



# Accommodation and Employment Strategy

MYT-AU-PL-PRJ-HS-0033

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## AUTHORISATION


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## 1 PURPOSE

This AES sets out the framework for environmental management to enable MYT to meet its accommodation and workforce management obligations and, along with its contractors, minimise and manage these impacts during construction of the Wyalong SF project.

The objectives of the AES are to:

- ensure there is sufficient accommodation for the workforce associated with the development
- prioritise the employment of local workers for the construction and operation of the development, where feasible
- enable accommodation and employment issues to be monitored and reviewed over the life of the development.

## 2 SCOPE

To achieve these objectives, the following have been undertaken:

- investigation of both short- and long-term accommodation options in the area
- investigation of options for prioritising the employment of local workers for the construction and operation of the development
- consideration of the cumulative accommodation and workforce impacts associated with other State Significant Development (SSD) projects in the area (such as those posed by the West Wyalong SF development)  
preparation of a program to monitor and review the effectiveness of the strategy over the life of the development, including regular monitoring and review during construction.
- establishment of a framework for engaging with key stakeholders regarding accommodation and employment.

## 3 DEFINITIONS

Term	Definition
Contractor	Any independent contractor engaged directly by MYT to work on one of its Workplaces
HammerTech	HammerTech is a cloud-based software platform that MYT uses to support their HSE systems, processes, and daily field management into one paperless, integrated workflow that is used across all MYT operations
Non-conformance	A failure to meet one or more of the existing requirements



Procore	A 3rd Party management platform used by MYT that is designed to connect all stakeholders throughout the construction lifecycle.
Project	Wyalong Solar Farm
Site	Newell Highway, Wyalong
Sub-contractor	An entity engaged by a MYT contractor, who engages its own employees to complete activities/works on MYT sites



## 4 ABBREVIATIONS

Abbreviation	Definition
ABS	Australian Bureau of Statistics
Accent	Accent Environmental Pty Ltd
AES	Accommodation and Employment Strategy
Argent	Argent Minerals Ltd
B&B	Bed and Breakfast
BoP	Balance of Plant
BSC	Bland Shire Council
BWWI	Business West Wyalong Inc.
CCTV	Closed-Circuit Television
CoC	Condition of consent
CEMP	Construction environmental management plan
DPIE	Department of Planning, Industry and Environment
DoEE	Dept of the Environment and Energy
DC	Development Consent
EIS	Environmental Impact Statement
EMS	Environmental Management Strategy
EOI	Expression of Interest
EPC	Engineering, Procurement and Construction
ESCO	ESCO Pacific Australia Pty Ltd
Evolution	Evolution Mining
ha	Hectare
HSE	Health, Safety and Environment
HV	High Voltage
ICN	Industry Capability Network
km	Kilometre
kv	Kilovolt
LGA	Local Government Area
MYT	Mytilineos-RSD Australia
MW	Megawatt
NEM	National Energy Market
NHPA	Newell Highway Program Alliance
NSW	New South Wales
O&M	Operations and Maintenance
PCU	Power Conditioning Unit
RAP	Registered Aboriginal Party
RMRP	Riverina Murray Regional Plan
TfNSW	Transport for NSW
SCADA	Supervisory Control And Data Acquisition
SF	Solar Farm
SSD	State Significant Development
Wyalong SF	Wyalong Solar Farm



## 5 ORGANISATIONAL STRUCTURE, ROLES AND RESPONSIBILITIES

### 5.1 Key Project Stakeholders

There are many different stakeholders in the Wyalong SF project and these include regulators, direct project stakeholders and community stakeholders. Table 5.1 lists the key project stakeholders.

Regulators	Project stakeholders	Community stakeholders
DPIE	MYT	Host farms
Bland Shire Council	Balance of Plant (BoP) Civil Contractor	Non-host farms
Registered Aboriginal Parties (RAPs)	BoP Electrical Contractor	Other neighbours
NSW Rural Fire Service	Operations and Maintenance (O&M) Contractor	Local business owners
Dept of the Environment and Energy (DoEE)	Specialist subcontractors	Local employers
Transport for NSW (or TfNSW)	Specialist consultants	Local suppliers
SafeWork NSW	Transport and logistics companies	Local employees
Essential Energy	Project financiers/ investors	Local accommodation providers

Table 5.1 Project stakeholders

### 5.2 Project Organisational Structure

Understanding the organisational structure of the project is important when it comes to understanding the roles and responsibilities of the various project stakeholders. A high-level, generalised depiction of the project's organisational structure is shown in Figure 5.1.

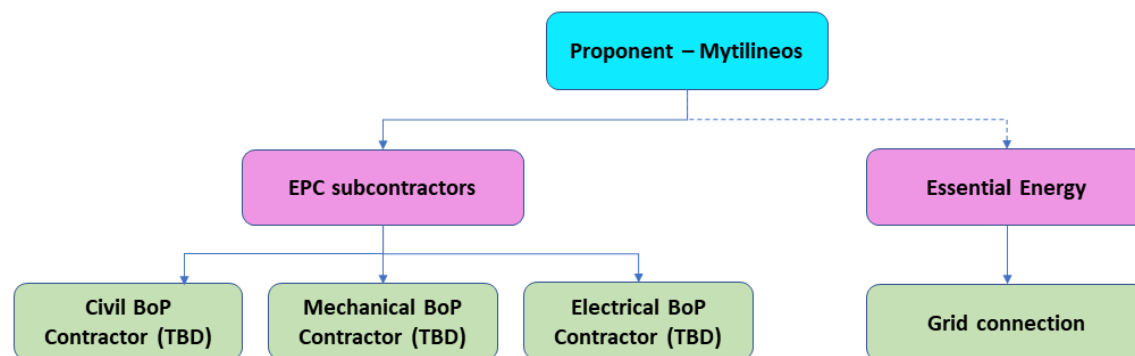


Figure 5.1 Project organisational structure

### 5.3 AES Roles and Responsibilities

It is important to ensure the roles and responsibilities of project stakeholders are described clearly in the AES.



Table 5.2 details the roles and responsibilities for management and team members throughout the construction of the project with respect to the AES.

Position title	Responsibilities
MYT Project Director	<ul style="list-style-type: none"> <li>responsible for project delivery with ultimate responsibility for ensuring the project meets regulatory requirements</li> </ul>
MYT Project Manager	<ul style="list-style-type: none"> <li>hold overall responsibility for environmental management at the site</li> <li>provide general support to the Community Liaison Manager, the Construction Manager and health, safety, quality and environmental (HSQE) management team and for ensuring the Project Director is informed on all major project developments</li> <li>manage environmental risks during construction</li> <li>review, understand, approve and support implementation of the CEMP</li> <li>ensure adequate resources are provided for the implementation of the CEMP</li> <li>minimise environmental impact by implementing appropriate systems of work and ensuring appropriate products and equipment is used</li> <li>ensure resources and procedures in place for maintenance of the workplace, plant, machinery and hazardous substances</li> <li>provide adequate information, training, instruction and supervision of workers</li> <li>monitor the site to assist with preventing environmental impact.</li> </ul>
Construction Manager	<ul style="list-style-type: none"> <li>responsible for the general supervision and day-to-day coordination of works on the Project site</li> <li>ensure all site works are completed in accordance with the contractor and subcontractor scopes of works</li> <li>review, understand, approve and support implementation of the CEMP</li> <li>ensure adequate resources are provided for implementation of the CEMP</li> <li>minimise environmental impact by Implementing appropriate systems of work and ensuring appropriate products and equipment are used</li> <li>ensure the workplace, plant, machinery and hazardous substance storages are maintained appropriately</li> <li>implement training, instruction and supervision of workers</li> <li>identify and control potential environmental hazards/risk management associated with environmental emergencies</li> <li>report non-conformances to the Project Manager</li> <li>provide support to the Site Engineer, Superintendent and HSQE management team and ensure the Project Manager is informed of all major project developments</li> <li>oversee completion of emergency response exercises annually</li> <li>assess emergency response capabilities</li> <li>ensure compliance with all relevant environmental legislation</li> <li>promote environmental awareness in the workplace</li> <li>maintain consultative mechanisms.</li> </ul>
MYT HSE Advisor	<ul style="list-style-type: none"> <li>provide safety advice to the project team.</li> <li>implement all environmental, fire protection, and safety plans</li> <li>ensure subcontractor EMPs are consistent with the CEMP</li> <li>ensure construction works are conducted in accordance with the CEMP</li> </ul>

Position title	Responsibilities
	<ul style="list-style-type: none"> <li>• ensure MYT staff and subcontractors are adequately trained and instructed in their environmental obligations and requirements, as outlined in the CEMP</li> <li>• identify and control potential environmental hazards/risks</li> <li>• routinely liaise with MYT Project Manager and Construction Manager regarding environmental issues</li> <li>• report environmental incidents to the Project Manager and Construction Manager in accordance with CEMP requirements</li> <li>• routinely liaise with the Community Engagement representative</li> <li>• routinely report landowner or community complaints or suggestions to the Community Engagement representative</li> </ul>
Community Liaison Manager	<ul style="list-style-type: none"> <li>• liaise with Council (BSC) regarding accommodation</li> <li>• liaise with landholders, community representatives, traditional owners, contractors, council representatives, planning and local government authorities as well as utilities and infrastructure owners on land management and environmental matters as required</li> <li>• ensure stakeholders are informed prior to the commencement of project activities that may affect them or cause them concern</li> <li>• implement and maintain system for tracking and responding to stakeholder complaints, concerns and suggestions.</li> </ul>
All Wyalong SF personnel	<ul style="list-style-type: none"> <li>• understand and implement the control measures detailed within the CEMP, as appropriate</li> <li>• undertake all activities in accordance with the CEMP and associated agreed and approved procedures</li> <li>• be aware of the appropriate contact person for environmental matters</li> <li>• attend site induction training and any environmental training provided</li> <li>• report any activities, observed incidents, hazards and near misses that may result or has resulted in an environmental incident or breach of the relevant Planning Permit conditions to a supervisor</li> <li>• report all observed non-compliances</li> <li>• continually seek to identify areas for improvement of environmental management.</li> </ul>
Visitors	<ul style="list-style-type: none"> <li>• undertake a visitor's induction prior to entering on to site</li> <li>• be accompanied by an inducted project representative at all times on site</li> <li>• follow environmental procedures</li> <li>• report all environmental incidents and hazards</li> <li>• participate in any additional training as required</li> </ul>

*Note. The HSQE management team mentioned above includes the Safety and Environment Advisor, Quality Lead and the Quality Inspector*

**Table 5.2 AES roles and responsibilities**

MYT is the project proponent and has overall responsibility for the project including responsibility for managing the workforce and its accommodation during project construction.

