

# Uungula Wind Farm

## Accommodation and Employment Strategy

Prepared by: Squadron Energy Pty Ltd



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## Acronyms and Abbreviations

Term	Meaning
ABS	Australian Bureau of Statistics
AES	Accommodation and Employment Strategy
CCC	Community Consultative Committee
CSP	Community Strategic Plan
EPBC	Environment Protection and Biodiversity Conservation
DPOP	Dubbo Regional Council's Delivery Program and Operational Plan
DRC	Dubbo Regional Council
EIS	Environmental Impact Statement
EPC	Engineering, Procurement and Construction
FTE	Full Time Equivalent
km	Kilometre(s)
LGA	Local Government Area
MW	Megawatts
MWdc	Megawatts direct current
NSW	New South Wales
REINSW	Real Estate Institute of New South Wales
RFS	Rural Fire Service
SA2	Statistical Area Level 2
SES	State Emergency Service
SSD	State Significant Development
UWF	Uungula Wind Farm
WTG	Wind Turbine Generator

# 1 Introduction

## 1.1 Purpose of this Strategy

This Accommodation and Employment Strategy (AES) has been prepared by Squadron Energy Pty Ltd (SQE) for Uungula Wind Farm Pty Ltd (the Proponent) for the UWF Project to meet the State environmental approval requirements for the management of and accommodation and employment associated with the project during construction and operation.

Condition B45 of SSD 6687 is included in Table 1 below, along with a reference to where the requirement is addressed within this Strategy.

**Table 1 Condition B45, SSD-6687**

Condition	Condition Wording	Reference
B45	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 Planning Secretary. This strategy must:	This Strategy
	(a) propose measures to ensure there is sufficient accommodation for the workforce associated with the development;	Section 6
	(b) consider the cumulative impacts associated with other State significant development projects in the area;	Section 8
	(c) <i>investigate options for prioritising the employment of local workers for the construction and operation of the development, where feasible; and</i>	Section 7
	(d) include a program to monitor and review the effectiveness of the strategy over the life of the development, including regular monitoring and review during construction.	Section 9
	Following the Planning Secretary's approval, the Applicant must implement the Accommodation and Employment Strategy.	-

Additional conditions of the development consent relevant to this AES are identified within Appendix A.

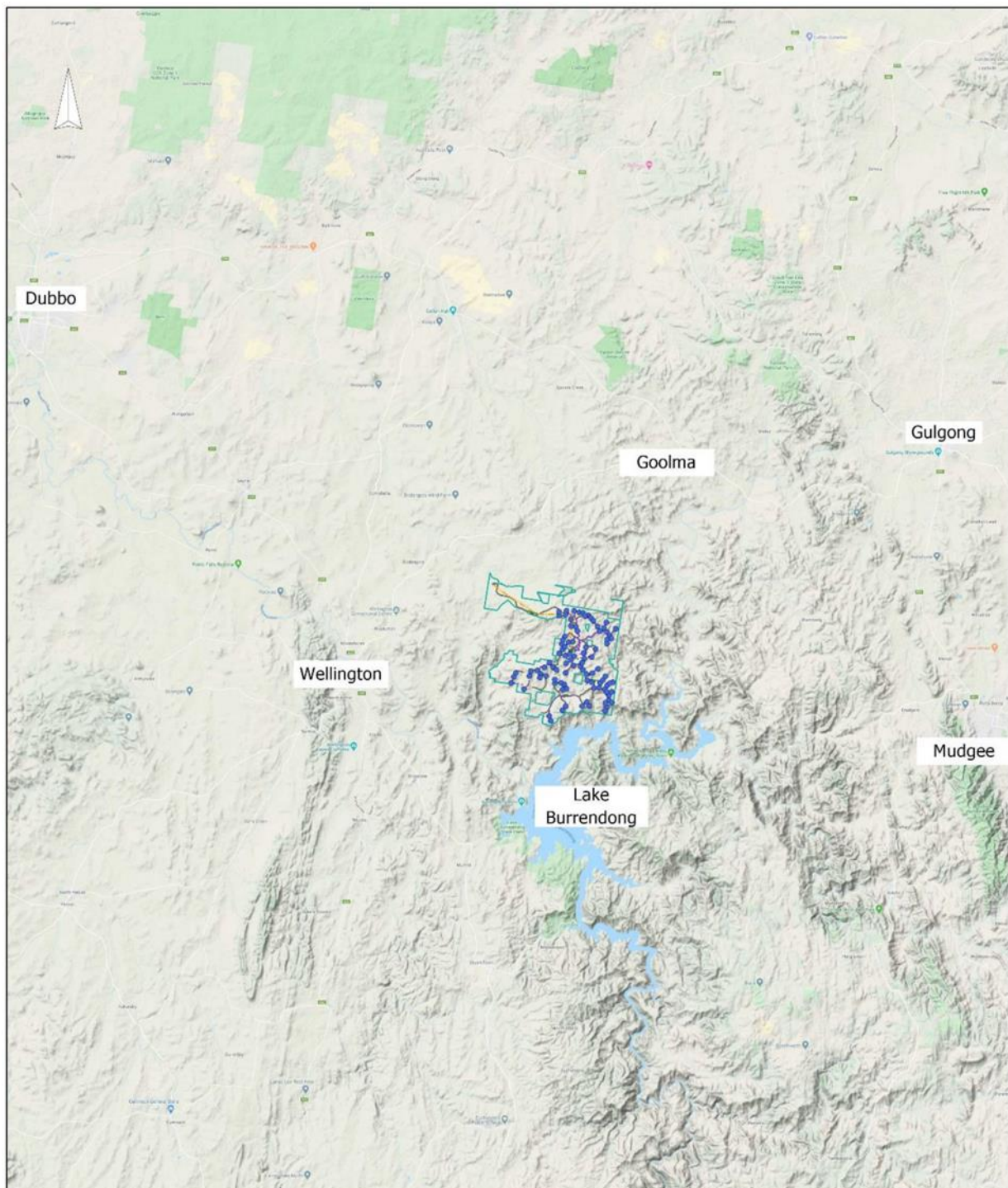
## 1.2 Project overview and location

Uungula Wind Farm (UWF; the Project) consists of up to 93 wind turbine generators (WTGs) and associated infrastructure. The Project has obtained State Significant Development Consent (SSD 6687) under the NSW Environmental Planning and Assessment Act 1979 (EP&A Act) and Controlled Action Approval under the Commonwealth Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act) (EPBC 20137026).

Uungula Wind Farm is located in the Central-West Orana Renewable Energy Zone (REZ), within the Dubbo Region Local Government Area (LGA). The Project is located 14 kilometers (km) east of Wellington, NSW.

Refer Figure 1 for the approved Project layout. A full description of UWF is provided with the Environmental Impact Statement (EIS) and Environmental Management Strategy.

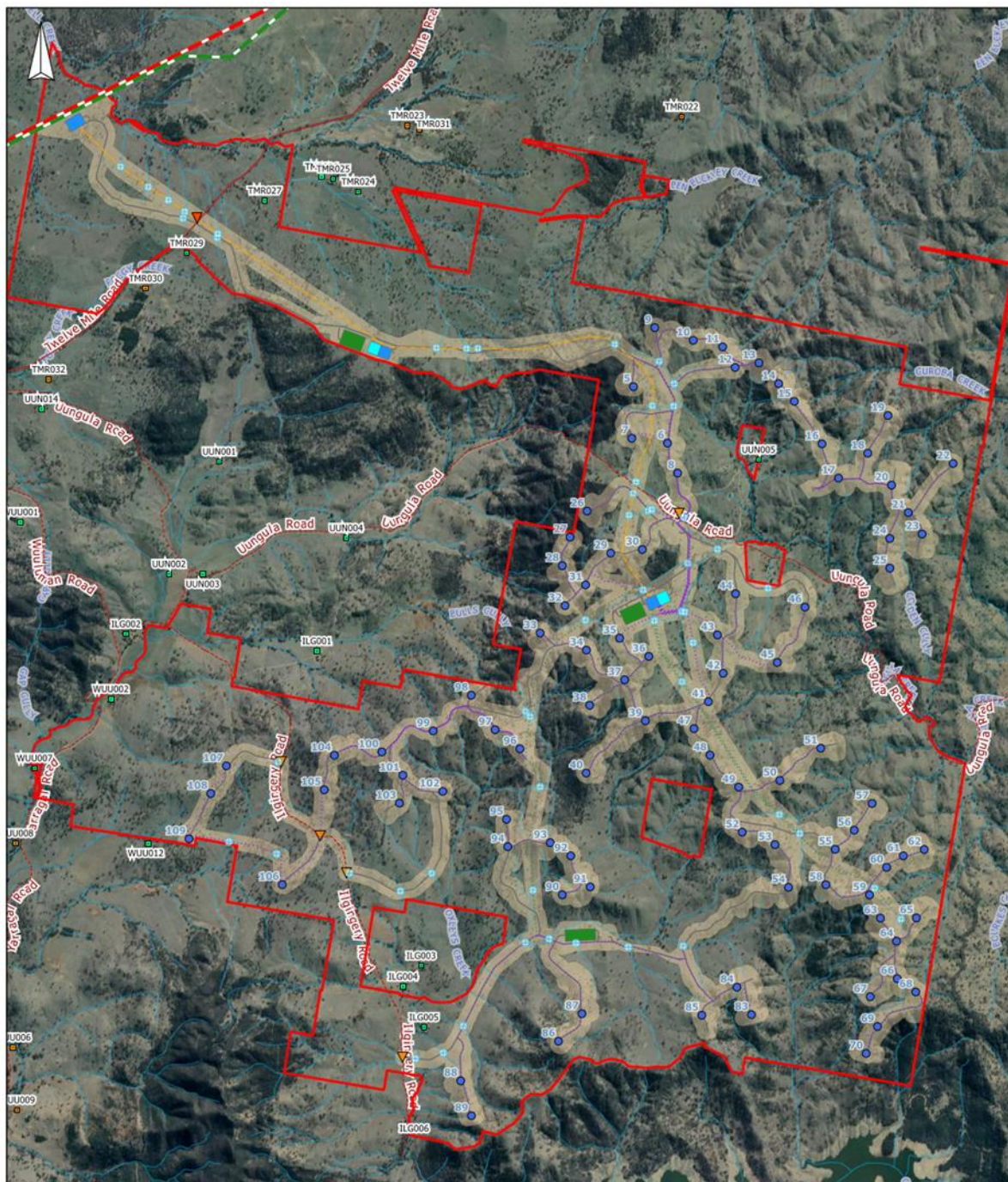




LEGEND		COMPANY		<div></div>		
<div><div></div><div>Wind Turbine Generator (97)</div></div>	Proposed Powerlines:	UUNGULA WIND FARM PTY LTD				
<div><div></div><div>Project Site</div></div>	<div><div>.....</div><div>Underground (medium to low voltage)</div></div>	TITLE				
<div><div></div><div>Wind farm access tracks</div></div>	<div><div>.....</div><div>Overhead (medium to low voltage)</div></div>	Project Location				
<div><div></div><div>Site Compound</div></div>	<div><div></div><div>Overhead (high voltage)</div></div>	DATE	SCALE	DWG NO	REV	VER
<div><div></div><div>Substation</div></div>		17/04/2020	1:420000	UWF-048	A	1
<div><div></div><div>Energy Storage Facility</div></div>		DRAWN BY	CHECKED BY	SHEET	JOB NO	SIZE
		J PETERSEN	M FLOWER	1 OF 1	110247	A3
SCALE BAR						
<div><div>0</div><div></div><div>10 km</div></div>						

**Figure 1 Project location**





<b>LEGEND</b>		<b>COMPANY</b>			
Residences: <div><div></div> Involved</div> <div><div></div> Non-involved</div> <div><div></div> Existing Unsealed Road</div> <div><div></div> Existing Sealed Road</div> <div><div></div> Development Corridor</div> <div><div></div> Project Site</div> <div><div></div> Access tracks</div> <div><div></div> Primary Project Site entry</div> <div><div></div> Secondary intersections</div> <div><div></div> Waterway Crossing</div>		<div><div></div> Wind Turbine Generator (WTG)</div> <div><div></div> Site Compound</div> <div><div></div> Substation</div> <div><div></div> Energy Storage Facility</div> <div>Existing Powerlines: <div><div></div> 132kV</div><div><div></div> 330kV</div></div> <div>Proposed powerlines: <div><div></div> Overhead (high voltage)</div><div><div></div> Overhead (medium to low voltage)</div><div><div></div> Underground (medium to low voltage)</div></div>		<div><div><div></div><div></div></div><div>cwp</div><div>renewables</div></div>	
		<b>UUNGULA WIND FARM PTY LTD</b>			
		<b>TITLE</b>		<b>Project Layout</b>	
<b>DATE</b>	<b>SCALE</b>	<b>DWG NO</b>	<b>REV</b>	<b>VER</b>	
20/04/2022	1:48000	UWF-146	C	1	
<b>DRAWN BY</b>	<b>CHECKED BY</b>	<b>SHEET</b>	<b>JOB NO</b>	<b>SIZE</b>	
B KRONENBERG	M FLOWER	1 OF 1	110247	A3	

Figure 2 Project layout



### 1.3 Project roles (Project structure)

The Principal, UWF, will engage multiple contractors to undertake the construction of the Project.

The key contractors will include:

- Engineering, Procurement and Construction (EPC) Contractor;
- High Voltage Contractor; and
- Operations and maintenance contractor.

