

Guidelines for Construction Workers Accommodation





Acknowledgement of Country

The Department of Planning, Housing and Infrastructure acknowledges the Traditional Custodians of the land and pays respect to Elders past, present and emerging.

We recognise Australian Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to place and their rich contribution to society.

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Artwork (above) by Nikita Ridgeway

Contents

Introduction	4
Using this guideline	6
Housing SEPP provisions	8
Determination conditions	13
Accompanying documents	15
Relationship to other policies	20
Appendix	23

1

Introduction



Providing housing for growth in regional and rural areas is a NSW Government priority. The Department of Planning, Housing and Infrastructure actively supports this priority through a range of initiatives that build on the recommendations of the Regional Housing Taskforce¹.

In investigating the recommendations of the taskforce, the NSW Government has identified a particular need to support accommodation for workers involved in the construction of infrastructure in the state's renewable energy zones.

1.1 Renewable energy zones

Renewable energy zones are designated areas that combine new renewable energy infrastructure (such as solar and wind farms), storage (such as battery energy storage systems, also known as BESS) and high-voltage transmission infrastructure to deliver electricity across NSW. Renewable energy is critical to meeting our state's target of net zero emissions by 2050 and ensuring a secure and affordable electricity supply. Renewable energy projects within the zones are usually approved as state-significant development or state-significant infrastructure. Our [Renewable Energy Planning Framework](#) supports the determination of these projects and provides transparency around the determination process.

The rapid expansion of renewable energy in regional NSW has led to a surge in demand for construction workers. Many regional councils are already experiencing critical housing shortages. These shortages will intensify as more renewable energy projects are developed.

¹ The Regional Housing Taskforce was established in June 2021 in response to increasing pressures on the supply and affordability of housing in Regional NSW. In October 2021, it released a Recommendations Report outlining principles to improve housing supply. For more information, see the departments website: <https://www.planning.nsw.gov.au/policy-and-legislation/housing/regional-housing/regional-housing-taskforce>

2

Using this
guideline



This guideline will help councils and project applicants with development applications for construction workers accommodation under State Environmental Planning Policy (Housing) 2021 (the Housing SEPP).

The Housing SEPP has been amended to provide a clear local approval pathway for construction workers accommodation in renewable energy zones. The provisions for construction workers accommodation are contained in part 13 of Housing SEPP.

Councils should consult these guidelines before assessing any development application for construction workers accommodation that are associated with large-scale renewable energy projects.

2.1 Approval of accommodation for renewable energy workers

Where possible, we recommend that applicants include any required accommodation as part of the broader state-significant development or state-significant infrastructure application for electricity transmission or distribution networks or electricity generating works. This will help streamline the approval process and reduce the need for multiple development applications.

If that is not possible, a separate development application for accommodation can be submitted to council using part 13 'Accommodation for renewable energy zone construction workers' of the Housing SEPP.

In the instance that a local provision is already in place for construction workers accommodation, the relevant local environment plan could also provide an approvals pathway, if permissible. Please consult the local council for further information.

3

Housing SEPP
provisions

3.1 Construction workers accommodation

Construction workers accommodation refers to temporary housing for construction workers involved in large-scale renewable energy developments and is defined in section 141D of the Housing SEPP.

This type of accommodation is:

- made up of movable dwellings (excluding campervans, caravans and tents)
- a minimum of 5 dwellings
- for workers employed on state-significant development or state-significant infrastructure projects involving electricity generation or transmission or distribution network development.

Construction workers accommodation must also meet certain structural soundness and safety requirements set out by the NSW Local Government (Manufactured Home Estates, Caravan Parks, Camping Grounds and Moveable Dwellings) Regulation 2021. We discuss the interaction between construction workers accommodation and the Regulation in section 6.1 of these guidelines.

3.2 Ancillary buildings

Although the definition for construction workers accommodation refers to moveable dwellings, buildings may also be permitted where they form an ancillary function to the accommodation. Examples of ancillary buildings may include amenities blocks, dining halls, gymnasiums or meeting halls or buildings for recreation.

In considering whether a building is ancillary, councils and applicants should consider [Planning Circular PS 21-008 How to characterise development](#) issued 2 December 2021.

