

Staff Road Workers Houses

Heritage Assessment



Prepared for Boral Recycling Pty Ltd
12 April 2023 – Final Report



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Executive summary

Extent Heritage has been engaged by Boral Recycling Pty Ltd (Boral) to prepare an independent heritage assessment of the cottages at Nos. 3 and 10 Staff Road, Maldon. The cottages are located on a larger site at 40-45 Maldon Bridge Road and Staff Road, Maldon which is owned by Boral. The site includes a concrete batching plant, a number of workers cottages, basins and significant native vegetation and steep gullies leading to Stonequarry Creek.

Boral is proposing to rezone the land for employment and environmental conservation purposes, through a Planning Proposal. The Maldon Planning Proposal seeks to rezone the land from the existing RU2 (Rural Landscapes) to IN3 (Heavy Industrial) and E2 (Environmental Conservation) and amend the minimum lot size controls appropriate to the proposed zoning.

As part of the Gateway assessment of the Planning Proposal, Wollondilly Shire Council (Council) requested a preliminary heritage assessment be prepared in relation to the European heritage values of the site, and specifically the former workers cottage at Nos. 3 and 10 Staff Road, Maldon. In 2022, Council had commenced the Wollondilly Shire Wide Heritage Study, which sought to identify local heritage places within the local government area. As part of that process, the two staff houses at 3 and 10 Staff Road, and a potential Aboriginal scarred tree at the rear of 3 Staff Road, were identified as potential heritage items and a draft heritage assessment was prepared. The heritage assessment and the wider Heritage Study are currently at draft form and have not yet been exhibited for public consultation.

This report provides an independent assessment of the staff houses to determine if they reach the threshold for listing as heritage items at the local or State level under the standard criteria for heritage listing in NSW. This report includes a review of Council's draft Inventory Sheet (December 2022) and includes additional research and further information to inform an updated assessment of significance for the site. The review of Council's draft heritage assessment determined that the assessment was based on solid research and detailed information and analysis and followed the appropriate guidelines. However, there were some assumptions in the assessment that required further investigation to form an evidence-based assessment, and comparative analysis was required to accurately determine the rarity values of the cottages.

Further research has been undertaken to verify the statements made in the draft assessment, and a comparative analysis against similar heritage listed workers cottages. The revised assessment has determined that, based on the evidence available at the time of writing this report, the cottage at Nos 3 and 10 Staff Road, Maldon **do not** meet the threshold for listing at a local level under any of the standard criteria. The revised Statement of Significance is provided below:

The workers cottages at Staff Road have some historic value for being surviving examples of early housing development for the nearby Maldon Cement Works (previously Metropolitan Portland Cement Works). The cottages were constructed in 1949-1950 as part of the total six (6) houses along Staff Road for staff accommodation for Metropolitan Cement Works (now Boral Maldon Cement Works). The cement plant was originally part of Henry Ford's Detroit cement works facility, which was purchased by Arnold Stanley Taylor in 1948 with a \$1,190,000 grant from the Australian government. Prior to construction of the workers' cottages, workers at the factory lived in tents close to the site. In addition to Staff Road, at least 8 workers'

cottages were also constructed at nearby Park Road, however these have also all been demolished.

The loss of the majority of the staff housing built on the site, in Staff Road and Park Road has impacted the integrity of the Maldon staff houses as a group and limited the ability of the remaining cottages to provide any understanding of the development of staff accommodation at the Cement Works. Their location on a private road prevents them from being viewed from the public domain, further limiting their ability to provide evidence of any important historical activity to the community.

The cottages at Nos. 3 and 10 Staff Road have in part been occupied by workers of the Maldon Cement Works throughout their history. However, there is no evidence that they are associated with any important historical figures or important events. The former Works Manager's house was located at the south-eastern end of Staff Road and was demolished in 2019.

The staff cottages at Nos. 3 and 10 Staff Road are typical surviving examples of post-war fibro-sheeted residences that were specifically constructed for workers across NSW. The cottages were built to standard housing designs prepared for Metropolitan Portland Cement in 1949-1950 and are not associated with a known or notable architect or builder. Their architectural character is vernacular with simple massing and minimal detailing, built to standard designs which utilised economical materials and a functional layout. They do not demonstrate a high degree of creative or technical achievement.

Although no historical archaeological assessment has been undertaken, there is no evidence to suggest that the demolished houses on Staff Road and Park Road have the potential to yield substantial or important archaeological information.

The cottages do not demonstrate rarity in terms of design or construction technique, being typical fibro worker's cottages of this period. A comparative analysis has shown that staff housing is not rare in NSW and that there are numerous better, more intact examples of staff cottages and groups of staff houses of this style in NSW that are heritage listed.

The workers' cottages at Staff Road are surviving examples of standard post-war fibro-cement houses. The cottages retain some key aspects of their original form and detailing but have limited capacity for representation given they are not visible from the public domain.

An updated assessment of significance based on new and additional information has determined that the cottages at Nos 3 and 10 Staff Road do not meet the threshold for heritage listing at the local level under the NSW heritage criteria.

This report does not assess the site's Aboriginal heritage or the potential Aboriginal scarred tree identified in the draft heritage assessment. Aboriginal heritage is discussed in a separate report (currently at draft stage) prepared by Extent Heritage in March 2023, entitled 'Aboriginal Due Diligence Assessment'.

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1. Introduction

1.1 Background

Extent Heritage has been engaged by Boral Recycling Pty Ltd (Boral) to prepare an independent heritage assessment of the cottages at 3 and 10 Staff Road, Maldon. The cottages are located on a larger site at 40-45 Maldon Bridge Road and Staff Road, Maldon which is owned by Boral. The site includes a concrete batching plant, a number of workers cottages, basins and significant native vegetation and steep gullies leading to Stonequarry Creek.

Boral is proposing to rezone land at 40-45 Maldon Bridge Road and Staff Road for employment and environmental conservation purposes. The Maldon Planning Proposal seeks to rezone the land from the existing RU2 (Rural Landscapes) to IN3 (Heavy Industrial) and E2 (Environmental Conservation) and amend the minimum lot size controls appropriate to the proposed zoning. As part of the Gateway assessment of the Planning Proposal, Wollondilly Shire Council (Council) requested the following study be prepared in relation to the European heritage values of the site:

Suggested studies:

- a) Preliminary Heritage Assessment and Heritage impact statement (European Heritage), which:
 - identifies all local, State, National or World listed heritage items, archaeological sites and/or conservation areas on or within the vicinity of the site
 - provides a high-level assessment of the potential impacts of the proposal including concept plan, building envelope or use in respect of a heritage item or conservation area on or within the vicinity of the site
 - provides a justification of any new items that are proposed to be listed
 - i. Focus on the significance of the workers cottages at No.3 and No. 10 Staff Road as examples of post-war housing constructed for workers in association with the Maldon Cement Works
 - ii. Archaeological potential of Park Road due to previous workers cottages.
 - Outline appropriate management recommendations for any items of heritage value.

This assessment forms the first part in the recommended study, focussing on the significance of the workers cottage at Nos. 3 and 10 Staff Road, Maldon. This report responds to the draft heritage assessment for the cottages provided to Boral by Council during the Planning Proposal gateway assessment process.

In 2022, Council commenced the Wollondilly Shire Wide Heritage Study, which sought to identify local heritage places within the local government area. As part of that process, the two staff houses at 3 and 10 Staff Road, and a potential Aboriginal scarred tree at the rear of 3 Staff Road, were identified as potential heritage items.

The report provides an independent assessment of the two staff houses as well as a review of the draft heritage assessment prepared for Council by the consultants engaged to undertake the study. This report does not assess the site's Aboriginal heritage or the potential Aboriginal scarred tree identified by City Plan Heritage. Aboriginal heritage is discussed in a separate report prepared by Extent Heritage, entitled 'Aboriginal Due Diligence Assessment'.

This heritage assessment investigates the heritage significance of the cottages at 3 and 10 Staff Road, to determine if they reach the criteria for listing as heritage items at the local or State level. This report includes a review of Council's draft Inventory Sheet for the site and includes additional research and further information to inform an updated assessment of significance for the site.

1.2 Site Identification

The site is located at 3 and 10 Staff Road in the suburb of Maldon. Maldon forms a part of the Wollondilly Local Government Area. The site is legally defined as Lot 1 on DP748675 and is shown in Figure 1 below. The site is bounded by Picton Road to the north, Stonequarry Creek to the south, Staff Road to the east and open grassed land to the west. The site topography slopes gently southwards towards Stonequarry Creek.

The two workers' cottages at Nos. 3 and 10 Staff Road were built in 1949-1950 to house workers at the nearby Maldon Cement Works. No. 7 Staff Road, recently demolished between 2019-2020, was also part of the original workers' cottages constructed c.1950.

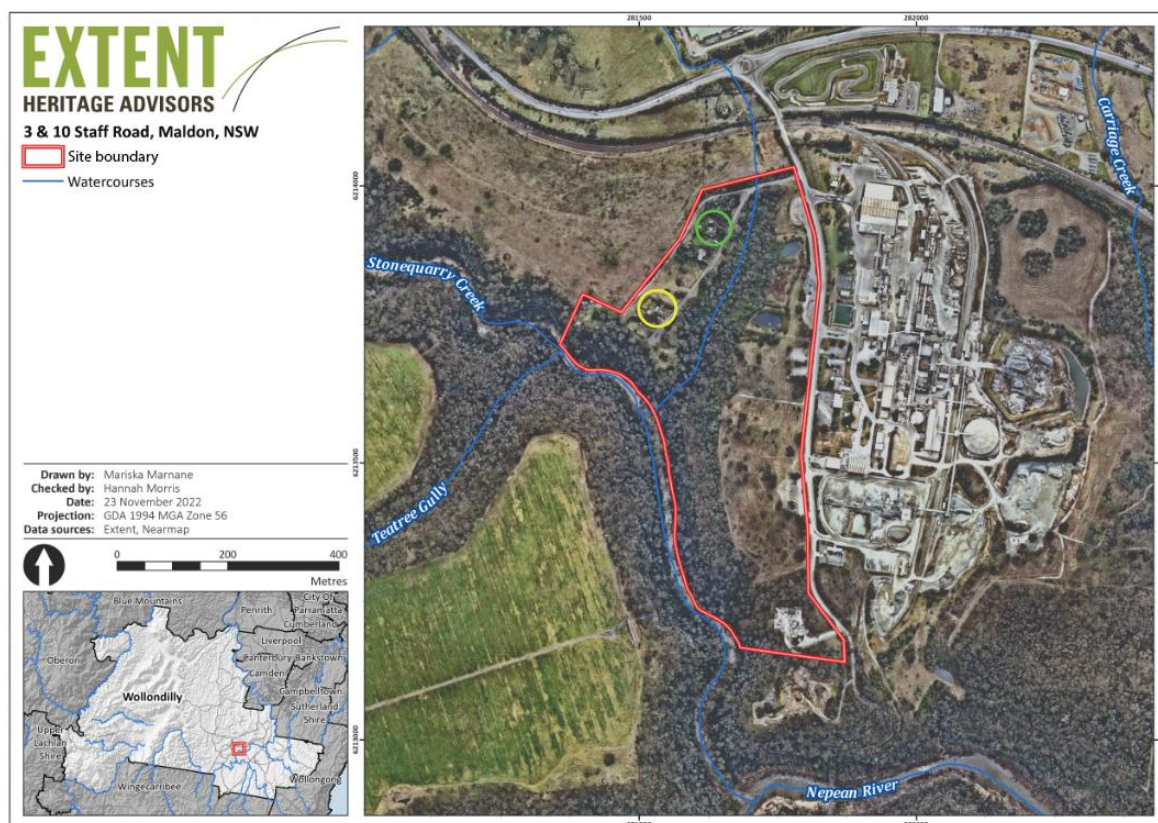


Figure 1. Map showing the curtilage of the site, outlined in red. 3 and 10 Staff Road are indicated with circles, No. 3 is marked by a yellow circle and No. 10 is marked by a green circle.