## 6 PROJECT OVERVIEW

The Wyalong Solar Farm (Wyalong SF) is a circa 70 megawatt (MW) solar farm development. ESCO Pacific Australia Pty Ltd (ESCO) submitted the development application in 2018 to the Department of Planning, Industry and Environment NSW (DPIE). Mytilineos-RSD Australia (MYT) acquired the project from ESCO and is now the owner and the engineering, procurement and construction (EPC) contractor.

MYT engaged Accent Environmental Pty Ltd (Accent) to provide this Accommodation and Employment Strategy (AES).

This AES is valid for both the construction and operations phases of the project and enables the project team to demonstrate to the regulator that the construction and operations activities, as they relate to accommodation and employment, will be managed appropriately.

### 6.1 The Project

#### 6.1.1 Project location

The Wyalong SF is a solar energy project that is located approximately 100 kilometres (km) southwest of Forbes in Central West New South Wales (NSW) and approximately 350 km west of Sydney (but is around 500 km by road from Sydney). Wyalong SF will occupy about 260 hectares (ha) of land. The closest town is West Wyalong, which is approximately 7.5 km to the southwest. The figures below show the locality of the solar farm (Figure 6.1) and its layout (Figure 6.2).

The Wyalong SF site is located within the RU1-Primary Production zone of the Bland Shire Council (BSC) local government area (LGA). Electricity would be connected to the National Energy Market (NEM) via an Essential Energy 132 kilovolt (kV) transmission line, which crosses the project area.

#### 6.1.2 Aims with respect to employment, accommodation and local impact

MYT will preferentially source employees from the local area, leading to as many locals as possible employed by the project.

Where personnel are not sourced locally, MYT aims to accommodate the additional workforce as near as possible to the project site.

In terms of impact to the Bland Shire Council Region, it is MYT's aim that any adverse impacts are minimised. This will be done by:

- ensuring the overall construction and support staff, both long-term and short-term, work closely with local business owners and the Bland Shire Council (BSC)
- transporting the majority of the construction staff to/from site using mini-buses from West Wyalong or surrounding areas, as dependent on accommodation.



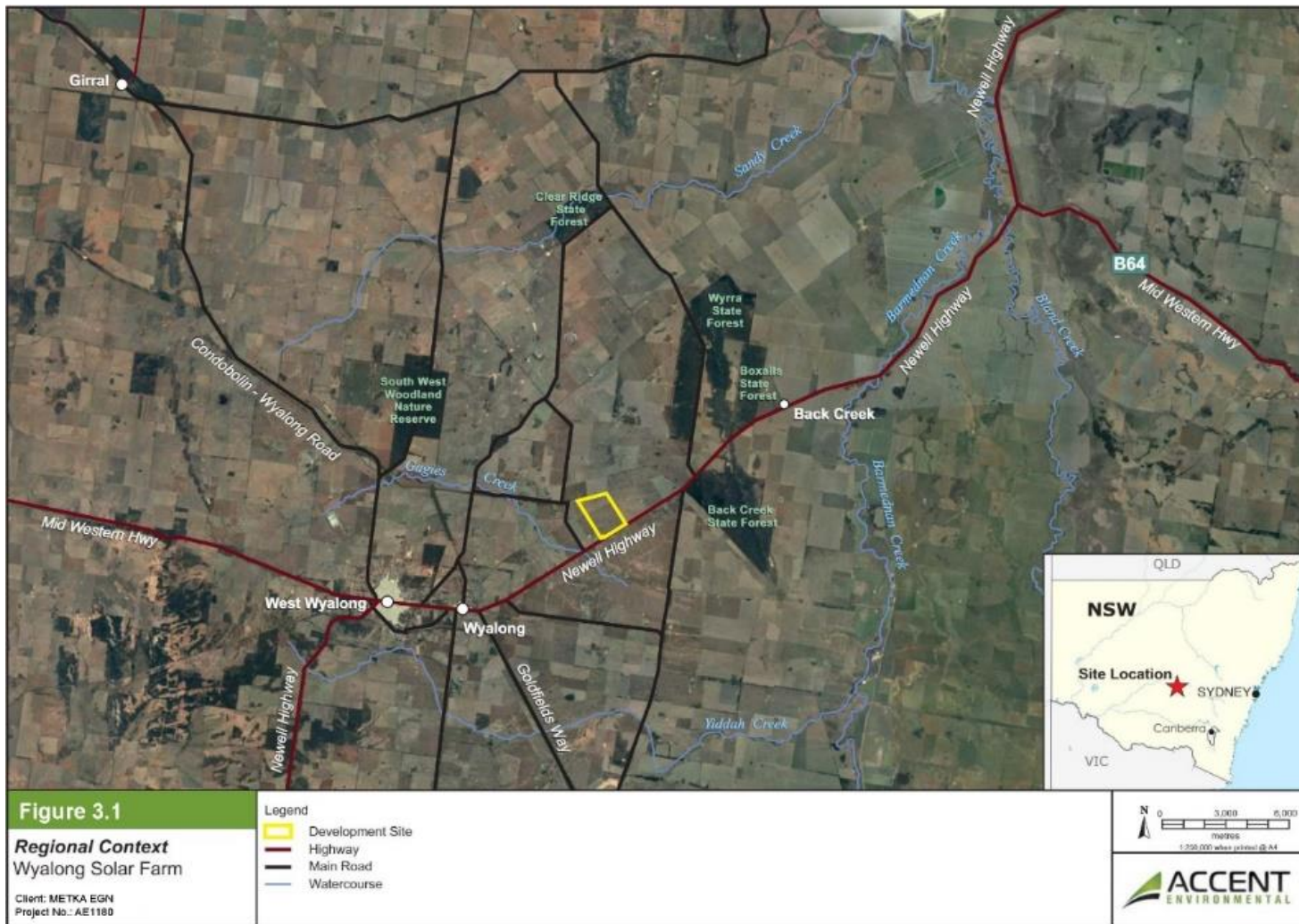


Figure 6.1 Locality map

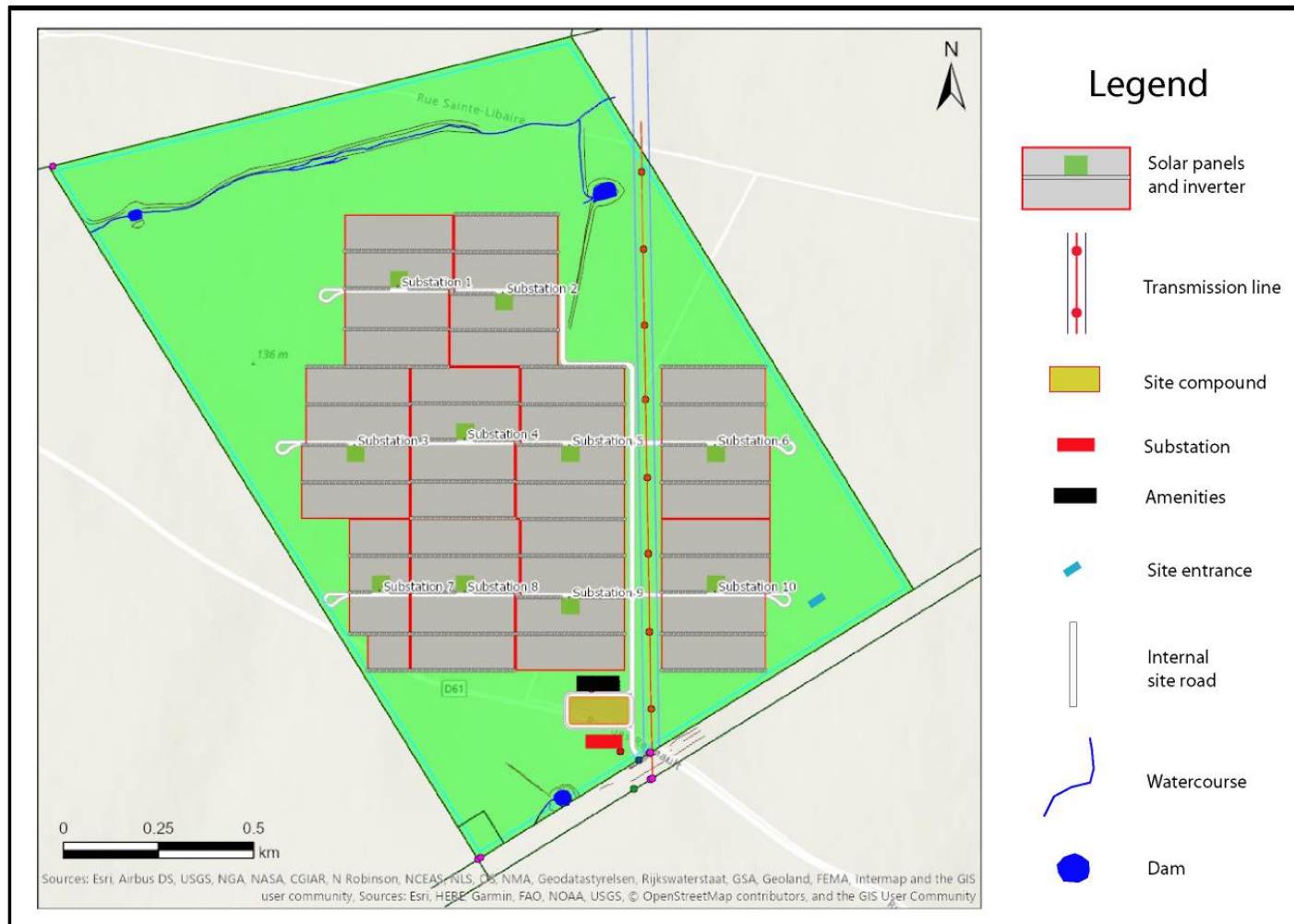


Figure 6.2 Site layout plan



### 6.1.3 Project works

The components of the solar farm project include:

