

**Submission
No 59**

OPTIONS FOR ESSENTIAL WORKER HOUSING IN NEW SOUTH WALES

Organisation: Urbis

Date Received: 13 September 2024

ESSENTIAL WORKER HOUSING URBIS SUBMISSION

September 2024



**BUSINESS
SYDNEY**





ACKNOWLEDGEMENT OF COUNTRY

Urbis acknowledges the Traditional Custodians of the lands we operate on.

We recognise and respect their continuing connection to these lands, waterways and ecosystems for over 60,000 years and pay our respects to their Elders past and present.

We recognise that First Nations sovereignty was never ceded and that this was and always will be First Nations land.

The river is the symbol of the Dreaming and the journey of life. The circles and lines represent people meeting and connections across time and space. When we are working in different places, we can still be connected and work towards the same goal.

Title: Sacred River Dreaming
Artist: Hayley Pigram
Darug Nation
Sydney, NSW

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SETTING THE SCENE

Access to affordable, high-quality housing is a cornerstone of individual wellbeing and community resilience. Housing affordability not only influences the ability of Australians to buy or rent homes, but also has broader implications for the economy, social mobility, inclusion, and equal access to opportunities^{1,2}. As Australia's population grows and ages, the pressures on housing supply and affordability are magnified by policy shifts and market dynamics.

Over the past decade, house prices across Australia have risen dramatically, with capital cities experiencing particularly sharp increases. In Sydney, the median price for established houses more than doubled from approximately \$615,000 in early 2013 to \$1.3 million by the close of 2023³. For many moderate- to low-income households, this sustained rise in property prices has created significant barriers to homeownership, placing additional strain on the already competitive rental market.

The situation is especially dire for renters. At the 2021 Census, 59.2% of very low to moderate income rental households in NSW were experiencing housing stress—amounting to over 480,000 households. With pandemic-era income assistance phased out and rental prices surging amidst shrinking vacancy rates, this figure is likely to have increased substantially by 2024.

The ramifications of this housing stress extend beyond individuals and families to the overall functioning of the State. Essential workers—those who are critical to maintaining the services and infrastructure of urban life—are disproportionately affected. These include moderate-income public sector workers, such as teachers, healthcare

professionals, and emergency service personnel, as well as low-income workers like cleaners and delivery drivers. These 'essential workers', who are vital to the social fabric and liveability of NSW, are increasingly finding it difficult to afford housing near their workplaces.

Recent crises, including the COVID-19 pandemic, have underscored the dependence we have on these key workers. When housing affordability forces them to live far from work, our places risk undermining their resilience. Long commutes and unaffordable housing can reduce workers' availability in times of urgent need, exacerbating challenges during emergencies and leading to staffing shortages at critical moments.

Ensuring access to affordable housing for essential workers is critical not only for the wellbeing of individuals but also for the sustainability and resilience of NSW. Without targeted interventions, the growing housing affordability crisis threatens to undermine the very services that make living a good life possible.

This submission was developed by Urbis in partnership with Business Sydney, through a co-design process involving our industry partners, clients, government agencies, developers, community housing and community service providers, industry and peak bodies, and worker representatives.

We hope this response aids the NSW Government in appropriately defining and establishing policy settings that enable the increased supply of essential worker housing. Should you have any questions regarding our submission or co-design process, we welcome opportunities for further collaboration.

Princess Ventura
Urbis NSW Regional Director

Paul Nicolaou
Business Sydney CEO

1. Gurran N, Hulse K, Dodson J, Pill M, Dowling R, Reynolds M and Maalsen S (2021) [Urban productivity and affordable rental housing supply in Australian cities and regions- external site opens in new window](#), AHURI Final Report No 353, AHURI, Melbourne, doi: 10.19408/ahuri5323001.
2. MacLennan D, Randolph B and Crommelin (2019) [Strengthening Economic Cases for Housing Policies- external site opens in new window](#), UNSW (University of New South Wales) Sydney, City Futures Research Centre, UNSW website.
3. ABS (2024a) [Total value of dwellings - reference period December quarter 2023- external site opens in new window](#), ABS, accessed 5 September 2024