### 1.4 Project phases and activities

#### 1.4.1 Pre-construction phase

Prior to the commencement of wind farm construction, the following construction works may be undertaken in accordance with the Development Consent:

- Construct a new intersection of Twelve Mile Road and Goolma Road;
- Upgrade of Twelve Mile Road, from Goolma Road to the Project site entrance;
- Investigative drilling, excavation, or salvage;
- Minor clearing or translocation of native vegetation;
- Establishing a temporary site office (in locations meeting the criteria identified in the conditions of the development consent);
- Installation of environmental impact mitigation measures, fencing, enabling works; and
- Construction of minor access roads and minor adjustments to services/ utilities.

#### 1.4.2 Wind Farm Construction phase

The construction of the wind farm will commence following the completion of the road upgrades identified in Section 1.3 above.

The key Project elements to be constructed include:

- Construction of internal roads and drainage;
- Construction of construction site offices and compounds;
- Construction of hardstands at each WTG location;
- Construction of a substation;
- Installation of permanent meteorological masts;
- Construction of an operations and maintenance (O&M) facility; and
- Construction of up to 93 Wind Turbine Generators, with a maximum height of 250m.

#### 1.4.3 Wind Farm Operation phase

The wind farm is expected to be operational over an initial term of approximately 30 years. It is anticipated that the Project could extend for a further term depending on market and commercial circumstances.

During the operational phase, UWF estimates approximately 12 FTE roles (i.e., site related) will be supported in the local area on an ongoing basis through the operation of the wind farm. Local positions would be associated with managerial and maintenance activities.

## 1.5 Overview of Project workforce needs

Construction jobs are expected to be associated with a wide range of on and off-site activities, including:

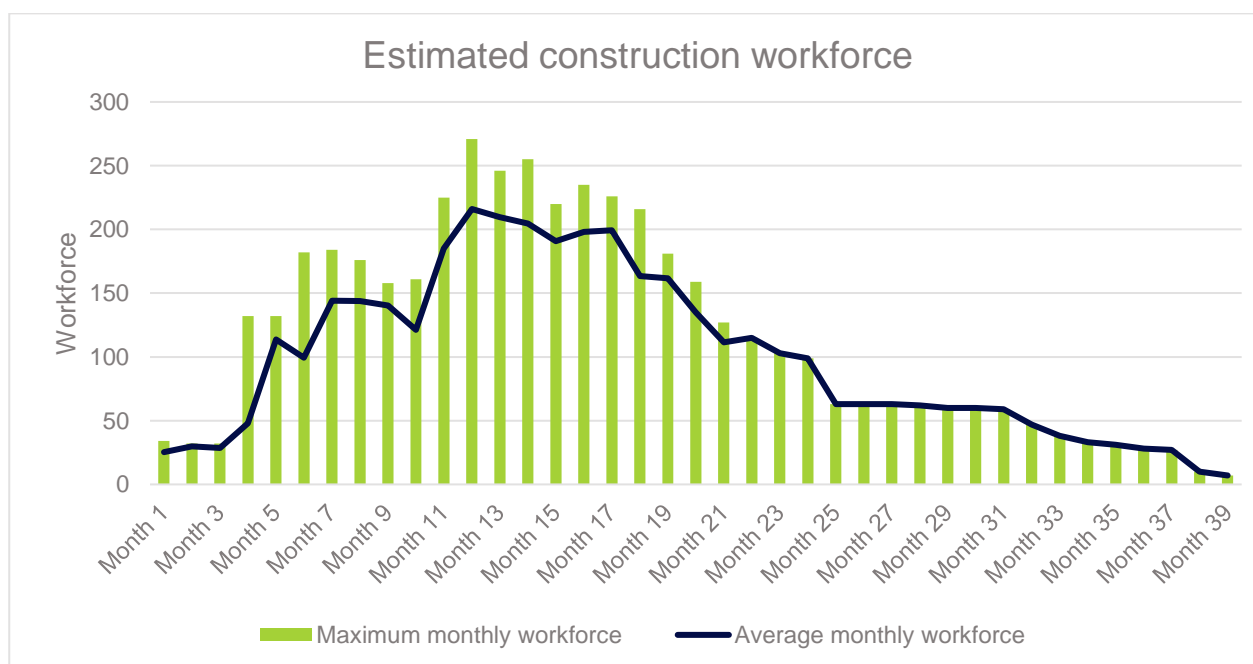
- Structural concrete foundations
- Earthworks
- Roads and access tracks
- Fencing
- Landscaping
- Vehicle and equipment hire
- Trade services
- Security
- Office cleaning
- Building maintenance
- Foundation laying
- Electrical transformer installation
- Crane works
- Cabling
- Temporary site facilities (power, water, telecomms)
- Transport of components/workers.
- Waste disposal

Local/ regional professional services could likely include:

- Civil engineering
- Mechanical engineering
- Environmental engineering and specialist consultants
- Employment agencies
- Electrical engineering
- Legal and financial services

As shown in Figure 3, construction of the wind farm will generate approximately **270 Full Time Equivalent (FTE) jobs** at the peak of construction. It is estimated that the average monthly Project workforce demand will:

- Reach approximately 150 personnel by month 9.
- Peak at approx. 216 workers approximately at 12 months;
- Reduce to approx. 100 workers by 24 months; and
- Reduce to 12 operational workers by approximately 39 months.



**Figure 3 Estimated construction phase workforce**

It is desirable that a proportion of the construction workforce will be from the resident population within the Dubbo Region LGA and Mid-Western Region LGA, as this would be economically beneficial for the regions and the Project.

It is anticipated that most of the Project workforce will be sourced from outside the region. Those workers will comprise specialised contractors and management teams that will likely travel to and from the area on a fly-in-fly out, or drive-in-drive-out basis, and will require accommodation within the Dubbo Regional LGA. Based on early consultation and engagement with industry, the EPC Contractor estimates that approximately 20% of the Project workforce could potentially be sourced from within the local region.

Based on these workforce estimates, accommodation may be required for 175 - 200 non-local construction workers at the peak of construction. Either side of construction, the number of non-local workers requiring accommodation is estimated to be between 90 – 125 people.

### **Indirect employment**

In addition to direct employment, significant employment will be generated indirectly through the employment multiplier effect. By applying an industry-standard multiplier for the construction industry of 1.6, the Project is estimated to generate an additional 400 FTE jobs over the construction period.

Indirect or flow-on jobs include those supported locally and in the wider economy (including metropolitan Sydney, regional NSW and interstate), as the economic effects of the capital investment flow through the economy. Indirect employment creation within the region would include jobs supported through catering, accommodation, trade supplies, fuel supplies, transportation, food and drink etc.

A number of jobs will be supported indirectly during the operational phase of the project. By applying an industry standard multiplier for the electricity industry of 2.9, a further 35 FTE permanent jobs may be created in the wider State and national economies, with some of these jobs generated locally through existing supply chains.



## 2 Stakeholder Consultation

Several key stakeholders have been consulted during the preparation of this Strategy, as detailed in the following sections.

### 2.1 Dubbo Regional Council

As required by conditions of consent, preparation of this Strategy has occurred in consultation with Dubbo Regional Council (DRC).

A draft version of the AES was provided to DRC on Tuesday 5 July 2022 for review and comment.

On 20 July 2022, DRC provided comments on the Strategy. On 23 August 2022 a meeting was held with DRC to discuss the Strategy content, and the strategies for accommodation.

Further meetings were held on 11 October 2022 and 20 December 2022 to further discuss the Strategy and to outline the updates that had been made since the first meeting.

Following extensive consultation as outlined above, an updated AES (Rev C) was provided to DRC on 23 March 2023. On 31 March 2023, DRC provided their acceptance of the AES (refer to email at Appendix B).

### 2.2 RDA Orana

RDA Orana is an incorporated not for profit association, led by a regional committee of industry and government representatives supporting economic development across the Orana region.

During the early stages of preparing this Strategy, RDA Orana were engaged to provide advice on the Dubbo Regional LGA, including conditions and trends relating to the socio-economic profile, labour and employment, existing accommodation options, and State Significant Developments in the region. The consultation highlighted some challenges for the Uungula Wind Farm project, including low labour availability across the region, low rental vacancy rates, increased economic activity and development within the region, and shortages in worker accommodation availability.

### 2.3 Uungula Wind Farm Community Consultative Committee

The Uungula Wind Farm Community Consultative Committee (CCC) have been consulted during the preparation of this Strategy. The challenges for accommodation and employment have been discussed at a CCC meeting in September, and the proposed strategies for workforce accommodation were discussed. The feedback received in the CCC meeting has informed the preparation of this Strategy.

### 2.4 WINS Community Centre

The WINS community centre is a central organisation within the Wellington community and has been operating for over 30 years. It provides information and resources to the Wellington community. Through the hosting of groups they support such as Wellington Interagency, Wellington Aboriginal Action Panel, Aboriginal Education Consultative Group, the UWF Project has engaged in detail about the project.

### 2.5 Existing accommodation providers

A variety of existing local accommodation providers have been consulted during the preparation of this Strategy. This has included consultation with accommodation providers on their existing accommodation availability, capacity to accommodate Project workers during the construction of the wind farm, capabilities to increase and extend the number of units/beds available to accommodate additional workers.

## **2.6 Local real estate agencies**

With a view to leveraging economic benefits to the Wellington community while not negatively impacting the region through purchasing or renting high quantities of available local real estate, the UWF Project focused on acquiring redundant real estate that would contribute to the community and had the space to provide an anchor for additional mobile unit options that meet worker accommodation standards. Local real estate supported this and resulted in such a property being acquired.

## 3 Regional Policy and Planning Setting

### 3.1 Dubbo Regional Council

#### 3.1.1 Towards 2040 – Community Strategic Plan

The 'Towards 2040' Community Strategic Plan (CSP) is the highest strategy that will guide and influence the direction of Dubbo Regional Council, the community, and other levels of Government through to 2040. The Plan and associated documents have been created with ongoing and detailed community consultation.

The 'Towards 2040' Community Strategic Plan is the central component of the Integrated Planning and Reporting Framework under the Local Government Act 1993. It seeks to provide a blueprint for achieving the community's vision and aspirations for the future, while being flexible and fit for purpose over the term of its life. It is supported by the Delivery Program and Operational Plan, which identify the activities Council will undertake to achieve the objectives of the Community Strategic Plan. The Delivery Plan includes strategies for a three (3) year period while the Operational Plan includes activities for a one (1) year period. Supporting these documents is the Resourcing Strategy which includes the Workforce Management Plan, Long Term Financial Plan and Asset Management Strategy, and DRC 2022/2023 Delivery Program and Operational Plan.

Theme 1 of the Community Strategic Plan outlined DRC's objectives and strategies for Housing.

One of the key objectives listed in the Strategy is: *Short-term accommodation is available for the workforce associated with significant infrastructure, major projects and employment generators.*

#### 3.1.2 DRC 2022/2023 Delivery Program and Operational Plan

*The Dubbo Regional Council's Delivery Program and Operational Plan (DPOP) supports the CSP's Objective to ensure short-term accommodation is available for the workforce associated with significant infrastructure, major projects, and employment generators. The DPOP provides two key actions to achieve the Objective:*

- 1. Advocate to the State Government to ensure short term accommodation is available to support the Central-West Orana REZ and other industry needs.**

*Progress update February 2023: DRC Ordinary Council Meeting Minutes (23 Feb 2023) indicate this item is 60% complete and is on Track.*

- 2. Prepare a Short-Term Accommodation Position Paper for Dubbo and Wellington to identify short-term accommodation needs as a result of the Central-West Orana REZ, major projects and other industries.**

*Progress update February 2023: DRC Ordinary Council Meeting Minutes (23 Feb 2023) indicate this item is 60% complete and is on Track.*

#### 3.1.3 Report: Housing in the Dubbo Regional Local Government Area (April 2022)

A Housing Report was prepared by the Development and Environment Division of Dubbo Regional Council in April 2022, presenting information on housing availability in the Dubbo Regional LGA. The report presents findings on housing demand and availability, affordability, and pressures.

The Housing Report talks about the increasing development of the Central West and Orana Renewable Energy Zone, noting that there are increased levels of activity in and around Wellington with the planning and development of large-scale renewable energy projects. The report notes that Wellington does not have significant future residential lands set aside for development. The report recommends a review of the Wellington Town Strategy be undertaken to examine the housing needs of Wellington over time and where



this growth could be reasonably accommodated having regard to infrastructure provision, development constraints and community needs.

The Housing Report also identifies that the Dubbo Region LGA is experiencing a significant increase in economic activity, which is driving the needs for the provision of short-term worker accommodation in both Dubbo and Wellington. The drivers of this need include:

- The development of renewable energy projects associated with the Central West and Orana Renewable Energy Zone;
- The designation by the NSW State Government for the Region being the first Critical Minerals Hub in the State. This also includes the development of the Australian Strategic Minerals Project at Toongi;
- The development of the Inland Rail project, which is situated at Narromine;
- The needs of industry including Fletchers International Exports and other industries in the Region; and
- The need for accommodation for health and other key industry workers in the LGA.

State Government and other industry participants are currently examining various methodologies for the development of short-term worker accommodation. Dubbo Regional Council is undertaking a consultancy Project to understand the overall demand in the LGA moving forward, the models available for short term accommodation and to seek the financial modelling of a proposal for Dubbo and a proposal for Wellington. At the core of Council's objective for short term worker accommodation is to ensure any proposal leaves a lasting positive legacy for the community.