- installation of solar panels in regular arrays
- metal mounting structures (up to 4 m in height)
- aboveground and underground direct current cabling (low voltage)
- central inverters, step up transformers, and switchgear power conditioning unit (PCUs) located in 40-foot containers or container skid pads (up to 26 PCUs, 3 m in height)
- battery storage area
- underground alternating current cabling that will run from the PCUs to the solar farm substation (high voltage)
- a main step-up transformer and associated equipment
- a synchronous condenser to adjust conditions on the electrical power transmission grid
- perimeter safety fencing and a fixed, closed-circuit television (CCTV) system
- supervisory control and data acquisition (SCADA) control systems
- site office and staff amenities
- maintenance shed
- permanent staff and contractor car parking area
- permanent all-weather site access and access road leading to office and substation (shared access with Essential Energy)
- internal vehicle access tracks (4 m width) leading to solar arrays and PCUs
- temporary site compound, lay-down area, and equipment storage areas during construction.

### 6.1.4 Scheduled program overview

Table 6.1 provides a list of key construction milestones.

No.	Milestone	Date
1	Civil works completion	December 2021
2	Solar farm electrical and mechanical works completion	April 2022
3	High voltage works completion	April 2022
4	Testing and commissioning	June 2022
5	R1 and R2 model validation	October 2022

*Note: The R1 and R2 are the AEMO registration steps.*

**Table 6.1 Key construction milestones**

R1 Registration step - when the first registration as a generator, based only on theoretical information (inverters mathematical model, relays configuration, etc.). It includes GPS studies, compliance reporting, benchmarking, test plans, etc. R1 is a required step for energisation.

R2 Testing step - after the solar project is energised it starts generating in steps. Testing is performed to check that the R1 modelling is correct and the farm is behaving as per the model.

## 6.2 The AES and its place in MYT's system

### 6.2.1 MYT's Environmental management documentation

This AES is one of a number of documents that are part of MYT's Environmental Management Strategy (EMS) that has been put in place to manage environmental impacts that may arise from the construction and/or operation of the project. Figure 6.3 shows where this AES sits in relation to the EMS and other management plans.

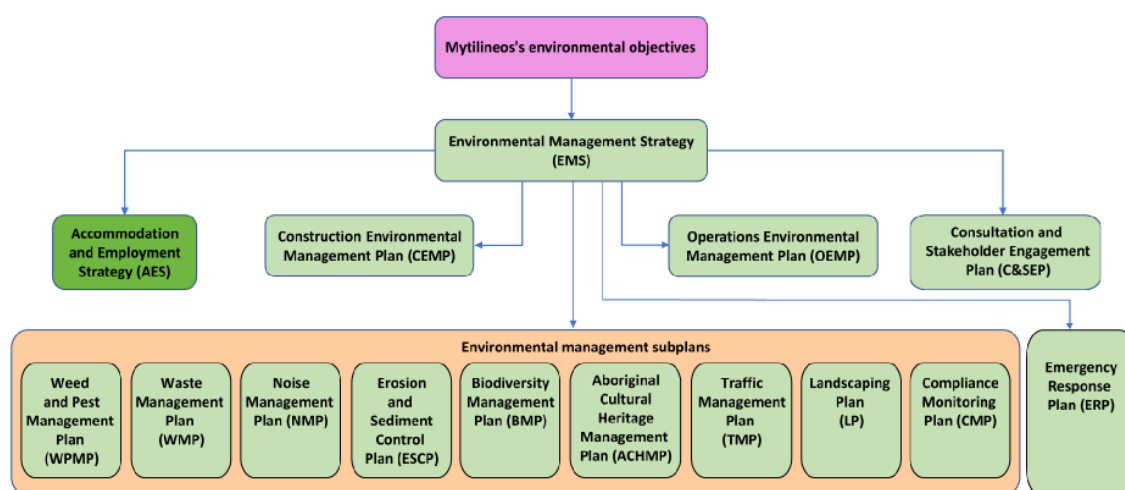


Figure 6.3 Main project environmental management documentation

### 6.2.2 Structure of the AES

This AES is part of MYT's environmental management framework for the project and is supported by other documents such as work procedures. The document control and review processes for this AES are described in the EMS. This management plan is structured as follows:

- purpose, objectives and targets
- approvals context, including legislative and policy framework and relevant approval conditions
- organisational structure, roles and responsibilities
- the profile of the local region
- the workforce required for the project
- employment needs of the project
- accommodation options
- transport options
- cumulative impact
- engagement with key stakeholders
- monitoring and review process.

### 6.2.3 Consultation for preparation of the AES

This AES has been developed in consultation with the relevant agencies and the relevant council. A summary of consultation undertaken is provided in Table 6.2 below.

Relevant authority	Person(s) consulted	Details of involvement
Bland Shire Council	Lesley Duncan	Review and general advice

Table 6.2 Key Agencies involved in the development of this AES

#### 6.2.4 Statutory role of this AES

The Department of Planning, Industry and Environment (DPIE), NSW issued Development Consent (DC) on 7 May 2019 (SSD-9564) to ESCO Pacific for the construction and operation of the solar farm. Condition 31 of the DC requires the applicant (now MYT), prior to commencing construction, to prepare an AES for the development.

#### 6.2.5 Distribution of AES

The AES is part of MYT's environmental management system and is a stand-alone document.

## 7 APPROVAL CONTEXT

### 7.1 Key Legislation

Key policies used to develop this AES are listed in Table 7.1. The EMS presents and more fully describes additional legislation, guidelines and guidance materials of relevance to the environmental management of the solar farm.

Body	Document Name
Bland Shire Council	Your Vision, Our Future, Community Strategic Plan 2017 – 2027
NSW State Government	Riverina Murray Regional Plan 2036
NSW State Government	A 20-Year Economic Vision for Regional NSW

Table 7.1 Relevant policies, strategies, standards, guidelines and codes of practice

### 7.2 Development Consent and Its Requirements

This AES has been developed to comply with the relevant DC conditions set out in DC Application Number: SSD 9564. The conditions of consent (CoCs) as they relate to construction management are presented in Table 7.2.

No.	Condition	Reference
Schedule 3 - Environmental Conditions – General		
30	Prior to commencing construction, the Applicant must prepare an Accommodation and Employment Strategy for the development in consultation with Council, and to the satisfaction of the Secretary. This strategy must:	This document
30a	propose a strategy to ensure there is sufficient accommodation for the workforce associated with the development	see Section 16
30b	investigate options for prioritising the employment of local workers for the construction and operation of the development, where feasible	see Section 16
30c	include a program to monitor and review the effectiveness of the strategy over the life of the development.	see Section 16
<b>Following the Secretary's approval, the Applicant must implement the Accommodation and Employment Strategy.</b>		
Schedule 4 - Environmental Management and Reporting		
2	The Applicant must:	see Section 16



No.	Condition	Reference
2a	update the strategies, plans or programs required under this consent to the satisfaction of the Secretary prior to carrying out any upgrading or decommissioning activities on site; and	see Section 16
2b	review and, if necessary, revise the strategies, plans or programs required under this consent to the satisfaction of the Secretary within 1 month of the: <ul style="list-style-type: none"> <li>• submission of an incident report under condition 4 of Schedule 4;</li> <li>• submission of an audit report under condition 7 of Schedule 4; or</li> <li>• any modification to the conditions of this consent.</li> </ul>	see Section 16
3	With the approval of the Secretary, the Applicant may submit any strategy, plan or program required by this consent on a progressive basis. To ensure the strategies, plans or programs under the conditions of this consent are updated on a regular basis, the Applicant may at any time submit revised strategies, plans or programs to the Secretary for approval. With the agreement of the Secretary, the Applicant may prepare any revised strategy, plan or program without undertaking consultation with all the parties referred to under the relevant condition of this consent.	see Section 16
4	The Department must be notified in writing to <a href="mailto:compliance@planning.nsw.gov.au">compliance@planning.nsw.gov.au</a> immediately after the Applicant becomes aware of an incident. The notification must identify the development (including the development application number and the name of the development if it has one), and set out the location and nature of the incident.	see Section 16
7	Within 6 months of commencing construction, or as directed by the Secretary, the Applicant must commission and pay the full cost of an Independent Environmental Audit of the development. The audit must:	see Section 16
7a	be prepared in accordance with the relevant Independent Audit Post Approval requirements (DPE 2018)	see Section 16
7b	be led and conducted by a suitably qualified, experienced and independent team of experts whose appointment has been endorsed by the Secretary	see Section 16
7c	be carried out in consultation with the relevant agencies	see Section 16
7d	assess whether the development complies with the relevant requirements in this consent, and any strategy, plan or program required under this consent; and	see Section 16
7e	recommend appropriate measures or actions to improve the environmental performance of the development and any strategy, plan or program required under this consent.	see Section 16
<b>Within 3 months of commencing an Independent Environmental Audit, or unless otherwise agreed by the Secretary, a copy of the audit report must be submitted to the Secretary, and any other NSW agency that requests it, together with a response to any recommendations contained in the audit report, and a timetable for the implementation of the recommendations.</b>		

No.	Condition	Reference
<b>The recommendations of the Independent Environmental Audit must be implemented to the satisfaction of the Secretary.</b>		
<b>8</b>	The Applicant must:	see Section 17
<b>8a</b>	make the following information publicly available on its website as relevant to the stage of the development: <ul style="list-style-type: none"> <li>the EIS;</li> <li>the final layout plans for the development;</li> <li>current statutory approvals for the development;</li> <li>approved strategies, plans or programs required under the conditions of this consent;</li> <li>the proposed staging plans for the development if the construction, operation or decommissioning of the development is to be staged;</li> <li>how complaints about the development can be made;</li> <li>a complaints register;</li> <li>compliance reports;</li> <li>any independent environmental audit, and the Applicant's response to the recommendations in any audit; and</li> <li>any other matter required by the Secretary; and</li> </ul>	see Section 17
<b>8b</b>	keep this information up to date	see Section 17

**Table 7.2 Conditions of consent reference table**

### 7.3 Commitments Described in the Environmental Impact Statement

In addition to the CoCs, a number of commitments were made in the Environmental Impact Statement (EIS) and, as the EIS was the basis for DC, are commitments which must be adhered to. The relevant commitments, which pertain to the construction phase, are presented in Table 7.3.