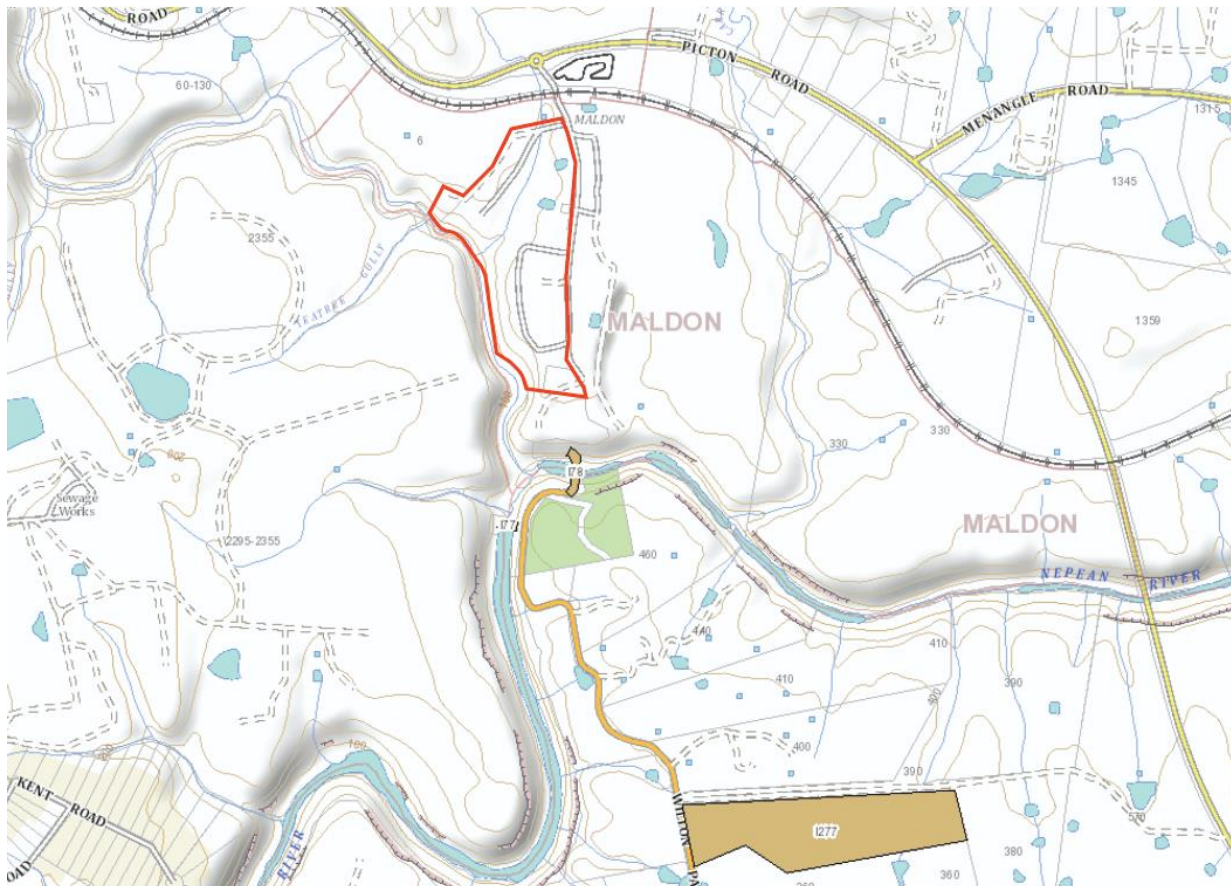


Figure 2. Map showing heritage items (shaded brown) in the vicinity of the site (outlined in red) Source: NSW Eplanning portal, 2023.

1.3 Statutory heritage context

The site, including the cottages at No 3 and 10 Staff Road, is not listed as a heritage item on any statutory or non-statutory heritage registers. However, the site is identified as a draft local heritage item by Wollondilly Shire Council, based on the assessment prepared for Council as part of the Wollondilly Shire Wide Heritage Study. The study includes a draft heritage datasheet for the site, based on the NSW Heritage Inventory datasheet template (Appendix A).

1.4 Approach and Methodology

The methodology used in the preparation of this Heritage Assessment is in accordance with the principles and definitions as set out in the guidelines to *The Burra Charter: The Australia ICOMOS Charter for Places of Cultural Significance* (the *Burra Charter*) (Australia ICOMOS 2013) and the latest version of the *Assessing Heritage Significance* (Heritage Office and Department of Urban Affairs and Planning 2002), produced by the former NSW Office of Environment and Heritage (now the Department of Planning and Environment).

1.5 Limitations

The historical overview provides sufficient historical background to provide an understanding of the place in order to assess the significance and provide relevant recommendations, however, it is not intended as an exhaustive history of the site.

This assessment does not include an assessment of Aboriginal heritage or historical archaeology. This assessment does not provide a discussion of the Aboriginal Scarred Tree mentioned in the existing heritage assessment.

The interior of 10 Staff Road was only partially inspected. The second bedroom, bathroom and laundry and rear yard were not inspected.

1.6 Authorship

The following staff members at Extent Heritage have prepared this Heritage Assessment:

- Lisa Trueman, Principal Heritage Advisor, and
- Gabrielle Harrington, Heritage Advisor.

1.7 Acknowledgements

Extent gratefully acknowledge the assistance of Wollondilly Shire Council and Boral, who provided information that enabled this assessment.

1.8 Terminology

The terminology in this report follows definitions presented in the *Burra Charter* (Australia ICOMOS 2013). Article 1 provides the following definitions:

Place means a geographically defined area. It may include elements, objects, spaces and views. Place may have tangible and intangible dimensions.

Cultural significance means aesthetic, historic, scientific, social or spiritual value for past, present or future generations. Cultural significance is embodied in the *place* itself, its *fabric*, *setting*, *use*, *associations*, *meanings*, records, *related places* and *related objects*. Places may have a range of values for different individuals or groups.

Fabric means all the physical material of the *place* including elements, fixtures, contents and objects.

Conservation means all the processes of looking after a *place* so as to retain its *cultural significance*.

Maintenance means the continuous protective care of a *place*, and its *setting*. Maintenance is to be distinguished from repair which involves *restoration* or *reconstruction*.

Preservation means maintaining a *place* in its existing state and retarding deterioration.

Restoration means returning a *place* to a known earlier state by removing accretions or by reassembling existing elements without the introduction of new material.

Reconstruction means returning a *place* to a known earlier state and is distinguished from *restoration* by the introduction of new material.

Adaptation means changing a *place* to suit the existing *use* or a proposed use.

Use means the functions of a *place*, including the activities and traditional and customary practices that may occur at the place or are dependent on the place.

Compatible use means a *use* which respects the *cultural significance* of a *place*. Such a use involves no, or minimal, impact on cultural significance.

Setting means the immediate and extended environment of a *place* that is part of or contributes to its *cultural significance* and distinctive character.

Related place means a *place* that contributes to the *cultural significance* of another place.

Related object means an object that contributes to the cultural significance of a place but is not at the place.

Associations mean the connections that exist between people and a place.

Meanings denote what a place signifies, indicates, evokes or expresses to people.

Interpretation means all the ways of presenting the cultural significance of a place.

2. Physical analysis

As a part of this assessment, Gabrielle Harrington (Heritage Advisor) undertook an internal and external inspection of the workers' cottages on the site on 15 December 2022. The cottage at No. 3 Staff Road is currently unoccupied and is in poor condition. The cottage at No.10 was occupied at the time of the inspection and was in fair condition.

2.1 No. 3 Staff Road

2.1.1 Exterior

The cottage at 3 Staff Road, Maldon is a standard single storey triple fronted, post war-cottage. The cottage is clad with fibre cement, or 'fibro' sheeting and set on face brick foundations. The roof is multi-hipped and with Marseilles tiles. It features a simple face brick chimney on the southern elevation. A deep, elevated, face brick porch is set at the front of the house and with a metal balustrade. The porch has rounded brick steps.

The house has been extended on its northern-eastern elevation and also to the rear. The north-eastern extension is visible from the front. There is a clear difference in the colour of roof tiles and the window configuration from the original section of the house compared to the southern extension. Multi-paned, timber-framed windows are located on the original façade of the building and timber framed, single hung windows with a fixed glass window in the centre are located on the southern extension.

The dwelling has a deep setback to Staff Road and an overgrown front garden and a concrete path. The rear of the house features an outhouse and a shed. Both the front and rear gardens are overgrown. The rear yard is inaccessible to the length of the grass. There is one mature plane tree from which branches have fallen and damaged the rear of the cottage. The house is bound to the southern side by concrete breezeblocks fence and an aluminium wire fence, and to the northern and western side by a Colorbond aluminium fence.

2.1.2 Interior

The interior layout of 3 Staff Road comprises a front living room, small kitchen, three bedrooms, bathroom and toilet, laundry and rear living room. Internal flooring includes carpet in the front living room, bedrooms and hallways, linoleum in the kitchen and laundry, timber floorboard in the rear living room and tiles in the bathroom and toilet. The walls in the kitchen, bathroom and toilet are partially tiled and the hallway is wallpapered. Other internal fittings include contemporary light fittings, contemporary bathroom and kitchen fittings, ceilings fans, bar heaters

2.1.3 Condition

The cottage at 3 Staff Road is currently unoccupied and is in poor condition. Externally, the cottage shows evidence of general wear over time. This includes peeling paint, damaged timber detailing and rusted metal fittings.

Branches have fallen off the mature plane tree at the rear of the house. This has damaged the eaves and awning at the rear of the house (see Figure 10). One window is missing at the rear of the cottage and has been boarded up.

Internally, the house shows signs of general wear and tear including ripped carpet and linoleum, broken tiles in the bathroom and mould growth. Extensive mould growth was visible in the bathroom.

2.1.4 Photos

The following photos were taken on 15 December 2022.

Exterior



Figure 3. Overview of 3 Staff Road.



Figure 4. Front façade of 3 Staff Road. The north-eastern extension is clearly visible to the right.



Figure 5. View to front entrance



Figure 6. Bay window along facade.



Figure 7. Overview of southern side of property.



Figure 8. View to garage.



Figure 9. Entrance to rear yard.



Figure 10. View to rear of dwelling.



Figure 11. View to outhouse.



Figure 12. Overview of rear yard, showing overgrown nature of landscape.

Interior



Figure 13 Overview of main living room.



Figure 14. View to bay windows from main living room.



Figure 15. Overview of main living room.



Figure 16. Overview of kitchen.



Figure 17. Laundry.



Figure 18. View of early extension at rear of dwelling.



Figure 19. View to one of the bedrooms.



Figure 20. View of bathroom.

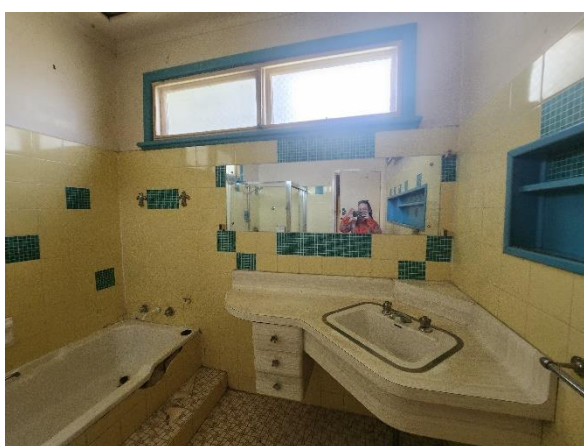


Figure 21. Overview of bathroom.