### **3.1.4 Planning Agreements**

The NSW Planning System allows for the consideration of the impacts of a development on the community through the Planning Agreement process under the provisions of the *Environmental Planning and Assessment Act, 1979*.

A Planning Agreement is an agreement entered into by Council and a developer where the developer agrees to fund public amenities or infrastructure, dedicate land at no cost to Council, provide monetary contributions or any other material public benefit, for a public purpose. A public purpose may include any of the following:

- A community facility;
- Affordable housing;
- Transport or other infrastructure relating to the development;
- The funding of recurrent expenditure relating to the provision of community facilities, affordable housing or transport or other infrastructure;
- The monitoring of the planning impacts of development; and/or
- The conservation or enhancement of the natural environment.

The Uungula Wind Farm entered into a Voluntary Planning Agreement with Dubbo Regional Council in December 2021. There are four Parts to the Funding under the Agreement:

**Funding Part 1: Strategic Analysis** as defined by Council including but not limited to:

- Analysing the role of renewable energy and agriculture in the Wellington Region.
- Strategic planning to position Wellington to capitalise on renewable energy.
- How can Dubbo Regional Council strategically plan Wellington for a potential role as a renewable energy hub?

**Funding Part 2: Strategic Projects** as defined by Council in the 2040 Community Strategic Plan and the relevant Delivery Program and Operational Plan or a subsidiary Plan or an Action Plan of Council, including but not limited to the Wellington Town Centre Plan.

**Funding Part 3: Community Benefit Fund** for eligible Local Projects across the Dubbo Regional Local Government Area.

**Funding Part 4: Road Maintenance Works** for ongoing maintenance of Twelve Mile Road, Uungula Road, Wuuluman Road, Yaragal Road and Ilgingery Road.

### 3.1.5 DRC Research Report: Analysis of Short-term Workers Accommodation Needs

Dubbo Regional Council has commissioned a Research Report to understand the dynamics of short-term worker accommodation in the region and explore possible solutions. The Report is titled *Research Report – Analysis of Short-Term Workers Accommodation Needs* (Delos Delta, 2023).

The objectives of the Research Report were:

- Analyse short term accommodation needs in the Local Government Area
- Understand industry stakeholders' accommodation needs and insights
- Provide a suite of recommendations regarding short-term works accommodation in Dubbo and Wellington
- Consider the wider need for accommodation models from an investment attraction perspective, including such models that provide a positive lasting legacy.

The Research Report (Delos Delta, 2023) highlights the following statistics relating to future demand for workers accommodation in the region:

- Demand for short-term worker accommodation is expected to peak across 2024 – 2025. The projects that will contribute most significantly to worker accommodation demand, along with anticipated peak staffing numbers:
  - Inland Rail at Narromine: 250
  - Regional Rail Maintenance Facility: 120
  - Central West and Orana REZ: 3,900
  - Australian Strategic Minerals project at Toongi: 1,000
  - Fletcher International processing plant: 400
  - Transport for NSW / other NSW Government Departments: 500.
- Together, these projects create a peak demand at 5,000 workers.

The Research Report also provides some analysis on the shortfall of workers accommodation, under a number of different scenarios and with varying assumptions inbuilt around the timing and rate of worker demand growth/decline, and timing of peak worker demand. The outcomes can be summarised as follows:

- **Assumption 1:** If 100% of short-term workers require accommodation in Dubbo LGA, there would be a peak shortfall of approximately 2,000 short-term dwellings, between 2026 & 2027.
- **Assumption 2:** If 75% of short-term workers require accommodation in Dubbo LGA, there would be a peak shortfall of approximately 1,500 short-term dwellings, between 2026 & 2027.
- **Assumption 3:** If 50% of short-term workers require accommodation in Dubbo LGA, there would be a peak shortfall of approximately 800 short-term dwellings, between 2026 & 2027.

The Research Report notes that the most realistic short-term accommodation demand would be somewhere between Assumptions 1 & 2.

According to the Research Report, several stakeholders identified purpose-built short-term worker camps as a solution to staffing accommodation demands for the industry demand noted above. The research report goes further to state that a workers' camp can provide a cost-effective and conditions-appropriate method for housing a large quantity of workers for a short-to medium term project.

The Research Report identifies a few key recommendations to Council, including but not limited to:

- Review of underutilised commercial and Council buildings, and investigate viability for residential, public housing, and short-term accommodation.
- Investigate the development a short-term workers' camp to eventually be re-purposed for tourism.
- Investigate build-to-rent options for Council owned land.
- Investigate transportable and modular housing construction for residential release in the short term.

The Uungula Wind Farm Project will seek to remain informed of any Council developments in these areas.

## 3.2 NSW Government

### 3.2.1 Central West and Orana Regional Plan 2036

The Central West and Orana Regional Plan 2036 (the Plan) is a 20-year blueprint for the future of the Central West and Orana region. The Plan seeks to create a leading diverse regional economy in NSW, with a vibrant network of centres leveraging the opportunities of being at the heart of NSW. The 'vision' of the Plan seeks, in part, to promote landmark solar, wind and bioenergy projects and distinguish the region as a leader in renewable energy development.

The Plan identifies the Central West area has significant potential for renewable energy industries with vast open spaces and higher altitude tablelands. Areas in the Central West, including Blayney, Oberon and Wellington, are suitable for wind farms and TransGrid's NSW Connection Opportunities identifies Parkes and Wellington as having capacity for renewable energy generation.

The Plan also identifies that Construction of large-scale infrastructure and mining projects and seasonal agricultural employment can increase transient populations and place pressure of housing and accommodation supply, and suggested that peaks in housing demand may be satisfied through short-term workers' accommodation. The Plan provides the following actions in relation to short-term accommodation:

- Produce guidelines to help councils plan for and manage seasonal and itinerant worker accommodation.
- Prepare planning guidelines for the short-term accommodation of mining employees to support workforce needs during mining construction, operation or shutdown.

The Plan recommends that Temporary housing villages should not duplicate the services and facilities of existing centres. In some circumstances, locating temporary populations on the outskirts of centres may be preferable to enable temporary residents to use and contribute positively to facilities that serve the entire community, and to better integrate into these communities. Decisions must be informed by evidence of the likely changes to economic opportunities for the centre over time.



## 4 Local Region Profile

### 4.1 Location context

The Project site is within the Dubbo Regional LGA, in the Orana region of NSW, and within the within the Central-West Orana REZ (refer to Figure 1).

**Table 2 Towns proximal to Uungula Wind Farm**

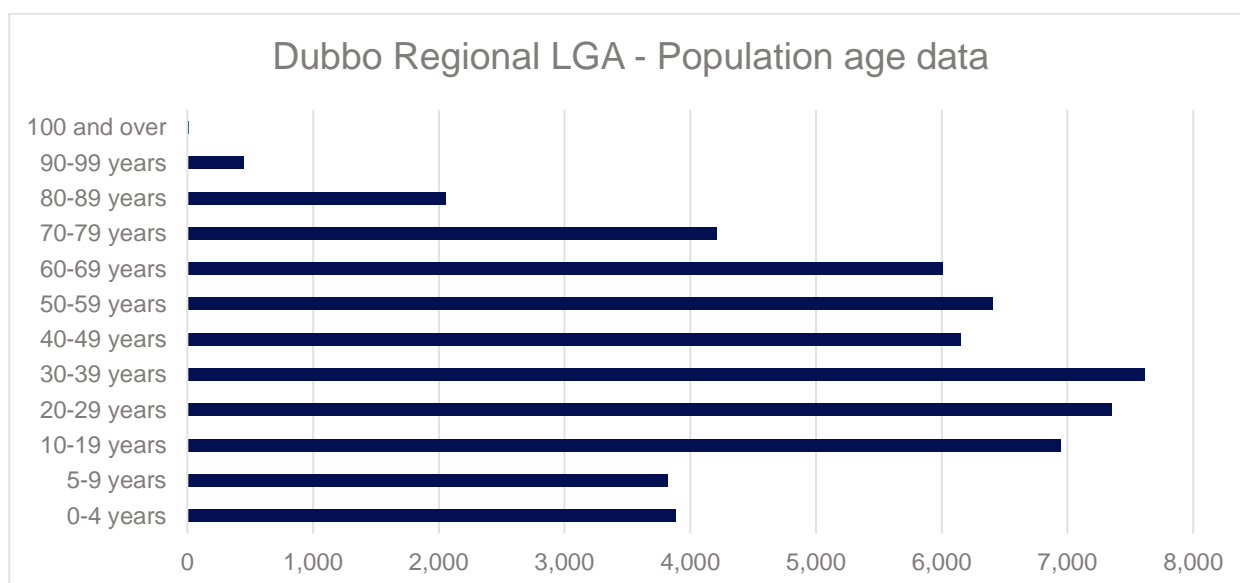
Township	LGA	Distance from UWF	Drive time to site	Population (2021 Census)
Wellington	Dubbo	18 km	15 minutes	4,096
Geurie	Dubbo	35 km	25 minutes	706
Dubbo	Dubbo	60 km	45 minutes	43,516
Gulgong	Mid-Western	80 km	1 hour	2,680
Mudgee	Mid-Western	100 km	1 hr 10 minutes	11,457
Orange	Mid-Western	120 km	1 hr 25 minutes	41,232

### 4.2 Population

According to the 2021 Census data, the population of the Dubbo Regional LGA totals approximately 54,922 persons. The population of the Dubbo Region LGA is growing by 1.02% per year. At the current annual growth rate, the expected population will reach 66,341 people by 2041 (REMPPLAN, 2022).

The regional centre of Dubbo, located approximately 60 km west of the Project site, has a population of 43,516 people. The next largest area is Wellington ABS Statistical Area Level 2 (SA2) with a population of 8,769 persons. The Wellington township has a population of 4,096.

Mudgee is a larger town of 11,457 people, is located a 100-kilometre drive to the east of the proposed UWF location in the adjoining Mid-Western Regional Council area.

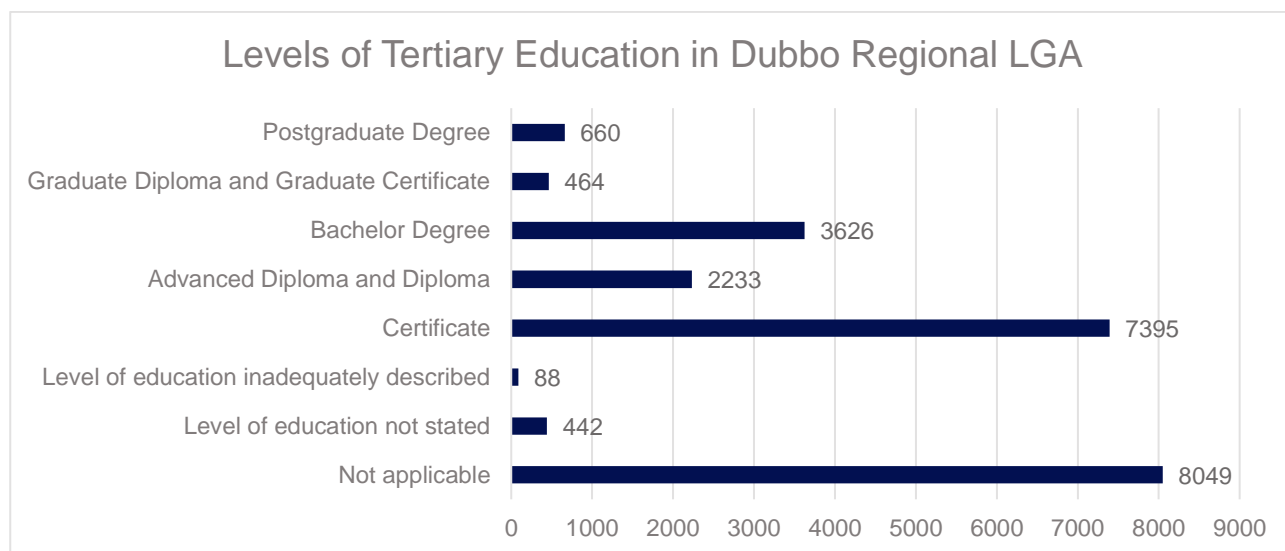


**Figure 4 Dubbo Regional LGA - Population data**

Source: ABS, 2021

### 4.3 Education and training

Approximately 20.7% of the Dubbo Regional LGA population have a bachelor's degree education or higher. 41.9% of the population has achieved a Certificate, or Diploma level education.



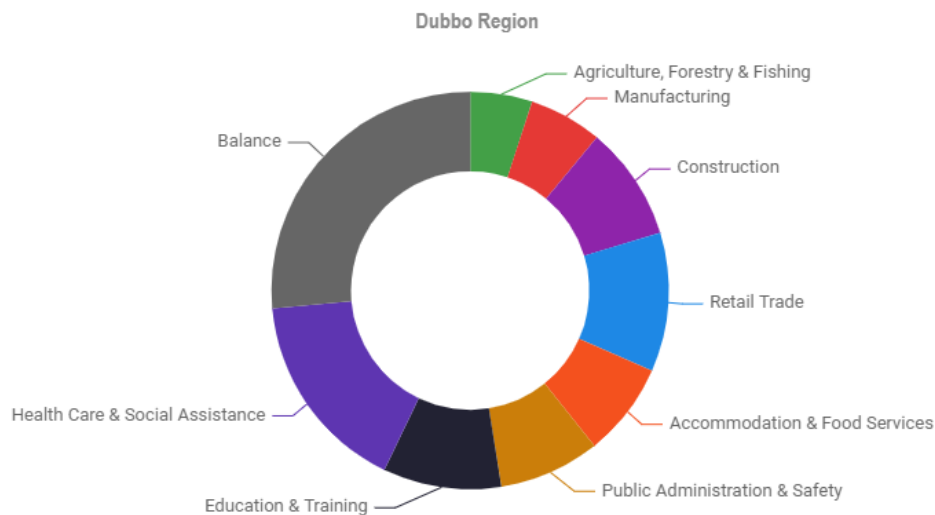
**Figure 5 Levels of tertiary education in Dubbo Regional LGA**

Source: REMPLAN, 2022

### 4.4 Key industry sectors

The key employing industries in the Dubbo region include health care and social assistance, education and training, retail, and construction. The main employing industries in Wellington township include Aged Care Residential Services, Correctional and Detention Services, Takeaway Food Services, and Supermarket and Grocery Stores.