No.	Commitment Description	Reference
9.12	Socio-economic	
SE.2	The applicant will liaise with the appropriate local community representatives to help ensure accommodation of construction workforce does not adversely impact on local services or events. Where possible, local contractors, manufacturing facilities, and materials and services will be used.	See Section 15

**Table 7.3 Construction-phase commitments reference table**

## 8 THE LOCAL REGION

The Wyalong SF located within the Bland Shire Local Government Area (LGA), within the Riverina region of southwestern NSW. The Bland Shire LGA covers an area of 8,482 km<sup>2</sup> and is crossed by major roads including the Newell and Midwestern highways and Goldfields Way.

According to the Bland Shire Council website, Evolution Mining (Evolution), which operates the Cowal gold mine, is the Shire's major employer. The mine is located 32 kilometres north of West Wyalong. Pace Farm, AWB and Bland Shire Council are the Shire's other major employers.

## 8.1 West Wyalong

The township of West Wyalong is approximately 10 minutes by car from the site and is the nearest town to the project. Based on the most recent (2016) Australian Bureau of Statistics (ABS) data, 3,141 people reside in the town. West Wyalong is the main town of the Bland Shire and is where the council offices are located. The population of Bland Shire LGA has been reasonably stable over the last few years – according to ABS data 5,955 resided in the LGA in 2016 (ABS 2017), which is slightly more than was recorded in 2011 (5,865, ABS 2013). Bland Shire includes a number of smaller towns, including Barmedman, Kikoira, Mirrool, Naradhan, Tallimba, Ungarie, Weethalle, and Wyalong.

West Wyalong is the local hub for the region, providing social and community infrastructure for its residents and those within the region. West Wyalong has a number of important facilities and services including:

- the Bland Shire Council offices
- a post office and police station
- the regional hospital (the West Wyalong District Hospital)
- three general practice medical centres and two dental practices
- two supermarkets
- three banks / credit unions
- nine petrol stations and / or mechanics
- seven schools and pre-schools and a TAFE
- cafes, bakeries and takeaway shops.

## 8.2 Other nearby towns

A number of other towns are located within the LGA and the broader region. Details of these towns and their populations (including West Wyalong) are presented in Table 8.1, based on the most recent ABS data.

Town	Distance from site (km)	Driving time from site (approximate)	Population
West Wyalong	7.5 km southwest	10 minutes	3,141
Temora	70 km southeast	1 hour	2,674
Grenfell	93 km east	1 hour	2,573
Forbes	95 km northeast	1 hour	9,910
Parkes	127 km northeast	1.5 hours	14,894
Wagga Wagga	156 km south	2 hours	56,442
Griffith	166 km southwest	2 hours	26,882

Table 8.1 Nearby population centres

## 8.3 Economic profile of the region

From information provided in the EIS (Accent 2018), the Bland Shire LGA has a population of 5,955 people, a 1.5% increase since 2011, with a median age of 43 years (significantly higher than the national average of 38 years) (ABS 2017; ABS 2013). Of this, 50.1% are female and 49.9% are male. Aboriginal

and Torres Strait Islander people make up 4.4% of the population, which is high compared to the national average of 2.8%. Approximately 80.2% of people were born in Australia.

The Bland Shire LGA's main land use is rural and consists predominantly of irrigated land. Agriculture and mining are the main employers in the LGA, with 9.1% of people working in grain-sheep or grain-beef cattle farming, 7.4% in gold ore mining, 7.3% in other grain growing, and 4.0% in sheep farming (specialised). Other important sectors include public administration and healthcare. The unemployment rate for the Bland Shire LGA based on the 2016 census was 3.6%, which was lower than the then national rate of 6.9% (ABS 2017).

The Bland Shire LGA forms part of the Riverina region where manufacturing, agriculture, forestry and fishing are the key drivers of the Riverina's economy. Between 2015 and 2016, the number of registered businesses in Riverina increased by 0.8% to 18,413 (RDA 2018).

A number of educational facilities are located within the LGA, including the West Wyalong TAFE, which is known for its delivery of training in sport and recreation, administration, community services and forestry (TAFE NSW 2018).

The LGA also provides health and wellbeing support to the community, including providing services in aged and disability care, and offering key medical and business facilities, and sporting and recreation facilities (BSC 2017).

An airport is also located in West Wyalong, however it has not been serviced by any scheduled flights since 2007, and is currently operated by Bland Shire Council (SMH 2007). Airports in Wagga Wagga, Griffith and Parkes are regularly serviced by flights to Sydney and Melbourne. There is also a bus and train service available from West Wyalong to Canberra, Sydney and Melbourne (BSC 2018).

The Bland Shire has published a list of events in the region and this is attached as Appendix A.

## 8.4 Economic Future for the Region

Both state and local governments have formulated plans and strategies to support the economic future of the region, as summarised below.

The Bland Shire Council website states that the Bland Shire has a low unemployment rate with a constant demand for skilled labour. Evolution, operator of the Cowal Gold Mine, is the Bland Shire's major employer. Pace Farm, AWB (formerly the Australian Wheat Board) and Bland Shire Council are the Shire's other major employers.

### 8.4.1 Your vision, our future, community strategic plan 2017 – 2027

The Bland Shire Community Strategic Plan 2017 – 2027 was developed in 2017 by BSC, with objectives and strategies to improve social, environmental, economic and civil leadership performance within the Bland community. The plan is based on extensive engagement with the community, councillors, council staff and relevant government authorities (BSC 2017).

### 8.4.2 Riverina Murray regional plan 2036

The Riverina Murray Regional Plan (RMRP) provides a 20-year blueprint for the region, setting out the NSW Government's vision for the Riverina Murray which is to create a diversified economy founded on Australia's food bowl, iconic waterways and a strong network of vibrant and connected communities (DPE 2017).

#### 8.4.3 A 20-year economic vision for regional NSW

The 20-Year Economic Vision for Regional NSW report was developed by the NSW Government in 2018 and sets out a clear pathway for ensuring that Regional NSW will continue to be a vibrant and growing part of the NSW economy, and that people are supported in their decision to live in the regions (NSW Government 2018). The report brings together long-term and existing strategies including the Future Transport Strategy 2056, NSW State Infrastructure Strategy, and regional plans.

A key vision of the document is to accelerate economic growth in key sectors such as agribusiness, tertiary education and healthcare, taking full advantage of trade and tourism opportunities with Asia to ensure regional NSW continues to play a critical role in the Australian economy.

### 8.5 Other Major Projects in the Region

Given that there are several other major projects either currently operating or projected to be operating when the Wyalong SF construction begins, the potential for overlap between the construction period for the Wyalong SF and other developments has to be considered.

An influx of workers requiring accommodation could place pressure on local short-term accommodation and other services within the town and its surrounds, which may have adverse flow-on effects. For example, construction workers may restrict the availability of supply of short-term accommodation to other users during peak tourist periods such as school holidays and the region's major festivals and annual events. These projects are considered in more detail below.

#### 8.5.1 Cowal gold mine

The Evolution-operated Cowal Gold Mine, located approximately 30 km north of the development site, is one of the major employers in the district.

Evolution is planning to expand its underground mining operations and to accommodate the anticipated workforce, is proposing to build an "Accommodation Village" to house the workers and has a Development Application currently before the planning authorities. According to the latest project update, April 2021, construction of the underground mine and its infrastructure will need around 160 construction workers for approximately 18 months. Later, during operation of the underground mine, a workforce of around 230 workers will be needed (Evolution 2021).

To house this influx of workers, Evolution is proposing to construct purpose-built accommodation for 180 people. The village site is to be located within walking distance of West Wyalong in Boundary Street. Evolution estimates that, if planning approval is granted, construction will begin in late 2021 or early 2022, and the village should be operational in 2022 (Evolution 2021).

Even without the mine expansion, Evolution takes much of the local accommodation up - from long-term rentals to overnight accommodation, particularly when the mine has site shutdowns – so liaison with Evolution will be very important.

Evolution modified the mine in 2016 and that would facilitate the continuity of employment for the existing workforce (average of approximately 385 people, peak of approximately 435 people) for an additional 8 years, providing job security for employees and contractors, and would continue to stimulate demand in the local and regional economy (Evolution 2016). Most of the workers employed at the mine live locally.

### 8.5.2 Inland rail project

The Inland Rail is a rail project that will link Melbourne to Brisbane. According to the project website (Inland Rail ARTC 2021) the project consists of 13 individual projects spanning 1,700 km from Melbourne to Brisbane via regional Victoria, New South Wales and Queensland. These projects are in various (of six) stages of completion from Concept Assessment through to Operations.

The projects that may impact on the Wyalong SF development are the Illabo to Stockinbingal and the Stockinbingal to Parkes stages.

