

ACCOMMODATION AND EMPLOYMENT STRATEGY

Darlington Point Solar Farm

Amendment Record

Date	Description	Prepared by	Reviewed by	Approved by
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14/01/2019	Updated to reflect feedback from Murrumbidgee Council	Chris Stewart (Signal Energy)	Dane Crookham (Signal Energy)	Robbin Russell (Signal Energy)
08/03/2019	Updated to reflect feedback from DPE	Chris Stewart (Signal Energy)	Dane Crookham (Signal Energy)	Robbin Russell (Signal Energy)

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1. Introduction

1.1 Background and Purpose

This Accommodation and Employment Strategy has been prepared by Signal Energy Australia for the applicant (Darlington Point Solar Farm Pty Ltd) to meet the requirements set out in Item 28 (Schedule 3 - Environmental Conditions – General) of the Development Consent (Application # SSD 8392). Item 28 of the Development Consent states: -

ACCOMMODATION AND EMPLOYMENT STRATEGY

28. Prior to the commencement of 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:

- (a) propose a strategy to facilitate the accommodation of the workforce associated with the development;*
- (b) investigate options for prioritising the employment of local workers for the construction and operation of the development where feasible; and*
- (c) include a program to monitor and review the effectiveness of the strategy over the life of the development.*

Following the Secretary's approval, the Applicant must implement the strategy.

Condition	Relevant Section of this Strategy
<i>Propose a strategy to facilitate the accommodation of the workforce associated with the development</i>	Section 4
<i>Investigate options for prioritising the employment of local workers for the construction and operation of the development where feasible; and</i>	Section 3.4
<i>Include a program to monitor and review the effectiveness of the strategy over the life of the development.</i>	Section 5

To avoid any confusion regarding responsibility throughout this strategy: -

- Signal Energy Australia are responsible for implementing this strategy with their engaged employees and subcontractors for the aligned Signal Energy project needs.

1.2 Signal Energy Australia Overview

Signal Energy is an Australian Engineering, Procurement and Construction (EPC) Company specialising in the construction of renewable energy projects.

Headquartered in Sydney, Signal Energy has a highly experienced management team of energy infrastructure, engineering, procurement and construction professionals with specific experience in the construction of utility-scale renewable energy projects in Australia and internationally.

Signal Energy recognises the importance of conducting business operations in an environmentally responsible, sustainable and safe manner. Signal Energy are committed to health and safety, innovation and service excellence, being a responsible business and supporting the communities in which we work.

Signal Energy is committed to providing and reviewing this strategy to ensure the facilitation of accommodation to workers within the local area and prioritising the employment of local workers for the construction and operation of the Darlington Point Solar Farm.

“Local Area” and “Local Personnel” in this report includes Murrumbidgee and Griffith City Council, and surrounding areas

Signal Energy are committed to supporting the Murrumbidgee Council Area by reviewing various types of sponsorships that would aid the local area. These commitments will be defined through consultation with the Council and Local Businesses Owners.

1.3 Project Overview

Signal Energy have been engaged by Darlington Point Solar Farm Pty Ltd to construct 275 megawatts of solar PV on land to the east of Donald Ross Drive. The Darlington Point Solar Farm (DPSF) project area comprises the existing TransGrid Darlington Point Substation and the proposed DPSF site, which includes:

- Lot 160 of DP 821551 (referred to as ‘Anderson property’).
- Lots 41, 42 and 64 of DP 750903, Lot 2 of DP 542215, Lots 18, 35 and 36 of DP 750903 and Lot 3 of DP 1148975 (referred to as ‘Tubbo Station’).
- Lot 2 of DP 628785 (being the TransGrid substation site to which DPSF will connect, which is included within the DA in accordance with TransGrid’s connection policy to facilitate any substation augmentation works that may be necessary as part of the development).