In the period 2011 – 2016, the largest increase in jobs within the Dubbo Regional LGA was within construction industry.



**Figure 6 Key employment sectors within Dubbo Region LGA.**

Source: REMPLAN, 2022

## 4.5 DRC – Job recovery and workforce development approach

The Dubbo Regional Council Regional Economic Recovery Strategy (2020) (the DRC Strategy) highlighted skills shortages across a range of skills, including plant operator, truck driver, electrician, diesel mechanic, metal fabrication trades and engineering due to the number of significant infrastructure projects underway and upcoming. A key finding of that report was that low unemployment is hampering the ability of businesses to find relatively skilled staff. The number of employment aged individuals (15 – 64 years of age) is falling and growth in the construction and related sectors will make the shortage worse.

The DRC Strategy highlights the following opportunities for the Dubbo Region:

- Dubbo Regional Council to lead connectivity into large scale projects requires manual follow up and local push to government and large scale contractors.
- Skills attraction to the region.
- Pipeline of infrastructure works that can support skills attraction for longer periods.
- Connectivity from school into work/ industry through established relationships increasing participation in work experience for secondary school students, traineeship programs and apprenticeships.

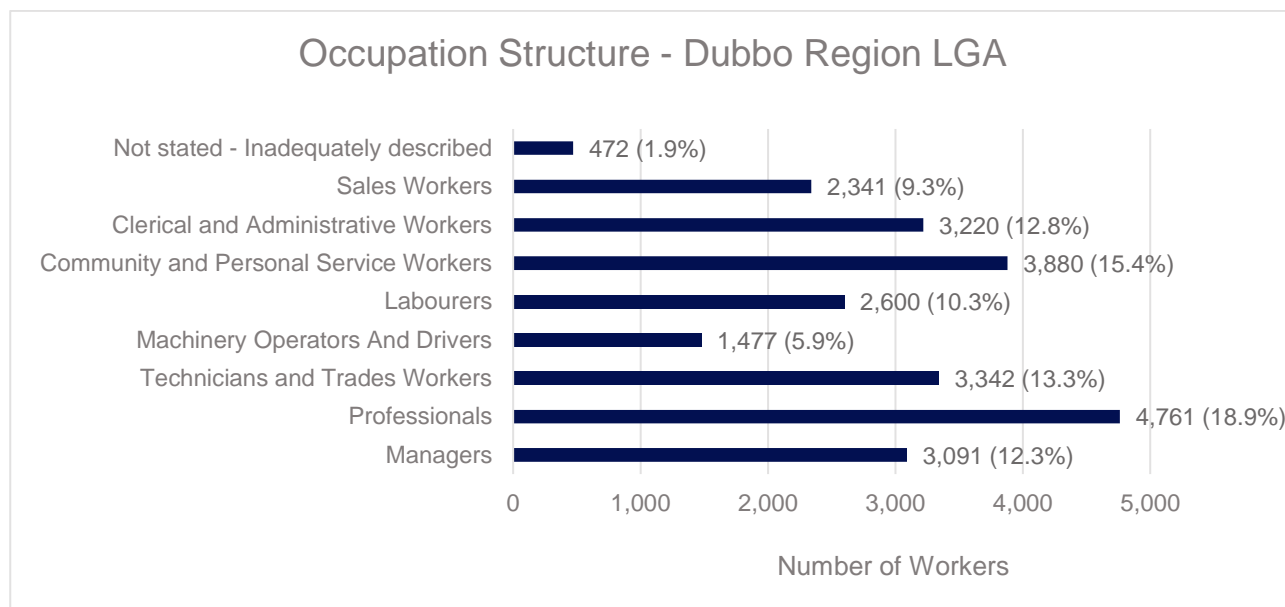
The DRC Strategy highlights the following challenges in the Dubbo Region:

- Large scale regional development looking for skilled workers.
- Construction largest growing sector traditionally with sole traders leaving an existing business to start up on their own.
- Low unemployment rate means lack of ready workforce for new upcoming projects (lull from COVID may impact this).
- Risk of FIFO for projects that could have ongoing skills demands in the region.

## 4.6 Employment and labour

### 4.6.1 Key occupations in the region

The skills base of the Dubbo Regional LGA is reflected in its occupational structure, as shown in Figure 7. ABS Census data for 2016 shows 7,013 workers (or 30.5%) of the workers from the Region were occupied in activities generally associated with the types of skills required for the construction of a wind farm (ie. technicians and trade workers, machinery operators, and labourers).

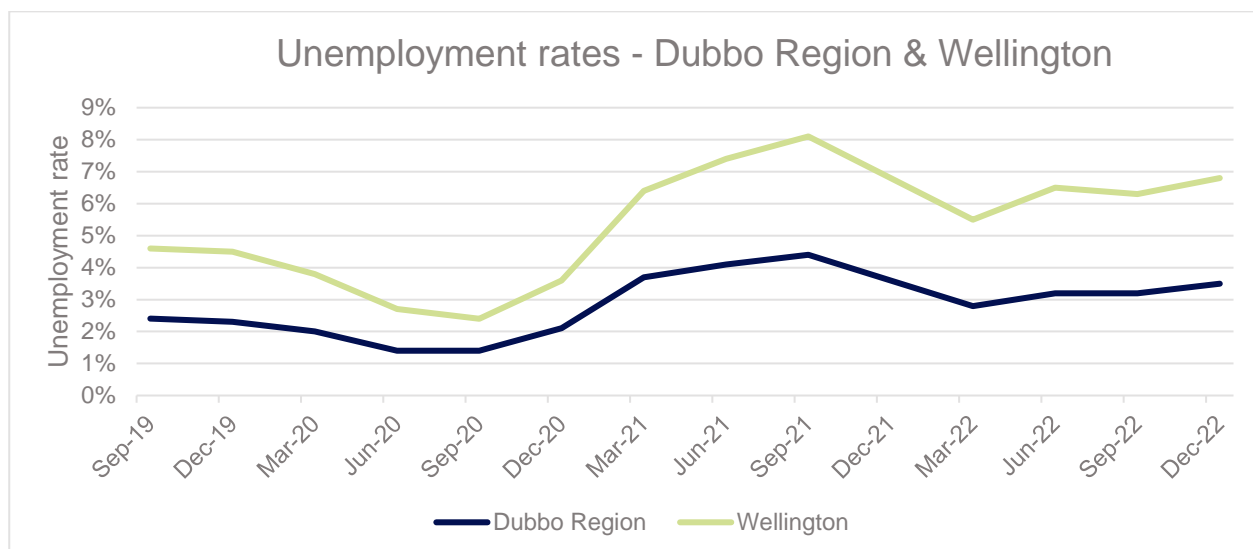


**Figure 7 Occupation Structure - Dubbo Regional LGA**

Source: 2021 Census data (ABS)

### 4.6.2 Unemployment

As of December 2022 (latest available), the Dubbo region had an unemployment rate of 3.5%. However, the unemployment rate for Wellington (SA2) was 6.8%, which is well above the State average.



**Figure 8 Unemployment rate in Dubbo Regional LGA since September 2019**

Source: REMPLAN 2023.

## 4.7 Regional facilities and services

The Dubbo Regional LGA includes the principal centre of Dubbo (city), which is the major service centre for the Orana and Far Western Regions of the state and is the focus for commercial, administration, retail and community facilities. Dubbo is the base for more than 40 government departments, two universities and around 4,800 businesses. Key services include an airport, public and private hospital, and associated allied and specialist health services, as well as significant secondary, VET and tertiary education facilities. Dubbo also provides a strong retail and recreation offering.

Wellington is a sub-regional centre, with key facilities and services including a hospital, a range of health services, emergency services (Police, fire ambulance, State Emergency Service (SES), Rural Fire Service (RFS)), retail businesses, fuel stations, grocery stores, sports and recreation, religious facilities, education facilities, aged care facilities, automotive and agricultural shops. The town is serviced by two public schools (1 primary, 1 secondary); a catholic school (K to year 10) and a Christian school (K to year 6).

Mudgee is the second largest urban centre in the Orana region after Dubbo. Mudgee has long been recognised for its wine growing, but it is also the base for three significant coal operations and it has flourished from the domestic tourism boom caused by the Covid-19 pandemic.

## 4.8 Tourism

Visitor activity to the region is underpinned by the business economy, as well as the Taronga Western Plains Zoo (family market) and the emerging food and wine economy in Mudgee. Events across the area attract visitors from the wider region and include:

- Regular market days (Dubbo, Wellington, and Mudgee)
- NRL Charity Shield (February, Mudgee)
- Wellington Vintage Fair and Swap Meet (March)
- Wellington Boot Racing Carnival (March)
- Lake Burrendong Fishing Classic (April)
- Wellington and Dubbo Shows (May)
- Mudgeeque (June)
- Mudgee Food & Wine Month events (September)
- Flavours of Mudgee (September)
- Wellington Arts and Sculpture Festival (September)
- Fong Lee Lane (October, Wellington)
- Dream Festival (Dubbo, October)



- Derby Day (Dubbo, October)
- Wellington Boxing Day Races (December)
- Sculptures in the Garden (October, Mudgee)

Increased visitor activity in the region during these events results in reduced availability of short-term commercial accommodation, such as hotels, motels etc. Average occupancy rates can be in the order of 80 – 90% during larger events in the region.

## **4.9 Accommodation and housing**

### **4.9.1 Rental accommodation**

Private accommodation is often used to support construction worker needs, and this could be through leasing of holiday homes and investment properties, either privately or through real-estate agents. Several private homeowners have contacted the Project offering to lease their properties to construction workers.

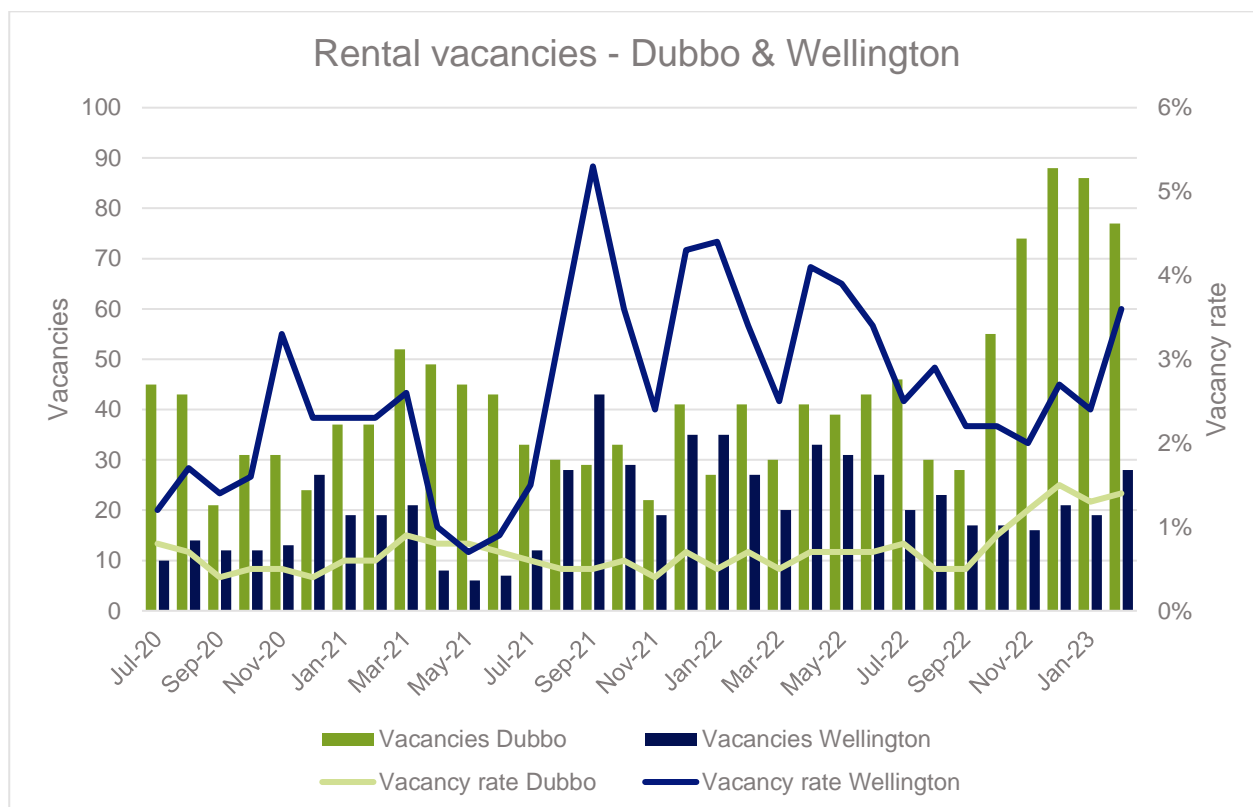
#### **Wellington**

In February 2023, Wellington had a rental vacancy rate of 3.6% (28 vacant properties listed). Over the previous 12-month period (Mar 2022 – Feb 2023, the rental vacancy rate has averaged 2.9%, or 22 vacant properties (SQM Research, 2023).

