wagga Heritage Centre	Forest Hill
Museum	Museum Of The Riverina	Wagga Wagga
Police Station	Wagga Wagga Police Station	Wagga Wagga
Police Station	Tarcutta Police Station	Tarcutta
SES Facility	Wagga Wagga Ses	Ashmont
SES Facility	Murray-Southern Zone Headquarters Ses	Ashmont
Sports Field	Oval	Mangoplah
Sports Field	Gumly Gumly Oval	Gumly Gumly
Sports Field	Gissing Oval	Turvey Park
Sports Field	Playing Field	Turvey Park
Sports Field	Maher Oval	Glenfield Park

Type	Name	Location
Sports Field	Anderson Park	Mount Austin
Sports Field	Sports Field	Kapooka
Sports Field	Jack Misson Oval	Ashmont
Sports Field	Sports Field	Kapooka
Sports Field	Athletics Field	Kapooka
Sports Field	French Fields	Mount Austin
Sports Field	Henwood Park	Kooringal
Sports Field	Kessler Park	Tolland
Sports Field	Hockey Fields	Bourkelands
Sports Field	Conolly Park	Bourkelands
Sports Field	Rawlings Park	Lake Albert
Sports Field	Sports Field	Forest Hill
Sports Field	Sports Field	Forest Hill
Sports Field	Sports Field	Forest Hill
Sports Field	Forest Hill Oval	Forest Hill
Sports Field	Sports Field	Gumly Gumly
Sports Field	Norman Duck Oval	San Isidore
Sports Field	Sports Field	Humula
Sports Field	Boorooma Oval	Charles Sturt University
Sports Field	Eric Weissel Oval	Wagga Wagga
Sports Field	Wagga Wagga Cricket Ground	Wagga Wagga
Sports Field	Mcpherson Oval	North Wagga Wagga
Sports Field	Playing Field	Wagga Wagga
Sports Field	Geoff Lawson Oval	Wagga Wagga
Sports Field	Robertson Oval	Wagga Wagga
Sports Field	Playing Field	Charles Sturt University
Sports Field	Soccer Field	Uranquinty
Sports Field	Bowling Greens	Glenfield Park
Sports Field	Peter Hastie Oval	Charles Sturt University
Sports Field	Breaden Sports Ground	Tarcutta
Sports Field	Graham Park	Ashmont
Sports Field	Paramore Park	East Wagga Wagga
Sports Field	Jock Currie Softball Complex	Mount Austin
Sports Field	Athletics Field	Bourkelands
Sports Field	Lake Albert Oval	Lake Albert
Sports Field	Oval	Borambola
Sports Field	Cricket Rugby	Mount Austin
Sports Field	Bowling Greens	Wagga Wagga
Sports Field	Bowling Green	Wagga Wagga
Sports Field	Glenfield Oval	Glenfield Park
Sports Field	Bowling Greens	Wagga Wagga
Sports Field	Equestrian	East Wagga Wagga
Sports Field	Sports Field	Bourkelands
Sports Field	Rugby Union	Bourkelands
Sports Field	Touch Football	Bourkelands
Sports Field	Mark Taylor Oval	Wagga Wagga
Sports Field	Michael Slater Oval	Wagga Wagga
Sports Field	Mcdonalds Park	East Wagga Wagga
Sports Field	Touch Football	Bourkelands
Sports Field	Cricket Soccer	Lake Albert

Type	Name	Location
Sports Field	Soccer	Lake Albert
Sports Field	Cricket Soccer	Lake Albert
Sports Field	Cricket Rugby	Forest Hill
Sports Field	Soccer	Mount Austin
Sports Field	Croquet	Wagga Wagga
Sports Field	Bowling Green	Tarcutta
Sports Field	Sports Field	Borambola
Swimming Pool	Oasis Aquatic Centre	Wagga Wagga
Swimming Pool Facility	Swimming Pool Facility	Charles Sturt University
Swimming Pool Facility	Swimming Pool Facility	Forest Hill
Swimming Pool Facility	Swimming Pool Facility	Borambola
TAFE College	Wagga Wagga Tafe College	Turvey Park
TAFE College	Tafe Riverina Institute Primary Industries Centre	Charles Sturt University
TAFE College	National Aerospace Training Centre Of Excellence	Forest Hill
TAFE College	Wagga Wagga Tafe College	Turvey Park
University	Charles Sturt University Wagga Wagga South Campus	Turvey Park
University	Charles Sturt University Wagga Wagga Campus	Charles Sturt University