3.3 Land where the Housing SEPP provisions apply

The provisions for construction workers accommodation apply to all local government areas in renewable energy zones declared under the NSW *Electricity Infrastructure Investment Act 2020*.

The relevant councils are:

- | | |
|---------------------------|------------------------|
| • Armidale Regional | • Murray River |
| • Balranald | • Murrumbidgee |
| • Cabonne | • Muswellbrook |
| • Carrathool | • Narromine |
| • Central Coast | • City of Newcastle |
| • City of Cessnock | • Port Stephens |
| • Dubbo Regional | • City of Shellharbour |
| • Dungog | • Singleton |
| • Edward River | • Tamworth Regional |
| • Gilgandra | • Tenterfield |
| • Glen Innes Severn Shire | • Upper Hunter Shire |
| • Hay | • Uralla |
| • Inverell | • Walcha |
| • Kiama | • Warren |
| • City of Lake Macquarie | • Warrumbungle Shire |
| • Liverpool Plains | • Wentworth |
| • City of Maitland | • Wingecarribee |
| • Mid-Western Regional | • City of Wollongong |



3.4 Permissibility

Section 141F of the Housing SEPP establishes the permissibility of construction workers accommodation. The provisions are intended to provide some flexibility around locations. Feedback from councils and industry has indicated that the appropriate location may vary depending on local conditions and the location of infrastructure.

3.4.1 Residential zones

Section 141F(1) of the Housing SEPP permits construction accommodation in residential zones. These zones are compatible because of the residential nature of the use. As a result, the Housing SEPP does not require any further justification for such development in these zones.

3.4.2 Non-residential zones

Sometimes, non-residential zones such as rural zones near renewable energy infrastructure or business zones with convenient amenities and transport links are more suitable areas for construction workers accommodation. In such instances, section 141F(1) of the Housing SEPP permits construction workers accommodation if the consent authority is satisfied that the site in question is appropriate in the circumstances, having regard to these guidelines.

In considering these guidelines, we recommend that a consent authority require an accommodation and employment strategy as per Appendix 1 of these guidelines, if such a strategy has not been prepared or submitted. The consent authority may also request additional matters be addressed in the accommodation and employment strategy where appropriate.

When deciding if the site is suitable for construction accommodation, the consent authority should consider whether the accommodation and employment strategy adequately addresses the required information in 5.1 of these guidelines. This approach provides greater flexibility to address local conditions and takes advantage of the accommodation and employment strategy process, which is often necessary for applications related to state-significant development or state-significant infrastructure.

3.4.3 Prohibited zones

Despite the considerations detailed in section 3.4.2 of these guidelines, construction workers accommodation is explicitly prohibited in land zoned RU3 Forestry, Conservation (C), Waterway (W) and Recreation (RE), as set out in section 141F(2) of the Housing SEPP.



3.5 Duration

The construction workers accommodation provisions in the Housing SEPP are designed to promote temporary housing that must be removed once it is no longer required.

Section 141G of the construction workers accommodation provisions of the Housing SEPP specify that all buildings and movable dwellings should be removed from the land after 2 years of being installed.

However, there may be situations where it is appropriate for construction accommodation to remain beyond this timeframe, such as when the construction phase of a development exceeds 2 years.

In these circumstances, the Housing SEPP allows construction workers accommodation and related structures to remain on site for longer if the consent authority is satisfied it is appropriate in the circumstances, having regard to these guidelines.

When considering these guidelines, we recommend that the consent authority require an accommodation and employment strategy be prepared to address the duration of the development. Details of the accommodation and employment strategy is found in 5.1 of these guidelines, and a template is provided in Appendix 1.

We also recommend that consent authorities consider including a condition in the consent that would require structures to be removed following end of use. Section 4.1 of these guidelines provide additional guidance on conditions of consent.

3.6 Transport, parking and other infrastructure

Section 141H of the construction workers accommodation provisions of the Housing SEPP requires the consent authority to be satisfied that sufficient transport, parking and other infrastructure will be provided within the development.

Transport and parking are determined by council controls and policies. If there are no specific regulations in place, we recommend applicants submit a traffic and transport impact assessment with the development application. Section 5.4 of these guidelines suggest details to include in the impact assessment.