#### **Dubbo**

In February 2023, Dubbo had a rental vacancy rate of 1.4% (77 vacant properties listed). Over the previous 12-month period (Mar 2022 – Feb 2023, the rental vacancy rate has averaged 0.9%, or 53 vacant properties (SQM Research, 2023). Anything less than 3% is considered a shortage by the Real Estate Institute of New South Wales (REINSW).

Dubbo is already experiencing a rental shortfall.



**Figure 9 Rental vacancies in Wellington and Dubbo, Jul 2020 – Dec 2022**

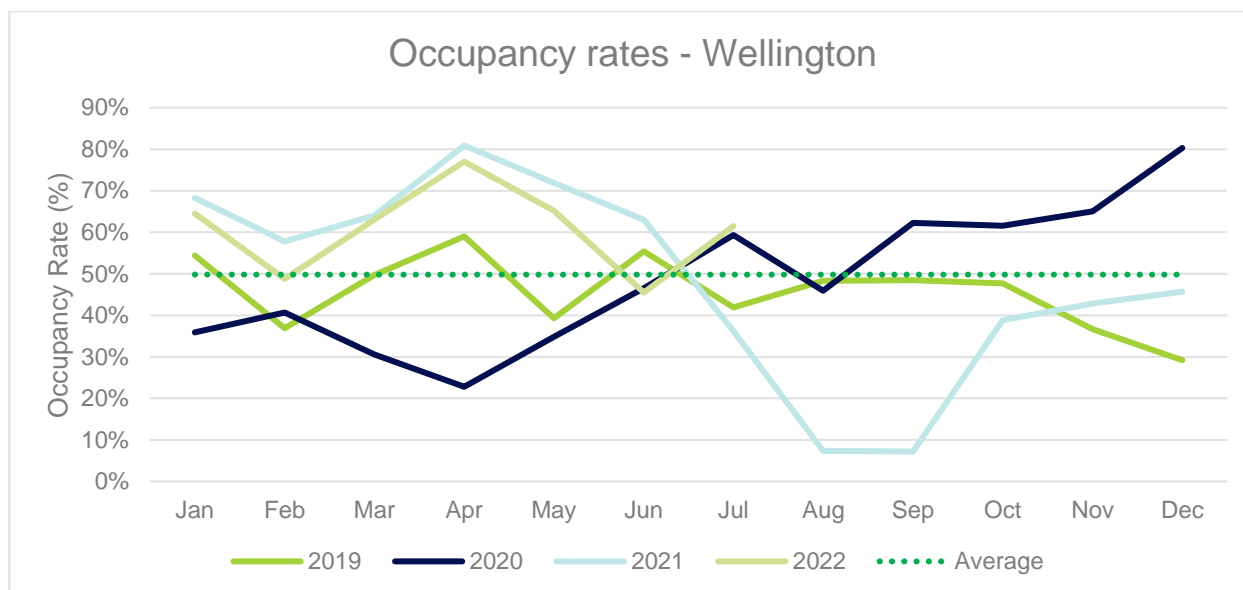
Source: SQM Research 2023.

#### 4.9.2 Short term commercial accommodation

##### Wellington town

Wellington provides a range of short-term accommodation, including hotels, motels, and caravan parks. There are 12 establishments in total, providing a total of 179 rooms.

Since 2019, the occupancy rates for Wellington have averaged approximately 50%, as shown in Figure 10. However, the strongest two years recorded for occupancy are the most recent period of 2021 and 2022. This would indicate that the demand for services is increasing.



**Figure 10 Short term accommodation occupancy rates: Wellington**

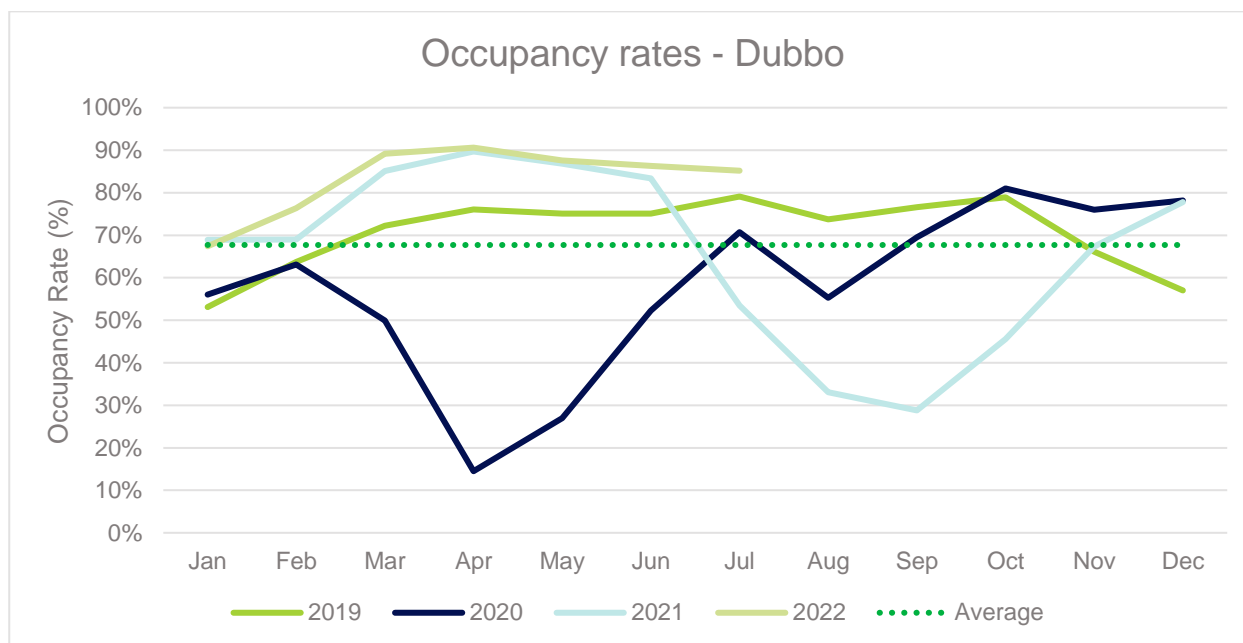
*Source: Dubbo Regional Council*

#### Other - Dubbo and Mid-Western Region LGAs

Excluding Wellington, as at March 2022 the Dubbo Region LGA has over 40 other accommodation options, providing over 1,300 additional rooms, the majority of which are in Dubbo city.

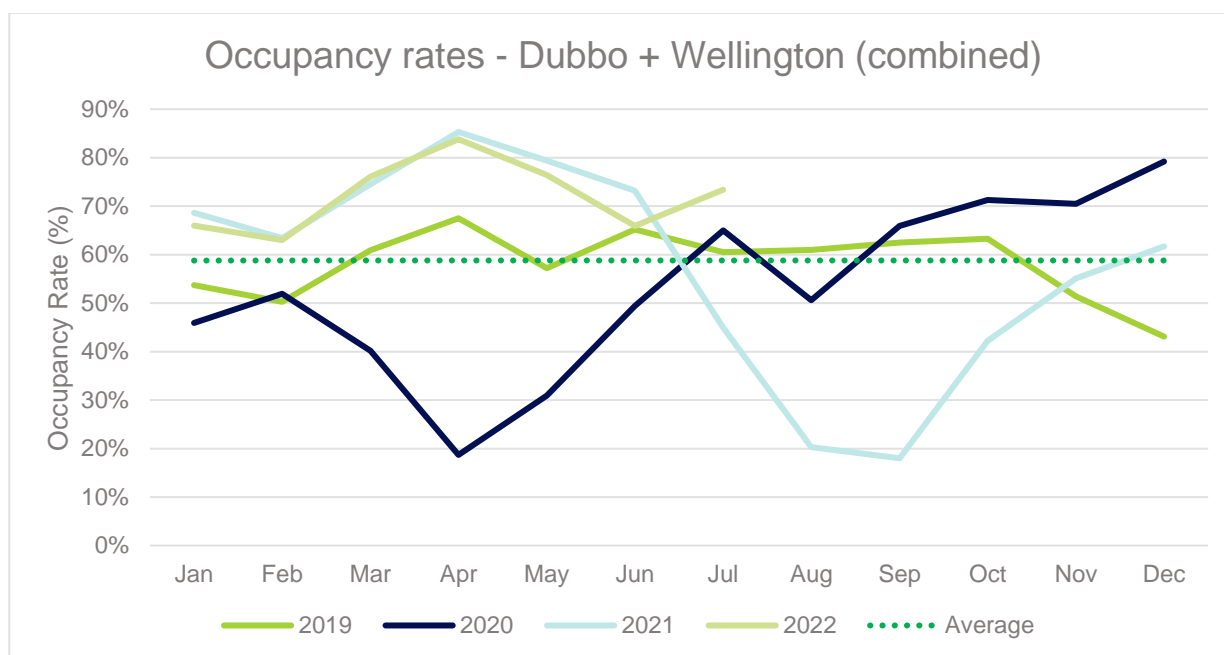
In the Mid-Western Region LGA, as at March 2022 there are over 600 short-term accommodation venues providing over 3,000 bedrooms.

Since 2019, the occupancy rates for Dubbo have averaged approximately 68%, as shown in Figure 11. Occupancy rates peaked between 80 – 90% between March – June in both 2021 and 2022. These figures indicate that accommodation availability is constrained.



**Figure 11 Short term accommodation occupancy rates: Dubbo**

Source: Dubbo Regional Council



**Figure 12 Short term accommodation occupancy rates: Dubbo + Wellington**

Source: Dubbo Regional Council

### 4.9.3 Worker's accommodation

Currently there is very limited availability of workers accommodation in the Dubbo Region LGA. DRC's Housing Report (DRC, 2022) identifies that the Dubbo Region LGA is experiencing a significant increase in economic activity, which is driving the needs for the provision of short-term worker accommodation in both Dubbo and Wellington. The drivers of this need include:

- The development of renewable energy projects associated with the Central West and Orana Renewable Energy Zone;
- The designation by the NSW State Government for the Region being the first Critical Minerals Hub in the State. This also includes the development of the Australian Strategic Minerals project at Toongi;
- The development of the Inland Rail project, which is situated at Narromine;
- The needs of industry including Fletchers International Exports and other industries in the Region; and
- The need for accommodation for health and other key industry workers in the LGA.

Further information is provided in Section 3.1.5 regarding anticipated demand for workers and potential shortfall of short-term worker accommodation into the future.



## 5 State Significant Development in the Region

The Dubbo Regional LGA is experiencing a significant increase in economic activity, with a range of regionally significant projects and infrastructure either currently being developed or under construction.

- The development of renewable energy projects associated with the Central West and Orana Renewable Energy Zone;
- The designation by the NSW State Government for the Region being the first Critical Minerals Hub in the State;
- The development of the Inland Rail project, which is situated at Narromine;
- The needs of industry including Fletchers International Exports and other industries in the Region; and
- The need for accommodation for health and other key industry workers in the LGA.

The Development Consent requires the Accommodation and Employment Strategy to consider *other State significant development projects in the area*. Table 3 lists the State Significant Development projects within the Dubbo Regional LGA. Several projects from the Dubbo Region have been identified with potential construction demands concurrent to UWF (refer also to Section 8).

Additionally, there are two State Significant Development Projects that have been identified in the Mid-Western Region which are likely to be under construction concurrently with UWF: Wollar Solar Farm and Stubbo Solar Farm.