The DPSF site and surrounding lands are zoned as RU1 – Primary Production under the Murrumbidgee Local Environmental Plan 2013 (Murrumbidgee LEP), with adjacent properties accommodating farming, agribusiness, poultry farms and a small number of private residences. The DPSF site is used for livestock grazing. A 330 kV and two 132 kV TransGrid overhead transmission lines cross the site from west to east, and a 33 kV Essential Energy overhead transmission line runs north-south near the eastern boundary of the site. Key development and infrastructure components of the DPSF is proposed to include:

- Photovoltaic (PV) solar panels
- Steel mounting frames with piled foundations
- A single-axis tracking system
- Direct current (DC) / alternating current (AC) inverter stations
- Medium voltage (33kV) electrical reticulation network
- A 33/132kV switchyard, including an internal 33kV switch-room
- Internal access tracks for operational maintenance and housekeeping, to be largely located in bushfire set-back zones
- Security perimeter fencing
- Staff car park and small amenities building
- Battery energy storage system facility.

1.4 Site Location

The DPSF site is located approximately 10 km south of the township of Darlington Point along Donald Ross Drive (3.5 km south of the Sturt Highway / Donald Ross Drive intersection, see Figure 1)

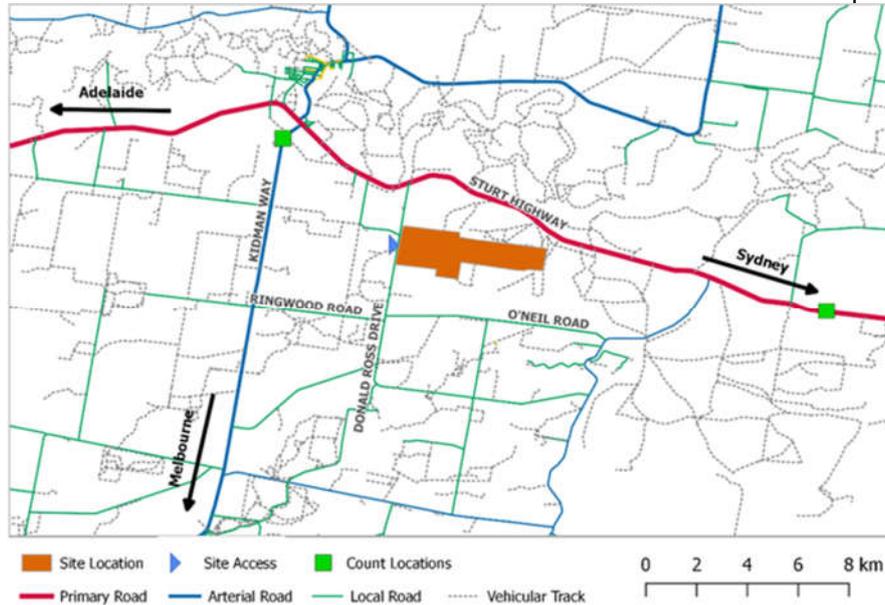


Figure 1 – DPSF Location

2. Community Profile (Section 8.8 of the EIS)

Darlington Point is a small town of approximately 1,160 people located on the banks of the Murrumbidgee River in the north of the Murrumbidgee LGA (ABS, 2016). Darlington Point is approximately 10 kilometres north-west of the DPSF site. Coleambally, the other main town within close proximity to the DPSF site, is approximately 31.6 kilometres south-west of the DPSF site and had a population of 1,331 people in the 2016 Census. The township of Jerilderie, which is approximately 100 kilometres south of the DPSF site, had a population of 1,029 people (ABS, 2016). The wider Murrumbidgee LGA had a population of 3,836 people (ABS, 2016).

The town centre of Darlington Point provides social and community infrastructure for local residents within the region. Key services include a police station, post office, primary school, community health service, recreational parks and swimming pool.

Griffith, a larger town of 18,196 people, is located 35.6 kilometres to the north of the proposed DPSF site in the adjoining shire and is a major service centre for Darlington Point.