THE PROBLEM

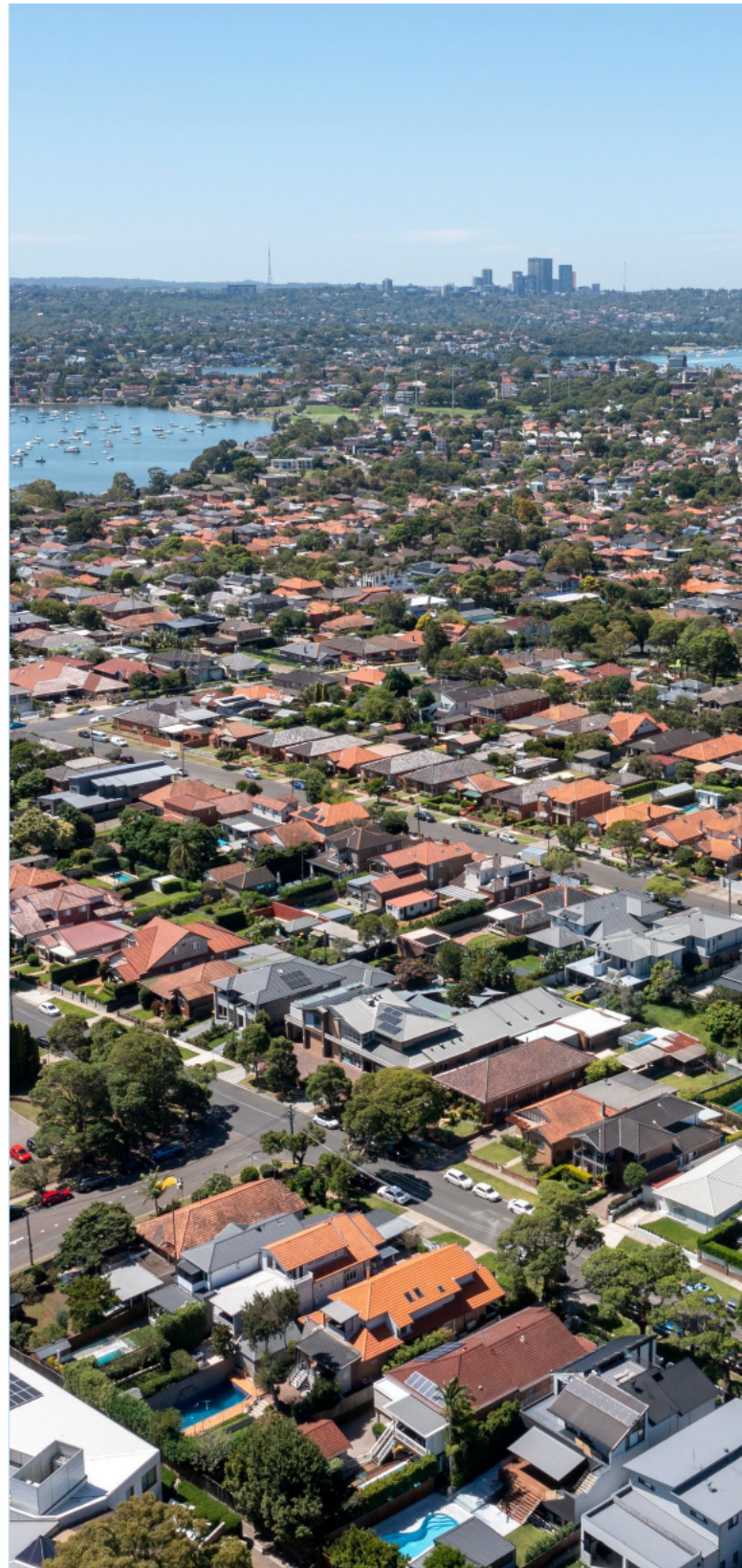
Many low and moderate income workers, whose services are crucial to the functioning of NSW, struggle to find affordable and suitable housing in areas with high living costs. In some cases, particularly among younger individuals, these essential workers are choosing to leave expensive central areas in search of more affordable housing options elsewhere. Evidence suggests this trend may contribute to challenges in recruiting and retaining essential workers⁴.

However, the full extent of the housing challenges faced by essential workers, and the factors shaping their housing decisions, remain unclear. This uncertainty is largely due to the lack of a consistent definition of 'essential worker', and an insufficient understanding of how factors such as age, income, and household composition influence their housing needs and aspirations.

Advocacy groups have proposed various strategies to support these workers, ranging from financial aid to inclusionary housing policies. Yet, few approaches have taken a comprehensive view of the issue. There is a critical need for a comprehensive examination of the housing challenges facing essential worker households in Australia's most expensive places, particularly in cities like Sydney and Melbourne, where affordability pressures are most acute.

Low-income renters, in particular, are among the most vulnerable to fluctuations in the housing market. As rental prices increase and availability shrinks, these households face growing financial strain, which can exacerbate other social and economic difficulties. Addressing the housing needs of essential workers is vital not only for their well-being but also for the stability and resilience of the places they help sustain.