Applicants should also consider infrastructure that may be required to service the accommodation including whether there is adequate electricity, water, sewerage, and telecommunications and internet services.

3.7 Impact assessment

Section 141I of the construction workers accommodation provisions of the Housing SEPP requires the consent authority to consider the impacts of the development prior to determination.

In considering the impacts, the council should look at:

- environmental, stormwater, run-off, contamination and groundwater impacts on the site and adjoining properties
- the local character and scenic qualities, including surrounding heritage items and heritage conservation areas
- existing road network capacities, particularly in relation to the movement of livestock if the development is located within a rural area or close to agriculture
- the effect on nearby agricultural land uses
- the amenity of nearby residential developments
- hazards, including bush fire and flooding.



3.8 Amenities

Section 141H of the Housing SEPP lists the minimum types of infrastructure that should be provided with construction workers accommodation. These include the provision of electricity, water and sewerage, internet and telecommunication services which can be provided by either portable or permanent infrastructure.

If the location is near existing facilities with demonstrated capacity such as a town centre, the need for on-site amenities is reduced. However, in other circumstances, it is necessary to provide appropriate amenities such as:

- dining rooms
- maintenance/storage shed
- areas for religious or cultural needs
- amenities for families that may be staying in the accommodation
- medical facilities
- kitchens
- communal spaces for gathering
- toilet and/or laundry facilities
- storage.

These amenities should be designed to ensure the safety and security of workers, such as ensuring that there are separate male and female toilets.

The [Code of Practice for Managing the Work Environment and Facilities](#) from Safework NSW provides guidelines on the minimum types of facilities that should be provided at a minimum.

3.9 Bush fire

For construction workers accommodation situated on bush fire-prone land or grassland, section 141K of the Housing SEPP requires councils to consider safe entry to and exit from the site in an emergency along with any additional bush fire protection measures or emergency procedures that may be needed.

To address these matters, councils should consult the emergency and evacuation procedures in the plan of management. Alternatively, councils could require the proponent/applicant to provide safety briefings for new occupants outlining the risks and emergency procedures. Councils can also refer the development to the NSW Rural Fire Service for comment, if bush fire risk is identified.

To ensure the bushfire risk and emergency procedures are comprehensively considered, councils may impose a condition requiring the proponent/applicant to prepare a bushfire emergency management and evacuation plan.

Councils and applicants should also consider the requirements of NSW Rural Fire Service's Planning for Bush Fire Protection. Consult section 6.2 of these guidelines for details.

3.10 Subdivision

Land containing or subject to an assessment for construction workers accommodation cannot be subdivided (see 141L of the Housing SEPP). This provision mitigates the risks associated with land fragmentation or unauthorised land uses.

4

Determination
conditions



Consent conditions can ensure that certain aspects of the development application are met. Table 1 provides guidance on conditions that councils may consider incorporating into their consent:

Table 1. Examples of consent conditions that councils can impose when determining a development application

Topic	Guidance/Suggestion
Time-limited consents	<p>To ensure that the land use remains temporary, consent authorities can apply a time limit through an appropriate condition of consent that aligns with the time frame for the associated employment-generating project. This condition should align with the construction period of the project.</p> <p>This can also differentiate the worker’s accommodation use from other standard forms of residential accommodation.</p> <p>Councils should also consider the time needed to remove structures from the site at the end of the use. This should be addressed by the proponent/applicant in a decommissioning plan (see below).</p>
Plan of management	<p>Consent authorities may consider including a condition that requires operational consistency with a construction workers accommodation management plan. In the condition, consent authorities should include a review period to ensure that the plan of management remains relevant.</p>
Bushfire emergency management and evacuation plan	<p>Where a bush fire risk has been identified, consent authorities may wish to include a condition requiring the proponent/applicant to prepare a bushfire emergency management and evacuation plan.</p>
Restrictions on subdivision	<p>Land on which temporary workers accommodation is approved cannot be subdivided. Council may wish to impose a condition to reflect this in the consent.</p>
Decommissioning of structures	<p>Councils should consider imposing a condition requiring accommodation to be removed at the end of use.</p> <p>Councils could require the proponent/applicant to provide details for removing the construction workers accommodation in the development application by requesting a decommissioning plan</p>

5

Accompanying
documents



5.1 Accommodation and employment strategy

The applicant should prepare an accommodation and employment strategy that outlines the details of where workers will be sourced from and how they will be accommodated. It should include project-specific information that helps consent authorities understand the needs and impacts of the construction workers accommodation.