**Illabo to Stockinbingal Stage** is currently in the Reference Design Stage (Stage 2). Based on project timelines, the project will need to go through the Detailed Design Stage (Stage 3) before the Construction Stage (Stage 4) is commenced. Dates for construction commencement are not provided, nor are estimated workforces. However, based on the current project status, it appears unlikely that construction would overlap with that of the Wyalong SF.

**Stockinbingal to Parkes Stage** is currently in the Reference Design and Detailed Design Stages (Stages 2 and 3). The next project stage is the Construction Stage (Stage 4). However, the project website does not specify when Stage 4 will commence.

### 8.5.3 Parkes intermodal terminal

The Parkes Intermodal Terminal is located in Parkes at the intersection of the main western railway line running from Sydney to Perth, the future Inland Rail corridor between Melbourne and Brisbane, and the Newell Highway. The terminal opened for business in 2019 but is not expected to be completed until 2025.

### 8.5.4 West Wyalong solar farm

The proposed development of the West Wyalong SF has received regulatory approval and is set to be developed in the near future. As the name suggests, it is located near the township of West Wyalong and is 8 km to the north of the Wyalong SF.

According to the proponent (Lightsource bp 2021), construction, to take about 12 months, was set to commence in 2021 and require up to 170 construction workers during peak construction. According to an article published in RenewEconomy (3 June 2021), the proponent (Lightsource bp) announced that the project would begin construction and be complete mid next year.

### 8.5.5 Jemalong solar farm

Construction of the 50MW Jemalong SF is well underway and nearing completion – in December 2020 it reported to be on track to send power to the grid in the 1<sup>st</sup> quarter of 2021 (Forbes Advocate 2020). The project is located approximately 60 km northeast of the Wyalong SF near the township of Jemalong and, during construction employed more than 150 people, including 66 from Forbes and surrounds who were brought on board to erect the field of solar panels (Forbes Advocate 2020).

According to an article published in April 2021 by pv-magazine.com website (pv-magazine.com 2021), the project was energized in early December and commissioning is now underway.

### 8.5.6 Sebastopol solar farm

As with the West Wyalong SF, the Sebastopol SF, has received regulatory approval and is set to be developed. The project is located approximately 80 km southeast of the Wyalong SF near the township

of Temora. This is a proposed 108 MW project, with an anticipated construction period of 10 to 12 months.

According to their media statement, the developer (FRV 2020) stated

*Sebastopol Solar Farm's construction and operation will contribute to the economic development of the area, with FRV projecting the creation of up to 150 jobs during the construction phase of the plant, and 2-3 operational staff for the entire life of the project. Maintenance contracts for jobs such as panel cleaning, fence repair, and road grading, etc. will also be required and will likely be met by local contractors or subcontractors. In addition, the project is expected to have a direct benefit on business volumes for local services, materials and contracting such as accommodation, food and other retail businesses in the area.*

Being located near Temora, it is anticipated that accommodation for non-local construction staff would primarily be sought in the town and its surrounds and would not decrease the availability of local accommodation for Wyalong SF staff.

#### 8.5.7 Clean TeQ sunrise operations

The Clean TeQ Sunrise project is a nickel, cobalt and scandium mine near Fifield, 50 km north-east of Condobolin and about 120 km north of West Wyalong.

An article in the Forbes Champion Post (5 October 2020) states that Clean TeQ

*forecast its construction workforce will peak at about 1700 full-time jobs during a three-year period and its operations workforce at 377 people - but that's not including maintenance support, and mining and drilling contractors.*

*also continues to aim for the majority of these workers to reside in local communities*

An article in The Northern Miner (9 February 2021) states that Clean TeQ

*Construction will take about three years. So the focus now is on financing.*

The article doesn't state when the construction phase of the project will commence and, given that the article is relatively recent, and that financing of these large-scale projects is complex and takes time, and that Clean TeQ did not give a starting date, it is considered unlikely that their construction timeframes would overlap with the Wyalong SF project construction.

#### 8.5.8 Newell Highway projects

According to the Newell Highway Program Alliance (NHPA) website, the latest news release (May 2021) states that NHPA is inviting local suppliers and contractors to register their interest to supply a variety of goods and services for the construction of northbound and southbound overtaking lanes about 20 kilometres south of West Wyalong. This project is termed the Alleena Project and initial work on this overtaking lane is due to start in June 2021 and is expected to take about six months to complete.

The project website does not state how many workers would be involved in the project but being near the Wyalong SF project site, it could be expected that accommodation of these workers will be in the West Wyalong area and are considered likely to be impacted and/or will impact the Wyalong SF project.

#### 8.5.9 Mineral exploration and quarry projects

Mineral exploration is a significant activity in the region – the Cowal Gold Mine is testament to the fact that mineral deposits exist in the area. The EIS (Accent 2018) identified that a minerals exploration



licence held by Argent Minerals Ltd (Argent) covered approximately over half of the development site. It is possible that Argent, or other mineral explorers, could increase exploration activity in the area. However, due to the relatively low number of personnel typically engaged in mineral exploration activities, it is considered unlikely that the extent of this activity would significantly impact on accommodation in the area or on sourcing employment from the area for the Wyalong SF project.

The EIS also noted that a number of quarries were located within the region. However, these are small, local operations that have operated intermittently over a period of time and are likely reliant on an already present local workforce. They are not considered likely to be impacted unduly or will impact the Wyalong SF project.

#### 8.5.10 Existing businesses

The existing Pace Farm and AWB operations have their own workforces and accommodations in place and are not considered likely to be impacted unduly or will impact the Wyalong SF project.

## 9 THE WORKFORCE

Construction and operation of the Wyalong SF are the two major phases of the project that require a significant workforce, the construction phase being the phase when most workers will be required.

### 9.1 Construction Workforce Estimates

As described in Table 6.1 above, the construction of the Wyalong SF is projected to take place over a period of around 18 months. During this time, workforce requirements will vary depending on the works of the subphase.

Based on current estimates, the project will require up to 200 contractors during peak construction.

Labour required within the workforce would typically include the following:

- surveyors
- module installers
- cable layers
- electricians
- concreters
- plant operators
- general labourers
- riggers.

The workforce will be sourced from the local area where possible, and the wider region where worker deficits arise.

Manning Levels - Wyalong												
	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22
MYT	9	9	9	9	9	9	9	9	9	9	9	9
Civil Contractor		10	15	20	20	20	10	10	5	5	5	5
Fencing Contractor		2	5	8	8							
Security Contractor		2	2	2	2	2	2	2	2	2	2	2
Substation Contractor		10	10	20	20	10	10	20	10	10	10	5



Electrical Contractor		20	40	80	80	80	80	80	80	80	40	20
Mechanical Contractor			10	30	60	100	100	100	100	60	30	20
Commissioning							5	5	5	5	5	5
Total	9	53	91	169	199	221	216	226	211	171	101	66

Table 9.1 Monthly estimates of project construction workforce levels

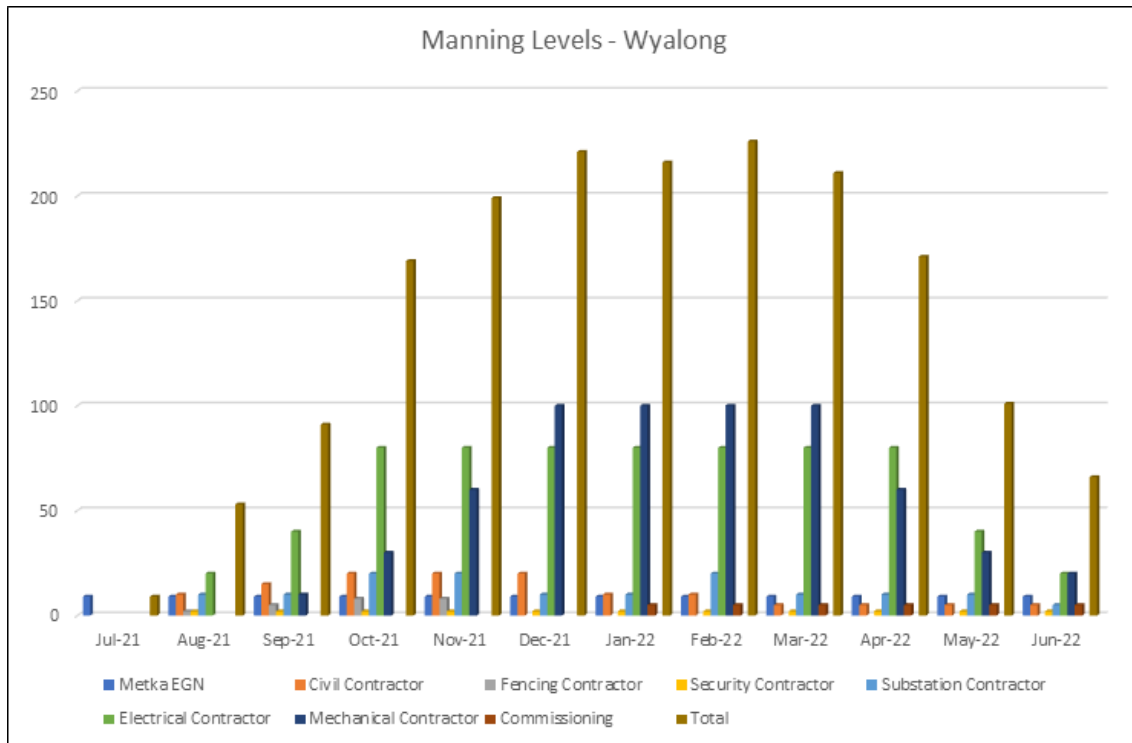


Figure 9.1 Chart of monthly estimates of project construction workforce levels

## 9.2 Operations Workforce Estimates

Once operating, the ongoing workforce at the Wyalong SF is anticipated to be a pool of 10 to 20 subcontractors to be called upon as required.

# 10 EMPLOYMENT

The workforce needs, as outlined above, will present a number of employment opportunities to the local community of West Wyalong, the broader regional community and to that of NSW in general. The project requirements can be divided into short-term and long-term needs.