The main form of local employment in Darlington Point was poultry processing at 11.5 percent and local government administration at 5.1 percent (ABS, 2016). For the wider Murrumbidgee LGA, sheep, beef cattle and grain farming provided approximately 17.8 percent of employment (ABS, 2016). The unemployment rate for Darlington Point was 7.0 percent, which was higher than the wider Murrumbidgee LGA at 4.5 percent, but was similar to the national rate of 6.9 percent (ABS, 2016).

Historically, irrigated agriculture and the processing of agricultural products have been key industries in the Murrumbidgee Council. Walking, camping, fishing and other water-based activities on the Murrumbidgee River are the main focus of tourism activities in the district (Murrumbidgee Council, 2017). Events in the local area attract visitors from the wider region and include, but are not limited to:

- Darlington Point Spring Festival (annually in September)
- Taste Coleambally Festival (bi-annual event in October)
- Taste Riverina (annually in October)
- Griffith Spring Fest Garden Festival (annually in October).

The proposed development will have a positive employment impact during construction, and is likely to create in the order of 350 jobs during construction and up to 10 positions during operation. Overall, it is considered that the development would have a positive socio-economic impact on the local area during construction, given the significant economic boost the additional work would generate. It is further considered that the expected adverse impacts would be minimal given the temporary nature of construction phase and through the implementation of appropriate environmental management controls.

The creation of long-term employment and demand from local associated business will have a positive economic and social impact. Further, there is a greater societal, social and economic benefit gained through the substitution of carbon-based electricity production with renewable energy sources which are consistent with State and National greenhouse emission reduction objectives

3. Employment

3.1 Background

Various strategies have already been undertaken by both Edify Energy (the developer) and Signal Energy regarding investigation of the available workforce in Darlington Point and surrounding towns. Edify Energy have conducted a Community Forum and through a direct expression of interest link on the website have had 60+ expressions of interest seeking business and employment opportunities associated with DPSF. This information has been provided to Signal Energy and will be further passed on to Subcontractors to assist in engaging local personnel.

3.2 Signal Energy Project Needs

Signal Energy Australia propose to award four major subcontracts to perform the following activities: -

Construction Needs – Short Term

Subcontract Type	Types of Work	Overall Personnel
Civil (6 Months)	Grading Road construction Lay down area construction	25 personnel employees Employment Targets 10-15 local employment opportunities inclusive of Wet & Dry hire of machinery (e.g. Graders and Excavators)
Piling (8 months)	Pile Installation	50 Personnel Employment Targets 10-25 local employment opportunities which would predominantly be Trades Assistants and Labourers.
Mechanical (10 Months)	Tracker installation	100 Personnel Employment Targets 50 local employment opportunities which would predominantly be Labourers
Electrical (12 to 15 Months)	Panel Installation Cable installation Trenching Commissioning	150 Personnel Employment Targets 50 -75 local employment opportunities which would

		predominantly be Labourers and potentially subcontractors Note: All electrical work, such as pulling and terminating cables etc., must be undertaken by a qualified electrician.
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Operational Needs – Long Term

Subcontract Type	Types of Work	Overall Personnel
Operations Manager	Manage	1 Employee (already engaged from the local area)
Electrical	Operation	2 Fulltime Employees (ideally from the local community)
Maintenance	Cleaning of Panels Mowing Road Maintenance	6 to 8 personnel on a periodic basis dependent on weather conditions (ideally from the local community)

It is expected that local individuals and businesses would be engaged directly by each of the above major subcontractors.

The overall anticipated number of construction workers on site will be in the order of 350 staff at the peak of construction. As demonstrated in the above table, it is expected that preference will be given to workers from the local area for approximately 50% of the overall workforces. Signal Energy have set a target of employment of 150 people from the Local and surrounding community during the construction phase of the project and approximately 10 during operations. Any non-local specialised contractors are likely to come from across other areas of NSW and Victoria and would utilise accommodation in Darlington Point, Coleambally, Griffith and surrounding areas. Most of the construction staff movements will be made to/from site using a bus from nominated areas including as a minimum Griffith and Darlington Point areas dependent on accommodation.