In circumstances where construction workers accommodation is to service multiple projects, Council must be satisfied that there is sufficient justification for accommodation to serve all those projects.

Applicant can provide an accommodation and employment strategy that was previously submitted and approved with the associated renewable energy infrastructure development. Where details of the accommodation have changed, applicant may submit a new strategy that aligns with the development application.

The intent of the strategy is to ensure key matters are addressed and to:

- analyse opportunities within existing accommodation
- determine the number of workers requiring accommodation and the duration that the accommodation will be needed for

- demonstrate how the proposed development will ensure sufficient accommodation for the workforce associated with the development
- give details of the proposed development and how the development will align with planned construction phases
- give details of whether there is sufficient accommodation to meet the demand of all workers and their families. For example, some out-of-area and regional workers who may come with their families may have different accommodation needs than single construction workers. These implications on housing availability should be considered.
- justify the proposed development’s location and how impacts will be addressed
- demonstrate how adverse social and environmental impacts will be avoided and social benefits achieved from project employment and accommodation of the workforce
- address the cumulative impacts associated with other large-scale renewable energy projects in the area.

Appendix 1 of these guidelines provides a template and guidance that can be used to create an accommodation and employment strategy. The information provided in the template is not exhaustive and applicants and councils may add items based on regional or site-specific circumstances.

5.2 Plan of management

Management plans are typically used to address the ongoing operations of a development. A development application for construction workers accommodation must be accompanied by a plan of management. This is to ensure that the operational aspects of the accommodation can be considered during the assessment process.

While the scope of a plan of management can vary depending on the location and scale of the development, we recommend that it include at a minimum the information in Table 2.

Table 2. Minimum information to include in a plan of management

Topic	Guidance/Suggestion
Operational details	Outline key aspects of how the accommodation will function.
Health, safety and security	Describe measures to safeguard the health, well-being, security and safety of occupants including medical facilities, and separate toilet facilities..
Community and resident impact	Address strategies to manage social and amenity concerns for the surrounding community and communities where workers will use services and infrastructure, including programs to mitigate antisocial behaviour, noise, litter and odour and programs to maintain resident safety.
Resident services	Specify the services provided, such as transportation to local amenities and workplaces, and the provision of open space, leisure facilities and healthcare facilities, internet and telecommunication services.
Emergency procedures	Detail the plan for emergency evacuation and identification. Applicants may wish to use the NSW Rural Fire Service's Bush Fire Emergency and Evacuation Plan as a guide.
Waste management	Explain the procedures for on-site waste collection and disposal.
Complaint resolution	Outline the process for handling and recording complaints.

5.3 Social impact assessment

A social impact statement identifies, predicts and evaluates social impacts and proposes responses for projects, including for construction workers accommodation. Councils may require a social impact statement accompany a development application. The social impact statement should be targeted and proportionate to the likely project impacts and context.

A social impact statement for construction workers accommodation should identify, predict and evaluate the issues listed in Table 3.

Table 3. Information to include in a social impact assessment

Topic	Guidance/Suggestion
The social locality	Identify the extent of social impacts and benefits from the project accommodation and workforce.
Impacts on the community in the social locality	<p>Analyse the extent and nature of the likely social impacts on:</p> <ul style="list-style-type: none">• the nature, existing capacity, demand and affordability of the relevant housing market• use and users of tourist and short-term accommodation• capacity of social infrastructure and services• community cohesion and character• employment and livelihood benefits and their distribution• worker behaviour and codes of conduct• the local economy. <p>An analysis should also be conducted in the context of other major developments that are planned, under construction or operating in the region and that are likely to share the same resources or impact the same communities.</p>
Impacts on workers	<p>Discuss strategies to support workforce diversity and maintain social well-being, particularly for sites that are remote or isolated.</p> <p>Review the access to amenities and essential services, including those to address the religious and cultural needs of the workers.</p>

5.4 Traffic and transport impact assessment

Construction workers accommodation may have an impact on local and regional roads. Sometimes, councils may ask the project applicant to submit a traffic and transport impact report. This report should include:

- an identification of local and regional roads
- the number of peak trips and the times at which they will occur
- on-site parking availability
- an analysis of road network capacity within centres, between centres and work sites and between centres and locations from which workers will travel to reach the accommodation
- an identification of any road upgrades that may be required
- proposed solutions to mitigate potential traffic impacts, such as the provision of shuttle buses, and including any measures required by a public authority.