Social infrastructure in Yass Valley LGA

Type	Name	Location
Ambulance Station	Yass Ambulance Station	Yass
Community Facility	Gundaroo Soldiers Memorial Hall	Gundaroo
Community Facility	Gundaroo Optical Fibre Hut	Gundaroo
Community Facility	Bowylie Flying Club	Gundaroo
Community Facility	Sutton Pony Club	Sutton
Community Facility	Telecommunications Hut	Bywong
Community Facility	Wee Jasper Memorial Hall	Wee Jasper
Community Facility	Federation Of The Serbian Sisters Childrens Camp	Wallaroo
Community Facility	Sutton Hall	Sutton
Community Facility	Bowning Community Hall	Bowning
Community Facility	Binalong Mechanics Institute Hall	Binalong
Community Facility	Soldiers Memorial Hall	Yass
Community Facility	Mullion Community Hall	Mullion
Community Facility	Bookham War Memorial Hall	Bookham
Community Facility	Binalong Rescue Squad	Binalong
Community Medical Centre	Yass Community Health Centre	Yass
Fire Station	Yass Fire Station	Yass
Library	Murrumbateman Library	Murrumbateman
Library	Yass Valley Library Services	Yass
Museum	Yass And District Museum	Yass
Police Station	Yass Police Station	Yass
Police Station	Binalong Police Station	Binalong
SES Facility	Yass Ses	Yass
SES Facility	Sutton Ses	Sutton
Sports Field	Binalong Recreation Ground	Binalong
Sports Field	Victoria Park	Yass
Sports Field	Joe O'connor Park	Yass
Sports Field	Gundaroo Recreation Ground	Gundaroo
Sports Field	Oval	Mullion
Sports Field	Sports Field	Wee Jasper

Type	Name	Location
Sports Field	Oval	Murrumbateman
Sports Field	Bowling Green	Binalong
Sports Field	Soccer Field	Yass
Sports Field	Football Fields	Yass
Sports Field	Bowning Recreation Ground	Bowning
Sports Field	Bookham Recreation Ground	Bookham
Sports Field	Sutton Recreation Ground	Sutton
Sports Field	Sports Field	Yass
Sports Field	Pony Club	Yass
Sports Field	Football Field	Yass
Swimming Pool Facility	Yass Olympic Swimming Pool	Yass
Swimming Pool Facility	Binalong Memorial Swimming Pool	Binalong
TAFE College	Yass Tafe College	Yass

Public transport

A NSW TrainLink service runs from Sydney to Melbourne via Wagga Wagga, with connecting bus services between Cootamundra and Tumbarumba.

Figure A - 1: Transport NSW map of the regional train and coach network Source: (Transport for NSW 2021)

In Wagga Wagga, Busabout provides most of the public transport services around the city. The following bus routes are identified (refer to Figure A - 2):

- 960 – Lake Albert to Wagga Wagga, Estella & University
- 961 – Bourkelands to Wagga Wagga via Malaya Drive and Mount Austin
- 962 – Glenfield Park to Wagga Wagga via Ashmont and Turvey Park (Anticlockwise-Loop Service)
- 963 – Wagga Wagga to Glenfield via Turvey Park and Ashmont (Clockwise-Loop Service)
- 965 – Forest Hill to Wagga Wagga via East Wagga Wagga
- 966 – University and Estella to Wagga Wagga via North Wagga Wagga.