## 10.1 Short-Term Needs

MYT proposes to award four major subcontracts (civil, electrical and mechanical, high voltage (HV) and testing and commissioning) to perform the construction activities and envisage the following short-term needs as outlined in Table 11.1. The contract periods listed below are estimates, some of which may overlap. Employment targets have been included in Table 10.1 and these targets are based on the aspiration of having around 50% of the workforce sourced from the local community.

Contract type	Period	Types of work	Worker numbers required
Civil	4 to 5 months	Amenities set up	20 Personnel <i>Employment Targets</i>
		Road and Lay-down area construction	5-10 local opportunities - predominantly be earthmoving contractors
Substation	10 months	Substation Construction	20-30 Personnel <i>Employment Targets</i> 5-10 local opportunities - predominantly trades assistants and labourers
Mechanical		Tracker installation	Up to 100 Personnel <i>Employment Targets</i> Up to 50 local opportunities - predominantly labourers
Electrical		Panel Installation	Up to 100 Personnel <i>Employment Targets</i> Up to 50 -75 local employment opportunities which would predominantly be labourers and, potentially, subcontractors
		Cable Installation	
		Trenching	
		Commissioning	
Testing and commissioning	2 months	Testing and commissioning	10 to 15 Personnel (approx.)

*Note: The period of contract is presented sequentially. However, there may be contract overlap.*

**Table 10.1 Wyalong SF project short-term employment requirements**

MYT's preference is to source employment locally, either directly employing local workers or contracting local businesses. However, it is noted that some of the works listed above are highly specialised and may need to be sourced from outside the local region.

The overall anticipated number of construction workers on site will be in the order of 200 staff at the peak of construction.

MYT has set a target of employing around 100 people from the region during the construction phase of the project, if possible. Any specialist contractors that are not available from the local community are likely to come from across other areas of NSW and, possibly, Victoria and will be accommodated in West Wyalong, Temora, Forbes and Grenfell and surrounding areas.

Most of the construction staff movements will be made to/from site using a min-bus shuttle from nominated areas including as a minimum West Wyalong and Temora, dependent on accommodation.

## 10.2 Long-Term Needs

Once the project is commissioned, there will be three main types of work; management, electrical maintenance and general site maintenance, as outlined in Table 10.2.

Contract type	Types of work	Worker numbers required
Operations management	Manage the electrical maintenance and general site maintenance works	1 – full-time Site Manager (ideally sourced from the local community)
Electrical maintenance	To ensure the facility is operates as per design specifications	3 – full-time electricians (ideally sourced from the local community)
General site maintenance	Cleaning of solar panels	Approximately 10 – contractors employed on an as-required basis (ideally sourced from the local community)
	Road maintenance	
	Vegetation maintenance	

**Table 10.2 Wyalong SF project operations employment requirements**

As with the construction phase, MYT's preference is to source operations staff from the local region.

### 10.3 Other Economic Opportunities

During construction other opportunities within the LGA may also include:

- food preparation and delivery to site workers for lunches
- increases in groceries purchased in the LGA
- increases in hospitality services to accommodate meals and entertainment.
- opportunities for local logistic companies for site deliveries
- opportunities for local businesses and people to assist with construction and managing temporary worker camps (if built).

As noted in Section 5.3, West Wyalong hosts a campus of TAFE NSW and this educational facility could potentially be used for training of construction and operation staff.

## 11 ACCOMMODATION

Accommodation options in the region have been reviewed by checking online booking websites and email and/or phone contact. The review identified a range of options for accommodating the construction workforce, including:

- short-term accommodation – hotels, motels, caravan parks, cabins, etc.
- longer-term accommodation – renting privately-owned dwellings
- purpose-built workforce accommodation.

MYT has reviewed the available short-term accommodation options in the region, as presented below.

Each of the below-listed accommodation providers have been contacted by MYT, who gave numbers of rooms available (vacant) at the time of contact (April 2021). In some cases, the providers of bed and breakfast-style (B&B) accommodation specifically said they favour short-term placements. Projected capacities of local accommodation options across the construction period will be further investigated by MYT as further details of timing and personnel requirements are confirmed.

MYT is exploring options for creating purpose-built accommodation, which would allow other existing local accommodation to house visitors, MYT / Subcontractors management teams, or short-term trade workers.

## 11.1 Local Short-Term Accommodation Options

### *Local short-term accommodation in West Wyalong*

Short-term options are available in West Wyalong and include hotels, motels, motor inns, cabins, apartments and bed and breakfast establishments (B&Bs), as presented in Table 11.1. The table lists the number of rooms vacant at time of contact, not the number of beds.

Establishment	Types	No. of rooms (capacity)
Acacia Golden Way Motel	Motel	11
Ace Caravan Park	Caravan Park cabins	15
Ambassadors True Blue Motor Inn	Motor Inn	30
Ardeanal Motel	Motel	20
Broadway Apartments	Apartments	1
Cameo Inn Motel	Motel	18
Charles Sturt Motor Inn	Motor Inn	30
Club Inn Motel	Motel	22
County Lodge Motel	Motel	22
Colonial Motor Inn	Motor Inn	24
Country Roads Motor Inn	Motor Inn	14
Mentor Chambers Bed and Breakfast	Serviced Apartment/B&B	3
Metropolitan Hotel	Hotel	14
Mayfair Motel	Motel	15
Palms Motel	Motel	12
Royal Hotel	Hotel	6
Tattersalls Hotel	Hotel	4
The Bank B&B	B&B	No. of rooms not provided
Top Town Motel	Motel	9
West Wyalong Caravan Park	Caravan Park cabins	9
<b>Total number of rooms</b>		<b>279</b>

**Table 11.1 West Wyalong short-term accommodation**

### **Local short-term accommodation in the local region**

Options are available in broader local region are presented in Tables 11.2 and 11.3.

<b>Establishment</b>	<b>Types</b>	<b>No. of rooms (capacity)</b>
Aromet Motor Inn	Motel	15
Bradford Cottage	Cottages	3
Courthouse Cottage	Cottages	2
Fireman's Units	Units	1
Goldtera Motor Inn	Motel	12
Kames Cottages	Cottages	4
Koreela Park Motor Inn	Motel	16
Moose and Mimi's	Units	3
Patchwork Inn B&B	Hotel	16
Revive Central Apartments	Apartments	4
Rose Cottage B&B	B&B	4
Royal Hotel Temora	Hotel	15
Shamrock-Temora Hotel Motel	Hotel and motel	12 - Hotel 7 - Motel
Sky Lodge Temora	Motel	12
Starling's Nest	Cabins	3
Temora Airfields Cabins	Cabins	4
Temora Motel	Motel	11
Terminus Hotel	Hotel	8
Thelma's Temora	Cottages	2
<b>Total number of rooms</b>		<b>183</b>

**Table 11.2 Short-term accommodation options in the Temora region**

<b>Establishment</b>	<b>Location</b>	<b>Types</b>	<b>No. of rooms (capacity)</b>
Ada House B&B (Barmedman)	Barmedman	B&B	3
Adrian Motel	Forbes	Motel	22
Albion Hotel	Grenfell	Hotel	5
Appleyard B&B	Forbes	Cottage	1 cottage

Establishment	Location	Types	No. of rooms (capacity)
Apex Riverside Tourist Park	Forbes	Caravan Park	11
Ariah Park Hotel	Ariah	Hotel	16
Barmedman Hotel	Barmedman	Hotel	No. of rooms not provided
Barmedman B&B Kortmar Manor	Barmedman	B&B	Not operational currently
Beckom Hotel	Beckom	Hotel	No. of rooms not provided
Bell Hall Motor Inn	Forbes	Motel	28
BIG4 Forbes Holiday Park	Forbes	Caravan Park	14
Bland Hotel	Bland	Hotel	14
Carrawobitty Rural Retreat	Forbes	House	9
Central Hotel Ungarie	Ungarie	Hotel	No. of rooms not provided
Circa 1935 Guest house	Grenfell	Guesthouse	1
Country Carriage B&B	Quandary	Motel	2 (short term only)
Country Mile Motor Inn	Forbes	Motel	14
Criterion Hotel Grenfell	Grenfell		No. of rooms not provided
Forbes Inn Hotel Motel	Forbes	Hotel Motel	10
Forbes River meadows Caravan Park	Forbes	Cabins	11
Forbes Victoria Motor Inn	Forbes	Motel	25
Girragirra Retreat	Forbes	Cottage	3 cottages
Garden Room B&B	Grenfell		1
Grenfell Caravan Park	Grenfell	Caravan park	3 cabins
Grenfell Hall	Grenfell	B&B	3
Grenfell Motel	Grenfell	Motel	20
Hillberry House	Forbes	House	3
Hillview B&B	Forbes	Cottage	2 cottages
Jacaranda House	Grenfell		1

Establishment	Location	Types	No. of rooms (capacity)
James Cottage	Grenfell	Cottage	3
Lake Forbes Motel	Forbes	Motel	16
London Hotel Motel	Ardlethan	Motel	12
Lonsdale at Willowcroft	Grenfell		1
Mascot Cottage	Mascot	Cottage	No. of rooms not provided
Mirrool Royal Hotel	Mirrool	Hotel	5
Number Eight- Quality	Grenfell	Motel	No. of rooms not provided
Railway Hotel	Grenfell	Hotel	15
Royal Hotel Grenfell	Grenfell	Hotel	No. of rooms not provided
Royal Hotel Weethalle	Weethalle	Hotel	7
Strayleaves Elegant	Grenfell	Cottage	3 cottages
Town and Country Motor Inn Forbes	Forbes	Motel	20
Travellers Rest Motel Weethalle	Weethalle	Motel	4
Ungarie AirB&B (Mascot)	Mascot	Cottage	No. of rooms not provided
Ungarie Pines Motel (Ungarie)	Ungarie	Motel	No. of rooms not provided
Vandenberg Hotel	Forbes	Hotel	12
Whispering Pines Farm Stay	Barellan	Cottage	No. of rooms not provided
<b>Total number of rooms</b>			<b>352</b> (excluding cottages)

*Note: The capacities of the cottages have been excluded from the total number of rooms as the cottages can accommodate more than one person.*

**Table 11.3 Short-term accommodation options elsewhere in the region**

BSC has produced an *Accommodation Guide* for the area and identified 18 establishments in West Wyalong, three in Ungarie, two in Barmedman and Weethalle and one each in Mirrool and Barellan – all of which are listed in the tables above. The guide provides additional information including addresses and contact details. This guide is attached as Appendix B.