5.5 Decommissioning plan

Councils are required to be satisfied that construction accommodation does not impact on the carrying out of other development, once it is no longer required. To ensure this requirement is satisfied, it is recommended that councils impose a condition, requiring the removal of structures and ancillary buildings following the operation of the development.

Councils can also request that applicants provide a decommissioning plan to detail how the construction workers accommodation will be removed once construction of the renewable energy infrastructure is finished.

The decommissioning plan should include the details listed in Table 4.

Table 4. Information to include in a decommissioning plan

Topic	Guidance/Suggestion
Duration of removal works	Specify the estimated timeframe for dismantling and removing structures and movable dwellings. Identify additional impacts that may arise during this time, such as increased local traffic, and propose solutions to mitigate these impacts.
Workforce accommodation	Specify the estimated number of workers required to complete the decommissioning and site rehabilitation works, and provide details of accommodation arrangements for these workers.
Risks, mitigation and monitoring	Provide details of any key stages of the decommissioning plan, identification of potential risks (including any additional impacts that may arise, such as increased local traffic), propose solutions to mitigate risks and outline ongoing monitoring.
Structures and facilities	Clearly identify the buildings/dwellings designated for removal and any facilities intended to remain on the site after decommissioning.
Site rehabilitation	Outline the plan for restoring the site to its original condition or the agreed-upon state.
Infrastructure transfer	Indicate if there are any agreements in place for transferring ownership or responsibility of specific infrastructure (e.g. roads or utilities) to a public authority like the council.

6

Relationship to
other policies



6.1 Local Government (Manufactured Home Estates, Caravan Parks, Camping Grounds and Moveable Dwellings) Regulation 2021

Construction workers accommodation typically consists of movable dwellings that require consent under the NSW *Local Government Act 1993*. Part 4 of Local Government (Manufactured Home Estates, Caravan Parks, Camping Grounds and Moveable Dwellings) Regulation 2021 has been amended to set out requirements for construction workers accommodation.

These requirements aim to ensure measures such as the design, construction and installation standards for movable dwellings and manufactured homes also apply to construction workers accommodation. Broader requirements around the design of the development and consideration of hazards also apply.

6.2 Planning for bushfire protection

Section 4.14 of the NSW *Environmental Planning and Assessment Act 1979* applies to developments situated on bush fire-prone land. This section requires the consent authority to:

- consider the relevant specifications and requirements outlined in the NSW Rural Fire Service's [Planning for Bush Fire Protection](#)
- or
- accept a certificate by a person who is recognised by the NSW Rural Fire Service as a qualified consultant in bushfire risk assessment stating that the development conforms to the relevant specifications and requirements
- consult with the Rural Fire Service if the development does not meet the specifications and requirements of its Planning for Bush Fire Protection.

Additionally, the council must assess the development under any other applicable provisions of section 4.15 of the Act.

The bush fire risk for construction workers accommodation should be considered on a case-by-case basis, considering its characteristics and location. If a significant bushfire risk is identified, such as for sites in remote locations and/or with entries and exits that may be impacted by bushfire, councils should consult with the Rural Fire Service to determine appropriate bushfire risk mitigation measures.



6.3 State Environmental Planning Policy (Exempt and Complying Codes) 2008

Clause 2.32K of State Environmental Planning Policy (Exempt and Complying Codes) 2008 prohibits converting construction workers accommodation into farmstay accommodation as exempt development. The proponent/applicant must submit a separate development application if they want to convert construction workers accommodation into to any other form of permanent accommodation or to tourist and visitor accommodation.

6.4 State Environmental Planning Policy (Housing) 2021

Section 114 of the Housing SEPP prohibits converting construction workers accommodation to short-term rental accommodation without a development application.