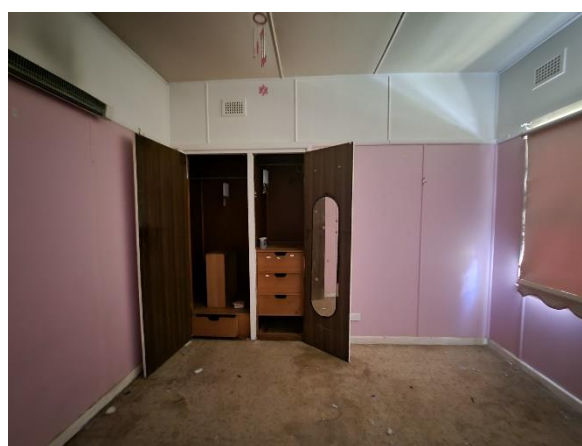


Figure 22. View to second bedroom.

2.2 No. 10 Staff Road

2.2.1 Exterior

The cottage at 10 Staff Road is a standard single storey triple fronted, post war-cottage. The cottage is clad with fibre cement, or 'fibro' sheeting and set on face brick foundations. The roof is multi-hipped and clad with Marseilles tiles. It features a simple face brick chimney on the southern elevation. An enclosed verandah with brick steps and metal railing is set at the front of the house. The enclosed verandah features timber-framed, multi-paned casement windows.

Windows to the remainder of the cottage are timber-framed, multi-paned sash windows each with a sill. Fly screens have been attached to the front of all windows except for the casement windows of the enclosed porch. Along the windows sills of the facade are hanging pots plants.

The dwelling has a deep setback to Staff Road. There is a large front garden with concrete path and circular concrete footing. A large, mature gum tree is located at the front of the property. The rear of the house features a garage on the northern side of the cottage. The rear yard is

bound to the northern by a Colorbond aluminium fence. The rear of the house was not accessible during this inspection.

2.2.2 Interior

The interior layout of 10 Staff Road comprises a front enclosed porch, living room, an open plan kitchen and dining room, two bedrooms, bathroom and toilet. Internal flooring includes carpet in the living room and bedrooms, timber floorboards in the hallways and dining room, linoleum in the kitchen, and floorboards in the dining room. The bathroom, laundry and second bedroom were not inspected. The walls in the kitchen are partially tiled and the living room features the exposed brick chimney. Other internal fittings include contemporary light fittings, contemporary kitchen fittings, picture rails and ceiling fans. Ceiling throughout the hallway have moulded cornices.

2.2.3 Condition

As of 15 December 2022, No.10 was occupied and in fair condition. Externally the house shows signs of general wear and tear including biological growth on the brick section of the cottage and some chipped bricks. The fibro cladding to the garage is in a poor condition and is broken in several places. Internally, the ceiling has evidence of water damage and peeling paint in several locations.

2.2.4 Photos

The following photos were taken 15 December 2022.

Exterior



Figure 23. Overview of 10 Staff Road.



Figure 24. Overview of southern and eastern elevation of dwelling.



Figure 25. Overview of 10 Staff Road.



Figure 26. Southern elevation of dwelling.



Figure 27. View to garage at southern side of property.



Figure 28. View along enclosed verandah.

Interior



Figure 29. Overview of front verandah.

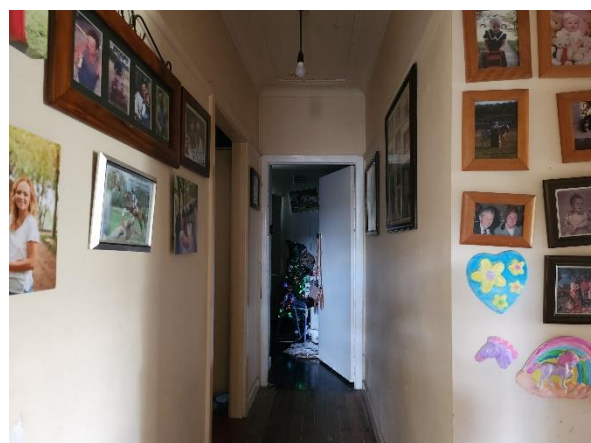


Figure 30. View of hallway.



Figure 31. Overview of bedroom.



Figure 32. Overview of dining room from kitchen.



Figure 33. View of kitchen.



Figure 34. View of kitchen.

2.3 Streetscape and surrounding area

The two houses are located on land privately owned by Boral who has a cement plant to the east of the site. The houses are not publicly accessible nor are they visible from the public domain and are located approximately 200 m away from the nearest public road (Maldon Bridge Road). Therefore there are no significant views to these properties from any publicly accessible site. The surrounding area along Staff Road contains two other houses at 8 and 9 Staff Road. These were built between 1972 and 1975 and did not form part of the original workers cottages constructed on Staff Road. The surrounding landscape to the east and south of the houses contains thick, dense vegetation which features rock overhangs and a steep drop to Stonequarry Creek.

2.3.1 Photos

The following photos were taken on 15 December 2022.

Streetscape



Figure 35. View west of Staff Road.



Figure 36. View north along Staff Road.

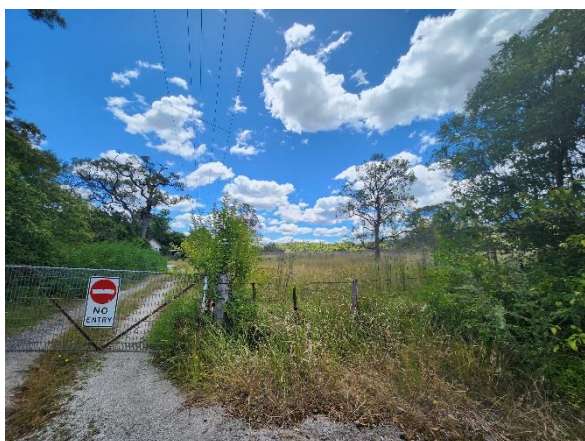


Figure 37. View west, behind Staff Road.



Figure 38. View east, back towards Staff Road houses.

2.4 Analysis of fabric

3 Staff Road retains a moderate degree of integrity. The extension to the north has altered the façade and presentation of the cottage and has also resulted in changes to the interior and exterior of the dwelling.

10 Staff Road retains a high degree of integrity through the retention of much of its original fabric and form. There are minimal changes to the internal finishes except kitchen areas which have previously been updated.

3. Review of Council's Draft Heritage Assessment

3.1 Background

As part of that Wollondilly Shire Wide Heritage Study, a 'Call for Sites' was undertaken through Council's 'Your Say Wollondilly' webpage from 24 January – 24 March 2022. It is understood that a member of the public nominated the cottages at No. 3 and 10 Staff Road as potential heritage items through that process. In addition to community nominations, a list of potential items identified by Council staff, Council's Heritage Advisory Committee, or identified as an issue in a Council project was also provided to the heritage consultant.

Council's consultants for the Heritage Study, City Plan Heritage, prepared a preliminary assessment of the cottages, in the form of a State Heritage Inventory Heritage Data Form (Appendix A of this report), in December 2022. The heritage assessment and the wider Heritage Study are currently at draft form and have not yet been exhibited for public consultation. Council's draft heritage assessment was provided to Boral by Council for consideration in their response to Council's suggested studies to accompany the Maldon Planning Proposal. This section provides a brief review of the draft assessment of the cottages.

3.2 General comments

Council's draft heritage assessment has been prepared by appropriately qualified heritage professionals (City Plan Heritage), is based on detailed historical research, and follows the appropriate guidelines for the assessment of heritage significance in NSW. The assessment includes a good understanding of the physical features at the site, and a robust discussion of the potential significance based on the information available to the authors at the time.

However, the analysis of physical fabric indicates that the heritage assessment was confined to the exterior of the cottages and an analysis of internal fabric has not been provided. It is not clear from Council's draft assessment what level of comparative analysis has been undertaken across the LGA to support its assessment against the representativeness criterion.

3.3 Review of Assessment of Significance

Council's draft heritage assessment identifies that the cottages at 3 and 10 Staff Road are the only significant buildings on the Site. Council's consultants have assessed the cottages as meeting threshold for heritage listing at the local level for under the following criteria:

- (a) historical significance;
- (c) aesthetic significance;
- (e) technical/research significance;
- (f) rarity; and
- (g) representativeness.

The following section provide an analysis of Council's draft assessment against each criterion.

Criterion (a) Historical significance

Council's draft assessment includes historical research which is solid and supported by historical plans and maps, photographs and historical aerial imagery. However, it also includes some assumptions. For example:

...the first of these houses, containing 'most of the city's amenities', was occupied by the newly married Vern Wrightson and his wife in May 1950 ('About Town', *Picton Post*, 18 May 1950, 5; 'The Cement Works at Maldon', *Picton Post*, 1 June 1950, 1). Paddy Glover, 'from M.P.C.' was about to move 'into one of the new cottages at Maldon' with his wife in November 1950 ('About Town', *Picton Post*, 16 November 1950, 5). These new houses were likely those located at Staff Road, which were occupied by workers at the plant. (City Plan 2021, 4)

Similarly, Councils' draft assessment asserts that:

The house at the end of Staff Road was said to have been the home of the Works Manager and was the weekly meeting point for women for high tea.

This statement is based on anecdotal data from the Boral Cement, Maldon Plant Community Liaison Committee Meeting Notes, Picton (29 November 2016, 2-3). These statements require verification to support an assessment of local significance against criterion (a).

Council's draft assessment also concludes that the cottages are historically significant as a 'surviving example of early housing development for the nearby Maldon Cement Works'.

The NSW government guideline document entitled 'Assessing Heritage Significance' states that a place will be of local significance for its history where the item:

is important in the course, or pattern, of the local area's cultural or natural history.

To fully determine if the cottage meets the threshold for listing under criterion (a), it is necessary to demonstrate that the cement works were an 'important' part of the local area's cultural history, or that the cottages played an important part in the cement works' history. This requires further consideration of the history of the development of the cottages through further research.

Criterion (c): Aesthetic significance

Council's draft assessment states that the cottages are

good surviving examples of post-war fibro-sheeted residences that were specifically constructed for workers across New South Wales. Both houses were built on brick bases, have exposed face brick chimneys on their southern elevations, terracotta tiling for the roofs and either an enclosed porch (no. 10) or brick deck (no. 3). The original floor layout of No. 10 has been respected, with very few apparent modifications undertaken to the cottage. Though No. 3 has received an extension, the original layout of the cottage is visible.

The NSW government guideline document 'Assessing Heritage Significance' states that a place will be of local significance for its aesthetic characteristics where the item:

is important in demonstrating aesthetic characteristics and/or a high degree of creative or technical achievement in the local area.

This statement is largely a description of the cottages and does not provide enough supporting information about the post-war fibro workers cottage typology within the local area to enable a conclusion that these cottages warrant heritage listing under this criterion. The cottages present as outwardly unremarkable mid-twentieth century workers' cottages.

Criterion (e): Research significance

Council's draft assessment identifies the site as possibly containing 'archaeological relics', stating:

The demolished houses along Staff Road and Park Drive have potential for archaeological relics as well as Aboriginal archaeology within the forest as evident from the one scarred tree next to No. 3 Staff Road.