During construction other opportunities within the LGA also may include: -

- Food preparation and delivery to site workers for lunches
- Increase in Groceries purchased in the LGA
- Increase in Hospitality services to accommodate meals and entertainment.
- Local logistic companies for site deliveries

It is considered that the demand for health care would be dispersed throughout surrounding towns to coincide with where workers accommodation is positioned.

3.4 Strategies – Signal Energy

Signal Energy propose the below strategies to prioritise the employment of Local Workers for the construction of the Darlington Point Solar Project.

Strategies	Details	Action	Timing
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<p>DPSF EOI Contractors Database collated by Edify Energy during Project Development (including following community session)</p>	<p>Throughout the development stage (EIS preparation, community consultation, public exhibition, media coverage) the Applicant has collated interests from local and regional contractors or individuals looking for employment.</p>	<p>Signal Energy to directly contact contractors and individuals looking for employment where relevant with Construction activities.</p> <p>The following email address to be shared through Websites for direct contact with Signal Energy darlingtonpointsolar@signalenergy.com</p> <p>Signal Energy engaged Subcontractors will nominate an employment agency to facilitate employment of local personnel. Further Information to be communicated in February in regard to contact details.</p>	<p>February 2019</p>
<p>Job Fair and Community Forum in Darlington Point - Scheduled for week commencing 18 February 2019.</p>	<p>Job Fair will include: - Introduction of Signal Energy and Subcontractor Management Teams Overview of work to be undertaken on-site. Recording details and capabilities of Local individuals and companies that are interested in working on the construction and operational phases of the project. The job fair will be run consecutive to a general community information session.</p>	<p>Job Fair and Community night to be advertised through notices in the Griffith Area News, ColyPoint Observer, Murrumbidgee Council's website and its social media platforms, and both Edify/Signal's websites.</p> <p>Signal Energy to directly contact suppliers already provided by Edify Energy to invite them to the scheduled Forum.</p> <p>Signal Energy to engage with Murray Riverina ICN (as per below) to bring local contractors together for the fair.</p> <p>Signal Energy to contact organisers of the Riverina Classic Fishing Competition to advertise the Community Forum/Job Fair</p> <p>Signal Energy to provide contact details for expression of employment at these forums.</p>	<p>February 2019</p>
<p>Signal Energy and selected Subcontractors to engage with Murray Riverina Industry Capability Network (ICN)</p>	<p>ICN is a business network who have received government funding to help connect and support local and state business in the regional area. Suppliers, Contractors and services.</p>	<ul style="list-style-type: none"> • Signal Energy to make ICN introductions to relevant Subcontractors. • Include ICN into the management of the Job Fair/Community Forum. 	<p>February 2019</p>
<p>Signal Energy to work with</p>	<p>Signal Energy has already commenced</p>	<p>Signal Energy to schedule regular meeting with Murrumbidgee Council</p>	<p>February 2019</p>

Murrumbidgee Council	consultation with the Murrumbidgee Council	representatives to ensure continued success of the employment strategy.	
Signal Energy to work with selected Subcontractors - ensure that engagement of a local workforce is maximised through compliance with this strategy.	This Strategy will be provided to Subcontractors and Signal Energy will monitor the compliance of this Strategy through scheduled project review meetings	Schedule the monitoring of this strategy into the project audit schedule.	April 2019
Legal right to work and Temporary Visa workers	Signal Energy to work with engaged Subcontractors	<ul style="list-style-type: none"> Signal Energy will ensure that all workers on the solar farm have the legal right to work in Australia, and are appropriately trained, qualified and experienced for their allocated duties. Signal Energy will ensure Temporary visa workers in Australia, if any, will be given basic rights. 	Project Duration

4. Accommodation

4.1 Background

It is noted that the DPSF accommodation requirements through construction are broadly identical to that of the nearby Coleambally Solar Farm (CSF), and that furthermore, as the construction of CSF is now complete and the workforce has largely demobilized, it has resulted in an increase in the availability of rental accommodation in the locality.