6.5 SafeWork NSW

Section 19 of the NSW *Work Health and Safety Act 2011* states that when a person conducting a business provides accommodation for workers, they must maintain it as far as reasonably practicable to ensure the workers are not exposed to health and safety risks. Accommodation managers should also have emergency management plans in place and induct new workers when they arrive.

SafeWork NSW has developed a Code of Practice for managing the work environment and facilities (download from the SafeWork's List of codes of practice web page). This code, along with its Accommodation Guide, includes a list of recommended amenities for construction workers accommodation. Applicants and councils should consult this list and the SafeWork website when designing and managing construction workers accommodation.

While the Work Health and Safety Act provides a framework for overall safety through workplace facilities and accommodation, several other schemes offer guidance and legislative requirements for workers in specific circumstances. For example, the Pacific Australia Labour Mobility Scheme has its own regulations. We recommend applicants consider and address all relevant legislative requirements before submitting a development application for construction workers accommodation.

6.6 Local Environmental Plan provisions

Where a Local Environmental Plan includes a clause for construction workers accommodation (or a similar provision like temporary worker accommodation) that aligns with the provisions in Chapter 13 of the Housing SEPP, applicants can choose to use either set of provisions.

However, if the LEP controls conflict with the Housing SEPP, or if simultaneous compliance with both planning instruments is impossible, the Housing SEPP provisions will take precedence, unless the Housing SEPP states otherwise.

7

Appendix

Appendix 1: Accommodation and employment strategy template

The accommodation and employment strategy template detailed over the following pages is designed to help applicants to incorporate all relevant considerations for a construction application, ensuring they meet the requirements outlined in part 13 of the Housing SEPP.

While the template covers a comprehensive range of matters, there may be instances where councils require additional information. To ensure all aspects are addressed, we recommend applicants consult with councils early in the process.

Disclaimer: This template is an example only. The format and wording can be adapted as required. Applicants are responsible for ensuring the strategy meets the relevant council's needs.

Accommodation and Employment Strategy for [insert location]

1. Key information

Provide all the key facts in this section, including the purpose of the strategy, the associated renewable energy project, peak construction periods and worker numbers (total and peak for both construction and operational workers) and a demonstration of the need. Strategies that cover multiple projects should include peak periods for all projects.

The demonstration of need may be based on several factors including:

- existing job vacancies in the region to determine how many local workers may be required/employed
- other renewable energy projects that may also be under construction
- local vacancy rates
- other workers accommodation in the region.

1.1 Construction workers accommodation

Provide key details of construction workers accommodation including the:

- location
- number of beds and rooms
- facilities and amenities provided.

2. Introduction

Provide a short overview of contextual information that may be relevant to the construction workers accommodation and employment.

2.1 Background and purpose

- Provide details of associated renewable energy project – name, operator and location.
- State any relevant conditions that the accommodation strategy may be required to satisfy, including any relevant conditions in the associated state significant development or state significant infrastructure consent.
- Provide the objectives of the accommodation and employment strategy.
- State any limitations to the strategy (if required).

2.2 Overview of the project

Provide details of the project, including the:

- scope and scale of the project – expected output and size
- location of project and associated zoning
- social locality (the regions and townships most likely to be impacted by the renewable energy project)
- project timing (construction start/end and operation start/end)
- Where the accommodation is intended to service multiple developments, these details should be provided for each development. Where it is intended to be a hub, to service multiple types of developments, regional information should be provided which shows the scope and location of developments most likely to utilise the accommodation.

2.3 Project workers requirements

Provide details of:

- any key roles required for the project
- the total number of workers, including a breakdown of construction workers and operational workers, where these workers will be sourced from and if any are likely to be accompanied by families/partners
- the period of construction and associated workers required in each period
- Where the accommodation is intended to service multiple developments, cumulative peak and worker periods should be provided.

2.4 Stakeholder consultation

Detail any stakeholder consultation undertaken in the making of the strategy, including with councils, local organisations and consultative committees, the community, employment providers, local accommodation providers and industry experts.

3. Regional profile

Provide details about:

- relevant regional planning strategies, policies and planning agreements
- locational context and major centres in the region
- relevant population, social and economic statistics
- regional facilities and services including:
 - key infrastructure
 - employment services
 - cultural and entertainment facilities
 - housing services
 - police and emergency services
 - hospitals and medical services.

