

Accommodation Employment Strategy

Limondale Solar Farm

Prepared for RWE Pty Ltd

August 2024

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RWE Pty Ltd

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1 Introduction

1.1 Overview of the Limondale Solar Farm

The Limondale Solar Farm (Limondale) is a large-scale solar photovoltaic (PV) generation facility in south-western New South Wales (NSW). The Limondale Solar Farm has been developed on a site within the Balranald Shire local government area (LGA), approximately 14 kilometres (km) south of the township of Balranald. The Limondale Solar Farm was granted development consent (SSD 8025) under Section 89E of the *NSW Environmental Planning and Assessment Act 1979* (EP&A Act) on 31 August 2017.

Since approval, Limondale has sought two additional modifications:

- SSD-8025-Mod-1 (MOD 1) was approved on 27 July 2018 to modify the development consent including landscape changes, relocation of substation and other minor administrative changes
- SSD-8025-Mod-2 (MOD 2) was approved on 7 October 2022 to modify the development consent for the construction of a battery energy storage system (BESS) (the project) that does not exceed a total delivery capacity of 200 MW.

The construction workforce required for the proposed Mod 2 will be subsequent to the construction phase of Limondale Solar Farm project.

1.1.1 Summary of the Approved Project

Limondale Solar Farm consists of the following:

- Approximately 872,000 solar panels mounted on single axis-tracker frames, with a height of 4 metres (m).
- Up to 114 inverter stations (up to 2.3m in height), each containing an inverter and a 22 or 33 kilovolt (kV) transformer, and an onsite switchyard containing a transformer and associated switchgear.
- Internal access tracks, staff amenities, offices, car parking, laydown areas, security fencing.
- A 220 kV underground power line connecting to the existing Balranald Substation that is situated 500 m to the east of the Project.

The Limondale Solar Farm BESS, as Modification 2 of the Project, consists of the following:

- A lithium ion battery storage facility, with a 50 MW battery discharging over two hours.
- Overhead and underground lines (as per approved Option 1) connecting the onsite substation to the Limondale Substation.

The BESS will be constructed on the eastern side of the solar farm, as shown in Appendix A of the Development Consent, with cabling via overhead lines. No vegetation clearing is required. The layout of the Project is shown in Figure 1.1.

The solar farm has been constructed and full commercial operation began in 2021. The BESS will be constructed as a stand-alone project. No staging is proposed.

Figure 1.1 Project layout



Source: DPHI CoA 8025 Appendix 1

1.2 Purpose of this strategy

The purpose of this Accommodation and Employment Strategy (AES) for Limondale is to address the relevant condition of consent (CoC) relating to accommodation and employment, with the following objectives:

- identify opportunities for maximising the use of local accommodation, in particular for the construction workforce
- identify opportunities for maximising local employment
- establish a framework for engaging with key stakeholders regarding accommodation and employment.

1.3 Relevant condition of consent

Condition 28 of the CoC requires the preparation of an Accommodation and Employment Strategy [AES] (to the satisfaction of the Planning Secretary) prior to the commencement of construction. This AES has been prepared to satisfy the requirements of Schedule 3, Condition 28 of the CoC, replicated in the table below. This Plan addresses the following:

Table 1.1 Relevant conditions of consent

Condition of consent	Report section
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:	This Plan Consultation with Council in Appendix A.1
<ul style="list-style-type: none">• provide updated estimates of the likely accommodation demand of the development, including consideration of the potential interaction with Sunraysia Solar, in consultation with the applicant of that project	Sections 3 and 4
<ul style="list-style-type: none">• investigate options for maximising the use of available accommodation within Balranald during construction of the development	Section 5
<ul style="list-style-type: none">• propose a strategy to facilitate the accommodation of the workforce associated with the development	Section 5
<ul style="list-style-type: none">• investigate options for prioritising the employment of local workers for the construction and operation of the development where feasible	Section 6
<ul style="list-style-type: none">• include a program to monitor and review the effectiveness of the strategy over the life of the development.	Section 7
Following the Planning Secretary's approval, the Applicant must implement the strategy.	Section 7

1.4 Document hierarchy

This AES sits within a suite of management plans and strategy documents required by the conditions of consent as shown in Figure 1.2 which detail the environmental performance criteria and site-specific management measures and procedures to be implemented. The overarching document is the Environmental Management Strategy (EMS) required under the CoC. The AES sits within the management plans required under the CoC and should be read in conjunction with the EMS.