There are several short-term accommodation options available in surrounding areas of Darlington Point including motels, motor inns and onsite cabins situated in towns such as Griffith, Narrandera, Coleambally and in Darlington Point itself. Accommodation Options in Darlington Point and in close surrounding areas include but not limited to those referenced in Appendix 1 below.

Signal Energy and Subcontractors will directly engage with property owners to book short term accommodation. Edify Energy and Signal Energy will continue to consult with various property owners and real estate agents to secure long term accommodation for an influx of people for the peak of construction.

Further to the accommodation available in the surrounding area, three proposed upgrades to accommodation in Darlington Point have been approved which will greatly assist in keeping resources close to the Solar Farm within Darlington Point and within the Murrumbidgee Council LGA.

Further accommodation approvals that have been approved by Murrumbidgee Council are:-

- Development of 8 Motel Units at 23 DeMamiel Street, Darlington Point
- Upgrade to Backpacker & Tourist Accommodation Village at 20 Narrand Street, Darlington Point
- Development of Short-Term Accommodation to house approximately 30 Personnel.

4.2 Project Needs

Although prioritisation of the labour force will be given to people already residing in the LGA and surrounding areas (e.g. Griffith), there will be approximately an extra 150 to 200 personnel that will be non-local specialised contractors and management teams that would likely come from across other areas of NSW and Victoria. These personnel will require local accommodation throughout the duration of the DPSF Construction.

4.3 Strategies

Overall construction and support staff both long term and short term will work with local business owners to endeavor to not impact on the tourism visitors to the Murrumbidgee Shire Council Region. To ensure minimal impact of short-term accommodation in the area Signal Energy propose the following: -

Type of Personnel	Proposed accommodation Type
Signal Energy Employees – Approximately 15 Fulltime Staff working on a rotating roster.	Have already secured long term accommodation within Darlington Point that will include: - <ul style="list-style-type: none"> • Rent of local furnished houses for 12 months • Long Term arrangements with the owners of the properties that have been given development approval in Darlington Point
Signal Energy Management Team – Short term visits	Will endeavor to stay at one of the nominated motels in Appendix 1.
Specialised Contractors and Management Teams (from other areas) - Short Term Accommodation	Will endeavor to stay at one of the nominated motels in Appendix 1.
Labour Force for the 4 main Subcontractors - Long Term Subcontractors (from other areas)	Approximately 150 – 200 personnel The engaged Subcontractors will work with Local property owners, real-estate agents to secure longer term accommodation in the Murrumbidgee LGA or surrounding areas including Griffith.

During the community night (28/02/2019) various Locals attended and expressed interest to provide accommodation as per below: -

Name	Location	Facilities
Goman Accommodation	Darlington Point	60 rooms available (40 with ensembles)-full camp facilities based on 2.5 acres. High security fence with CCTV. Mess room that can seat up to 60 people. Chef available and also a 57-seat bus.
Natures Haven	Darlington Point	4 Farm houses with up to 20 Bedrooms and 4 Large Sheds
Tony Gras	Darlington Point	House for rent
Margaret Gilbert	Darlington Point	5-bedroom house
Quite Retreat	Darlington Point	House for rent
Colin Birmingham	Darlington Point	House for rent sleep up to 6 people

Coleambally Motel	Coleambally	Motel plus 5 cottages
Ian Payne	Coleambally	Furnished units and house
Shane Gilbert	Coleambally	2 bedroom fully furnished unit
Houses	Coleambally	3 houses available for rent
Gus De Notta	Griffith	Accommodation
Griffith Working Hostel	Griffith	Hostel
Globe Backpackers	Griffith	Hostel
Get Set	Griffith	Contacts for accommodation
Explorers Hostel	Griffith	Hostel