4. Gurran, N., Gilbert, C., Zhang, Y. and Phibbs, P. (2018) *Key worker housing affordability in Sydney - Report prepared for Teachers Mutual Bank, Firefighters Mutual Bank, Police Bank and My Credit Union*, The University of Sydney, Sydney. <https://www.tmbank.com.au/-/media/tmb/news-centre/pdf/tmb-key-worker-housing-affordability-reportpart-1>.



DEFINING ESSENTIAL WORKERS AND THEIR HOUSING NEEDS

The definition of an essential worker, and what constitutes essential worker housing, is best informed by considering a broad range of jobs in the public, private and community sectors, and their right to reasonable proximity to their workplaces.

As a broad definition 'essential workers' are those who cannot perform their jobs from home and must travel to a workplace, regardless of the distance and time between their home and place of work. This means the list of workers is extensive and not bound by income or skill level.

A comprehensive approach to identifying essential workers is necessary to ensure that no one is overlooked because they do not fit into a narrow definition. We see that essential worker housing is necessary wherever the market has failed to provide housing in locations that enable workers to travel to their workplace in a 'reasonable' time.

Taking this principle and recognising how these market failures are playing out across the State, we have identified three housing typologies that are gaps in the housing landscape.

The typologies provide a framework to define essential worker housing.

TYPOLOGIES

1. Time critical

This typology refers to workers for whom access to work is time-critical, typically those on call such as emergency services. The definition of 'reasonable proximity' for these workers differs from those seeking affordable and available housing. This typology pertains to accommodation accessible during their shift or roster. It is not intended to be their permanent and only accommodation and does not include housing for others, such as family members.

2. Available

This typology refers to a range of housing types and sizes that are available to rent or purchase, enabling workers to live within reasonable proximity of their workplace. This typology is particularly relevant in regional and some remote locations, where there is no housing available for permanent or seasonal workers. The issue here is not a lack of affordable options, but simply a lack of available supply.

3. Accessible & affordable

This typology refers to housing that is located within a reasonable travel time of the workplace and is affordable for the worker. It could encompass a range of types and sizes. Affordability qualifying thresholds, already used in affordable housing in NSW, can be applied to identify who the essential workers are.

CASE STUDIES

TIME CRITICAL

Ravi is a surgical resident at Northern Beaches Hospital, where he is frequently required to be on call several times each week. Currently residing in Cronulla with his young family, Ravi opts to stay in on-call rooms at the hospital during his shifts due to the lengthy travel time of over an hour and a half from his home, which does not meet the on-call response requirements.

For over six months, Ravi has been trying to find suitable rental accommodation on the Northern Beaches, closer to his workplace, but the limited availability of rental properties

has been a significant challenge. Additionally, Ravi is anticipating a potential move to another hospital's residency program within the next year, necessitating a short-term, flexible housing solution.

The ongoing separation from his partner and young children, coupled with the lack of mental detachment from his work environment, is taking a toll on Ravi. This situation is leading him to reconsider the long-term viability of his career path given the current housing difficulties.



AVAILABLE

Emma, a second-year primary school teacher with a strong commitment to advancing educational opportunities in regional NSW, is actively seeking permanent teaching positions in remote locations such as Merriwa, Bourke, and Cobar.

Despite her enthusiasm about contributing to these communities and establishing a long-term presence, Emma is facing a significant obstacle: the lack of suitable housing options in these areas.

The absence of appropriate housing could impact her decision to accept a position in one of these communities. If suitable accommodation cannot be found, Emma may consider pursuing teaching opportunities abroad as an alternative career opportunity.



ACCESSIBLE & AFFORDABLE

John is a firefighter based in Sydney's Eastern Suburbs but resides in Newcastle due to the high cost of living and unaffordable housing options in Sydney.

Despite his efforts to find accommodation closer to his workplace, the options available remain financially out of reach due to his earnings under the Award wages agreement.

To manage his schedule, which consists of four consecutive workdays followed by four days off, John commutes from Newcastle to

Sydney, and sleeps in his van on his working days. Although John is dedicated to his role, the current arrangement significantly impacts his rest and overall well-being. If a more affordable housing solution is not identified soon, he may have to consider seeking a new employment option closer to his home.



HOW DO WE PRIORITISE COHORTS AND GEOGRAPHIES?

The delivery of housing for essential workers should prioritise those cohorts and geographical areas where the market has failed.