Potential cumulative impacts relating to these Projects is discussed in further detail in Section 8

**Table 3 State Significant Developments in the Dubbo Region LGA**

State Significant Development	Approvals Status at March 2023	Location	Potential for demand concurrent to UWF
<b>Burrendong Wind Farm SSD-8950984</b>	Prepare EIS	Burrendong Dam Rd, Yarrabin	No. Project is seeking updated SEARs and construction not likely to commence.
<b>Forest Glen Solar Farm SSD-9451258</b>	Determination	Delroy Rd, Minore	Timing of construction unknown. Project approved Feb 2023. Project is located west of Dubbo.
<b>Wellington South Battery Energy Storage Facility SSD-27014706</b>	Response to submissions	Goolma Rd, Wuuluman	No. SEARs issued in October 2021 and EIS is in preparation. Commencement of construction is unknown.
<b>Sandy Creek Solar Farm SSD-41287735</b>	SEARs	Dapper Rd, Dunedoo	No. EIS is being prepared and construction commencement is not known.
<b>Spicers Creek Wind Farm SSD-41134610</b>	Prepare EIS	Sweeneys Lane, Elong Elong	Yes. SEARs were issued in May 2022, EIS likely to go on public exhibition in 2023. Construction possible in 2024.
<b>Dubbo Quarry Continuation Project SSD-10417</b>	N/A	Sheraton Rd, Dubbo	No. Low number of permanent employees are already in place at the mine. Workforce skills sets for

State Significant Development	Approvals Status at March 2023	Location	Potential for demand concurrent to UWF
			operation of a mine and the construction of a wind farm are very different.
<b>Maryvale Solar Farm SSD-8777</b>	Determination	Maryvale Rd, Maryvale	Yes. Likely to commence construction in 2022.
<b>Cobbora Solar Farm SSD-29491142</b>	Prepare EIS	Spring Ridge Road, Cobbora	Unlikely. Project is due to commence construction in 2024.
<b>Dubbo Project (formerly known as the Dubbo Zirconia Mine) SSD-5251</b>	Determination	Toongi Rd, Toongi	Yes. Project construction has begun with preliminary site works. Construction likely in late 2022.
<b>Aspley Battery Energy Storage System SSD-35160796</b>	Prepare EIS	Mitchell Highway, Aspley	No. EIS is in preparation. Project is due to commence construction in early 2024.
<b>Dubbo Gas Energy Storage System SSD-28088034</b>	Prepare EIS	Yarrandale Rd, Dubbo	No. Project is in Dubbo and is not yet approved.
<b>Wellington North Solar Farm SSD-8895</b>	Determination	Goolma Rd, Wellington	Yes. Construction due to commence in mid-2022.
<b>Suntop Solar Farm SSD-8696</b>	Determination	Suntop Rd, Suntop	No. Construction is completed.
<b>Bodangora Wind Farm MP10_0157</b>	Determination	Gillinghall Rd, Bodangora	No. Construction is completed, wind farm is operational.
<b>Wellington Solar Farm SSD-8573</b>	Determination	Goolma Rd, Wuuluman	No. Construction is completed.
<b>Dubbo Hospital Redevelopment SSD-5250</b>	Determination	Myall Street, Dubbo	No. Cumulative impact not likely.
<b>Dubbo Base Hospital Redevelopment SSD-7720</b>	Determination	Myall Street, Dubbo	No. Cumulative impact not likely.

## 6 Project Accommodation Strategy

### 6.1 Purpose and objective

The main objective of the Accommodation Strategy for the Uungula Wind Farm is to propose measures that will be adopted by Uungula Wind Farm, as required, to ensure that there is sufficient accommodation available for the construction and operation workforce associated with the project.

This Accommodation Strategy identifies the following:

- The key accommodation challenges / constraints for the Project (Section 6.2);
- The accommodation options already secured or currently being explored (Section 6.3);
- The additional measures that would be employed to ensure sufficient accommodation (Section 6.4); and
- Provide a framework and strategies for monitoring and responding to accommodation and employment needs for the Project (Sections 9).

### 6.2 Key accommodation challenges / constraints

The following accommodation challenges / constraints have been identified:

- A large proportion of the wind farm workforce will need to be sought from outside the region and will therefore need to be accommodated locally (refer to Section 1.5).
- Vacancy rates for rental and short-term accommodation are low in both Wellington and Dubbo (refer to Section 4.9).
- There is a limited supply of affordable rental housing in the Dubbo Regional area, and a high demand in the system and a shortfall in the supply of both existing and new dwellings.
- Demand for short-term worker accommodation is expected to peak in Dubbo LGA across 2024 – 2025, when Uungula Wind Farm construction will be underway.
- Short-term commercial accommodation is expected to be in short supply from late 2022 and into 2023, due to increasing demand. Demand is expected to rise due to the commencement of work on a variety of other major developments in the region (predominantly solar farms) (refer to Section 5).
- Widespread use of commercial accommodation would likely result in a detrimental impact on the tourism industry.
- Accommodation is required within a reasonable distance from the wind farm site, with Wellington being the preferred centre for worker accommodation.

### 6.3 Project accommodation options explored

The Project has considered a range of accommodation options during the preparation of this Strategy. Through consultation with the community, Council, and with the EPC Contractor, a range of accommodation options have been identified that will be used to meet the various requirements of the project. These are outlined in Table 4.

**Table 4 Project worker accommodation options secured or being explored**

Option	Details	Benefits
<b>Bellhaven 5-year lease</b> Adaptive reuse of the existing facility into Workers Accommodation	<p>In October 2022, Uungula Wind Farm entered into a 5-year lease agreement with the owner of the former aged care facility “Bellhaven”.</p> <p>Located in Wellington, Bellhaven currently provides 37 accommodation rooms based on the current facility configuration. With some maintenance and renovations there is potential to add several more bedrooms to accommodate additional workers.</p> <p>On 3 March 2023, a Development Application was submitted to DRC for a change of use to Co-Living Housing (Workers Accommodation). The development application is currently under assessment.</p> <p>It is intended that following the Change of Use, additional appropriate Development Approvals would be obtained to enable building maintenance and fit-out to ensure it is suitably equipped to accommodate the Project workforce.</p>	<ul style="list-style-type: none"> <li>• This option provides new beds.</li> <li>• Uses an existing facility that was otherwise unoccupied.</li> <li>• The worker accommodation will serve Uungula Wind Farm and potentially other future renewable energy projects in the region.</li> <li>• Bellhaven presents an opportunity to employ local workers associated with property and ground management, maintenance, and upkeep, such as operation of the commercial kitchen and laundry already on the premises.</li> <li>• There is ample parking on the property.</li> <li>• The facility has a 259 solar panel system installed, which will reduce the energy demands from the grid.</li> <li>• The facility provides large lounge and dining areas that could be used to deliver training to the Project workforce as required.</li> </ul>
<b>Riverside Caravan Park</b> Partner with owner to expand accommodation capacities via the use of temporary/ portable accommodation pods.	<p>UWF are liaising with the Riverside Caravan Park on a proposal to expand the caravan park under an existing development approval, to provide workers accommodation for the Project.</p> <p>Additionally, SQE are liaising with a temporary accommodation manufacturer regarding their capabilities to manufacture and supply portable accommodation pods to provide worker accommodation for the project.</p>	<ul style="list-style-type: none"> <li>• This option would provide new beds.</li> <li>• The temporary accommodation could serve Uungula Wind Farm and potentially other future wind farm projects in the region.</li> </ul>
<b>Rural property accommodation – private lease</b>	<p>Several private landholders have contacted UWF to express their interest in leasing their rural property, or part of (E.g. granny flat) to Project workers for accommodation.</p>	<ul style="list-style-type: none"> <li>• Reduces the use of short-term accommodation options such as hotels and motels.</li> <li>• Ensures that workers are dispersed across the area.</li> <li>• Provides economic benefits to local landholders and an additional source of income.</li> </ul>
<b>Rental housing accommodation</b>	<p>Rental accommodation in Wellington would be sought for a limited number of Project Workers who would have a longer-term role on the Project (I.e. &gt; 1 year duration).</p>	<ul style="list-style-type: none"> <li>• Allows permanent construction management personnel (and their families, if required) to establish a stable home in the area for the 3 year construction phase.</li> </ul>

Option	Details	Benefits
<b>Short term accommodation (hotels, motels etc)</b>	There are several short-term accommodation options available in Wellington that could provide some level of service for workers who are visiting the Project on a short-term basis (generally days or week in duration).	<ul style="list-style-type: none"> <li>Provides flexibility for those workers who are visiting the Project for short time frames and who do not require a longer-term arrangement for accommodation.</li> </ul>
<b>Temporary worker accommodation camp</b>	<p>A camp style accommodation may be necessary to accommodate Project workers, where sufficient accommodation cannot be sourced from the options being explored or secured as outlined in this table above.</p> <p>As stated in the DRC commissioned <i>Research Report – Analysis of Short-term Worker Accommodation Needs</i> (Delos Delta, 2023), a workers camp can provide a cost-effective and conditions-appropriate method for housing a large quantity of workers for a short-to medium term project.</p> <p>This option, if required, would involve extensive consultation with DRC.</p> <p>Several case studies exist that may inform the successful development and implementation of a worker camp, including those that have been established for other Squadron Energy renewables projects (e.g. Clarke Creek Wind Farm, Queensland), and other projects in NSW such as the Gilgandra Inland Rail Workers' Camp which is proposed to house 500-person workforce on the outskirts of Gilgandra township.</p>	<ul style="list-style-type: none"> <li>Would provide purpose built temporary camp accommodation for workers without taking up existing beds from rental or short-term accommodation.</li> <li>Can be scaled up as required, to suit the Project demands.</li> <li>Could potentially be established in a way to service additional future renewable energy projects in the region.</li> <li>Avoids adverse impacts to the availability of short-term accommodation for tourists.</li> <li>Avoids upward pressure on local housing and rental prices.</li> <li>Avoids further reduction to the housing availability in Wellington and Dubbo.</li> </ul>



## 6.4 Additional measures to ensure sufficient accommodation

Local workers already residing in the area will be employed where possible to reduce the demand for accommodation. Where local accommodation is required for non-local workers, SQE and the EPC Contractor will adopt some or all of the measures listed in Table 5, as appropriate, to ensure sufficient accommodation is available for the Project workforce, to maximise the benefits to the local community and minimise any adverse effects to the local community.

**Table 5 Proposed measures to ensure sufficient accommodation for the Project workforce**

Measure	Timing	Responsibility	Documented
Encourage the EPC Contractor to prioritise the employment of locals who already reside in the area and who will not require accommodation.	Ongoing	SQE / UWF EPC Contractor	Section 3.3
Investigate and document accommodation options in the local region – provide this list to the EPC Contractor.	Pre-construction	SQE / UWF	Section 2.3. Appendix 1.
Operate an Expression of Interest Register to enable local businesses and individuals to register their interest in providing accommodation services to the Project.	Register is established on UWF website. Maintain the register throughout pre-construction and construction.	SQE / UWF <i>The EOI list will be provided to the EPC Contractor prior to commencement of construction.</i>	Expression of Interest Register
Operate a Housing and Accommodation register, to allow landowners and local businesses the ability to register their interest in supplying accommodation for Project workers.	Pre-construction Register is established on UWF website. Maintain the register throughout pre-construction and construction.	SQE	Accommodation and Housing Register
Maintain a list of property owners and property managers who have expressed an interest in renting out dwellings in the local area.	Pre-construction Construction	SQE / UWF	Register
Contact local accommodation providers directly to disseminate details such as construction timing, workforce scheduling (once available) and accommodation requirements to allow them to be prepared.	Pre-construction Construction	EOC Contractor	Monthly construction reporting
Review workforce requirements regularly (E.g. monthly) during construction to ensure the objectives of the AES are being met.	Construction	EPC Contractor	Monthly construction reporting
Provide regular Project updates to the community via Project Newsletters, posts on the Project website and social media channels.	Pre-construction Construction	SQE / UWF	Monthly construction reporting
Consult with Dubbo Regional Council to advise about the Project and potential opportunity for Dubbo and Wellington accommodation operators.	Pre-construction	SQE / UWF	Consultation records

## 7 Project Employment Strategy

### 7.1 Purpose and objective

The main objective of the Employment Strategy for the Uungula Wind Farm is to identify measures to prioritise the employment of local businesses and workers, where feasible.

This Employment Strategy identifies the following:

- The communication pathways and opportunities for local businesses and industry to engage with the Project;
- Training opportunities that have been implemented and training programs that will be developed; and
- Provide a framework and strategies for monitoring and responding to employment needs for the Project.

### 7.2 Key employment challenges / constraints

The following employment challenges / constraints have been identified:

- Uungula Wind Farm is a large State Significant Development Project with a capital investment of > \$800 million. A project of this scale and nature requires the appointment of a Tier 1 head contractor to perform the engineering, procurement, and construction of the project, and to engage and manage multiple service and supply sub-contractors.
- The unemployment rate for the region is at an all-time low.
- Multiple significant projects will be constructed concurrently to the UWF including several Solar Farms, and the Dubbo Bridge Project. Cumulatively, these projects will generate a significant demand for local resources, including workers.
- The labour market is tight. There is expected to be a labour shortage in the coming years, driven by an 'Infrastructure boom' across Australia, further intensified by the significant infrastructure demands locally in the Dubbo Region.
- The EPC Contractor has estimated that up to 20% of the Project workforce could potentially be sourced from within the local region, however this is dependent on the changes within the wider labour market and economy.

### 7.3 Measures to prioritise employment of local workers

Local workers already residing in the area will be employed where possible. SQE and the EPC Contractor will adopt some or all of the measures listed in Table 6, as appropriate, to prioritise the employment of local workers, to maximise the benefits to the local community.