The NSW government guideline document 'Assessing Heritage Significance' states that a place will be of local significance for its research potential where the item:

has potential to yield information that will contribute to an understanding of the area's cultural or natural history.

Council's draft assessment does not provide robust grounds for its statement in this regard. For example, it fails to assess the significance of any potential archaeological relics against the following three questions:

- Might the archaeology provide data that no other source can (e.g. journals, newspaper article, historical photographs)?
- Might the archaeology provide data that no other site can?
- Might the site's archaeology provide information that would be useful for addressing substantive research questions?

Criterion (f) and (g): Rarity and representativeness

Council's draft heritage assessment states that the properties have heritage significance for their rarity because they:

are the only surviving workers' cottages associated with the Metropolitan (now Maldon) Cement Works as all other dwellings along Staff Road and Park Drive have been demolished

And have representative significance as

good surviving examples of post-war fibro-cement houses constructed for workers at the Metropolitan Cement Works in 1950, and across the State.

The NSW government guideline document 'Assessing Heritage Significance' states that a place will be of local significance for its rarity where the item:

possesses uncommon, rare or endangered aspects of the area's cultural or natural history.

The same document states that a place will meet criterion (g) where it is:

important in demonstrating the principal characteristics of a class of the area's cultural or natural places [or environments].

It is not clear from Council's draft heritage assessment what level of comparative analysis has been undertaken across the LGA to support this assessment against the representativeness criterion.

3.4 Statement of Significance

The full Statement of Significance is provided below:

Constructed in 1949-1950, the workers cottages at 3 and 10 Staff Road in Maldon are of local heritage significance as the only two surviving examples of the six (6) houses along Staff Road as well as the eight (8) houses on Park Drive built for the workers of the Metropolitan Cement Works (now Maldon Cement Works). No. 10 Staff Road in particular, at one stage, was the home of the Works Manager, as well as being the site of weekly meetings for women for high tea. These houses are evidence of the importance given to the accommodation and amenities of the workers of the Metropolitan Cement Works as until the construction of the Staff Road houses the workers at the factory lived in tents close to the site. No. 7 Staff Road was also an original cottage constructed alongside Nos. 3 and 10, however this cottage was demolished in 2019 – 2020. In addition to Staff Road, at least eight (8) workers' cottages were also constructed at nearby Park Drive, however these have also all been demolished, which makes the surviving two houses (3 & 10 Staff Road) rare in this regard.

Despite the later additions, the workers cottages at Nos. 3 and 10 Staff Road are good and intact surviving examples of post-war fibro-sheeted residences that were specifically constructed for workers across New South Wales.

In addition to these historic houses, the area hosts at least one (1) Aboriginal scar tree (Lot 1 DP 746875 - to the south of 3 Staff Road). Aboriginal scar trees are great surviving examples of local Aboriginal tribes' interaction with the land, as the bark from the tree was utilised in the construction of tools or shelter. The forest, which has been part of the landscape setting of the Staff Road Housing since the establishment of the Metropolitan Cement Works and continue to maintain the same curtilage and landscape setting between the Maldon Cement Works and the Staff Road residences, is an important part of the curtilage that once contained a large number of workers cottages along Staff Road and Park Road in one allotment.

Due to the demolished houses along Staff Road and Park Drive there is potential for archaeological relics as well as Aboriginal scarred trees within the forest as evident from the one scarred tree next to No. 3 Staff Road.

The listing encompasses the entire Lot 1 DP 746875 as a curtilage; however, only numbers 3 and 10 Staff Road houses are being built heritage items.

This statement draws on the assessment of significance against the standard criterion and recommends a heritage listing of the Site, with the cottages at 3 and 10 Staff Road being the only built elements of possible heritage significance. The statement includes information that has not been verified, in relation to the use of the cottages by the Boral workers. As noted above, it is not known what level of comparative analysis has been undertaken to support the statement that the cottages warrant heritage listing as good examples of the post-war fibro workers cottage in the local area.

3.5 Conclusions

Council's draft heritage assessment has presented a number of grounds for a recommendation for listing the Site as a local heritage item, finding the cottages at Nos. 3 and 10 Staff Road to have particular significance as built heritage items. However, the research, in some areas, is based on unverified anecdotal information, and it appears no comparative analysis has been undertaken. Additional research and analysis are considered essential to reasonably assert that the cottages at Staff Road reach the threshold for heritage listing at the local level, including:

- Additional historical information to verify anecdotal evidence.
- A comparative analysis against other post war workers cottages to understand their representative and rarity values.
- Updated significance assessment based on additional information identified in this research.

The following sections of this report contain additional historical research, a comparative analysis against other listed workers cottages, and a revised heritage assessment based on this comprehensive information.

4. Further Investigation

The following section provides an analysis of additional historical research undertaken by Extent in relation to the cottages at Staff Road. It builds on the historical notes provided in Council's draft heritage assessment, providing additional information where available.

4.1 Review of Information Sources

The historical resources listed in Table 1 are noted as information sources in Council's draft datasheet. Each source has been reviewed and the table below provides a summary of any additional information, not noted in the draft datasheet, that is relevant to the assessment of the significance of the cottages at Staff Road, Maldon.

Table 1. Review of Information Sources noted in the draft heritage datasheet for 3 and 10 Staff Road

Type	Author/Client	Title	Year	Repository	Comment
Heritage Assessment	Michael Pearson – Heritage Management Consultants Pty Ltd	Bulli Seam Operations: Non Aboriginal Heritage Assessment (p. A-143)	May 2009	URL broken	Described Maldon Cement Works as a potential heritage item to be considered in 2009 revision of Wollondilly LEP. No other relevant information.
Newspaper Article	The Sydney Morning Herald	Family Notices (p.8)	12 February 1925	Trove	Relates to Leslie Sheil. Sheil was the former owner of part of the site prior to its purchase by Metropolitan Portland Cement Works. No additional relevant information.
Newspaper Article	The Sydney Morning Herald	Family Notices (p.12)	4 August 1926	Trove	No additional relevant information.
Newspaper Article	The Sydney Morning Herald	Family Notices (p. 14)	21 June 1930	Trove	No additional relevant information.
Newspaper Article	The Picton Post	The Late Mrs. Leslie Sheil (p.2)	25 August 1926	Trove	No additional relevant information.
Written	Wise's Directories	Wise's New South Wales Post Office Directory (107A)	1940	Trove	Lists the names of those living in Maldon in 1940. Includes four members of the Sheil Family as living in Maldon, with the occupation noted as farmer.

Type	Author/Client	Title	Year	Repository	Comment
					No addresses are included.
Newspaper Article	The Picton Post	About Town (p.5)	14 January 1953	Trove	No additional relevant information.
Newspaper Article	Southern Mail	Wedding Hodges Brown (p. 2)	16 January 1953	Trove	No additional relevant information. Brown-Hodges wedding. The couple moved to Maldon.
Newspaper Article	The Picton Post	Town Talk (p. 7)	1 April 1953	Trove	No additional relevant information.
Newspaper Article	The Picton Post	About Town (p.7)	13 May 1953	Trove	No relevant additional information – describes Mr N. G. Wales on annual leave from Metropolitan Portland Cement Ltd, Maldon.
Newspaper Article	The Picton Post	About Town (p.10)	9 December	Trove	No relevant additional information.
Conveyance Book	NSW LRS	Bk 3788 No 50-52		NSW LRS	Deed of Conveyance between Metropolitan Portland Cement and Blue Circle Cement Limited in 1989.
Conveyance Book	NSW LRS	Bk 2780 No 115		NSW LRS	Deed of Conveyance between Herbert Thomas Hodges and Metropolitan Portland Cement in 1966 of Lot 14 of Jarvisfield Estate.
Conveyance Book	NSW LRS	Bk 2361 No 127		NSW LRS	Deed of Conveyance from Leslie Alphonsus Tyson Sheil to Herbert Thomas Hodges Shirley March in 1956 of Lot 14 of Jarvisfield Estate.

4.2 Review of Additional Resources

4.2.1 Draft Wollondilly European Thematic History

Council has commissioned an updated Thematic History as part of the Wollondilly Heritage Study. The updated thematic history fills in the gaps identified in the 2006 Wollondilly Shire LGA Thematic History. The updated history is currently in draft form and the current draft has been provided to Boral to enable this assessment.

A review of the draft thematic history has identified that there is one brief mention of the Boral Cement Plant at Maldon, within the Pastoral Expansion chapter:

In 1823 the Antills built a small wooden cottage at Jarvisfield and this would remain their principle residence until 1864. A second house of brick was erected a short distance away around 1850, as a home for one of their sons, John Macquarie Antill. Eliza and Henry produced 9 children and all accounts suggest they were an unusually tightly knit family. This second house was eventually converted to a laundry and remained in use until the 1950s, when it was demolished.

After Antill Snr died, Jarvisfield passed to John Macquarie Antill, who built the present house in 1864. John lived there until his death when the property passed to his son Robert Henry (Harry). Harry never married, but there were plenty of Antill relatives around and his brother Guy was the next to take over Jarvisfield; his spinster daughters eventually let the house to the Maldon Cement Works in c.1950s-1960s, who made major alterations to the structure prior to its resumption by Wollondilly Shire Council and its eventual redevelopment as Antill Park Golf Club. (City Plan Heritage n.d., 27)

Within the thematic history, the site may also loosely align with the theme 'Industry'. However, this theme identifies the importance of timber (sawmills and timber-getting), mining (silver and coal) and water (dam building) to the history of the Wollondilly area. The cement industry is not noted as having significance to the local area.

There is no information within the draft thematic history that is relevant to the assessment of significance of the Staff Road workers houses.

4.2.2 1948 Onwards - The History of Blue Circle Southern Cement, Maldon NSW

This document, compiled in 1995, is not a publicly available resource and is held by Boral at the Maldon plant. The document provides a history of the development of the Maldon Cement Works between 1948 and 1995, from the point of view of a former employee at the Cement Works, Bill Featon.

The document provides a background to the development of the cement works at the Maldon site, focussing on the development of the plant and changes in technology. It provides limited information about the Maldon Housing Project. The relevant information from this document is quoted below.

The Maldon Housing Project

The erection of cottages, to be used by employees, commenced in 1949. A number of a large group of carpenters, employed at the time, supervised by a Mr. Arthur Miller, were designated for this task. Built of fibro, to a neat, basic design, the project began on the western side of Wilton Road, opposite the present amenity block.

Over the years, the number of cottages has increased to eighteen, some of which are really attractive, brick homes.

A number of these houses are occupied by employees, whilst others are rented privately. (Featon 1995, 23).

Featon's publication includes photographs of the managers house (Figure 39 and Figure 41). This house, now demolished, was located at the southern end of Staff Road, on the eastern side of the road. The house at 10 Staff Road is located at the northern end of Staff Road, on the western side of the road.

4.3 Discussion on Location of Former Works Manager's House

Council's draft heritage datasheet asserts that:

The house at the end of Staff Road was said to have been the home of the Works Manager and was the weekly meeting point for women for high tea.

This statement is extracted from Boral Cement, Maldon Plant Community Liaison Committee Meeting Notes, Picton (29 November 2016, 2-3).

The assessment against criterion (a), historical significance, claims:

At one stage, it is likely that No. 10 Staff Road was the home of the Works Manager, as well as being the site of weekly meetings for women for high tea.

Former Boral staff have indicated that this statement is incorrect and that the Works Managers House was located at the southern end of Staff Road, whereas No. 10 is located at the northern end. As such, further research has been undertaken to accurately determine if the Works Manager's house is the existing cottage at No.10 Staff Road.