The proposed prioritisation framework below is the outcome of the co-design roundtable we held on essential worker housing. The worker cohorts and geographies should be prioritised in the following order:

- Housing for emergency services, on-call or time-critical workers, including police and on-call hospital workers.
- Housing for workers whose wage rates are regulated and cannot adjust to market dynamics such as teachers and nurses.

- Workers in geographical areas where there is a scarcity of housing options such as remote regional areas where affordability is a less relevant consideration.
- Workers in geographical areas where there are systemic labour shortages for particular occupations and there is high need.
- Workers that have low to moderate incomes who need affordable and accessible housing options.

The prioritisation framework should be set independent of rental rates. For example, the rents for on-call workers and those in geographical areas with a scarcity of housing options could potentially be set at market rates, while the rents for workers with regulated wages and those on low to moderate incomes should be affordable.



OPTIONS TO INCREASE ESSENTIAL WORKER HOUSING



LEVERAGE GOVERNMENT LAND

To address the critical need for housing for essential workers, it is crucial to maximise the use of government-owned land. By setting clear targets for essential worker housing, the NSW State Government can ensure that these projects are both viable and effectively delivered.

Recommendation 1

NSW GOVERNMENT COLLABORATE WITH THE FEDERAL GOVERNMENT AND LOCAL COUNCILS TO IDENTIFY LAND SUITABLE FOR ESSENTIAL WORKER HOUSING

We recommend that all levels of government work together to identify land suitable for essential worker housing, focusing on areas with significant shortages of affordable housing that essential workers can access. This should focus on areas with significant shortages of affordable housing that essential workers can access, and land should be assessed based on factors such as land size, current land use controls, proximity to infrastructure like hospitals, schools, and public transportation hubs.

Recommendation 2

NSW GOVERNMENT WORK IN PARTNERSHIP WITH LANDCOM AND PRIVATE DEVELOPERS TO ACCELERATE THE DEVELOPMENT PROCESS AND ENSURE VIABILITY WORKER HOUSING

In addition to identifying land, we recommend that the NSW Government collaborate with Landcom and private developers to leverage their expertise, funding, and resources. This partnership would help accelerate the development process and ensure that essential worker housing projects are financially viable. Engaging the private sector can also drive innovation and improve the quality of housing developments.



LEVERAGE GOVERNMENT LAND

Recommendation 3

IMPLEMENT MINIMUM ESSENTIAL WORKER HOUSING REQUIREMENTS ON GOVERNMENT LAND

Furthermore, we recommend implementing Inclusionary Housing policies on government land. These policies should require that 25% to 35% of new housing developments on such land be allocated to essential workers. The specific percentage could vary depending on the housing needs in different areas.

Recommendation 4

STATE GOVERNMENT CONSIDER LONG-TERM LEASES ON GOVERNMENT LAND

To further support the development of essential worker housing, we recommend that the state consider offering long-term leases on government land to developers. This would provide the stability and incentives needed for developers to invest in housing projects while also encouraging long-term commitments to affordable housing. Leveraging publicly owned land—whether at the federal, state, or local level—can significantly reduce land acquisition costs, making it more feasible to develop housing specifically for essential workers.

By adopting this multi-level, collaborative approach and leveraging their own land, the NSW Government can establish a sustainable pipeline of essential worker housing that meets both current and future needs.



INCENTIVES

To support the participation of essential workers in the housing spectrum, Government needs to provide targeted incentives that support not only an increase in appropriate supply, but also provide options and pathways to home ownership.

Recommendation 5

EXPAND THE APPLICATION OF DEVELOPER INCENTIVES FOR EXCLUSIVE ESSENTIAL WORKER HOUSING

The Housing SEPP provides developers with floor space and height bonuses of 30% where at least 15% of the dwellings are affordable for at least a 15 year period. These developer floor space and height bonuses could be enhanced by an additional 5% to incentivise affordable dwellings that are exclusively for essential workers for at least 15 years.

This will require the Housing SEPP to be amended, and rules to be established for registered community housing providers to manage these dwellings.

This approach will enable the state government and local councils to monitor the development pipeline for essential worker housing.