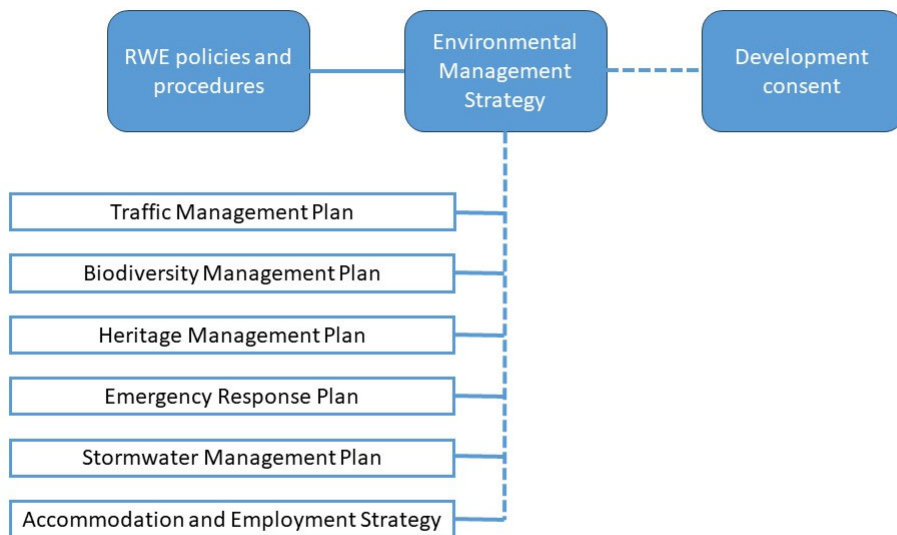


Figure 1.2 EMS framework

2 Regional profile

2.1 Regional economic structure

Balranald is the largest township in the Balranald Shire LGA with a population of 1,063. The population of the Balranald Shire LGA in 2021 was 2,208, compared to 2,287 in 2016 (ABS 2021; ABS 2018). Recently, significant developments implemented as part of the Balranald Shire Economic Development Strategy have fostered economic growth and diversification within the township. These significant developments, which include the construction of the Visitor and Interpretive Centre, Balranald Hospital and Balranald Central Trade School, have each provided additional employment opportunities for the township's population and resulted in varied improvements to the level of services available for locals and visitors (Balranald Shire Council (BSC) 2016).

At the 2021 census, agriculture was the dominant industry of employment for Balranald's population (grape growing (6.7%), sheep farming (5.1%), other fruit and tree nut growing (4.6%)), with hospitals (4.3%) and local government administration (4.2%) among the township's other major employers, reflecting the township's role as a service centre within the Balranald Shire LGA (ABS 2021). Though traditionally reliant on dry-land and irrigated agricultural production, the economy within the greater Balranald Shire LGA has experienced significant diversification to encompass horticulture, viticulture and organic agricultural production.

The most common occupations in Balranald township include managers, labourers, technicians and trade workers, machinery operators and drivers, community and personal service workers, clerical and administrative workers, professionals and sales workers (ABS 2021). A review of the local business directory suggests that the majority of those occupations are performed at small and medium companies, focussed on satisfying local demands (BSC 2018). In 2021, the unemployment rate within the Balranald Shire LGA was 3.1%, which was less than the NSW and Australian unemployment rates, which were 4.9% and 5.1%, respectively.

Tourism has become an important economic contributor in Balranald with domestic and international tourists attracted to the Yanga and Mungo National Parks within the Balranald Shire LGA (BSC 2016). The township of Balranald is also the location of a number of the region's major festivals and annual events including the 5 Rivers Outback Festival, the Murrumbidgee Fishing Classic and the Balranald Racing Club's Balranald Cup and Derby Day.

2.2 Facilities and services

Balranald has two cafes, a bakery, a take away shop, an Ex-Services Memorial Club and a restaurant in the Balranald Motor Inn. Two supermarkets, a banking branch, a post office, a small airport, a number of mechanic garages, four services stations, a major district hospital and a general medical practice service are also located in Balranald.

In Tooleybuc and Piangil (approximately 50 km south of Balranald), one restaurant/cafe, a takeaway shop, a Country club, a post office and a service station service the area.

In neighbouring towns Euston and Robinvale (approximately 80 km west of Balranald) a larger number of facilities and resources are available. Four cafes, four takeaway facilities and restaurants, a boutique distillery, a golf club, and a bowling and recreation club are present within the towns. A large supermarket, two pharmacies, two post offices, two bank branches, a number of retail stores, a number of mechanics and smash repair garages, two service stations, two major medical centres and minor GP clinic are also present.

In larger Swan Hill (approximately 90 km south of Balranald) there are a more extensive variety of cafes, take away shops and restaurants, 11 service stations, a racecourse, golf and country club and an RSL club. Three major supermarkets, two post offices, six bank branches, two newsagents, two pharmacies, a cinema, an airport and a large number of retail stores are present in the town. Swan Hill also has a large industrial area with a number of engineering, scrap metal, recycling, repair and mechanical services. There is a major hospital and a number of other smaller medical clinics, GPs, surgeries, specialists, dentists and physiotherapists.

3 Workforce generation

3.1 Workforce estimates

3.1.1 Construction

Workforce estimates for the duration of construction are about 40 personal per day.

Approximately half of the workforce will be from the resident population within Balranald and surrounding LGAs. It is desirable that half of the workforce is sourced locally, as this would be economically beneficial for the region, and would reduce demand for temporary workforce accommodation (assuming those workers travelled daily from their place of residence).

3.1.2 Operation

Once operating, Limondale is expected to require up to 20 employees on an ongoing basis.

3.2 Interaction with other projects

Given the potential for overlap between the construction period for Limondale and other developments near Balranald, interaction with other projects has been considered. An influx of workers requiring accommodation could place pressure on local short-term accommodation and other services within the town, which may have adverse flow-on effects. For example, construction workers may restrict the availability of supply of short-term accommodation to other users during peak tourist periods such as school holidays and the region's major festivals and annual events.