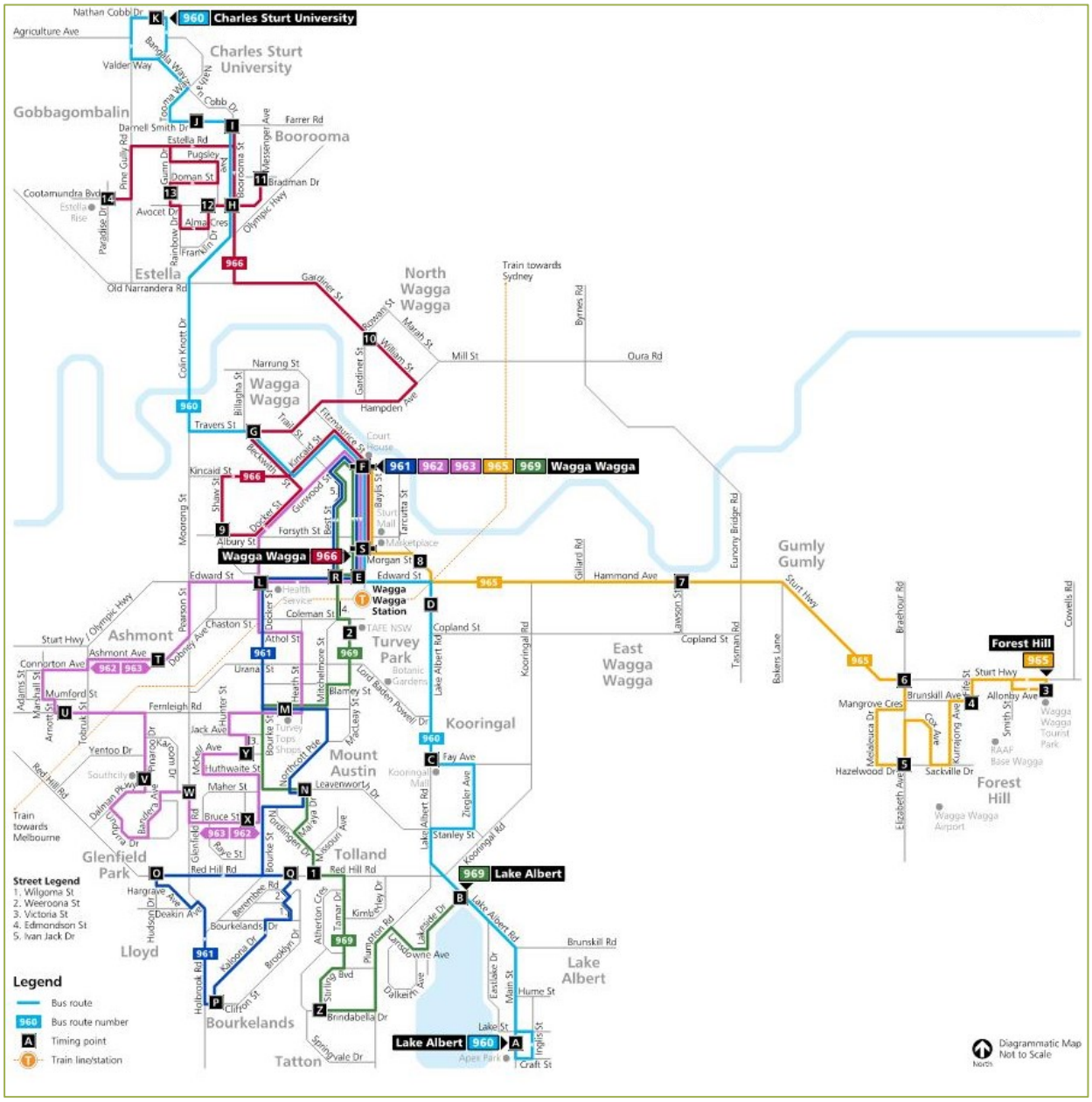


Figure A - 2: Wagga Wagga bus network map

ATTACHMENT F: PRELIMINARY SOCIAL IMPACT MANAGEMENT PLAN

Desired outcomes	Supporting actions	Stakeholders (underline denotes task owner)	Indicator	Monitoring method	Frequency	Corrective mechanisms
Stakeholders and community understand the project, its opportunities and positive impacts and how these will be managed and maximised.	Implement the Community Engagement Management Plan to: • Maintain transparent and ongoing dialogue with concerned landowners the community • Use appropriate platforms and tools to distribute project information and demonstrate how community feedback has been considered. • Regularly update the broader community through the website and local media. • Conduct project site visits for Councils, LALCs and other interested parties.	Transgrid Landowners Councils LALCs	• Works notices distributed to landowners • Number of complaints received about project activities • Number of communications pieces distributed	• Assessment of consultation manager data	Monthly	• Undertake or increase proactive engagement
Transgrid consults with communities on what matters to them and resolves issues promptly and respectfully	As part of the implementation of the Community Engagement Management Plan: • Maintain proactive liaison with landowners at three- monthly intervals • Adhere to the Transgrid Complaint Management Policy to facilitate the resolution of community complaints relating to project.	Transgrid Landowners	• Number of complaints received about project activities • Number of communications pieces distributed • Number of landholder contacts • Number of complaint/issue resolutions • Timeframe for complaint/issue resolutions	• Assessment of consultation manager data	Monthly	• Resourcing for consultation, management and resolution

Desired outcomes	Supporting actions	Stakeholders (underline denotes task owner)	Indicator	Monitoring method	Frequency	Corrective mechanisms
Strong relationships between Transgrid and Aboriginal and Torres Strait Islander stakeholders and communities are built and maintained	As part of the implementation of the Community Engagement Management Plan: • maintain ongoing dialogue with Aboriginal and Torres Strait Islander stakeholders, communities and LALCs As part of the recruitment for the project: • support Aboriginal and Torres Strait Islander employment and skills acquisition on the project	Transgrid Aboriginal and Torres Strait Islander community entities LALCs	• Evidence of continuing engagement with Aboriginal and Torres Strait Islander community groups and stakeholders	• Assessment of consultation manager data	Monthly	• Undertake increased proactive engagement