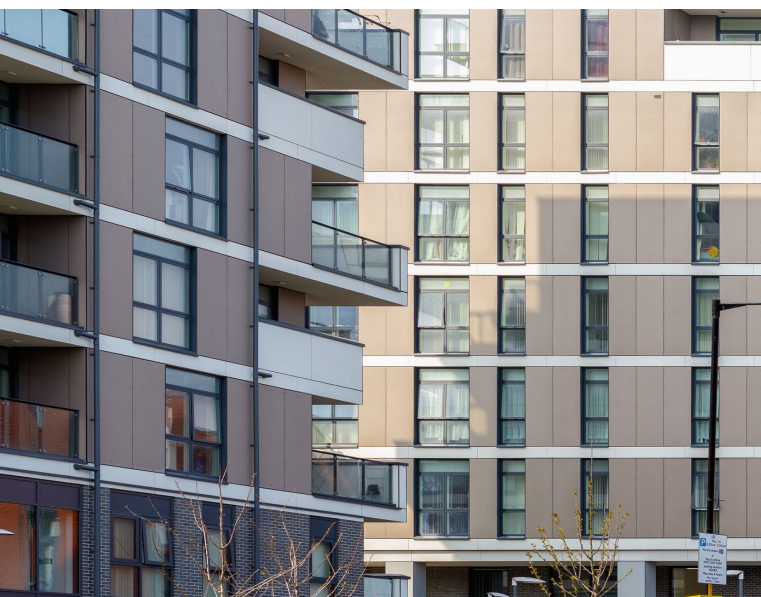
Recommendation 6

INCENTIVISE EMPLOYERS OF ESSENTIAL WORKERS TO PROVIDE AFFORDABLE DWELLINGS FOR EMPLOYEES

Employers of essential workers have a strong interest in their employees having accessible, appropriate and affordable housing in terms of staff attraction, retention, availability, and wellbeing. The state Government should consider options to lobby the Federal Government to explore company or tax incentives for employers who provide housing to those who are classified as essential workers under the definition.

For essential workers of government services such as hospitals and schools, the health and school infrastructure agencies should be required to ensure there is the provision of essential worker housing to meet the likely levels of demand. This could include mandating essential worker accommodation within hospital development or redevelopment sites. It could also include employers working with community housing providers or developers to ensure local provision.

Developers of renewable energy sites are currently negotiating planning agreements with local councils to ensure there is sufficient housing for their essential workers in remote and regional areas. The state government should explore options to mandate that similar short-term accommodation be left in perpetuity as essential worker housing following the completion of such projects.



INCENTIVES

Recommendation 7

DEVELOP SHARED EQUITY SCHEMES DEDICATED TO ESSENTIAL WORKERS AND ENABLED BY EMPLOYERS

Many essential workers such as teachers, police, health, and fire service workers have stable and predictable careers trajectories, which provide the long-term income potential for home ownership. However, rising house prices have put this aspiration out of reach for many of these essential workers who have regulated wages.

Federal and state shared equity schemes enable

essential worker home ownership. These shared equity schemes should be extended and enhanced to increase accessibility for specific essential worker professions by engaging employers and worker unions, where employers would benefit from staff retention and wellbeing.

The incentives for employers to get involved are the same as for employers providing essential workers with accessible, appropriate and affordable housing. However, shared equity schemes also have the potential for attracting additional capital from institutional investors such as super funds that support the essential worker professions.



INCENTIVES

Recommendation 8

STATE TAX REFORM AND INCENTIVES

The tax structures in NSW create potential barriers to the development of Essential Worker Housing. Various aspects of income tax, land tax and foreign surcharge duties should be evaluated for potential reform within the state. In particular, the additional surcharges imposed on land owned or purchased by foreign residents would need to be factored into any plans involving foreign investment in Essential Worker Housing.

NSW has previously explored concessions for other development types, such as Build-to-Rent (BTR)⁴ which could serve as a model for Essential Worker Housing Initiatives. Currently, a 50% land tax

discount is available to developers investing in eligible BTR projects. These concessions are tied to specific guidelines that projects must meet in order to qualify.

A similar scheme for Essential Worker Housing could provide opportunities for developers to integrate this housing type into larger, mixed-use projects. Additionally, the exemption from foreign investor surcharges that exists for BTR developments could be adapted to support foreign investment in Essential Worker Housing. If such exemptions were applied to this sector, it could attract more foreign capital, potentially increasing the supply of Housing for Essential Workers.

4. Urbis (2024) [Build-to-rent Market In Australia: Challenges And Opportunities](#), (accessed 10 September 2024)



ENABLE LOWER COST CONSTRUCTION METHODS

The rising cost of construction in Australia, driven by a tight labour market and international pressures, is significantly impacting the delivery of housing supply at scale.

The development and construction industry are exploring innovative construction methods, including modular and pre-fabricated alternatives, which could accelerate the delivery of essential worker housing in both metro and regional settings. However, the current regulatory barriers and lack of incentives mean that there is no scale in these industries.