3.2.1 Sunraysia Solar Farm

The CoC requires consideration of potential interaction with the Sunraysia Solar Farm in consultation with the applicant of that project. The proposed Sunraysia Solar Farm is also on the western side of Yanga Way, immediately south of Limondale.

As detailed in Table 4.1, Limondale has consulted with the proponent for the Sunraysia Solar Farm regarding the construction schedules for the BESS development and concurrent impacts. Representatives for Sunraysia Solar Farm confirmed the construction complete and in commission.

3.2.2 Secure Energy Project

Sirrom Corporation (an accommodation camp provider in Balranald were contacted to discuss the use of workers camps within Balranald. However, it was confirmed that all rooms are contracted to other projects until the end of 2025 at least and no capacity would be available for the Limondale Solar Farm BESS construction phase.

3.2.3 Balranald Mineral Sands Mine

Consultation with Balranald Mineral Sands Mine was completed on 20 August 2024. Balranald Mineral Sands Mine were contacted with regards to and update to the project and the potential for conflicts with accommodation for any new and existing projects and campaigns Iluka may have in the Balranald Area. Iluka confirmed that the camp for the Balranald MSM would be in fully use by Iluka at the time of required

Evidence of consultation with Balranald Mineral Sands Mine can be found in Appendix A.3.

4 Engagement with key stakeholders

The CoC (Schedule 3, Condition 28) requires that this AES be developed in consultation with BSC, and the proponents of the Balranald Mineral Sands Mine (Iluka Resources) and Sunraysia Sun Farm (Maoneng). Engagement with these and other key stakeholders is necessary to ensure that opportunities to maximise accommodation use within Balranald are realised, as required by the CoC.

Key stakeholders and consultation proposed and/or undertaken to date is summarised in Table 4.1.

Table 4.1 Stakeholder engagement

Stakeholder	Consultation outcomes
Balranald Shire Council (BSC)	<p>A meeting was held via teleconference with BSC's General Manager, Michael Kitzelman, on 27 April 2018. BSC has indicated its willingness to work proactively and collaboratively with Belectric (now RWE) to achieve the objectives of the AES and maximise opportunities for Balranald town. This has included willingness on BSC's behalf to facilitate communication with the above stakeholders. BSC raised the potential opportunity for using the purpose built workforce accommodation being considered by Sunraysia Solar Farm.</p> <p>A copy of the AES was submitted to BSC and correspondence was received from BSC on 17 July 2018 with comments on the AES.</p> <p>During the Mod 2 Response to Submission stage, BSC indicated that the AES required further refinement to mitigate accommodation and workforce impacts. RWE committed to amending the AES to the reasonable satisfaction of BSC. Consultation was attempted with BSC on 23 and 26 July 2024, no response has been received at the time of writing. A copy of the updated AES will be supplied to BSC once approved. See Appendix A.1.</p>
Accommodation operators in Balranald and surrounding towns	<p>Surveys of accommodation operators in Balranald were completed in April 2018 and reviewed in August 2024. A number of operators identified their interest in receiving further information regarding opportunities to service the construction workforce for Limondale. The approved numbers of workers will be well below levels required for the Solar Farm construction.</p>
Owners of available rental properties	<p>Correspondence has been received from a number of property owners indicating the availability of houses within Balranald. BSC indicated its willingness to facilitate initial discussions with the local community regarding opportunities. RWE has established a register of property owners who have expressed interest to date.</p>
Local business community	<p>Discussions with BSC identified a number of opportunities to engage with the local business community, including through the local chamber of commerce and the local community development organisation Balranald Inc. BSC indicated its willingness to facilitate initial discussions with the local business community.</p>
Sunraysia Solar Farm	<p>RWE and representatives for the Sunraysia Sun Farm held a teleconference on 24 May 2018. Commenced discussions regarding the construction schedules for the two developments and concurrent impacts. Representatives for Sunraysia Solar Farm confirmed the construction is planned to commence in July 2018 with full construction from September 2018 to August 2019. Sunraysia confirmed that its purpose built accommodation facility, if it was to be constructed, would be unlikely to have capacity to accommodate workers from the construction of the Limondale.</p> <p>On 1 February 2024, following a phone call, RWE provided an email update on the BESS project to Sunraysia Solar Farm (see Appendix A.2).</p>
Balranald Mineral Sands Mine (Iluka Resources)	<p>Iluka has confirmed that it will have no demand for local accommodation in Balranald in the short term (next 2 years). The need to engage with Iluka will be reviewed as part of regular reviews of the AES if the construction period is protracted beyond 2020. Consultation with the Environmental Rehabilitation and Community Relations Superintendent was undertaken on 20 August 2024 to update Iluka with information on the BESS construction and to confirm what demand Iluka will have during the construction period for the BESS. Iluka confirmed that the camp would not be available for use at the time required as it would already be in use by Iluka.</p>

Table 4.1 Stakeholder engagement

Stakeholder	Consultation outcomes
Sirrom Corporation	<p>Sirrom Corporation are a facilities management service for remote workforce communities in the mining, construction and resource sectors.</p> <p>RWE consulted with Sirrom Corporation on 15 August 2024 to seek clarification of availability of the workers camp in Balranald. It was confirmed that the Balranald camp facility is exclusively contracted to other clients until 31 December 2025 (see Appendix A.4).</p>

5 Accommodation strategy

5.1 Review of accommodation options

The CoC requires that the AES investigate options for maximising the use of available accommodation in Balranald during construction. As described in Section 3, a portion of the workforce is likely to travel from other regional or metropolitan areas and reside in the Balranald area temporarily for the duration of construction. This will create demand for temporary accommodation during the construction period for up to 18 months.