Featon's history of Blue Circle Southern Cement details the Maldon housing project and the construction of the staff housing along Staff Road. The construction of houses for the purpose of staff housing commenced in 1949 on the western side of Wilton Road, supervised by Arthur Miller. The cottages were built of fibro to a basic design. A total of eighteen houses were constructed over the following years (Featon 1995, 23).

Featon's publication includes photographs of the managers house (Figure 39 and Figure 41). This house, now demolished, was located at the southern end of Staff Road, on the eastern side of the road. The house at 10 Staff Road is located at the northern end of Staff Road, on the western side of the road.

Historical aerial photographs show that the former managers cottage was constructed between 1969 and 1972 (Figure 43 and Figure 44). The former managers cottage was demolished by 2018 (Figure 42).



*The cottage occupied by managers over the years.
Now rented privately.*

Figure 39. View of the former managers cottage at Staff Road (Featon 1995, 27)



Figure 40. Staff Road - Ironbarks (former Managers House) n.d. Source: Boral Concrete Ltd.



Figure 41. Former managers cottage as viewed in 2009. *Source:* Google Maps December 2009.



Figure 42. Location of former managers cottage as viewed in 2018. *Source:* Google Maps, November 2018.

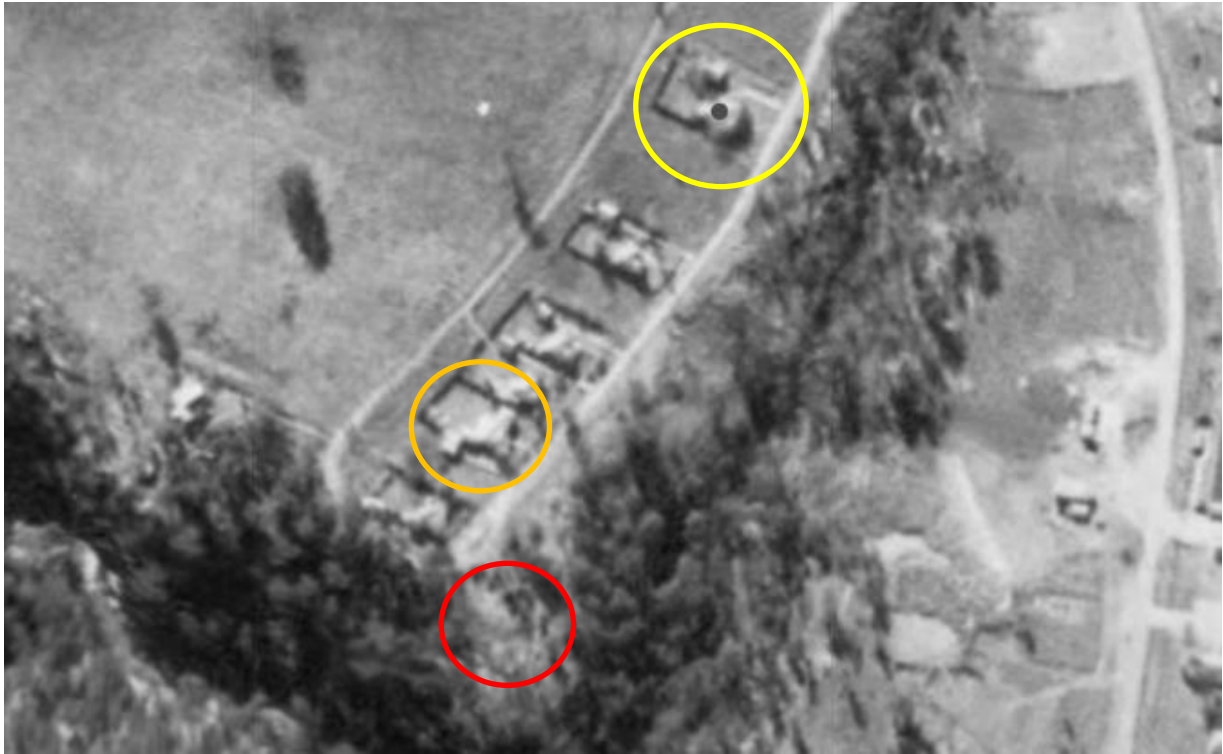


Figure 43. Historical aerial photograph showing Staff Road, 1969. Indicative location of former managers cottage outlined in red. No. 10 Staff Road outlined in yellow and No. 3 is outlined in orange. *Source:* Historical Lands Viewer.



Figure 44. Historical aerial photograph showing Staff Road, 1972. Location of former managers cottage outlined in red. No. 10 Staff Road outlined in yellow and No. 3 is outlined in orange. *Source:* Historical Lands Viewer.

4.4 Additional images

The following historic images, not included in Council's draft assessment were provided by Boral Cement Limited. The additional photographs do not add any additional information relevant to 3 and 10 Staff Road. However, they do illustrate the site as it appeared over its occupation and are an addition to the existing historic background provided in Councils draft assessment.

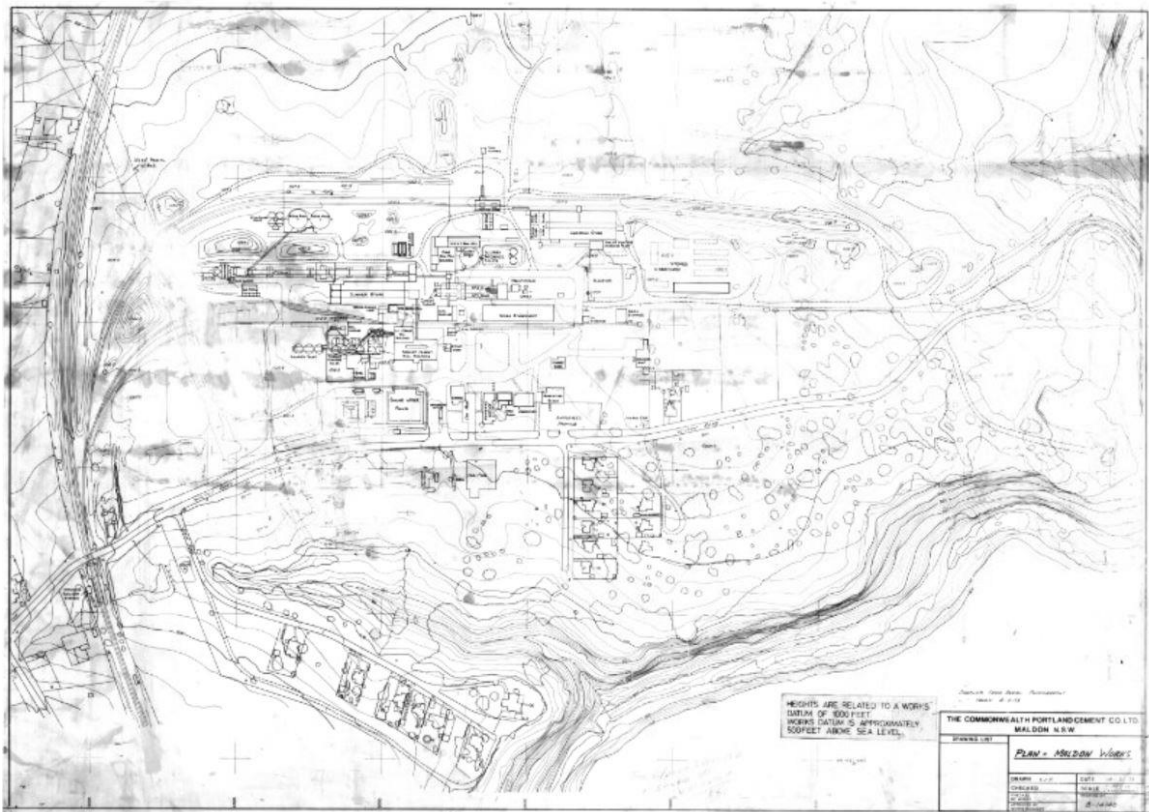


Figure 45. Site Plan, Maldon, date not visible. Source: Boral Cement Ltd.



Figure 46. Maldon showing Staff Road in the foreground. date unknown. *Source:* Boral Cement Ltd.



Figure 47. Oblique aerial, 1985. Staff Road is in the foreground. 3 and 10 staff Road are indicated with a red arrow. The managers cottage is located at the far right, on the north side of Staff Road. *Source:* Boral Cement Ltd.



Figure 48. Oblique Aerial c.1990s *Source: Boral Cement Ltd.*



Figure 49. Park Road, 1974. *Source: Boral Cement Ltd.*



Figure 50. Park Road 1974. *Source:* Boral Cement Ltd.



Figure 51. Park Road, 1975. *Source:* Boral Cement Ltd.



Figure 52. Park Road cottages n.d. *Source:* Boral Cement Ltd.



Figure 53. Park Road Housing – Year unknown. *Source:* Boral Cement Ltd.



Figure 54. Plant View - Looking north west toward Picton Road (year unknown). Source: Boral Cement Ltd.



Figure 55. Plant View - Looking south west toward Park Road (year unknown). Source: Boral Cement Ltd.



Figure 56. Plant View - Looking west toward Park Road (year unknown). *Source:* Boral Cement Ltd.



Figure 57. Plant View - Looking west toward Staff Road (year unknown). *Source:* Boral Cement Ltd.



A view along Staff road, 1995.

Figure 58. View along Staff Road, 1995. *Source:* Featon 1995, 27



Figure 59. Staff Road, n.d. *Source:* Boral Cement Ltd.



Figure 60. Staff Road cottages, n.d. *Source:* Boral Cement Ltd.

5. Comparative Analysis

5.1 Introduction

A comparative analysis has been undertaken to assist in determining the relative value of the Staff Road cottages in relation to other similar sites.

The fibro cottages at No. 3 and No. 10 Staff Road were constructed in 1949-1950 to house staff that worked at the nearby Maldon Cement Works. The cottages comprised part of a group of six workers' houses built at the same time, four of which have since been demolished.

This section looks at groups of staff housing dating from the post-war period and earlier, which are listed within their relevant local environmental plan as being of heritage significance. No comparable examples of staff housing groups are known in the Wollondilly LGA.

5.2 Staff housing groups

Miners Cottages Cullen Bullen	
Address	Old Cottage Road, Cullen Bullen NSW 2790
Date	c.1900s
Listing	Lithgow Local Environmental Plan 2014 – Item no. I115
Significance	<i>Historic: an entire street of early 20th century and miners' cottages is rare outside Lithgow town and this suite, despite modifications, is a striking part of the local streetscape and industrial landscape. Social: as company houses, this group had a social cohesiveness in the town of Cullen Bullen in its heyday and is still well known locally as a social neighbourhood. (Heritage NSW n.d.)</i>
History	<i>This suite of company-built miners' cottages probably belongs to the first decade of the 20th century when first the Invincible and then in 1904 the Tyldesley coalmines opened and population sharply increased. Deep coal mining flourished until the 1950s. With the decline thereafter and the opening of less labour-intensive open cut mines in the district, the population of Cullen Bullen dwindled to less than 300 in the 1970s, but this row of cottages in a street quaintly named Old Company Cottage Road has remained unusually intact and occupied. (Heritage NSW n.d.)</i>
Description	<i>Originally fibro clad timber framed cottages with gabled roof over two rooms. Skillion roofs over rooms to rear (stepping down the hill). Originally bull nosed verandahs have been changed to flat skillion, some infilled. Victorian Timber/fibro. (Heritage NSW n.d.)</i>

Miners Cottages Cullen Bullen



Figure 61. View of Old Cottage Road. *Source:* Wollemi - Macdonald Valley - Wollombi historical study: photographs

Images



Figure 62. 1 Old Cottage Road, Cullen Bullen, 2017 *Source:* Domain, <https://www.domain.com.au/property-profile/1-old-cottage-road-cullen-bullen-nsw-2790>.