By enabling lower-cost construction and providing incentives and policy settings that support innovative construction techniques, the Government can accelerate the delivery of fit-for-purpose essential worker and affordable housing options in locations of the highest need.

Recommendation 9

Work with industry to develop a Pattern Book for modular and pre-fabricated low, medium and high-density housing options and streamline the approvals process to expediate the delivery of modular and pre-fabricate options delivered under this method.

The recent Productivity Commissioners review of housing supply challenges acknowledges the need for regulatory barriers around modern methods of construction to be removed, including through the Building Commission NSW's work on a new regulatory framework for prefabricated and manufactured buildings⁵.

We recommend that the Government collaborate with the industry to develop a Pattern Book approach for modular and pre-fabricated housing, outlining design standards for low, medium, and high-rise modular housing. This should include modular dimensions, construction techniques, and materials to ensure consistency, and quality across projects, as well as sustainability and efficiency standards. This approach has worked well in the past with a Pattern Book currently being developed to assist with the delivery of the low and mid-rise housing as part of the Diverse and Well-Located Homes program. A Pattern Book approach could also provide an opportunity to reconceive the role for boarding houses and co-living that would meet the needs of essential workers, especially those that need to live close to their work.

The Government should also collaborate with local councils and planning authorities to simplify and expedite the approval process for designs that adhere to the Pattern Book standards. This will incentivise demand for the product and allow faster delivery.

We also propose that the Government explore financial incentives to overcome barriers around financing these products. This could include shared-ownership or taxation incentives for owners.



5. Review of housing supply challenges and policy options for New South Wales, NSW Productivity Commission, August 2024
https://www.productivity.nsw.gov.au/sites/default/files/2024-09/20240911_NSW-PEC-report-Review-of-housing-supply-challenges-and-policy-options-for-New-South-Wales.pdf

ENABLE LOWER COST CONSTRUCTION METHODS

Recommendation 10

Support and incentivise the manufacturing of innovative housing solutions through a dedicated Manufacturing Hub and by enabling partnerships that allow clustering of resources and economies of scale

To address the growing need for affordable and efficient housing solutions, we recommend that the government establish a dedicated manufacturing hub for modular and prefabricated construction products. This hub would serve as a central ecosystem where construction companies, manufacturers, and research institutions collaborate to advance modular housing technologies and streamline production processes.

Centralising the production of modular and prefabricated housing within a hub or precinct model would allow for economies of scale, reducing the per-unit cost of modular and prefabricated components and streamlining the supply chain. This will create cost efficiency and reduce the cost burden on construction companies, while also making the use of modular options more viable for developers and consumers.

To successfully establish and operationalise a manufacturing hub, the government will need to provide targeted incentives, including subsidies, grants and partnership programs – similar to what has been established within the Government led Special Activation Precincts (SAPs). This could include streamlined approvals for establishment within the hub, access to investment and R&D partners, and Government-led skills and education programs. Additionally, the state government could work with the Commonwealth to provide corporate tax incentives to smaller start-ups or international investors, possibly under the Future Made in Australia scheme. Governments can also play a market-making role by using modular methods for government funded projects to support industry scaling.

The initiative to establish a manufacturing hub would not only enhance the efficiency and affordability of housing construction broadly, but also drive economic growth, support job creation, and foster innovation in the NSW economy.



PLANNING INTERVENTIONS

In NSW several planning policies and programs have been introduced to support the provision of housing for essential workers, with various initiatives identified in recent budgets. Despite these efforts, the interventions have been somewhat restricted in their reach and inconsistent in their application. To effectively address the housing needs of essential workers, there is a need to refine and strengthen our planning interventions, ensuring a broader and more consistent approach.



Essential Worker Housing
Urbis Submission

Recommendation 11

MANDATE ESSENTIAL WORKER HOUSING IN COUNCIL HOUSING STRATEGIES

Despite existing policies aimed at increasing affordable rental housing, the volume of such housing delivered through multi-unit developments remains minimal compared to overall housing approvals.

This highlights the need for stronger, more coordinated efforts to address the housing crisis facing essential workers. Without specific state government policies or directives focused on essential worker housing, local governments have independently implemented their own policies and programs. However, these efforts have been inconsistent, both geographically and over time, leading to uneven and inadequate housing outcomes across different regions.

Recent policy reforms have empowered local governments across the state to establish affordable rental housing schemes, allowing them to seek contributions from new developments based on local housing needs and viability. While this represents progress, it is evident that this has resulted in only modest delivery of affordable rental dwellings. Without a more robust and widespread approach, essential worker housing needs remain unmet.