A review of accommodation completed through online booking websites has identified a range of options for accommodating the construction workforce. These include:

- short-term accommodation – motels and caravan parks
- rental accommodation – renting privately-owned dwellings
- purpose built workforce accommodation – existing and/or approved (but not yet constructed) workforce accommodation options.

These three options are discussed below. In addition, a survey of accommodation business owners/operators in Balranald township was also conducted in April 2018. The survey included the following questions:

- How many rooms are available?
- What are typical occupancy rates?
- What are the peak periods and local events that the establishment caters for during the year?
- What other developments in the area that have generated demand for accommodation recently, or that you expect in the future?
- Do you see the construction of the Limondale as an opportunity for your business?

The results of the review of available accommodation and survey are discussed in the following sections.

5.1.1 Short-term accommodation – Balranald

i Available accommodation

There are a number of short-term accommodation options available which primarily cater to tourists and other visitors in Balranald, as well as workers associated with farming, agricultural and mining activities in the region. These include motels, motor inns and cabins. A review of available accommodation through online booking websites has identified approximately 98 rooms in Balranald town, detailed in Table 5.1.

Table 5.1 Available accommodation in Balranald

Establishment	Type	Number of rooms
Balranald Capri Motel	Motel	12
Balranald Caravan Park	Caravan park	16 onsite cabins
Balranald Club Motel	Motel	15
Balranald Colony Inn Motel	Motel	6

Table 5.1 Available accommodation in Balranald

Establishment	Type	Number of rooms
Balranald Motor Inn	Motel	22
Balranald Sturt Motel	Motel	14
Shamrock Motel	Motel	13
Total		98

ii Occupancy rates

Average occupancy rates were reported as high by accommodation business owners in the survey, with most establishments reporting more than 60% occupancy on average, and up to 100% during peak periods. With a construction workforce of around 185 workers sustained over a period of around 12 months, and with occupancy rates typically greater than 60%, there is insufficient existing accommodation within Balranald township to accommodate the construction workforce at present.

iii Peak demand periods

The accommodation operators surveyed identified a number of peak periods during which the town supported larger numbers of tourists and visitors. Tourism has become an important economic contributor in Balranald with domestic and international tourists attracted to the Yanga and Mungo National Parks. The township of Balranald is also the location of a number of the region’s major festivals and annual events. Peak periods identified by accommodation providers included:

- School holidays, especially when NSW and Victorian holiday periods overlap
- Christmas and Easter holiday periods
- 5 Rivers Outback Festival (early October)
- Murrumbidgee Fishing Classic (March)
- Balranald Racing Club’s Balranald Cup and Derby Day (October/November).

iv Other developments

Accommodation operators identified a number of other developments in the area that had recently, currently or were expected to generate demand for workforce accommodation in the near future:

- almond farming operations
- government employees and contractors associated with road work activities and from Water NSW
- mining activities in the area.

v Perceived benefits of Limondale

All accommodation owners/operators surveyed identified Limondale as a positive opportunity. A number of personnel surveyed commented that they would be interested in receiving further information on the

requirements for accommodation for Limondale, and opportunities were also identified for expansion of facilities to accommodate additional workers.

5.1.2 Short-term accommodation – other

A more extensive range of accommodation options have been identified within 100 km of Limondale. These are summarised below and detailed in Table 5.2:

- Tooleybuc (55 km south-west of Balranald) – at least 56 rooms
- Euston (80 km west of Balranald) – at least 69 rooms
- Swan Hill (approximately 90 km south of Balranald) – more than 508 rooms.

Table 5.2 Short-term accommodation within 100 km of Limondale

Establishment	Location	Type	Number of rooms ¹
Tooleybuc Club Motor Inn	Tooleybuc	Motel	20
Tooleybuc Motel	Tooleybuc	Motel	16
Tooleybuc Country Roads Motor Inn	Tooleybuc	Motel	14
Tooleybuc River Retreat Villas	Tooleybuc	Cabins	6
		Sub total	56
Euston Club Cabin Resort	Euston	Self-contained accommodation	17
Euston Club Motel	Euston	Motel	32
Euston Motel	Euston	Motel	20
		Sub total	69
Australian Settlers Motor Inn	Swan Hill	Motel	15
Best Western Burke and Wills Motor Inn	Swan Hill	Motel	18
Best Western Travellers Rest Motor Inn	Swan Hill	Motel	20
Big4 Riverside Swan Hill	Swan Hill	Caravan park	36 cabins/glamping tents
Big4 Swan Hill Pioneer City Tourist Park	Swan Hill	Caravan park	18 cabins
Quality Inn Swan Hill	Swan Hill	Motel	24
Comfort Inn Lady Augusta	Swan Hill	Motel	24
Hilltop Resort	Swan Hill	Motel/Resort	16 motel rooms, 10 cabins and ensuite sites
Swan Hill Resort	Swan Hill	Hotel	62
Jacaranda Holiday Units	Swan Hill	Apartments	15
Jane Eliza Motor Inn	Swan Hill	Motel	27