## 11.2 Longer-Term Accommodation Options

Longer-term accommodation options are also available in West Wyalong. A search of the Realestate.com website showed that in the greater West Wyalong region, at the time of the search

(May 2021) only one rental property was available – in Barmedman. This indicates that long-term rental accommodation is difficult to source and MYT will need to ensure this option is considered well in advance of its use, if the option is to be utilised.

### 11.3 Purpose-Built Workforce Accommodation

Assessment of local accommodation will be ongoing and the need for purpose-built workforce accommodation will be considered as part of the ongoing assessment.

The possibility of a joint camp accommodation option with the West Wyalong SF project has been raised with BSC, who expressed their support for camp accommodation.

MYT is working closely with BSC to identify suitable locations for ‘temporary camps’ that would assist in the accommodation of approximately 50-200 personnel that are not from the local area.

The construction and management of camps to accommodate non-local personnel would also provide additional employment opportunities for individuals or small business within the BSC, including camp management staff, cleaners, caretakers, construction and decommissioning labour and maintenance personnel.

It is envisaged that these camps would be strategically placed so as that camp residents would be able to utilise the local establishments for all other services to support their stay in the area.

MYT has investigated possible sites for such camps and, in consultation with BSC, identified two suitable locations for their construction. Each camp may include:

- car parking
- up to 200 1-bedroom accommodation suites with shower and toilet facilities
- communal laundry facilities
- communal meal preparation and dining facilities
- gym and recreation facilities.

Note that not all locations have sewage services. However, this will be managed in consultation with BSC on a site basis, as required. Camp facilities can be setup to operate as stand-alone facilities.

## 12 TRANSPORT

It is MYT’s aim to have the majority of the construction staff coming to and from site using shuttle mini-buses from West Wyalong, thereby limiting traffic on the local roads and the Newell Highway. Where possible, private vehicle car parking will be available onsite, away from the main highway entrance.

The identified routes and the number of shuttle buses will be based on minimising travel times and ensuring safe and convenient pick up / drop off points for workers.

MYT also recognises that NHPA will be constructing northbound and southbound overtaking lanes of the Newell Highway, about 20 kilometres south of West Wyalong. This road construction project may impact on the traffic and transport for the Wyalong SF and MYT will liaise with NHPA to minimise these impacts.

## 13 CUMULATIVE IMPACT

Cumulative impacts on accommodation, employment, traffic and other services within the community may occur if the construction periods of other major projects in the local region overlap with the



construction period of the Wyalong SF project. The cumulative impact of the projects listed in Section 9.5 are discussed.

## 13.1 Individual Projects

### ***Cowal Gold Mine***

The EIS (Accent 2018) concluded that, although a significant distance from the development site, major maintenance works at the mine during construction of the Wyalong SF does have the potential to place additional pressure on accommodation and local services.

To mitigate this impact, MYT will undertake ongoing consultation with the mine operators to ensure undue strain is not put on local resources, see Section 16 below for details.

### ***Inland Rail***

The timelines for the two stages of this project that are in the West Wyalong region (the Illabo to Stockinbingal Stage and the Stockinbingal to Parkes Stage) are such that the two projects are unlikely to impact on each other.

### ***Parkes Intermodal Terminal***

The timeline for this project is such that the two projects are unlikely to impact on each other.

### ***West Wyalong Solar Farm***

The Wyalong SF EIS (Accent 2018) concluded that if there was overlap in construction with the West Wyalong SF, the number of regional centres within acceptable commuting distance of the solar farms would be able to provide options for accommodation and other services.

However, MYT is committed to ensuring the Wyalong SF project doesn't have negative community impacts and will work with the owners of the West Wyalong SF project (Lightsource bp) to help ensure this is the case, see Section 16 below for details.

### ***Jemalong Solar Farm***

The timeline for this project is such that the two projects are unlikely to impact on each other.

### ***Sebastopol Solar Farm***

MYT is committed to ensuring the Wyalong SF project doesn't have negative community impacts and will work with the owners of the Sebastopol SF project (FRV) to help ensure this is the case, see Section 16 below for details.

### ***Clean TeQ Sunrise***

The construction of the Clean TeQ Sunrise project has not yet been scheduled and, as this process is complex and likely to take time. Therefore, the timeline for this project is such that the two projects are unlikely to impact on each other.

### ***Newell Highway project***

MYT is committed to ensuring the Wyalong SF project doesn't have negative community impacts and will work with the Alleena Project (NHPA) to help ensure this is the case.

### ***Pace Farm, Wattle Ridge Layer Complex***

The Pace Farm has its own workforce and accommodation in place and, as such, the two projects are unlikely to impact on each other.

### ***AWB***

The AWB operation has its own workforce and accommodation in place and, as such, the two projects are unlikely to impact on each other.

### ***Mineral exploration projects and operational quarries***

It is considered unlikely that the extent of this activity would significantly impact on accommodation in the area or on sourcing employment from the area for the Wyalong SF project.

The EIS (Accent 2018) concluded that any cumulative impacts on the use of the operational quarries were expected to be minimal.

## **13.2 Summary**

MYT considers that, if the above measures for addressing impacts from each project are implemented, the cumulative impact of the Wyalong SF project on the local community can be managed effectively. These are discussed in Section 16 below.

## **14 ENGAGEMENT WITH KEY STAKEHOLDERS**

The CoC (Schedule 3, Condition 31) requires that this AES be developed in consultation with the BSC. Engagement with the BSC and other key stakeholders is necessary to ensure that opportunities to maximise accommodation use within the local community are realised and to minimise disruption caused by and conflict with other projects, as required by the CoC and by Commitment SE.2.

Key stakeholders and consultation activities proposed and/or undertaken to date are summarised in Table 14.1.

<b>Stakeholder</b>	<b>Engagement</b>	<b>Date of engagement</b>
Bland Shire Council	Subsequent to the initial contact regarding council consideration of the AES, the strategy was sent to BSC for comment	15 July 2021
	MYT met with BSC and raised the possibility of a joint camp accommodation option with the West Wyalong SF	26 May 2021

Stakeholder	Engagement	Date of engagement
	project with Council. Council is in favour of a camp accommodation option	
	BSC were contacted MYT via telephone and a follow-up email provided to notify them that AES requires their consideration	17 May 2021
	ESCO participated in a Wyalong Community Session – West Wyalong Services and Citizens Club 6:30-8pm	3 October 2018
	Meeting with Mayor Cr Bryan Monaghan prior to the community information session. Meeting to discuss project timescales and anticipated queries from the community ahead of community information session	3 October 2018
	ESCO participated in a phone call discussion regarding the upcoming Wyalong Community Session in West Wyalong. Discussed advertising the event more broadly	21 September 2018
	ESCO spoke with Jeff Stien at the Finley Jobs Fair - discussed the upcoming Wyalong Community Session in West Wyalong	20 September 2018
Accommodation operators in West Wyalong and surrounding towns	Accommodation opportunities	
Owners of available rental properties	Accommodation opportunities	
Local business community	Employment opportunities	
Sebastopol SF	Accommodation and employment opportunities	
West Wyalong SF	A joint camp accommodation option was discussed with PCL Constructors Pacific Rim Pty Ltd (the construction contractor for the project). Discussions are ongoing	1 June 2021
Cowal Gold Mine	Accommodation and employment opportunities	
NHPA	Accommodation and employment opportunities	
Argent Minerals	Letter introducing project, and NSW DPE Resource & Geoscience division request for mining and exploration titles and applications search, ultimately seeking a response from Argent Minerals regarding the proposed solar farm.	26 September 2018

*Note: a number of blanks have been left in the “date of engagement” column and these will be completed by MYT as details become available.*

**Table 14.1 Key stakeholders and consultation**

## 15 STRATEGIES

### 15.1 Accommodation Strategies

MYT and their subcontractors will work with local business owners and BSC to endeavour to minimise any adverse impacts on the tourism visitors to the region. To ensure minimal impact the target for use of short-term accommodation in the area will be no more than 50% of total site personnel, which will be predominantly for shorter term stayers (i.e. management representatives and short-term specialised contractors). To meet this target, MYT propose the strategies described in Table 15.1. By having a 50% use of short-term accommodation target, MYT aims to ensure that there are still motel/hotel rooms available for the regional tourism market.

As noted in Section 11.1, there are a number of short-term accommodation options available in West Wyalong and surrounding areas including motels, motor inns, caravan parks and onsite cabins. MYT will provide its subcontractors with a list of options (attached as Appendix C) to assist them can directly engage with property owners to book short-term accommodation.

MYT has completed consultation with a number of property owners and real estate agents and have found that long-term accommodation for an influx of people for the Wyalong SF is more difficult to source. Accordingly, MYT is investigating purpose-built accommodation options (see Section 11.3).

MYT recognises that liaison with the operator of the Cowal Gold Mine (Evolution) will be very important in relation to the town and accommodation - particularly when the mine has site shutdowns.