Miners Cottages Cullen Bullen



Figure 63. View to Old Cottage Road Cottages. Source: Google Streetview 2022.

Scarborough Miners Cottage

Address	438, 440, 442, 443, 444, 445, 449, 453, 453A Lawrence Hargrave Drive, Scarborough NSW 2515
Date	c.1910
Listing	Wollongong Local Environmental Plan 2009
Significance	<i>Scarborough Miners Cottages are of significance for the Wollongong area for historical and aesthetic reasons, and as a representative example of modest timber workers' cottages in the local area. The houses, built to accommodate coal company workers, present as having a reasonably good degree of integrity when viewed externally, and make a strong contribution to the neighbourhood character. The relationship with the open brick drainage culvert also contributes to the setting of the cottages. They are representative of this modest type of accommodation of their period, but are also relatively rare remnants of this type in the local context. (Heritage NSW (Heritage NSW 2018))</i>
History	<i>Miners houses were typically built within walking distances of the mine where their occupants worked. The cottages in Lawrence Hargrave Drive were anonymous, almost identical row of houses built about 1910 for Colliery workers. All have been altered but they still provide a very evocative picture of an early mining town. The houses are associated with a rare piece of early infrastructure, an open brick drainage culvert that runs in front of the houses along Lawrence Hargrave Drive. Each cottage has separate access to the road via an informal timber foot bridge. (Heritage NSW 2018)</i>
Description	<i>Originally four room cottages, mostly clad in weatherboard and with corrugated iron roofs. Each cottage was originally fronting Lawrence Hargrave Drive with its front verandah. Hipped or gabled roofs are elongated along the street. Each was modified over time, with some verandahs lost, however, they retain the ability to</i>

Scarborough Miners Cottage

interpret their original configuration on a closer inspection. Open brick drainage culvert separates row of cottages from Lawrence Hargraves Drive, each house has separate access via informal wooden bridges. (Heritage NSW 2018)

Images



Figure 64. View to 444, 442 and 440 Lawrence Hargrave Drive, Scarborough.

5.2.1 Post-War staff housing groups

Company Houses Elrington Colliery (former)

Address	2-17 Camellia Close, Kearsley NSW 2325
Date	c.1930s-1950s
Listing	Cessnock Local Environmental Plan 2011 – Item no. 1109
Significance	<p><i>Some of the most recent Company houses remaining in the South Maitland Coalfields, illustrating the length of time in which the fields were mined, and long term investments made.</i></p> <p><i>The group are of local significance, a rare example and historically significant because of the era within which they were built (after the "boom" period for the local coalfields). They are aesthetically significant because of the landscape setting and the mix of styles. (Heritage NSW 2002)</i></p>
History	<p><i>The Elrington Colliery was one of the second generation of mines developed south of the outcrop in the 1910s-1920s. These were deep, mostly shaft mines. Elrington was developed in the period 1924-1928 by BHP Collieries in partnership with Hebburn Ltd. and later owned by BHP alone. In its developmental stage, Elrington employed a maximum of 149 people. The mine was ready for production in 1928 but, faced with the industrial stoppages of 1928-9, did not come into production until late in 1930. There were recurring problems with underground fires. The colliery was closed in 1963. A new lease of life was given to the surface facilities when Elrington Engineering Pty. Ltd. was opened 17 June, 1964. It subsequently became Elrington Industries. The Company houses were built in the 1940s, and further research is needed about why they were built at this time. (Heritage NSW 2002)</i></p>

Company Houses Elrington Colliery (former)

Description

Post War bungalow style group of five single storey brick Company houses, some extended and altered. Now in private ownership.

No.1 & No.2 are reputed to have been built in the 1950's, possible [sic] as late as 1958. The design of No.1 certainly suggest this era. No.2 however has a style that is pre WWII.

No. 3, 4 & 5 are reputed to have been built in the 1930's for mine manager, mine surveyor and mine engineer. As to which house was for which position is not known (as per comments by residents 5/12/06) (Heritage NSW 2002)

Note

The History and Description contained within the Inventory Sheet for the item give differing dates for the construction of the houses. The History states that the houses were constructed in the 1940s, and the Description states that two were built in the 1950s, and the other three were built in the 1930s. Due to the differing styles and form of the houses, it is likely that the latter is correct.

Images

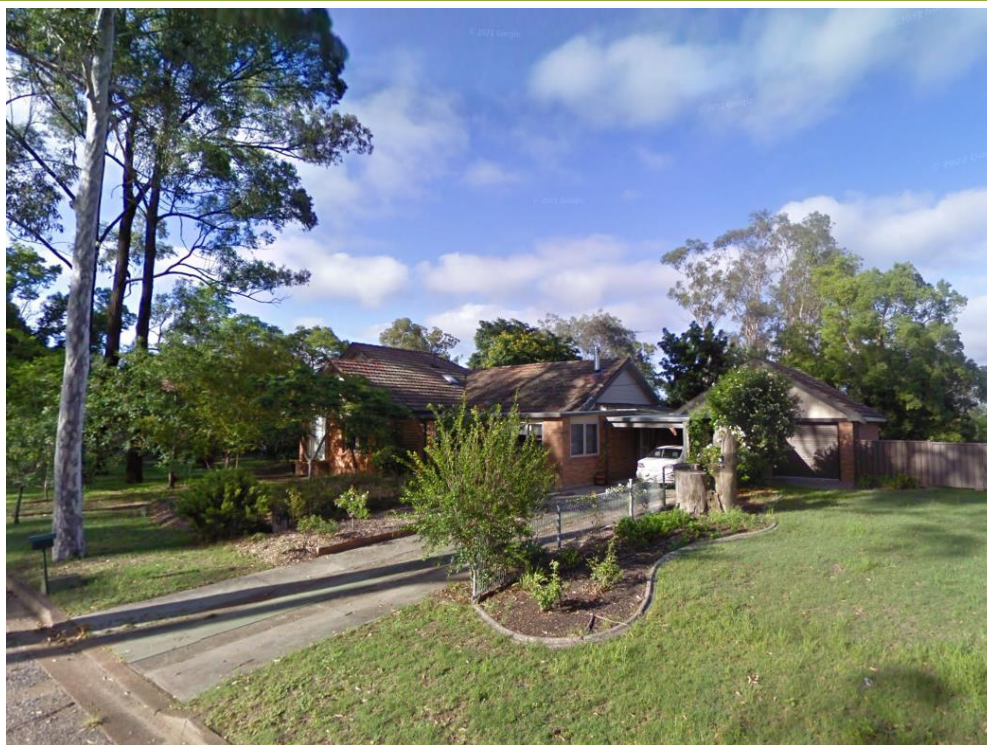


Figure 65. 13 Camellia Close. Source: Google Streetview 2010.

Company Houses Elrington Colliery (former)




Figure 66. 2 Camellia Close. Source: Google Streetview.

North St Marys Staff Cottages

Address	Forrester Road, Griffiths Street, Maple Road, Viney Street, including Commonwealth Crescent, Liddle Street and associated parks
Date	1942-1943
Listing	Penrith Local Environmental Plan 2010 – HCA4
Significance	<p><i>The Staff Cottages were completed in the early years of the Second World War to house employees of the neighbouring ammunition filling factory, the complex demonstrates the war emergency years and the contribution of this region in the world-wide conflict. Developed by the architect and town planner Walter Bunning the complex is unique in demonstrating a phase in the development of town planning in Australia with the realisation of atypical planning concepts derived from respected overseas practices. Today the complex, with its numerous contributory components, form a discreet housing unit, which unifies public and private domains.</i></p> <p><i>Walter Bunning was significant for his involvement in developing Australian guidelines for effective camouflage methods, as well as designing and documenting buildings and infrastructure for the war effort. These cottages together with the duration cottages (SM7) and the Dunheved Industrial Estate (SM2) are important evidence of the development associated with the establishment of the area as a major industrial site. (Heritage NSW 2005)</i></p>
History	<p>The St Marys Duration Cottages form part of nearly 1,000 houses built adjacent to the various munitions factories across NSW in 1942-1943. The houses were built by the NSW Housing Commission on behalf of the Commonwealth War Workers Trust. They were known as 'duration cottages' as the accommodation was only available for the duration of their employment.</p>

North St Marys Staff Cottages

	<p>The Commonwealth War Workers Trust employed architect Walter Ralston Bunning to design the duration cottages. The development was based on the North American Radburn model.</p> <p>The North St Marys Staff Cottages were intended for the security officers rather than the factory workers. A larger group of temporary duration cottages were built south of the railway line to house the factory staff. (Heritage NSW 2005)</p>
Description	<p>The North St Marys Staff Cottages comprise a grouping of model workers housing. The housing can be separated into three groups. Two of the groups, originally comprising of 12 houses each, are laid out in parallel rows. The rear boundaries of the allotments front onto central rectangular parks. The third group is laid out around a semi-circular park.</p> <p>A variety of house forms was built, with the same palette of materials. Each residence had a brick chimney, a hipped corrugated iron roof, and weatherboard (timber) dado to sill height, above which was asbestos sheeting. The gable was clad with weatherboard, and the porch screened with simple uprights (two of which survive).</p> <p>Additional brick dwellings have been added to the group. Small scale modifications have been undertaken by the individual homeowners. The original layout of the group, and the relationship to the central parks, remain evident.</p>
Images	 <p>Figure 67. North St Marys Staff Cottages, 1947. <i>Source:</i> Historic Imagery Viewer.</p>

North St Marys Staff Cottages



Figure 68. North St Marys Staff Cottages, 2020 *Source:* Historic Imagery Viewer.



Figure 69. North St Mary Duration Cottages. *Source:* Google Streetview 2021.

5.3 Conclusion

This section has looked at heritage listed purpose-built workers housing in the Sydney area and wider NSW to determine the relative significance of the staff cottages at Nos. 3 and 10 Staff Road, Maldon. The staff cottages at Maldon, similar to these examples, demonstrate the tradition of large companies providing workers housing associated with industrial activities in the post war era in NSW. The properties share some similarities with these examples of workers housing which date from the Federation period and early twentieth century, though demonstrating different forms and materiality, respective to the fashions and technologies of the time, in the form of modest houses using inexpensive materials and simple construction methods. The tradition of large companies providing housing for their workers demonstrates the acknowledgement of the responsibility of employers to provide adequate and respectable conditions for their workers.

The Maldon cottages share the form and materiality of the North St Mary's cottages, being mid-century fibro clad cottages. The St Mary's cottages comprised part of larger development for workers housing, which influenced subsequent development in the wider St Mary's area. The Maldon cottages demonstrate workers housing development on a smaller scale, relative to the size of the industrial activities the housing was supporting.

The groups of staff housing at Cullen Bullen, Scarborough and North St Marys comprise whole streetscapes and intact town blocks of workers housing. These groups of staff housing are prominent within their setting and are visible from the public domain. The Maldon cottages, as isolated examples, restricted from public access and with only two remaining examples, are a much less intact and notable representation of staff housing from this period. Further, these cottages are not early examples of this type of staff housing, nor do they demonstrate any particular innovation to staff housing. The examples of Kearsley and North St Marys Staff Cottages outlined above are better representative examples of broader town planning principles that holistically retain intact streetscapes and subdivision patterns.