To address this gap, we recommend that Essential Worker Housing is mandated within Council Housing Strategies. This would ensure that local governments take a consistent and proactive approach to delivering housing for essential workers, integrating their needs into broader urban planning frameworks.

This planning intervention could be strengthened by setting a target for the availability of accessible, appropriate and affordable housing for essential workers in their jurisdiction. Available data can be used to set targets for each Local Council with targets for both current and future supply of essential worker housing. To ensure compliance with this mandate and to meet the scale of local demand for essential worker housing, a grant subsidy based on these targets may be necessary.

PLANNING INTERVENTIONS

Recommendation 12

ENABLE ESSENTIAL WORKER HOUSING IN APPROPRIATE LOCATIONS

Restrictive zoning regulations are limiting the ability to deliver essential worker housing in areas where it is most urgently needed. Many of the zones most critical to urban life—such as SP1 Special Activities and SP2 Infrastructure—are not currently designated for residential use.

These zones host essential community services, including schools, hospitals, and educational institutions, yet the potential for these areas to provide housing for the workers who sustain these services remains largely untapped.

As the housing affordability crisis deepens, especially in areas close to essential services, it is increasingly important to re-evaluate zoning provisions. The current exclusion of residential accommodation from these zones creates a barrier to meeting the needs of essential workers, such as healthcare professionals, teachers, and emergency

responders, who are critical to the functioning of places. The current zoning framework fails to integrate housing into the areas where these workers are needed most. This exacerbates long commutes, diminishes service delivery capacity, and undermines the resilience of communities.

Expanding zoning allowances to permit the development of essential worker housing in certain SP1 and SP2 zones—alongside social housing and housing for people with disabilities—would create valuable opportunities to address the housing shortage. This expansion would allow for the construction of targeted, affordable housing in proximity to key community infrastructure, ensuring that essential workers can live close to their places of employment.

We recommend that the state government initiate a review of current zoning regulations and identify specific SP1 and SP2 zones where essential worker housing could be permitted. The identified areas should prioritise locations near major community services such as hospitals, schools, and transport hubs.



PLANNING INTERVENTIONS

Recommendation 13

IDENTIFY PRIORITY PRECINCTS FOR ESSENTIAL WORKER HOUSING

NSW has well established precinct planning frameworks which have been successfully deployed across the state to deliver new communities. These frameworks ensure that urban development aligns with strategic goals, integrates infrastructure, and meets the needs of growing populations.

Designated precincts for essential worker housing should be identified by the state government and planned as a priority. By strategically identifying precincts where essential worker housing can be delivered close to employment hubs and essential services the state can help address the current housing shortage and strategically plan for future essential worker precincts.

We recommend that the state government undertake a comprehensive review of existing precinct planning frameworks to identify key locations across NSW that can accommodate essential worker housing. This approach should prioritise areas that offer strong transport links, close proximity to employment centres, and easy access to essential services.



PLANNING INTERVENTIONS

The Case Study: PARRAMATTA ROAD CORRIDOR

The Parramatta Road Corridor presents a prime example of an area with untapped potential for essential worker housing. Running through a major urban spine, the corridor is well-positioned to offer housing solutions close to key employment centres, such as the Sydney CBD, Parramatta, and various health and education facilities.

The corridor has been the focus of much discussion regarding its potential for redevelopment, including advocacy for its redevelopment with higher density housing by Business Sydney, Business Western Sydney, Housing Now!, Housing Industry Association NSW and Altrac Light Rail⁶. The corridor's strategic location between key employment areas, coupled with its existing infrastructure, makes it an ideal candidate for delivering affordable housing, particularly for essential workers.