Types of personnel	Proposed strategy
MYT Employees – approximately 7-9 full-time staff working on a rotating roster	MYT will endeavour to secure longer term accommodation in West Wyalong that includes: <ul style="list-style-type: none"> <li>renting of local furnished houses for 12 months (approximately 5 locations are actively being considered in consultation with West Wyalong/Temora real-estate agents)</li> <li>making long-term arrangements with motel owners in West Wyalong</li> </ul>
MYT Management Team – short-term visits	MYT will endeavour to stay in West Wyalong at one of the nominated motels provided in Appendix C
Specialised contractors and management teams (from other areas) - short-term accommodation	MYT will endeavour to stay in West Wyalong or surrounding areas at one of the nominated motels provided in Appendix C At the earliest possible opportunity, MYT will provide subcontractors with the lists attached in Appendix B and Appendix C to help facilitate advanced bookings
Labour force for the four main subcontractors – long-term subcontractors (from other areas)	MYT will consult with the engaged subcontractors and work with BSC to construct temporary camps that will house from 50 to 100 people at a nominated location. All required permits and approvals will be gained before construction of any of these temporary camps commences or accommodate workers in the available accommodation in West Wyalong or surrounding area

**Table 15.1 Wyalong SF project accommodation strategies during construction**

## 15.2 Employment Strategies

From consultation already undertaken with BSC, it is evident that overall unemployment is low in the area. The construction of the Wyalong SF, however, may provide opportunity to locals in the agricultural industry, especially due to the impact of drought in the region over the past years. MYT propose the strategies listed in Table 15.2 below to prioritise the employment of local workers for the construction and operation of the Wyalong SF project.

Various strategies have already been undertaken by MYT regarding investigation of the available workforce in West Wyalong and surrounding towns.

Additionally, ESCO Pacific collated an Expression of Interest (EOI) from local contractors, suppliers and individuals. This EOI will be utilised by MYT and their engaged subcontractors to assist in engaging local personnel.

MYT will attend a Business West Wyalong Inc. (BWVI) meetings to talk with local business owners regarding the opportunities that will be available to local businesses.

Strategy	Details	Action
Wyalong EOI Contractors Database collated by ESCO Pacific during project development	Throughout the development stage (EIS preparation, community consultation, public exhibition, media coverage) ESCO Pacific has collated interests from local and regional contractors or individuals looking for employment	MYT to directly contact, contractors and individuals looking for employment where relevant with Construction activities
Community Information Night in West Wyalong - Proposed for August 2021 to be held at the in the town at a local venue	MYT will endeavour to stay in West Wyalong or surrounding areas at one of the nominated motels provided in Appendix C At the earliest possible opportunity, MYT will provide subcontractors with the lists attached in Appendix C and Appendix D to help facilitate advanced bookings	<ul style="list-style-type: none"> <li>• MYT to:</li> <li>• advertise the this on local social media pages</li> <li>• directly contact suppliers provided by BSC</li> <li>• engage with Business West Wyalong Inc.</li> <li>• engage with Murray Riverina ICN (as per below) to bring local contractors together for the Jobs Fair</li> </ul>
MYT and selected subcontractors to engage with Murray Riverina Industry Capability Network (ICN)	ICN is a business network who have received government funding to help connect and support local and state business in the regional area. The network includes suppliers, contractors and services	MYT to: <ul style="list-style-type: none"> <li>• make ICN introductions to relevant subcontractors</li> <li>• include ICN into the management of the Jobs Fair</li> </ul>
MYT to work with BSC	MYT has already commenced consultation with the BSC who	MYT to: <ul style="list-style-type: none"> <li>• schedule regular meeting with BSC representatives</li> </ul>

Strategy	Details	Action
	has shared their preferred contractors list	to ensure continued success of the employment strategy
MYT to work with selected subcontractors to ensure that engagement of a local workforce is maximised through compliance with this strategy	This Strategy will be provided to subcontractors and MYT will monitor the compliance of this Strategy through scheduled project review meetings	MYT to: <ul style="list-style-type: none"> <li>• schedule the monitoring of this strategy into the project audit schedule.</li> </ul>
MYT to liaise with Business West Wyalong Inc. (BWWI)	BWWI works on behalf of all forms of business – micro, small, medium and large. BWWI ensures industries have a say on the issues that impact upon the economic viability of the business and the region as a whole	MYT to: <ul style="list-style-type: none"> <li>• ensure MYT Liaison Officer represents the project on BWWI meetings</li> <li>• work with BWWI to advertise events such as the Jobs Fair.</li> </ul>
West Wyalong TAFE – to provide training as required	TAFE NSW is already engaged in training with various solar farm projects across NSW and work is under way to provide this training in the southern regions as well Organisation: TAFE NSW West Wyalong TAFE Campus <ul style="list-style-type: none"> <li>• phone: 13 16 01</li> <li>• address: 86 Wootten St, West Wyalong NSW, 2671</li> </ul>	MYT to: <ul style="list-style-type: none"> <li>• liaise with TAFE NSW West Wyalong to discuss training opportunities including Construction Industry Inductions</li> </ul>
Legal right to work and Temporary Visa workers	MYT to work with engaged subcontractors	MYT will ensure: <ul style="list-style-type: none"> <li>• that all workers on the solar farm have the legal right to work in Australia</li> <li>• Temporary Visa workers in Australia, if any, will have their basic rights upheld</li> </ul>

Table 15.2 Wyalong SF project employment strategies during construction

### 15.3 Strategies To Minimise Impacts on Other Aspects

#### **Healthcare**

As noted in Section 8.3, BSC provides health and wellbeing support to the community, including providing services in aged and disability care, and offering key medical and business facilities, and sporting and recreation facilities.

It is considered that the demand for health care would be dispersed throughout surrounding towns to coincide with where workers accommodation is positioned. MYT will inform local health services of the

influx of construction workforce so that they can factor impacts on the health services into their planning. Appendix D provides a list of health services in West Wyalong.

### ***Bland Shire events***

The Bland Shire plays host to a number of annual events and activities and many of these are centred on West Wyalong. MYT will consult with BSC and local businesses to understand and limit the impact of the Wyalong SF project on these activities. The BSC publishes a list of annual events on their website (<https://www.blandshire.nsw.gov.au/Community/Community-Calendar>) and the 2021 list is provided as Appendix A.

## **16 MONITORING AND REVIEW**

It is a requirement of the DC that the AES include a program to monitor and review the effectiveness of the strategy over the life of the development (Condition 30c) and report any incidents (Condition 4). Therefore, during construction MYT will:

- conduct monthly reviews of the AES to assess the continuing suitability of the AES in relation to construction progress, workforce requirements, changing conditions and other projects in the area
- assess the extent to which the AES objectives are being met with regard to:
  - accommodation requirements for upcoming construction stages and staff levels using local accommodation options (Table 11.1, 11.2 and 11.3 above) are sufficient or, if not, in purpose-built accommodation
  - prioritising local employment where reasonable and practicable (Table 10.1 above), by monitoring the percentage of workforce that is locally sourced.
- assess the suitability of purpose-built accommodation
- incorporate feedback from external stakeholders, including:
  - Bland Shire Council
  - accommodation operators
  - Cowal Gold Mine
  - other nearby solar farm projects, including West Wyalong SF, Sebastopol SF and Jemalong SF
  - the general community (including businesses).

Regular review of the AES will allow opportunities for improvement to be identified and implemented, achieving the overall aim of continual improvement.

To ensure this plan is effective during the implementation of activities, and adapts as required to new information, the following review actions will be undertaken alongside implementation activities:

- have continued engagement with BSC to discuss community and business concerns
- appoint and maintain a Liaison Officer/Consultation Manager for the project to implement activities and review this plan regularly
- keep an accurate and up-to-date record of all feedback from consultation activities and all correspondence with the community
- ensure that the Liaison Officer attends BWWI monthly meetings during the Construction phase of the project
- provide this Strategy to the four major subcontractors engaged by MYT (and any others, as deemed necessary)
- regularly review Targets and Actions outlined in this report as part of the Project Audit Schedule

- include updates on compliance of this strategy into project monthly reports.

## 16.1 Update Of The Plan

If necessary, MYT will revise the AES to the satisfaction of the Secretary within 1 month of the:

- submission of an incident report under condition 4 of Schedule 4
- submission of an audit report under condition 7 of Schedule 4, or
- any modification to the conditions of this consent

## 16.2 Audit Of The Plan

Within 6 months of commencing construction, or as directed by the Secretary, MYT commits to commissioning an Independent Environmental Audit of the development, including this AES. The audit will:

- be prepared in accordance with the relevant Independent Audit Post Approval requirements (DPE 2018)
- be led and conducted by a suitably qualified, experienced and independent team of experts whose appointment has been endorsed by the Secretary
- be carried out in consultation with the relevant agencies
- assess whether the development complies with the relevant requirements in this consent, and any strategy, plan or program required under this consent; and
- recommend appropriate measures or actions to improve the environmental performance of the development and any strategy, plan or program required under this consent.

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

Within 3 months of commencing an Independent Environmental Audit, or unless otherwise agreed by the Secretary, a copy of the audit report will be submitted to the Secretary, and any other NSW agency that requests it, together with a response to any recommendations contained in the audit report, and a timetable for the implementation of the recommendations.

# 17 STRATEGY AVAILABILITY

MYT commits making plans (including the AES) publicly available on the project website and commits to ensuring the strategy is up to date. The project website is:

<https://app-613ee9d2c1ac189674c132e2.closte.com/>

This project website will provide the following information:

- Environmental Impact Statement (EIS) and response to submissions
- the final layout plans for the development
- information about the approvals for the development
- Assessment report and development consent
- approved strategies, plans or programs required under the conditions of this consent as listed below
- the proposed plans for staging of the construction, operations or decommissioning of the development
- how to make complaints



- a register of previous complaints
- compliance reports
- results of any independent environmental audit, and the Mytilineos' response to the recommendations in those audits
- any other matter required by the Secretary of the NSW Department of Planning, Industry and Environment.

This information will be kept up-to-date as relevant to the stage of the development, and as the progress progresses through the construction and into operation phases.



## APPENDIX A – REFERENCED DOCUMENTS

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## APPENDIX B - BLAND SHIRE EVENTS 2021



## APPENDIX C – MYT NOMINATED ACCOMMODATION



## APPENDIX D – LOCAL HEALTH SERVICES