3.1 Regional employment context

Provide details about:

- the regional economic profile
- key industries in the local government area
- employment and unemployment rates.

3.2 Regional accommodation context

Provide details on the types of accommodation available in the region.

Provide details of vacancy rates, and any seasonal variation and event peaks in these (e.g. key festivals, agricultural and tourism seasons) and distance from the project for:

- rental accommodation
- short-term accommodation such as tourist and visitor accommodation
- other workers accommodation.

4. Other major projects in the region

Provide details of other major projects that may have been approved, under construction or operating in the region. Provide information on their status, location, potential number of workers and whether this project would result in concurrent demand for accommodation.

Identify any cumulative impacts of these developments on the region, including:

- the likely concentration of projects regionally – this can be shown spatially
- estimated construction time frames
- likely overall numbers of construction workers by workforce accommodation type.

Where there is a high level of uncertainty on the timing of approved projects, it may be useful to consider different development scenarios.

5. Employment strategy

Provide the total number of workers needed throughout the relevant phase of the development and in the longer-term and detail any strategies to prioritise the employment of local and regional workers for construction and operation of development, where feasible.

Where the accommodation is intended to service multiple projects, it may be useful to provide cumulative information for the employment strategy.

For accommodation servicing a single project, it may be useful to provide a table showing each construction phase and the proportion of workers that will be sourced both locally, within the region and out-of-region. Include:

- the types of roles required in each construction phase and the number of these roles that would be required
- the anticipated number of support staff needed to maintain and run the construction workers accommodation
- details of any jobs that are expected to be sourced locally or regionally.

The applicant may wish to investigate ways to recruit locally for various construction phases, where appropriate, or provide training opportunities to target key local groups.

6. Accommodation strategy

Detail any strategies to ensure that sufficient accommodation is provided for the workforce during construction and throughout the life of the renewable energy development (including the operation and decommissioning).

6.1 Accommodation options

Provide an overview of accommodation options. The applicant should detail the:

- employee number peak periods – this can be provided as cumulative peak periods for accommodation intended to service multiple projects
- proportion of local, regional and out-of-region workers that will be housed in existing accommodation, by accommodation type
- shortfall that existing accommodation may present
- reasons that would justify the use of existing accommodation and mitigation measures to ensure that it will not generate social impacts, such as decreasing housing affordability, impacting on tourist and emergency accommodation.

It may be useful to provide this information in a table format – an example of such a table is given below.

Topic		Guidance/Suggestion
Ongoing workers	[insert number]	Permanent rental accommodation
Temporary workers – within the region	[insert number]	Existing housing
Temporary workers – outside of the region	[insert number]	Short-term accommodation Tourist and visitor accommodation
Shortfall	[sum of worker numbers above] - [total workers required]	-
Additional housing needed for temporary workers	[insert number above]	Construction workers accommodation

6.2 Details of accommodation development

Provide details about:

- the location and siting of accommodation, including:
 - size of the accommodation area
 - distance from closest centre
 - land zoning
 - hazard identification
 - justification for the proposed development location and how its associated impacts will be addressed
- the lifespan of the development and how its associated impacts will be addressed
- the total number of beds and rooms
- occupancy rates during specific construction periods, such as at peak construction
- the anticipated waste generation (types and volume) and proposed management strategies
- any infrastructure and services, for example, whether the accommodation will be connected to a reticulated system or use tank storage and associated toilet facilities.
- the anticipated waste demand (type and volume) and wastewater generation (volume), and proposed sourcing and management strategies
- the types of amenities available to support worker health and wellbeing such as health facilities, and internet and telecommunication services.
- how adverse social and environmental impacts will be avoided and social benefits achieved from the accommodation of the workforce.

We recommend that a layout plan of the site and accommodation be provided in the strategy that identifies the above elements.

7. Monitoring and evaluation

Detail any strategies for monitoring and evaluation by:

- listing any conditions that may require continuous monitoring and review
- nominating key construction phases where the strategy will be reviewed and updated
- listing any consultation that is held on a fixed basis
- documenting procedures that would trigger reviews outside of nominated periods, such as complaints or engagement with stakeholders.