Opportunities are maximised for local and Aboriginal and Torres Strait Islander businesses and social enterprises to participate in the delivery of HumeLink	As part of the recruitment for the project: • leverage existing local government/industry initiatives related to employment and business development. • regular consultation with the local chambers of commerce to identify opportunities to strengthen local businesses' participation in the project supply chain. • promote business and employment opportunities through Aboriginal and Torres Strait Islander community leaders, existing Aboriginal employment agencies and organisations. • promote the supplier portal through regional media, councils and business associations.	Transgrid Aboriginal and Torres Strait Islander community entities LALCs Chambers of commerce Local employment agencies	• evidence of engagement with local and Aboriginal and Torres Strait Islander businesses and social enterprises • evidence of participation by local and Aboriginal and Torres Strait Islander businesses and social enterprises • evidence of engagement with local business groups • number of enquiries to supplier portal.	• Assessment of consultation manager data • Procurement portal access data	Monthly	• increase number of local procurement opportunities • increase proactive communication of opportunities

Desired outcomes	Supporting actions	Stakeholders (underline denotes task owner)	Indicator	Monitoring method	Frequency	Corrective mechanisms
Project personnel behave with respect and courtesy towards resident and local communities	In preparing and implementing the Workforce Community Integration Management Plan: • enforce worker acceptance of the workforce Code of Conduct and monitoring. • provide a contact for resolution of any problems should they occur.	Lead contractor	• number and frequency of incidents • evidence of workforce participation in community.	• human resources data	Monthly	• increase workforce support
Non-resident workforce demand on local health and emergency services in minimised	• engage with Police and emergency services in service communities to develop strategies to enable pro-active responses to any project-related community safety issues (eg traffic behaviour or behaviour in towns).	Lead contractor Emergency services	• evidence of engagement with police and emergency services • monitoring of local service capacity (qualitative or quantitative)	• assessment of consultation manager data (police and emergency services)	Monthly	• investigate providing additional short-term health care support
Positive workforce health and wellbeing is supported by the project	As part of the implementation of the Workforce Community Integration Management Plan: • support local initiatives that facilitate non-resident workers and community interactions at local venues, events and community projects. • implement cultural heritage and awareness training. • implement a worker health and safety program that includes a focus on fatigue management, promotion of healthy lifestyles and mental health. • promote healthy lifestyle tips directly linked to activities and services available in relevant service communities and	Lead contractor	• program implementation • workforce participation in workforce health and safety initiatives • overall health of workforce (number sick or mental health days).	• human resources data • program implementation data	Monthly	• increase resourcing for implementation program