**Table 6 Measures to prioritise the employment of local workers**

Measure	Timing	Responsibility	Documented
<b>Operate an EOI Register for contractors and service providers.</b> Establish an EOI register to allow contractors and service providers (individuals and companies) to register their interest for supplying goods and services.  The EOI list will be provided to the EPC Contractor prior to commencement of construction.	Pre-construction Construction	SQE / UWF	Register established on <a href="#">UWF website</a>

Measure	Timing	Responsibility	Documented
<b>SQE to recruit UWF Project roles from the local area.</b> SQE are currently recruiting roles based in Dubbo and Wellington across environment, safety, project management, administration, and engineering. These roles will be required to service the Uungula Wind Farm project, the majority of which will be site-based positions. Local recruitment company Spinifex has been engaged to recruit for the new local roles.	Pre-construction	SQE / UWF	This strategy
<b>Encouraging the contractor to employ locals where possible.</b> SQE / UWF will encourage the EPC Contractor to utilise local workers and materials.	Pre-construction Construction	SQE / UWF	This strategy
<b>Inform local community and local business of Project related opportunities.</b> Engage with the community to promote employment/ contracting opportunities. Methods could include hosting community information sessions, advertising on the Project website, social media channels, radio, newsletters, newspapers, and procurement platforms.	Pre-construction Construction	SQE / UWF EPC Contractor	Published materials Consultation records
<b>Consult a local employment agency to facilitate employment of local personnel.</b> Appoint an agency to handle pre-screening of workers for the site.	Pre-construction Construction	EPC Contractor	EPC records
<b>First Nations employment.</b> Engage with First Nations agencies to jointly identify opportunities for delivery of work packages for the project.	Pre-construction Construction	SQE / UWF	Consultation records
<b>Workforce readiness.</b> Training needs identified and programs made available for potential workers. This is anticipated to include a program for employing 'learning workers' and Apprentices.	Pre-construction Construction	SQE / UWF EPC Contractor	Squadron records EPC records
<b>Provide transport to the site.</b> Consider establishing a shuttle bus during the construction phase to enable unlicensed youth/low income/ access to the worksite.	Construction	EPC Contractor	EPC records TMP
<b>Establish and use local networks to promote employment opportunities.</b> Provide information to Dubbo Regional Council, Mid-Western Regional Council, RDA Orana and O2N to promote both work and subcontracting opportunities; as well as to discuss and resolve ongoing outcomes.	Pre-construction Construction	SQE / UWF	EPC records
<b>Provide local training opportunities.</b> SQE has partnered with TAFE NSW to sponsor course costs for 25 people to complete a Certificate IV in Work Health and Safety at TAFE NSW Wellington, to upskill the local community in workplace safety skills. The partnership is paving the way for locals looking to upskill or retrain to get involved in the renewable energy industry.	Pre-construction	SQE	This strategy

## 8 Cumulative Impacts

### 8.1 Identification of other projects

Four State Significant Development Projects have been identified within the Dubbo and Mid-Western Region LGAs which may have construction workforce and accommodation demands concurrent to the Uungula Wind Farm construction phase - Wellington North Solar Farm, Maryvale Solar Farm, The Dubbo Project, Stubbo Solar Farm and Wollar Solar Farm.

Additionally, the Newell Highway Upgrade – New Dubbo Bridge project (assessed and approved under Division 5.1 of the *Environmental Planning and Assessment Act 1979* and is being delivered by Transport for NSW), has been identified as a significant infrastructure project in Dubbo that will have concurrent demands to Uungula Wind Farm.

These projects are described in more detail in the following sections below.

#### **Wellington North Solar Farm (WNSF)**

**Proponent:** Lightsources bp Pty Ltd.

**Description:** The Wellington North Solar Farm (SSD-8895) will consist of a 400MWdc (megawatts direct current) solar farm approximately 7 km north-east of Wellington, off Goolma Road, and 50 kilometres south-east of Dubbo in the Dubbo Region LGA.

**Workforce requirements:** The Wellington North Solar Farm EIS estimates that at the peak of construction, up to 250 site personnel would be required to undertake the works. The project estimates that it will source at least 50% of the construction labour force from the local region.

**Construction timing:** Sources suggest the project main construction phase was due to commence construction in Q3 2022, lasting for 18 to 24 months and with a peak period of approximately 9 months. This largely overlaps with the proposed construction period for the UWF.

#### **Maryvale Solar Farm (MSF)**

**Proponent:** Wirsol.

**Description:** The Maryvale Solar Farm (SSD-8777) approved project involves construction and operation of a 125 Megawatts (MW) solar farm and battery energy storage system, approximately 15 kilometres north-east of Wellington town centre, on Maryvale Road and Cobbora Road, Maryvale (within Dubbo Region LGA). The project includes construction of new access roads, installation of electrical infrastructure and other ancillary works including substation, inverter stations and connection to overhead transmission lines.

**Workforce requirements:** There would be approximately 400 personnel on site during the peak construction period.

**Construction timing:** Wirsol estimate that construction of the solar farm will commence in late 2023 and be operational by early 2025.

### Stubbo Solar Farm (SSF)

**Proponent:** ACEN Australia.

**Description:** The Stubbo Solar Farm and Battery project (SSD-10452) is a 400 MW renewable energy generator that will be situated in the locality of Stubbo, about 10km north of the historic mining town of Gulgong in the Mid-Western Regional LGA.

**Workforce requirements:** The Stubbo Solar Farm EIS estimates that up to 400 FTE personnel would be required during the construction phase, and that approximately 50% (200) workers would be non-local hires that will require temporary accommodation in the region during construction.

**Construction timing:** Construction commenced late in 2022. Early works have commenced to upgrade Blue Springs Road. The road works will be completed in early 2023, allowing safe access to construct the solar farm. The solar farm will be constructed over a two-year period.

### Wollar Solar Farm (WSF)

**Proponent:** BJEI Australia.

**Description:** The Wollar Solar Farm (SSD-9254) approved project, being developed by BJEI Australia, involves construction and operation of a 290MW solar farm with energy storage and associated infrastructure, approximately 7km south of Wollar and 50km north west of Mudgee in the Mid-Western Region LGA. A Modification Application was approved by DPE in August 2022. The modification includes an increase the traffic volumes associated with the project, a revised access route for the delivery of transformers to the site, and to increase the permitted height of the panels from 4m to 5m.

**Workforce requirements:** Wollar Solar Farm estimate that 400 workers would be required on site during the peak of the construction period and note that every effort would be made to hire staff locally.

**Construction timing:** Construction of the Wollar Solar Farm was due to commence in February 2023 and is expected to be completed in mid-2024.

### The Dubbo Project (formerly known as the Dubbo Zirconia Mine)

**Proponent:** Australian Strategic Materials.

**Description:** The Dubbo project (formerly known as the Dubbo Zirconia Mine) (SSD-5251) is a large open-pit polymetallic mine under development approximately 25km south of Dubbo, near the town of Toongi in the Dubbo Region LGA. The Dubbo project will comprise infrastructure facilities such as haul roads, ROM pad, mining yard, off-site and on-site access roads, administration and industrial buildings, reagent storage and handling facilities, rail line, water supply, fuel gas, power, and process waste facilities.

**Workforce requirements:** The construction and site establishment period will involve an average employment of 625 FTE personnel per day, with a peak of up to 1000 FTE personnel per day. The Dubbo project Modification 1 Report notes that the construction workforce would be preferentially sourced from the local area, and that specialists and consultants from outside the local area would reside in temporary / rental accommodation.

**Construction timing:** The Dubbo project will involve a two to three-year construction and site establishment period (i.e. 2022 to 2024) and a 20-year mining operations period.

### New Dubbo Bridge project

**Proponent:** The New Dubbo Bridge project is a State and Commonwealth funded project being delivered by Transport for NSW, and was determined under Division 5.1 of the *Environmental Planning and Assessment Act 1979*.

**Description:** The 660 metre bridge will connect the western side of the Macquarie River to River Street, travelling over the flood plain west of the river.

**Workforce requirements:** It is understood that the Dubbo project would generate 290 direct and 1,200 indirect jobs over the construction phase. The Review of Environmental Factors indicates that the



construction workforce would be accommodated in short-term accommodation, such as hotel, motels, cabins or caravans. This would be expected to increase demand and reduce availability for short-term tourist accommodation within the Dubbo urban area and other nearby areas.

**Construction timing:** Early works commenced in August 2022. Main construction of the New Dubbo Bridge commenced in March 2023. Construction is expected to be completed by the end of 2026.

### Spicers Creek Wind Farm

**Proponent:** Squadron Energy Pty Ltd

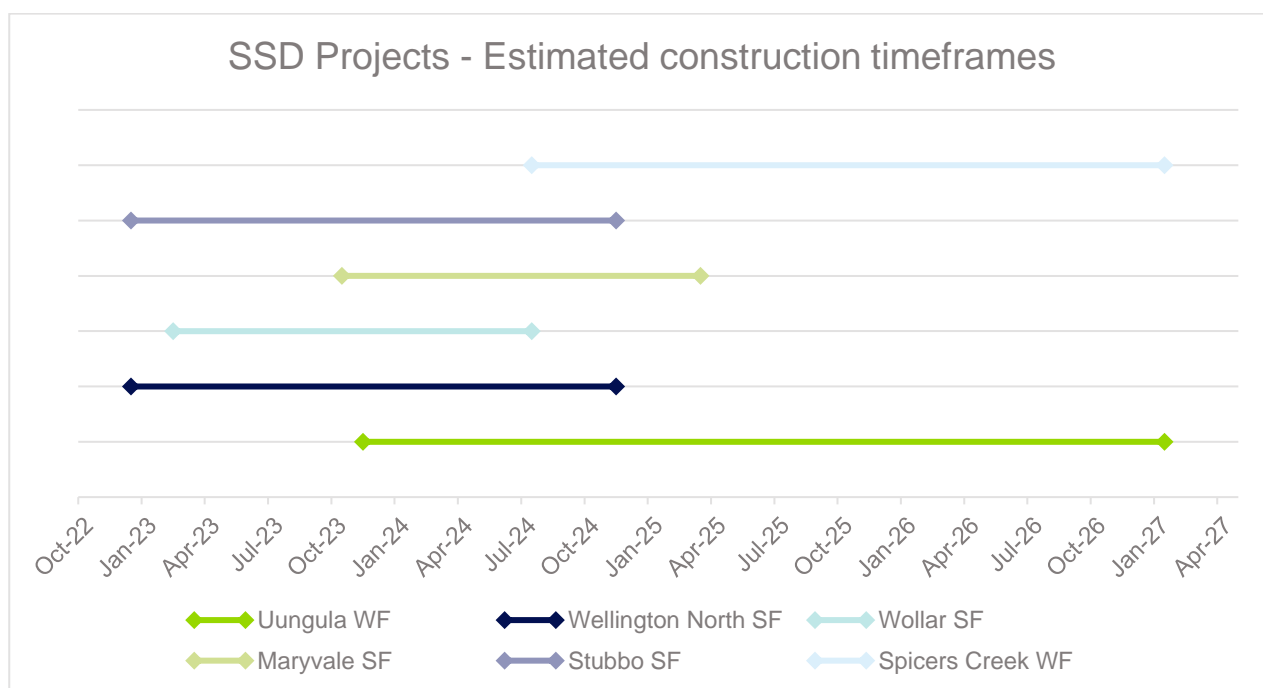
**Description:** The Project will have a capacity of approximately 700 megawatts (MW), with the potential to power approximately 300,000 homes. The Project includes construction and operation of up to 117 wind turbine generators (WTG), two battery storage facilities, operation and maintenance buildings, roads, civil works, electrical infrastructure and temporary facilities.

**Workforce requirements:** 435 FTE positions, at the peak of construction.

**Construction timing:** Potentially commencing mid-2024, the Project would take 30 months to construct.

## 8.2 Consideration of cumulative impacts

Stubbo Solar Farm, Wollar Solar Farm and Wellington North Solar Farm are expected to commence construction by late 2022. The anticipated construction periods of these wind farms is depicted in Figure 13.



**Figure 13 SSD Projects – Estimated construction periods**

Between mid-2023 to late 2024 there is a significant overlap between the construction phases of solar farms and Uungula Wind Farm (Figure 13). During this time there would be significant demands for accommodation, labour, and employment within the region.

The cumulative impacts could include:

- Competing demand for local accommodation – both rental and short-term accommodation. Accommodation will need to be sourced from several regional centres including Dubbo and Mudgee, and

a range of strategies for ensuring sufficient accommodation is available for the wind farm work force (Section 6).

- Competing demand for local labour, resulting in labour being sourced from the wider region and likely interstate. This Accommodation and Employment Strategy acknowledges the significant challenges relating to workforce procurement due to cumulative demand for labour from large infrastructure projects. Whilst there are opportunities to prioritise the hire of workers from the local region, (including the Dubbo and Mid-Western region LGAs), it is estimated that 80% of the workforce may be sourced from outside the region and interstate (Section 7).
- Additional construction traffic along major transport routes and local roads that will be shared by construction traffic (E.g. Goolma Road). A Traffic Management Plan has been developed which identifies potential cumulative traffic impacts and suitable mitigation measures.
- Demands to other services in Wellington and other towns occupied by non-local Project workers – E.g. health and food services/ facilities.

It is unlikely that there would be any cumulative impacts during the operational phase of UWF. There would be approximately 12 FTE workers employed at the operational wind farm (site management and maintenance personnel), who will likely reside permanently in the local area.

## 9 Monitor and review

During construction, the AES would be reviewed monthly to assess the effectiveness of steps taken to encourage local employment and secure sufficient accommodation for the workforce.

During construction, the EPC Contractor will be required to detail the following in their monthly reports:

- Whether there is sufficient accommodation available for the Projects non-local workforce (Condition B45a).
- Whether there are any cumulative employment or accommodation impacts arising from competing demands of other State Significant Developments in the region (Condition B45b).
- Whether there is sufficient workforce available to service the Project, including identifying the proportion of local workers who are engaged on the Project (Condition B45c).

If the requirements of this AES are not being met, the AES will be reviewed.

If complaints are received relating to accommodation and employment matters, UWF would consider whether changes are required to the AES.

It is intended that UWF will continue to engage with DRC during the pre-construction phase and throughout construction regarding in relation to this strategy. In particular, UWF will liaise with DRC regarding the Accommodation options that are being explored with respect to planning and approval requirements.

Conditions of Consent applicable to Revision and update of Strategies, Plans and Programs are outlined in Table A 1, Appendix A..