Table 5.2 Short-term accommodation within 100 km of Limondale

Establishment	Location	Type	Number of rooms ¹
Lazy River Motor Inn	Swan Hill	Motel	45
Murray River Motel	Swan Hill	Motel	17
Paddle Steamer Motel	Swan Hill	Motel	19
Paruna Motel	Swan Hill	Motel	16
Pental Island Holiday Park	Swan Hill	Caravan park	21 onsite cabins/units
Pioneer Station Motor Inn	Swan Hill	Motel	30
Sun Centre Motel	Swan Hill	Motel	18
Swan Hill Holiday Park	Swan Hill	Caravan park	7 onsite cabins
Murray Downs Resort	Swan Hill	Motel	50
		Sub total	Greater than 508
		Total	Greater than 623

Notes: 1. Number of rooms is conservative as the number of rooms was unknown for several establishments.

5.1.3 Rental accommodation

Correspondence with local residents during the community information sessions held in 2017, as well as correspondence with property owners, has identified capacity within the housing market in Balranald for rental accommodation. A number of property owners have contacted Limondale developer directly to offer houses for rent.

A review of local property and real estate websites was completed in August 2024 to identify publicly advertised rental properties. Properties in Balranald, Euston and Swan Hill were identified as available rental options.

RWE have also acquired a residential property in the Balranald area which would be utilised for operation of the Solar Farm and BESS.

5.1.4 Purpose built workforce accommodation

Consideration was given to several existing and/or approved but not yet constructed purpose built workforce accommodation facilities, with outcomes documented in Table 5.3. None of these are currently available, although there is potential for these to be operational at some point during the construction period of Limondale.

Table 5.3 Suitability of purpose built workforce accommodation options

Facility	Status	Comments
Australian Farming Services workforce accommodation	Existing – located on property adjoining sun farm	Consultation with Exact Contracting has identified that a 40 bed workforce accommodation facility is located on the property immediately north of Limondale, previously used to accommodate workers establishing an almond farm. Preliminary discussions with Exact Contracting confirmed that the accommodation facility is not available for use by Limondale.

Table 5.3 Suitability of purpose built workforce accommodation options

Facility	Status	Comments
Sunraysia Solar Farm workforce accommodation	Existing – located on property adjoining sun farm	Discussions with BSC in April 2018 indicated that the proponent for the Sunraysia Solar Farm was considering an application for an accommodation facility in Balranald town, which could be approved and operational later in 2018. While the facility would primarily cater to the workforce for that project, Council indicated there could be opportunities for proponents of other projects to use this facility. However, recent discussion with representatives for the Sunraysia Solar Farm in May 2018 confirmed that it would require the full capacity of the camp to house its workforce. The construction of the solar farm has been completed and the site is in commissioning phase (according to the website)
Workforce accommodation for the Balranald Mineral Sands Mine	Approved – not constructed	A workforce accommodation camp forms part of the approval for the Balranald Mineral Sands Mine to the north of Balranald, however the mine and associated camp have not been constructed to date. Correspondence from Iluka dated 2 May 2018 stated that there would not be demand for accommodation in Balranald in the short term (next two years). This option has not been considered further. Consultation with Iluka Resources was undertaken on 20 August 2024 with Iluka noting that the camp would be constructed and in full use at the time required for the BESS project. The camp would have no excess capacity. RWE completed consultation with Sirrom Corporation in August 2024 to discuss the use of the construction workers camp, however, the camp is unavailable until the end of 2025 (see Appendix A.4).

5.1.5 Peak periods

A number of peak periods have been identified where accommodation demand from the construction workforce has the potential to coincide with school holiday periods and the region’s major festivals and annual events. For short term peak periods associated with events and festivals, for example the 5 Rivers Festival which runs over a long weekend in October in Balranald town, it may be possible to reduce workforce numbers for a short period to ease demand for workforce accommodation.

5.2 Hierarchy of accommodation options

The CoC identifies the need to investigate options for maximising the use of available accommodation in Balranald. Utilising existing accommodation in Balranald is the most favourable option for several reasons:

- it minimises daily travel time to the site for workers
- it maximises accessibility to local business services in Balranald that may be used by the workforce (e.g. cafes, restaurants, supermarkets, service stations and retail services)
- it maximises economic benefits for Balranald township.

The hierarchy for accommodation for the construction workforce, in order of preference, is detailed in Table 5.4.

Table 5.4 Construction workforce accommodation hierarchy of options

Priority	Comment	Total number of rooms (approx)	Rooms available based on 60% occupancy
1. Short-term temporary accommodation such as motels and caravan parks in Balranald town	These establishments are located within Balranald town and are in close proximity to the site, and to facilities and local business services that may be used by the workforce.	98	39
2. Rental accommodation within, or in close proximity to Balranald town	The construction workforce is likely to include personnel who relocate to the region temporarily for an extended period (e.g. greater than three months) during construction. Rental accommodation would provide a more permanent base for these personnel for the duration of their employment which is close to town and to the site.	Unknown	Unknown
3. Short-term temporary accommodation in surrounding regional towns	Three other towns within 100 km of the site, Tooleybuc (55 km from site), Euston (80 km from site) and Swan Hill (90 km from site), have been identified as having short-term accommodation that could service the construction workforce.	623	249
Total (approximate)		721	288

Based on an average occupancy rate of 60% for short term accommodation outside peak periods, there is estimated to be a total of 288 rooms within 100 km of Limondale in Balranald, Tooleybuc, Euston and Swan Hill. In combination with maximising recruitment from local region and identification of local rental accommodation, there is likely to be sufficient accommodation for the workforce outside peak periods.