6. Updated Assessment of Significance

The following section provides a revised assessment of significance of the staff cottages at Nos. 3 and 10 Staff Road, Maldon, based on the new and additional information provided in this report.

6.1 Assessing Significance

The basis of this assessment follows the methodology and terminology of The Burra Charter: The Australia ICOMOS Charter for Places of Cultural Significance and the NSW Heritage Manual. Cultural significance is defined in the Burra Charter, published by Australia ICOMOS (2013), as:

Aesthetic, historic, scientific, social or spiritual value for past, present or future generations. Cultural significance is embodied in the place itself, its fabric, setting, use, associations, meanings, records, related places and related objects. Places may have a range of values for different individuals or groups.

The NSW Heritage Manual was developed by the (predecessors of) Heritage NSW to provide the basis for an assessment of heritage significance of an item or place. This is achieved by evaluating the place or items significance in reference to specific criteria, which can be applied at a national, state, or local level (Heritage Office 2001). The NSW Assessing Heritage Significance details these specific criteria are quoted below (Heritage Office 2001, 9). The significance of the subject properties is assessed against the criteria below and a Statement of Cultural Significance has been developed from an understanding of the historical development and an analysis of the physical fabric of the site.

The concept of 'cultural significance' embraces the values of places or items to the community, which cannot be expressed in financial terms alone. An assessment of cultural significance strives to establish why a place or item is considered important and valued by the community. Significance, therefore, is embodied in the fabric of the place, including the setting, the records associated with the place and the response that the place evokes in the community.

6.2 Assessment criteria

The NSW heritage assessment criteria was developed by the (predecessors of) Heritage NSW to provide the basis for an assessment of heritage significance of an item or place. This is achieved by evaluating the place's or item's significance in reference to eight criteria, which can be applied at a State or local level. They are outlined below.

Criterion (a) An item is important in the course, or pattern, of NSW's cultural or natural history (or the cultural or natural history of the local area);

Criterion (b) An item has strong or special association with the life or works of a person, or group of persons, of importance in NSW's cultural or natural history (or the cultural or natural history of the local area);

Criterion (c) An item is important in demonstrating aesthetic characteristics and/or a high degree of creative or technical achievement in NSW (or the local area);

Criterion (d) An item has strong or special association with a particular community or cultural group in NSW (or the local area) for social, cultural or spiritual reasons;

Criterion (e) An item has potential to yield information that will contribute to an understanding of NSW's cultural or natural history (or the cultural or natural history of the local area);

Criterion (f) An item possesses uncommon, rare or endangered aspects of NSW's cultural or natural history (or the cultural or natural history of the local area);

Criterion (g) An item is important in demonstrating the principal characteristics of a class of NSW's cultural or natural places; or cultural or natural environments. (or a class of the local area's cultural or natural places; or cultural or natural environments.)

6.3 Assessment of significance, Nos. 3 and 10 Staff Road, Maldon

The following section provides Council's current draft heritage assessment of the Staff Road cottages against the standard criteria, and a revised assessment based on the new and additional information provided in this report.

Criterion (a) An item is important in the course, or pattern, of NSW's cultural or natural history (or the cultural or natural history of the local area);

Reasons for inclusion	Reasons for exclusion
<ul style="list-style-type: none"> shows evidence of a significant human activity is associated with a significant activity or historical phase maintains or shows the continuity of a historical process or activity 	<ul style="list-style-type: none"> has incidental or unsubstantiated connections with historically important activities or processes provides evidence of activities or processes that are of dubious historical importance has been so altered that it can no longer provide evidence of a particular association

Council's Assessment

The workers cottages at Staff Road have historic significance for being a surviving example of early housing development for the nearby Maldon Cement Works (previously Metropolitan Cement Works). Constructed in 1949-1950 as part of the total six (6) houses along Staff Road for staff accommodation for Metropolitan Cement Works (now Maldon Cement Works, the workers' cottages at No. 3 and No. 10 Staff Road were first occupied by Vern Wrightson and his wife, and Paddy Glover and his wife, who were likely workers at the newly built Metropolitan Cement Works. At one stage, it is likely that No. 10 Staff Road was the home of the Works Manager, as well as being the site of weekly meetings for women for high tea.

The concrete plant was originally part of Henry Ford's Detroit cement works facility, which was purchased by Arnold Stanley Taylor in 1948 with a \$1,190,000 grant from the Australian government. Prior to construction of the workers' cottages, workers at the factory lived in tents close to the site. No. 7 Staff Road was also an original cottage constructed alongside Nos. 3 and 10, however this cottage was demolished in 2019 – 2020. In addition to Staff Road, at least 8 workers' cottages were also constructed at nearby Park Drive, however these have also all been demolished.

Criterion (a) An item is important in the course, or pattern, of NSW's cultural or natural history (or the cultural or natural history of the local area);

In addition to these historic houses, the area hosts at least one Aboriginal scarred tree. Aboriginal scarred trees are excellent surviving examples of local Aboriginal tribes' interaction with Country, as the bark and heartwood from the tree was utilised in the construction of tools, weapons or shelters.

Revised Assessment:

The workers cottages at Staff Road have some historic value for being surviving examples of early housing development for the nearby Maldon Cement Works (previously Metropolitan Portland Cement Works). The cottages were constructed in 1949-1950 as part of the total six (6) houses along Staff Road for staff accommodation for the Metropolitan Portland Cement Works (now Boral Maldon Cement Works).

The cement plant was originally part of Henry Ford's Detroit cement works facility, which was purchased by Arnold Stanley Taylor in 1948 with a \$1,190,000 grant from the Australian government. Prior to construction of the workers' cottages, workers at the factory lived in tents close to the site. No. 7 Staff Road was also an original cottage constructed alongside Nos. 3 and 10, however this cottage was demolished in 2019 – 2020. In addition to Staff Road, at least 8 workers' cottages were also constructed at nearby Park Road, however these have also all been demolished. (Note: Council's draft assessment incorrectly identifies Park Road as Park Drive).

The cottages at 3 and 10 Staff Road have in part been occupied by workers of the Maldon Cement Works throughout their history. However, there is no evidence that they are associated with any important historical figures or important events. The former Works Managers house was located at the south-eastern end of Staff Road and has since been demolished. The loss of the majority of the staff housing built on the site for the Maldon Cement Works has severely impacted the integrity of the Maldon staff housing as a group, and limited the ability of the remaining cottages to provide an understanding of the development of staff accommodation at the Cement Works. Their location on a private road is such that they are not able to be viewed from the public domain, further limiting their ability to provide evidence of any important historical activity to the community.

The former staff cottages at Nos. 3 and 10 Staff Road do not reach the threshold for listing under this criterion

Notes:

- The cottage at 10 Staff Road was not the home of the Works Manager, as detailed earlier in this report. The Works Managers cottage was located on the south-eastern side of Staff Road and was demolished by c.2018. There is no evidence to support that 10 Staff Road was used by women for high tea.
- No information has been identified to support the claim that the individuals who resided at Staff Road have historical significance. Neither Wrightson nor Glover are mentioned in Featon's history of the Site.

Criterion (b) An item has strong or special association with the life or works of a person, or group of persons, of importance in NSW's cultural or natural history (or the cultural or natural history of the local area);

Reasons for inclusion	Reasons for exclusion
<ul style="list-style-type: none"> ▪ shows evidence of a significant human occupation ▪ is associated with a significant event, person, or group of persons 	<ul style="list-style-type: none"> ▪ has incidental or unsubstantiated connections with historically important people or events ▪ provides evidence of people or events that are of dubious historical importance

Criterion (b) An item has strong or special association with the life or works of a person, or group of persons, of importance in NSW's cultural or natural history (or the cultural or natural history of the local area);

- has been so altered that it can no longer provide evidence of a particular association

Council's Draft Assessment

The historic houses along Staff Road and Aboriginal scar trees do not possess any specific historical association significance.

Revised Assessment:

The houses along Staff Road do not possess any specific historical association significance. While the two cottages have some historical association with the operation and functions of the Metropolitan Portland Cement Works, the historical association is not sufficient to reach the threshold for heritage listing under this criterion.

The former staff cottages at Nos. 3 and 10 Staff Road do not meet the threshold for listing under this criterion.

Criterion (c) An item is important in demonstrating aesthetic characteristics and/or a high degree of creative or technical achievement in NSW (or the local area);

Reasons for inclusion

- shows or is associated with, creative or technical innovation or achievement
- is the inspiration for a creative or technical innovation or achievement
- is aesthetically distinctive
- has landmark qualities
- exemplifies a particular taste, style or technology

Reasons for exclusion

- is not a major work by an important designer or artist
- has lost its design or technical integrity
- its positive visual or sensory appeal or landmark and scenic qualities have been more than temporarily degraded
- has only a loose association with a creative or technical achievement

Council's Draft Assessment

The workers cottages at Nos. 3 and 10 Staff Road are good surviving examples of post-war fibro-sheeted residences that were specifically constructed for workers across New South Wales. Both houses were built on brick bases, have exposed face brick chimneys on their southern elevations, terracotta tiling for the roofs and either an enclosed porch (no. 10) or brick deck (no. 3). The original floor layout of No. 10 has been respected, with very few apparent modifications undertaken to the cottage. Though No. 3 has received an extension, the original layout of the cottage is visible.

The scarred tree next to No. 3 Staff Road has aesthetic significance as part of the wider Aboriginal cultural landscape setting along the creek with dense forest that may have a number of scarred trees forming the curtilage of the Staff Road cottages. The forest, which has been part of the landscape setting of the Staff Housing since the establishment of the Metropolitan Cement Works and continue to maintain the same curtilage and landscape setting between the Maldon Cement Works and the Staff Road residences, is an important part of the curtilage that once contained a large number of workers cottages along Staff Road and Park Road in one allotment.

Revised Assessment

The staff cottages at Nos. 3 and 10 Staff Road are typical surviving examples of post-war fibro-sheeted residences that were specifically constructed for workers across New South Wales. The cottages were built to standard housing designs prepared for Metropolitan Portland Cement in 1949-1950. Their architectural character is vernacular with simple massing and minimal detailing, built to standard

Criterion (c) An item is important in demonstrating aesthetic characteristics and/or a high degree of creative or technical achievement in NSW (or the local area);

designs which utilised economical materials and a functional layout. They were not designed by a notable architect or associated with a notable builder. The cottages have lost their integrity as part of a much larger group of staff houses built on the site. They do not demonstrate a high degree of creative or technical achievement. Furthermore, the cottages are located on private property and are not visible from the public domain.

The former staff cottages at Nos. 3 and 10 Staff Road do not meet the threshold for listing under this criterion.

Criterion (d) An item has strong or special association with a particular community or cultural group in NSW (or the local area) for social, cultural or spiritual reasons;

Reasons for inclusion	Reasons for exclusion
<ul style="list-style-type: none"> is important for its associations with an identifiable group is important to a community's sense of place 	<ul style="list-style-type: none"> is only important to the community for amenity reasons is retained only in preference to a proposed alternative

Council's Draft Assessment

It is not known the social significance these workers' cottages have with the local Maldon or Wollondilly community. The Aboriginal scarred tree has high social significance to the local indigenous population around Picton as being a surviving feature of their ancestors' interactions with the land.

Revised Assessment:

It is not known what social significance the cottages at Nos. 3 and 10 Staff Road may hold with the local Maldon or Wollondilly community. While some social significance may be held by current and former workers of the cement works, it is unlikely that these two cottages hold social values on their own given the wider staff housing has largely been demolished and the remaining houses are not visible from the public domain.

The former staff cottages at Nos. 3 and 10 Staff Road are unlikely to meet the threshold for listing under this criterion.