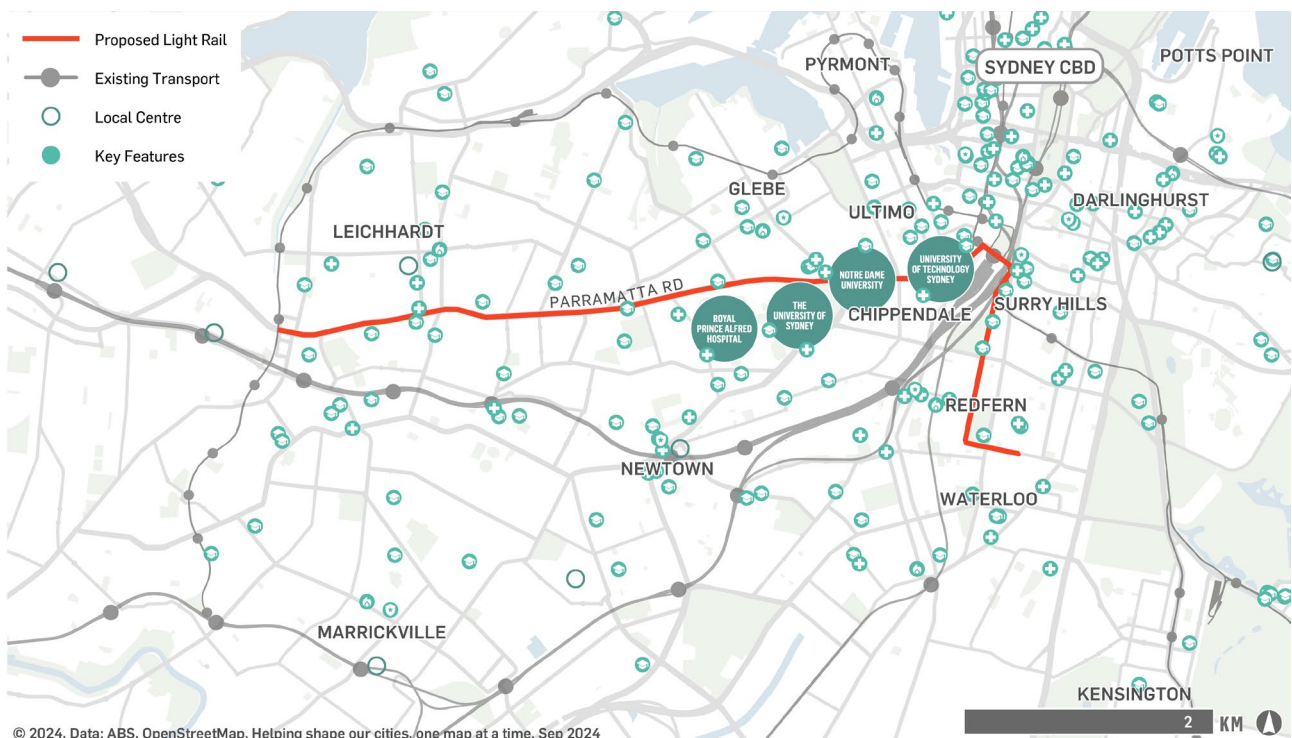
One of the most promising proposals related to the corridor is the potential extension of the light rail along Parramatta Road.

Extending the light rail would significantly improve connectivity between key employment hubs and the corridor, making it an even more attractive location for essential worker housing.

The light rail extension, combined with targeted zoning and planning interventions, could act as a catalyst for unlocking the corridor's full potential. With efficient public transport linking the corridor to major job centres, the demand for well-located, affordable housing would increase, and essential worker housing developments could be prioritised. This would ensure that essential workers can live within proximity of their jobs and the communities they serve, reducing the strain on essential services.

While the Parramatta Road Corridor highlights untapped potential for essential worker housing, the need extends to other precincts with similar challenges. Growth areas, transport hubs, and high-cost regions present further opportunities to address shortages for essential worker housing.

6. Parramatta Road to Green Square Light Rail, <https://altracightrail.com.au/wp-content/uploads/2024/06/21650-Altrac-PM-to-GS-A4-Submission-10-full-Reduced-file-size.pdf>
Three Roads Report, Business Sydney, <https://www.businesssydney.com/sydney-policy-and-advocacy/thinking-business-reports>



WHO WE ARE



Urbis is a global urban consultancy committed to shaping cities and communities for a brighter future. As trusted strategic advisors to government and key decision makers, we leverage our network of brilliant minds to deliver innovative, evidence-based solutions.

Our expertise spans planning, design, heritage, policy, valuations, transactions, economics, strategy, and research. We're not just consultants, we're partners in creating sustainable social, built, and natural environments. Engage with Urbis and connect to a better outcome, every time.



Business Sydney is the voice for business in Sydney. We advocate, influence, and deliver policies and outcomes to drive economic growth and create opportunities to invest, work, live and visit our city.

For nearly two hundred years, we have worked to advance Sydney as a global, competitive, and liveable city.

Our network includes leading businesses across financial and professional services, construction and development, health, education, arts and culture, tourism and hospitality, as well as technology, transport, and logistics. Through our association with Business NSW and My Business we also influence and deliver on a state and national platform.

Business Sydney can proudly trace its history to 1826 when the Sydney Chamber of Commerce was established as the first organisation of its kind in the fledgling colony. In 2006 we became the Sydney Business Chamber and now to reflect our broader reach, influence, and strength we have transformed to become Business Sydney – the voice of business in Sydney.

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