5.3 Actions to prioritise use of local accommodation

Actions have been developed in order to address the objective of prioritising the use of local accommodation in Balranald, detailed in Table 5.5. The progress of the actions are recorded and maintained by RWE. Outcomes of the actions are reported internally to RWE management.

Table 5.5 Actions to prioritise use of local accommodation

Action	Timing	Responsibility
Prioritise use of local accommodation where practicable, outside of identified peak times.	During project planning (prior to construction)	Site Manager
Engage with BSC once further engineering design is completed to enable more accurate estimates of construction timing and workforce demand to be communicated to local accommodation operators and property owners for use in accommodation and workforce planning.	During project planning (prior to construction)	Site Manager
In consultation with BSC, facilitate business preparedness in the local business community by providing further detail to key stakeholders on construction timing, workforce estimates, accommodation requirements, and goods and services required during the construction period.	During project planning (prior to construction)	Site Manager
Maintain a register of local property owners who have expressed interest in offering dwellings for rent.	During project planning (prior to construction)	Site Manager

Table 5.5 **Actions to prioritise use of local accommodation**

Action	Timing	Responsibility
Review workforce predictions quarterly during construction to ensure that accommodation requirements are met in accordance with the objectives of this AES.	At commencement of construction and quarterly thereafter	Site Manager
Identify any overlaps with peak demand periods for accommodation in the coming quarter and engage with key stakeholders.	At commencement of construction and quarterly thereafter	Site Manager
Maintain a register which identifies level of participation for local accommodation providers and employment of local workforce.	At commencement of construction and review quarterly thereafter	Site Manager
Regularly consult with local property owners and accommodation providers to manage occupancy to maximise use of local accommodation, without preventing its use for tourism purposes.	At commencement of construction and quarterly thereafter	Site Manager

6 Employment strategy

6.1 Suitability for the project

The project will provide an opportunity for local people and local businesses to benefit from investment associated with construction of the Limondale; however this shouldn't detract from the project's financial responsibility, safety and performance.

Local businesses will be encouraged to participate in the project on the basis of providing competitive terms of business, price, quality and delivery, as well as taking into account safety and environmental considerations.

The project will partner with businesses which are appropriate and suitable for the project, which will take into account experience, qualifications, value for money and shared values.

6.2 Types of labour and skills required

The workforce estimates are presented in Section 3. The types of labour and skills required include:

- construction manager and foreman
- quality, health and safety personnel
- surveyors
- earth moving equipment operators
- pile driving operators
- laser/string line workers
- BESS module installers
- trenching and cable laying
- electricians
- machine operators
- general labourers
- security.

Based on the regional profile in Section 2, there are likely to be workers with some of these skills and trades residing in the local and wider region.

6.3 Actions to prioritise local employment

Objectives and actions have been developed to encourage and prioritise local employment for Limondale, detailed in Table 6.1. The progress of the objectives are recorded and maintained by RWE. Outcomes of the objectives are reported internally to RWE management.

Table 6.1 Objectives and actions to encourage prioritisation of local employment

Objective	Actions	Timing	Responsibility
Construction			
Inform local community about project-related opportunities	Engage with BSC and the local business community to identify local media outlets (e.g. radio, newspaper, local social media) and other advertising opportunities (for example, the BSC website, local business community group social media pages) to advertise expressions of interest for employment and other services.	Once construction contractor is appointed for solar farm and BESS	Site Manager
Prioritise employment of suitably skilled local workers	Use goods and services provided by local businesses where they are able to provide those goods and services at equal or better standard as those from the outside area, and are competitive on price, performance, quality, safety, suitability and delivery.	During project planning (prior to construction) of solar farm and BESS	Site Manager
	Give local businesses sufficient opportunity to submit proposals and tenders.	During project planning (prior to construction) of solar farm and BESS and once construction contractor is appointed for solar farm and BESS	Site Manager
	Encourage subcontractors to hire local workers wherever possible and reasonable.	Once construction contractor is appointed for solar farm and BESS	Site Manager
	Establish employment of local workers as one of the criteria against which subcontractors are assessed when awarding contracts.	Once construction contractor is appointed for solar farm and BESS	Site Manager
	Identify roles for which suitable training could be provided to re-skill local workers.	Once construction contractor is appointed for solar farm and BESS	Site Manager
	Take opportunities to supervise, mentor and up-skill local businesses and employees for specialist works, rather than recruiting from outside the area, where practicable.	Once construction contractor is appointed for solar farm and BESS	Site Manager
	Identify requirements for employment opportunities and the procurement of goods and services to be tendered in the coming quarter and communicate with key stakeholders.	Once construction contractor is appointed for solar farm and BESS and review quarterly	Site Manager
Operation			
Inform local community about project-related opportunities	Engage with BSC and the local business community to identify local media outlets (e.g. radio, newspaper, local social media) and other advertising opportunities (for example, the BSC website, local business community group social media pages) to advertise expressions of interest for employment and other services.	Prior to commencing operation of the solar farm and BESS	RWE
Prioritise employment of suitably skilled local workers	Use goods and services provided by local businesses where they are able to provide those goods and services at equal or better standard as those from the outside area, and are competitive on price,	Prior to commencing operation of the solar farm and BESS	RWE

performance, quality, safety, suitability and delivery.