Desired outcomes	Supporting actions	Stakeholders (underline denotes task owner)	Indicator	Monitoring method	Frequency	Corrective mechanisms
	LGAs, published in the project's internal electronic newsletters. • create a culture that supports wellbeing, including programs to improve knowledge and understanding of mental health and peer support.					
HumeLink accommodation solutions do not cause stress to local housing markets	As part of the development and implementation of the Worker Accommodation Strategy: • monitor the supply of short term accommodation in the social locality prior to construction and throughout the construction period • allocate accommodation according to vacancies and project needs • liaise with Local Councils to identify major events (eg Tumbafest) which may impact accommodation availability and work collaboratively to develop a solution that allow events and tourism not to be impacted • work collaboratively with local Councils to identify opportunities for adaptive reuse of the Tumbarumba accommodation facility.	Transgrid Councils	• number of rental listings in KCIs • proportion of households experiencing rental stress (identified by movement in average rents from bonds lodged versus incomes)	• rental market data (rental bond board) • incomes data (ABS)	Quarterly	• quantum of accommodation provided
Disturbance to landowners' activities and property during construction and operation are minimised	As part of the implementation of Community Engagement Management Plan: • engage in clear and frequent communication with landowners where proposed activities are likely to cause disruption.	Lead contractor	• number of complaints received • evidence of notifications sent to landowners	• assessment of consultation manager data	Monthly	• rigour of implementation of CMP • increase communication with landowners (frequency, lead times)

Desired outcomes	Supporting actions	Stakeholders (underline denotes task owner)	Indicator	Monitoring method	Frequency	Corrective mechanisms
Uncertainty and stress within the community as a result of the project is minimised	As part of the implementation of Community Engagement Management Plan: • provide a 6 to 12-month forward activity schedule for the project to key stakeholders including local Councils, affected land owners and emergency services.	Lead contractor	• number of complaints received	• assessment of consultation manager data	Monthly	• increase communication with landowners (frequency, lead times)
Impacts on the amenity of nearby residents and other stakeholders during construction and operation are avoided or minimised	Implementation of project activities including : • refinements to the project alignment • construction Management Plan and monitoring frameworks • Community Engagement Management Plan	Lead contractor	• number of complaints received.	• assessment of consultation manager data	Monthly	• monitoring and responsive planning of construction activity
Emergency services are informed of project planning and changes through regular consultation and adequate information	As part of the implementation of Community Engagement Management Plan: • regular consultation with emergency service operators. • provide a 6 to 12-month forward activity schedule for the project, including (as best known) workforce ramp-up, project requirements, and accommodation arrangements to relevant stakeholders.	Lead contractor Emergency services	• evidence of engagement and planning with emergency services.	• assessment of consultation manager data	Monthly	• increased proactive engagement with emergency services
Impacts to community values associated with Aboriginal and non-Aboriginal cultural heritage	• implementation of recommendations of ACHAR and Heritage Report, including unexpected finds and monitoring framework	Lead contractor	• complaints or concerns about heritage impact • evidence of implementation and monitoring of heritage.	• assessment of consultation manager data • ongoing liaison with Aboriginal organisations	Monthly	• monitoring and responsive planning of construction activity to address heritage concerns

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