5. Monitoring and Review

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

- Continued engagement with Murrumbidgee Council 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 record of all feedback from consultation activities and all correspondence with the community.
- Liaison Officer to attend monthly meetings (as agreed by Council if required) during the Construction phase of the project.
- Provide this Strategy to the four major Subcontractors engaged by Signal Energy
- Liaison Person to review Targets and Actions outlined in this report as part of the Project Audit Schedule (quarterly)
- Specific Items to be reviewed to include but not limited to: -
 - Overall percentage of local workers engaged on the Darlington Point Solar Farm Project. This will be monitored using the Signal Energy Lucidity Program that captures all personal details including address and if applicable working visa information.
 - Review of accommodation impacts
 - Review of Strategies outlined in both section 3 and 4.
 - Review of complaints and control measures
- Include updates on compliance of this strategy into project monthly reports.
- All identified issues will be entered into the Lucidity Software Corrective Action System and appropriately rectified.
- As required, the Accommodation and Employment Strategy will be updated to reflect the assigned corrective actions.

Appendix 1 – Accommodation Availability

DARLINGTON POINT			
Darlington Point Club Cabins	02 69 684146	Kidman Way DARLINGTON POINT	www.dpclub.com.au
Darlington Point Riverside Caravan Park	02 69 684237	Kidman Way DARLINGTON POINT	www.darlingtonpointcaravanpark.com
Hawkesbury Park Country Cottage	02 6968 4380 or 0421 855 451		www.hawkesburyparkcountrycottage.com
Punt Hotel	02 6968 4108		
Tulluc Cottages	02 6963 4370		www.tulluccottages.com.au
Villa By Rivadestra	02 69 684 881	8 Punt Road Darlington Point	http://www.villabyrivadestra.com/
Goman Foods	02 6968 42 42	Campbell Street	
GRIFFITH (35.6 KM North)			
Acacia Motel	2696624 422	44 Jondaryan Ave, Griffith	enquiries@acaciamotel.com.au
Citrus Motel	2696262 33	71-73 Jondaryan Ave, Griffith	admin@citrusmotel.com.au
Econolodge Griffith Motor Inn	(02) 6962-1800	96 Banna Avenue, Griffith NSW 2680	
Exies Bagtown Motel	(02) 6962-7166	2-4 Blumer Avenue, Griffith NSW 2680	bagtown@exies.com.au
Griff Hotel	(02) 6964-0170	Cnr Ulong & Yambil Streets, Griffith NSW 2680	reception@griffhotel.com.au
Kidman Wayside Inn	(02) 6964-5666	58-72 Jondaryan Avenue, Griffith NSW 2680	
COLEAMBALLY (31.6 KM South)			
Coleambally Motel	02 69 544223	Kingfisher Avenue	http://www.coleamballymotel.com.au/
Coleambally Caravan Park	02 69 544100	66 Kingfisher Avenue	http://www.coleamballycaravanpark.com.au/
Brolga Hotel & Motel	02 69 544009	Brolga Place	http://www.brolgahotelmotel.com.au/accomodation.html

NARRANDERA (64.1 KM East)			
Bishop's Lodge	(02) 6959 4896	110 Larmer Street Narrandera	sales@bishopsmotel.com.au
Camellia Motel	(02) 6959 2633	80-84 Newell Highway, Narrandera	camelliamotel@gmail.com
Country Roads Motor Inn	(02) 6959 3244	92 Whitton St, Narrandera	
The Fig Tree Motel	(02) 6959 1888	9 Cadell Street Narrandera	
Jerilderie			
Jerilderie Motel & Caravan Park	(03) 5886 1366	121 Newell Hwy, Jerilderie	
Royal Mail Hotel	(03) 5886 0066	16-20 Jerilderie St, Jerilderie	info@royalmailhoteljerilderie.com.au
Jerilderie Motor Inn	(03) 5886 1360	4 Jerilderie St, Jerilderie	
Colony Inn Hotel Motel	(03) 5886 1220	26 Jerilderie St, Jerilderie	
Fairways Bed and Breakfast	(03) 5886 9200	34 Showground Rd, Jerilderie	bookings@fairwaysbb.com.au
Greenview Motel	(03) 5886 1406	146 Newell Hwy, Jerilderie	