Give local businesses sufficient opportunity to submit proposals and tenders.

Prior to commencing operation of the solar farm and BESS

RWE

Encourage subcontractors to hire local workers wherever possible and reasonable.

Prior to commencing operation of the solar farm and BESS

RWE

Establish employment of local workers as one of the criteria against which subcontractors are assessed when awarding contracts.

Prior to commencing operation of the solar farm and BESS

RWE

Identify roles for which suitable training could be provided to re-skill local workers.

Prior to commencing operation of the solar farm and BESS

RWE

Take opportunities to supervise, mentor and up-skill local businesses and employees for specialist works, rather than recruiting from outside the area, where practicable.

Prior to commencing operation of the solar farm and BESS

RWE

Identify requirements for employment opportunities and the procurement of goods and services to be tendered in the coming quarter and communicate with key stakeholders.

Prior to commencing operation of the solar farm and BESS

RWE

7 Implementation of the strategy

7.1 Roles and responsibilities

The roles and responsibilities for implementation of environmental management are detailed in the Environmental Management Strategy. The Site Manager is responsible for implementation of the AES, including undertaking all consultation with key stakeholders.

Table 7.1 Roles and responsibilities

Site	Position	Contact Details
Limondale Solar Farm/BESS	Site Supervisor	1800 844 007
Limondale Solar Farm/BESS	Environment and Community Manager	1800 844 007

7.2 Review and continuous improvement

Ongoing monitoring and review of the performance and implementation of the AES will be undertaken in accordance with Schedule 3, Condition 28(e) of the CoC.

During construction, the AES will be reviewed biannually (every six months) to:

- assess the extent to which the objectives of the AES are being met with regard to:
 - maximising use of local accommodation (Table 5.6 of the AES)
 - prioritising local employment where reasonable and feasible (Table 6.1 of the AES)
- assess the continuing suitability of the AES in relation to construction progress, workforce predictions, changing conditions and information
- incorporate feedback from external stakeholders, including BSC, accommodation operators, the business community and the general community.

Following the biannual review, if required, the AES will be updated and resubmitted to DPHI for approval.

During operation, the AES will be reviewed annually and, if required, updated to assess the continuing suitability of the AES in relation to operational workforce.

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

The AES will also be updated in accordance with the requirements of Schedule 4, Condition 2 of the CoC.

A copy of the AES is provided on the RWE website (<https://au.rwe.com/projects/limondale-solar-farm/>) and will be maintained in accordance with Schedule 4, Condition 6 of the CoC.

7.3 Incidents and non-compliances

In the event that an incident or non-compliance occurs at Limondale Solar Farm, they will be managed in accordance with Section 6 of the Environmental Management System.

Appendix A

Consultation records

A.1 Balranald Shire Council

From: Quach, Nam Ha
Sent: Tuesday, July 23, 2024 4:36 PM
To: rmitchell@balranald.nsw.gov.au
Cc: Radford, William <william.radford@rwe.com>; Sherrington, Malcolm <ma.sherrington@rwe.com>;
dbone@emmconsulting.com.au
Subject: Limondale BESS: SSD-8025-MOD2 Update

Hi Ray,

I have tried to call a couple of times, but have just missed you, so thought I would send an email to provide a quick update to the Limondale BESS (battery energy storage system) project. RWE Renewables Australia are getting closer to beginning construction works of our BESS out at our Limondale Solar Farm site as per SSD-8025-MOD2.

Noting that the BESS will be built on the existing footprint of the solar farm, we have reviewed approved management plans and strategies and made updates to the project descriptions where required, to include the BESS as part of the overall project description under SSD-8025-MOD2. As part of the reviews and revisions, we have made some updates to the Traffic Management Plan, which include the following:

- Adding an additional transport route option out of Sydney to Balranald, including a high level route description,
- Addition of over-size, over-mass requirements
- We have noted that the Yanga Way upgrade has been completed as part of the original development
- TMP approval by TfNSW

Although consultation with Balranald Shire Council was not specifically required as part of the conditions of consent in SSD-8025-MOD2, we are providing this to council as well as a project update for your information.

Attached is the memo that we have included in the other management plans and strategies, noting that no further updates have been made to the originally approved management plans and strategies.

Please note that we will forward a link to the approved plan following DPHI approval.

Please feel free to reach out as needed.