## References

Australian Bureau of Statistics (2021). Census data. Accessed 23 March 2023. Available from: [Search Census data | Australian Bureau of Statistics \(abs.gov.au\)](#)

REMPLAN, (2022). Dubbo Regional Council – Population. Compelling Economics Pty Ltd. Accessed 23 March 2023. Available from: [Dubbo Regional Community Profile | Age, Population | REMPLAN](#)

SQM Research (2023). Residential Vacancy Rates, Postcode 2820. SQM Research Pty Ltd. Accessed 23 March 2023. Available from: [SQM Research - Property - Residential Vacancy Rates - 2820](#)

## Appendix A Additional Compliance Requirements

Table A 1 Additional conditions and compliance requirements (Development Consent SSD-6687)

Condition	Condition Wording	Commitment to Compliance
<b>EVIDENCE OF CONSULTATION</b>		
<b>A9</b>	<p>Where conditions of this consent require consultation with an identified party, the Applicant must:</p> <ol style="list-style-type: none"> <li>consult with the relevant party prior to submitting the subject document to the Planning Secretary for approval; and</li> <li>provide details of the consultation undertaken including: <ol style="list-style-type: none"> <li>the outcome of that consultation, matters resolved and unresolved; and</li> <li>details of any disagreement remaining between the party consulted and the Applicant and how the Applicant has addressed the matters not resolved.</li> </ol> </li> </ol>	<p>Details of consultation completed with an identified party are included in this Management Strategy/Plan/Program.</p> <p>The details of the consultation undertaken will be provided to the Department separately at the time of submitting the Strategy/Plan/Program.</p>
<b>COMPLIANCE</b>		
<b>A13</b>	The Applicant must ensure that all of its employees, contractors (and their sub-contractors) are made aware of, and are instructed to comply with, the conditions of this consent relevant to activities they carry out in respect of the development.	<p>Employees, contractors, and sub-contractors will be made aware of, and will be instructed to comply with the conditions of the consent, including the requirements of Management Plans and Strategies that are relevant to the works they carry out. This will be achieved through Project inductions, toolbox talks, and other training and awareness requirements detailed within the Environmental Management Strategy.</p>
<b>COMMUNITY CONSULTATIVE COMMITTEE</b>		
<b>A20</b>	The Applicant must operate a Community Consultative Committee (CCC) for the development in accordance with the Department's Community Consultative Committee Guidelines: State Significant Projects (2016), or its latest version.	<p>A Community Consultative Committee (CCC) has been established for the Uungula Wind Farm in accordance with the Department's Guideline.</p> <p>Minutes of the CCC meetings will be made publicly available via the Project Website, at:  <a href="https://www.squadronenergy.com/our-projects/uungula-wind-farm">https://www.squadronenergy.com/our-projects/uungula-wind-farm</a></p>
<b>REVISION OF STRATEGIES, PLANS AND PROGRAMS</b>		
<b>C2</b>	<p>The Applicant must:</p> <ol style="list-style-type: none"> <li>update the strategies, plans or programs required under this consent to the satisfaction of the Planning Secretary prior to carrying out any upgrading or decommissioning activities on site; and</li> <li>review and, if necessary, revise the strategies, plans or programs required under this consent to the satisfaction of the Planning Secretary within 3 month of the: <ul style="list-style-type: none"> <li>submission of an incident report under condition C10 of Schedule 2;</li> </ul> </li> </ol>	<p>The Proponent will ensure that Management Strategies, Plans, and Programs will be reviewed and updated in accordance with the requirements of this Condition.</p> <p>If a Strategy, Plan or Program is updated, then the Proponent will comply with the requirements of Condition C3 regarding approval.</p>

Condition	Condition Wording	Commitment to Compliance
	<ul style="list-style-type: none"> <li>• submission of an audit report under condition C15 of Schedule 2; or</li> <li>• any modification to the conditions of this consent.</li> </ul>	
<b>STAGING, COMBINING AND UPDATING STRATEGIES, PLANS OR PROGRAMS</b>		
<b>C3</b>	<p>With the approval of the Planning Secretary, the Applicant may:</p> <ul style="list-style-type: none"> <li>c. prepare and submit any strategy, plan or program required by this consent on a staged basis (if a clear description is provided as to the specific stage and scope of the development to which the strategy, plan or program applies, the relationship of the stage to any future stages and the trigger for updating the strategy, plan or program);</li> <li>d. combine any strategy, plan or program required by this consent (if a clear relationship is demonstrated between the strategies, plans or programs that are proposed to be combined); and</li> <li>e. update any strategy, plan or program required by this consent (to ensure the strategies, plans and programs required under this consent are updated on a regular basis and incorporate additional measures or amendments to improve the environmental performance of the development).</li> </ul>	<p>The Project will be developed in two stages:</p> <ul style="list-style-type: none"> <li>• Stage 1: Wind Farm and associated infrastructure with the exception of the 'Battery Storage Facility'.</li> <li>• Stage 2: Battery Storage Facility.</li> </ul> <p>The Planning Secretary has agreed that the Fire Hazard Analysis (condition B38) and Fire Safety Study (condition B39) are only required for Stage 2.</p> <p>All other Strategies, Plans and Programs will be prepared and submitted for Stage 1, and then updated for Stage 2 where required.</p> <p>Updated Strategies, Plans and Programs will be submitted to the Planning Secretary for approval in accordance with Condition C3(c).</p>
<b>C4</b>	If the Planning Secretary agrees, a strategy, plan or program may be staged or updated without consultation being undertaken with all parties required to be consulted in the relevant condition in this consent	The Proponent will stage or update Strategies, Plans or Programs in consultation with the relevant identified party, unless the Secretary has agreed that the consultation is not required.
<b>C5</b>	If approved by the Planning Secretary, updated strategies, plans or programs supersede the previous versions of them and must be implemented in accordance with the condition that requires the strategy, plan or program.	Updated Strategies, Plans and Programs will supersede the previous versions of them and will be implemented in accordance with the relevant condition. Also, the plan will be updated on the Project website in accordance with Condition C16.
<b>C6</b>	If the Planning Secretary agrees, a strategy, plan or program may be staged without addressing particular requirements of the relevant condition of this consent if those requirements are not applicable to the particular stage.	<p>The Project will be developed in two stages:</p> <ul style="list-style-type: none"> <li>• Stage 1: Wind Farm and associated infrastructure with the exception of the 'Battery Storage Facility'.</li> <li>• Stage 2: Battery Storage Facility.</li> </ul> <p>The Planning Secretary has agreed that the Fire Hazard Analysis (condition B38) and Fire Safety Study (condition B39) are only required for Stage 2.</p> <p>All other Strategies, Plans and Programs will be prepared and submitted for Stage 1, and then updated for Stage 2 where required.</p>
<b>NOTIFICATION OF DEPARTMENT</b>		
<b>C7</b>	Prior to commencing the construction, operations, upgrading or decommissioning of the development or the cessation of operations, the Applicant must notify the Department in writing via the Major Projects website portal of the date of commencement, or cessation, of the relevant phase. If any of these phases of the	Prior to commencing the construction, operations, upgrading or decommissioning of the development or the cessation of operations, the Applicant will notify the Department in writing via the Major Projects website portal of the date of



Condition	Condition Wording	Commitment to Compliance
	development are to be staged, then the Applicant must notify the Department in writing prior to commencing the relevant stage, and clearly identify the development that would be carried out during the relevant stage.	commencement, or cessation, of the relevant phase. If any of these phases of the development are to be staged, then the Applicant will notify the Department in writing prior to commencing the relevant stage, and clearly identify the development that would be carried out during the relevant stage.
<b>INCIDENT NOTIFICATION</b>		
<b>C10</b>	The Department must be notified via the Major Projects website portal 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. Subsequent notification requirements must be given, and reports submitted in accordance with the requirements set out in Appendix 9.	<p>If the Applicant becomes aware of an Incident, the Department will be notified in writing via the Major Projects portal as soon as practicable.</p> <p>The requirements of Appendix 9 'Incident Notification and Reporting Requirements' are listed at the bottom of this Table.</p> <p>An Incident is defined as:</p> <p><i>An occurrence or set of circumstances that causes or threatens to cause material harm and which may or may not be or cause a non-compliance.</i></p>
<b>NON-COMPLIANCE NOTIFICATION</b>		
<b>C11</b>	The Planning Secretary must be notified in writing via the Major Projects website within seven days after the Applicant becomes aware of any non-compliance.	<p>The Proponent will submit a written notification to the Department via the Major Projects website, within seven days of becoming aware of any non-compliance.</p> <p>A non-compliance is defined as:</p> <p><i>An occurrence, set of circumstances or development that is a breach of this consent.</i></p>
<b>C12</b>	A non-compliance notification must identify the development and the application number for it, set out the condition of consent that the development is non-compliant with, the way in which it does not comply and the reasons for the non-compliance (if known) and what actions have been, or will be, undertaken to address the non-compliance.	Any non-compliance notification submitted to the Department under Condition C11 will address the requirements of Condition C12.
<b>C13</b>	A non-compliance which has been notified as an incident does not need to also be notified as a non-compliance	The Proponent notes that a non-compliance does not need to be notified to the Department if it has already been notified as an Incident.
<b>INDEPENDENT ENVIRONMENTAL AUDIT</b>		
<b>C15</b>	Independent Audits of the development must be conducted and carried out at the frequency described and in accordance with the Independent Audit Post Approval Requirements (2020), unless otherwise agreed or directed by the Planning Secretary.	<p>Unless otherwise agreed or directed by the Planning Secretary, an Independent Environmental Audit will be conducted in accordance with the timeframes nominated in the PAR (2020), being:</p> <ul style="list-style-type: none"> <li>• within the 12 weeks of the commencement of construction;</li> <li>• during construction, at intervals no greater than 6 months from the date of the initial audit;</li> <li>• within 6 months of commencement of operations; and</li> <li>• at intervals no greater than 3 years from the initial operational audit.</li> </ul>

Condition	Condition Wording	Commitment to Compliance
<b>ACCESS TO INFORMATION</b>		
<b>C16</b>	<p>The Applicant must:</p> <ul style="list-style-type: none"> <li>a) make the following information publicly available on its website as relevant to the stage of the development: <ul style="list-style-type: none"> <li>i) the EIS;</li> <li>ii) the final layout plans for the development;</li> <li>iii) current statutory approvals for the development;</li> <li>iv) approved strategies, plans or programs required under the conditions of this consent;</li> <li>v) the proposed staging plans for the development if the construction, operation and/or decommissioning of the development is to be staged;</li> <li>vi) a comprehensive summary of the monitoring results of the development, which have been reported in accordance with the various plans and programs approved under the conditions of this consent;</li> <li>vii) a complaints register, which is to be updated on a monthly basis;</li> <li>viii) minutes of CCC meetings;</li> <li>ix) the annual Statement of Compliance with the EPL;</li> <li>x) any independent environmental audit, and the Applicant's response to the recommendations in any audit; and</li> <li>xi) any other matter required by the Planning Secretary; and</li> <li>xii) keep this information up to date</li> </ul> </li> </ul>	<p>The Proponent will make this information available on the website, including Management Strategies, Plans and Programs per item (iv).</p>

## Appendix B Email acceptance from DRC

**From:** [Tim Howlett](#)  
**To:** [Alana Gordijn](#)  
**Cc:** [Matthew Flower](#); [Felicity Taylor-Edwards](#); [Stephen Wallace](#); [Steven Jennings](#); [Tim Nichols](#)  
**Subject:** RE: UWF - Revised Accommodation and Employment Strategy (Rev C) for DRC review and approval  
**Date:** Friday, 31 March 2023 9:46:15 AM  
**Attachments:** [image001.png](#)  
[ATT00001.png](#)  
[ATT00002.png](#)  
[ATT00003.png](#)  
[ATT00004.png](#)  
[ATT00005.png](#)  
[ATT00006.png](#)  
[ATT00007.png](#)

**[CAUTION]** This email originated outside SQE's network. If you do not recognise the sender or did not expect this email then please do not open any attachments or click any link.

Hi Alana,

Council is happy with the updated AES for the Uungula Wind Farm as it provides a range of alternative accommodation options and doesn't solely rely on hotels and motels.

We look forward to ongoing consultation and updates as the project progresses.

Kind regards,



**Tim Howlett**  
**Team Leader Growth Planning Projects**  
**Growth Planning | Dubbo Regional Council**  
P 02 6801 4671  
[Tim.Howlett@dubbo.nsw.gov.au](mailto:Tim.Howlett@dubbo.nsw.gov.au)

**How was your experience today?**

Click on one of the icons below to let us know!



We acknowledge the Wiradjuri people, the traditional custodians of the land. We pay respects to Elders past, present and emerging of the Wiradjuri Nation.

Please consider the environment before printing this email.

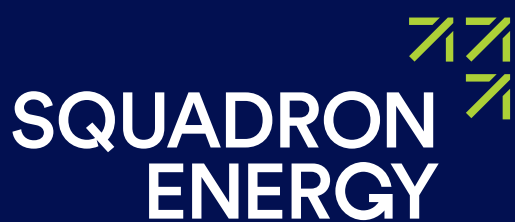
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Squadron Energy is Australia's leading renewable energy company. Proudly Australian owned, our mission is to be a driving force in Australia's transition to a clean energy future by providing green power to our customers.

We develop, operate and own renewable energy assets in Australia, with 1.1 gigawatts (GW) of renewable energy in operation and a development pipeline of 20GW.

With proven experience and expertise across the project lifecycle, we work with local communities and our customers to lead the transition to Australia's clean energy future.

Squadron Energy acknowledges the Traditional Owners of Country throughout Australia. We pay our respects to Elders past, present, and emerging.



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