Kind regards

Nam Ha Quach
Development Officer
RWE Renewables Australia


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Suite 5, Level 9
350 Collins Street
Melbourne, 3000, Australia
M+61 (0) 457 816 266
W: www.rwe.com
E: namha.quach@rwe.com


RE: Limondale BESS: SSD-8025-MOD2 Update




NamHa.Quach@rwe.com

To rmitchell@balranald.nsw.gov.au

Cc william.radford@rwe.com; ma.sherrington@rwe.com;  David Bone

 Reply

 Reply All

 Forward



Fri 26/07/2024 2:51 PM

Hi Ray,

Further to my email below, please also note that approved Accommodation and Employment Strategy for SSD-8025, with the addition of the our project memo as previous stated below will be the strategy we will be implementing for the BESS project. Please note that the workforce numbers for the BESS project will be well below the numbers in the current approved strategy.

Please note that we will forward a link to the approved plan following DPHI approval and feel free to contact me as needed.

Kind regards

Nam Ha Quach
Development Officer
RWE Renewables Australia

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W: www.rwe.com
E: namha.quach@rwe.com

A.2 Sunraysia Solar Farm

From: Quach, Nam Ha
Sent: Thursday, February 1, 2024 4:53 PM
To: Jennifer Lao <jennifer.lao@res-group.com>
Cc: Greenham, Ross <ross.greenham@rwe.com>; Sherrington, Malcolm <ma.sherrington@rwe.com>; Radford, William <william.radford@rwe.com>
Subject: Limondale BESS: Project overview

Hi Jennifer,

Thanks for your time earlier today.

As a summary of our meeting, RWE Renewables Australia are currently progressing towards handover from Development to Construction for a BESS on the Limondale Solar Farm site. The BESS project details can be found here:

[Limondale BESS project | RWE in Australia](#)

In short, we will be building a 50MW/400MWh battery and on the Limondale Solar Farm site, specifically where the previous solar farm construction hard stand is located.

The battery itself will not have any impact on the operations of the Sunraysia Solar Farm, however there will be some increased traffic movement during the peak of construction, albeit, well under that of the construction of the Limondale Solar farm.

Preliminary works such as basic site clean-up and site establishment is expected to occur in Q2 2024, with construction beginning more earnestly in Q3 2024 through to late Q4 2025.

Please feel free to forward this email along with my contact details as needed. If you have any questions or queries, please reach out.

Kind regards

Nam Ha Quach
Development Officer
RWE Renewables Australia

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A.3 Balranald Mineral Sands Mine

Phone calls were made to the Environmental Rehabilitation and Community Relations Superintendent on 20 August 2024. The superintendent identified that the camp would have no capacity to support the project. No further correspondence was undertaken.

A.4 Sirrom Corporation

From: NamHa.Quach@rwe.com <NamHa.Quach@rwe.com>

Sent: Thursday, August 15, 2024 10:03 AM

To: Amanda Cox <Amanda.Cox@sirromcorp.com>

Cc: ma.sherrington@rwe.com; william.radford@rwe.com; dbone@emmconsulting.com.au; shayes@emmconsulting.com.au

Subject: LimBESS: Accommodation Options

You don't often get email from namha.quach@rwe.com. [Learn why this is important](#)

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Hi Amanda,

Thanks for taking my call earlier.

As discussed, our Limondale BESS project south of Balranald, is approaching site mobilisation in the coming months and we are looking at accommodation options for our contractors in and around the Balranald area. Our investigations suggest that there is currently good vacancy in Balranald hotels, motels and caravan parks combined, as well as in Swan Hill, however as an additional option, we would like to know if the use of the workers camp in Balranald could also be added to the list of options for our contractors.

Mobilisation for our project will begin in October this year with peak numbers on site expected during Q1-Q2 of 2025, with the project coming to a close at the end of Q4 2025. At peak, we expect a workforce approaching approximately 40 people onsite.

Could you please let me know if the use of the camp is an option and if there is any further information required please reach out.

Kind regards

Nam Ha Quach
Development Officer
RWE Renewables Australia

RWE

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W: www.rwe.com
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From: Amanda Cox <Amanda.Cox@sirromcorp.com>
Sent: Thursday, August 15, 2024 1:43 PM
To: Intili, Amelia <Amelia.Intili@qcvaustralia.com.au>
Cc: Nathan Marsh <Nathan.Marsh@sirromcorp.com>
Subject: [EXTERNAL] FW: LimBESS: Accommodation Options

CAUTION

This email originated from an EXTERNAL source. Do not click on any links or open any attachments unless you recognise the sender and know that the content is safe.

Hi Amelia,

Not sure if the below is someone you can accommodate at Balranald but they called our office this morning inquiring about rooms at the Balranald camp next year. I told them I could pass their inquiry on.

Thanks



Amanda Cox
Operations Support Manager
07 3199 8500
Amanda.Cox@sirromcorp.com
PO Box 1122 , Springwood QLD 4127
Building 6, 2728 Logan Road Eight Mile Plains Qld 4113

[EXT] RE: LimBESS: Accommodation Options



Amelia.Intili@qcvaustralia.com.au
To: NamHa.Quach@rwe.com
Cc: Justin.Tedesco@au.harveynorman.com

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Mon 19/08/2024 10:40 AM

[EXTERNAL EMAIL **]:** This email originated from outside of the organization - be CAUTIOUS, particularly with links and attachments.

Hi Nam Ha,

Thank you for your enquiry below.

At this stage our Balranald camp facility is exclusively contracted to other clients until 31st December 2025.

If anything changes between now and then, I'm more than happy to reach out to you.

Thanks,

Amelia Intili | QCV Accounts and Operations
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