Criterion (e) An item has potential to yield information that will contribute to an understanding of NSW's cultural or natural history (or the cultural or natural history of the local area);

Reasons for inclusion	Reasons for exclusion
<ul style="list-style-type: none"> has the potential to yield new or further substantial scientific and/or archaeological information is an important benchmark or reference site or type provides evidence of past human cultures that is unavailable elsewhere 	<ul style="list-style-type: none"> the knowledge gained would be irrelevant to research on science, human history or culture has little archaeological or research potential only contains information that is readily available from other resources or archaeological sites

Council's Draft Assessment

The demolished houses along Staff Road and Park Drive have potential for archaeological relics as well as Aboriginal archaeology within the forest as evident from the one scarred tree next to No. 3 Staff Road.

Criterion (e) An item has potential to yield information that will contribute to an understanding of NSW's cultural or natural history (or the cultural or natural history of the local area);

Revised Assessment:

The cottages at Nos. 3 and 10 Staff Road, Maldon are typical fibro cottages from the Post-War period. Construction materials and methods from these periods are well understood. It is unlikely that the group would yield any new construction or technical information not already well documented.

Although no historical archaeological assessment has been undertaken, there is no evidence to suggest that the demolished houses on Staff Road and Park Road have the potential to yield substantial archaeological information.

The former staff cottages at Nos. 3 and 10 Staff Road are unlikely to not meet the threshold for listing under this criterion.

Criterion (f) An item possesses uncommon, rare or endangered aspects of NSW's cultural or natural history (or the cultural or natural history of the local area);

Reasons for inclusion	Reasons for exclusion
<ul style="list-style-type: none"> provides evidence of a defunct custom, way of life or process demonstrates a process, custom or other human activity that is in danger of being lost shows unusually accurate evidence of a significant human activity is the only example of its type demonstrates designs or techniques of exceptional interest shows rare evidence of a significant human activity important to a community 	<ul style="list-style-type: none"> is not rare is numerous but under threat

Council's Draft Assessment

Nos. 3 and 10 Staff Road are the only surviving workers' cottages associated with the Metropolitan (now Maldon) Cement Works as all other dwellings along Staff Road and Park Drive have been demolished. The Aboriginal Scarred Tree is a rare feature of Aboriginal interaction with the land, almost certainly prior to European settlement of the Wollondilly.

Revised Assessment:

The cottages at Nos. 3 and 10 Staff Road are the only surviving workers' cottages associated with the Metropolitan Portland (now Boral Maldon) Cement Works as all other dwellings along Staff Road and Park Road have been demolished. However, the cottages do not demonstrate rarity in terms of design or construction technique, being typical fibro worker's cottages of this period. The Staff Road houses historically formed part of a much wider group of staff houses on the Maldon site, most of which have since been demolished, eroding the integrity of the group. A comparative analysis has shown that staff housing is not rare in NSW and that there are numerous examples of staff cottages and groups of staff houses of this style in NSW that are heritage listed.

The former staff cottages at Nos. 3 and 10 Staff Road do not meet the threshold for listing under this criterion.

Criterion (g) An item is important in demonstrating the principal characteristics of a class of NSW's cultural or natural places; or cultural or natural environments. (or a class of the local area's cultural or natural places; or cultural or natural environments.)

Reasons for inclusion	Reasons for exclusion
<ul style="list-style-type: none"> is a fine example of its type has the principal characteristics of an important class or group of items has attributes typical of a particular way of life, philosophy, custom, significant process, design, technique or activity is a significant variation to a class of items is part of a group which collectively illustrates a representative type is outstanding because of its setting, condition or size is outstanding because of its integrity or the esteem in which it is held 	<ul style="list-style-type: none"> is a poor example of its type does not include or has lost the range of characteristics of a type does not represent well the characteristics that make up a significant variation of a type

Council's Draft Assessment

The workers' cottages at Staff Road are good surviving examples of post-war fibro-cement houses constructed for workers at the Metropolitan Cement Works in 1950, and across the State.

Revised Assessment:

The workers' cottages at Staff Road are surviving examples of standard post-war fibro-cement houses constructed for workers at the Metropolitan Cement Works in 1949-1950. The cottages retain some key aspects of their original form and detailing although No. 3 has been visibly extended at the front and side. The Staff Road houses historically formed part of a much wider group of staff houses on the Maldon site, most of which have since been demolished, eroding the integrity of the group.

A comparative analysis has shown that there are better, more intact examples of post-war fibro-cement houses constructed for workers across NSW and in the wider area. Staff housing is not rare in NSW and there are numerous examples of staff cottages and groups of staff houses of this style in NSW that are heritage listed.

The staff cottages at Nos. 3 and 10 Staff Road do not meet the threshold for listing under this criterion.

6.4 Statement of significance

This section contains Council's draft Statement of Significance and a revised statement based on the revised assessment.

Council's draft Statement of Significance (December 2022):

Constructed in 1949-1950, the workers cottages at 3 and 10 Staff Road in Maldon are of local heritage significance as the only two surviving examples of the six (6) houses along Staff Road as well as the eight (8) houses on Park Drive built for the workers of the Metropolitan Cement Works (now Maldon Cement Works). No. 10 Staff Road in particular, at one stage, was the home of the Works Manager, as well as being the site of weekly meetings for women for high tea. These houses are evidence of the importance given to the accommodation and amenities of the workers of the Metropolitan Cement Works as until the construction of the Staff Road houses the workers at the factory lived in tents close to the site. No. 7 Staff Road was also an

original cottage constructed alongside Nos. 3 and 10, however this cottage was demolished in 2019 – 2020. In addition to Staff Road, at least eight (8) workers' cottages were also constructed at nearby Park Drive, however these have also all been demolished, which makes the surviving two houses (3 & 10 Staff Road) rare in this regard.

Despite the later additions, the workers cottages at Nos. 3 and 10 Staff Road are good and intact surviving examples of post-war fibro-sheeted residences that were specifically constructed for workers across New South Wales.

In addition to these historic houses, the area hosts at least one (1) Aboriginal scar tree (Lot 1 DP 746875 - to the south of 3 Staff Road). Aboriginal scarred trees are excellent surviving examples of local Aboriginal tribes' interaction with Country, as the bark and heartwood from the tree was utilised in the construction of tools, weapons and shelter. The forest, which has been part of the landscape setting of the Staff Road Housing since the establishment of the Metropolitan Cement Works and continues to maintain the same curtilage and landscape setting between the Maldon Cement Works and the Staff Road residences, is an important part of the curtilage that once contained a large number of workers cottages along Staff Road and Park Road in one allotment.

Due to the demolished houses along Staff Road and Park Drive there is potential for archaeological relics, as well as Aboriginal objects, features and places as evidenced by the listing of an Aboriginal scarred tree next to No. 3 Staff Road.

The listing encompasses the entire Lot 1 DP 746875 as a curtilage; however, only numbers 3 and 10 Staff Road houses are built heritage items. (City Plan 2022, 1-2)

Revised Statement of Significance (April 2023)

The workers cottages at Staff Road have some historic value for being surviving examples of early housing development for the nearby Maldon Cement Works (previously Metropolitan Portland Cement Works). The cottages were constructed in 1949-1950 as part of the total six (6) houses along Staff Road for staff accommodation for Metropolitan Cement Works (now Boral Maldon Cement Works). The cement plant was originally part of Henry Ford's Detroit cement works facility, which was purchased by Arnold Stanley Taylor in 1948 with a \$1,190,000 grant from the Australian government. Prior to construction of the workers' cottages, workers at the factory lived in tents close to the site. In addition to Staff Road, at least 8 workers' cottages were also constructed at nearby Park Road, however these have also all been demolished.

The loss of the majority of the staff housing built on the site, in Staff Road and Park Road has impacted the integrity of the Maldon staff houses as a group and limited the ability of the remaining cottages to provide any understanding of the development of staff accommodation at the Cement Works. Their location on a private road prevents them from being viewed from the public domain, further limiting their ability to provide evidence of any important historical activity to the community.

The cottages at Nos. 3 and 10 Staff Road have in part been occupied by workers of the Maldon Cement Works throughout their history. However, there is no evidence that they are associated with any important historical figures or important events. The former Works Manager's house was located at the south-eastern end of Staff Road and was demolished in 2019.

The staff cottages at Nos. 3 and 10 Staff Road are typical surviving examples of post-war fibro-sheeted residences that were specifically constructed for workers across NSW. The cottages

were built to standard housing designs prepared for Metropolitan Portland Cement in 1949-1950 and are not associated with a known or notable architect or builder. Their architectural character is vernacular with simple massing and minimal detailing, built to standard designs which utilised economical materials and a functional layout. They do not demonstrate a high degree of creative or technical achievement.

Although no historical archaeological assessment has been undertaken, there is no evidence to suggest that the demolished houses on Staff Road and Park Road have the potential to yield substantial or important archaeological information.

The cottages do not demonstrate rarity in terms of design or construction technique, being typical fibro worker's cottages of this period. A comparative analysis has shown that staff housing is not rare in NSW and that there are numerous better, more intact examples of staff cottages and groups of staff houses of this style in NSW that are heritage listed.

The workers' cottages at Staff Road are surviving examples of standard post-war fibro-cement houses. The cottages retain some key aspects of their original form and detailing but have limited capacity for representation given they are not visible from the public domain.

An updated assessment of significance based on new and additional information has determined that the cottages at Nos 3 and 10 Staff Road do not meet the threshold for heritage listing at the local level under the NSW heritage criteria.

7. Conclusion

This report provides an independent assessment of the staff houses at Nos. 3 and 10 Staff Road, Maldon, to determine if they reach the threshold for listing as heritage items at the local or State level under the standard criteria for heritage listing in NSW. This report includes a review of Council's draft Inventory Sheet (December 2022) and includes additional research and further information to inform an updated assessment of significance for the site.

The review of Council's draft heritage assessment determined that the assessment was based on solid research and detailed information and analysis and followed the appropriate guidelines. However, there were some assumptions in the assessment that required further investigation to form an evidence-based assessment, and comparative analysis was required to accurately determine the rarity values of the cottages.

Further research has been undertaken to verify the statements made in the draft assessment, and a comparative analysis against similar heritage listed workers cottages. The revised assessment has determined that, based on the evidence available at the time of writing this report, the cottages at Nos 3 and 10 Staff Road Maldon **do not** meet the threshold for listing at a local level under any of the standard criteria. The revised Statement of Significance is provided below:

The workers cottages at Staff Road have some historic value for being surviving examples of early housing development for the nearby Maldon Cement Works (previously Metropolitan Portland Cement Works). The cottages were constructed in 1949-1950 as part of the total six (6) houses along Staff Road for staff accommodation for Metropolitan Cement Works (now Boral Maldon Cement Works). The cement plant was originally part of Henry Ford's Detroit cement works facility, which was purchased by Arnold Stanley Taylor in 1948 with a \$1,190,000 grant from the Australian government. Prior to construction of the workers' cottages, workers at the factory lived in tents close to the site. In addition to Staff Road, at least 8 workers' cottages were also constructed at nearby Park Road, however these have also all been demolished.

The loss of the majority of the staff housing built on the site, in Staff Road and Park Road has impacted the integrity of the Maldon staff houses as a group and limited the ability of the remaining cottages to provide any understanding of the development of staff accommodation at the Cement Works. Their location on a private road prevents them from being viewed from the public domain, further limiting their ability to provide evidence of any important historical activity to the community.

The cottages at Nos. 3 and 10 Staff Road have in part been occupied by workers of the Maldon Cement Works throughout their history. However, there is no evidence that they are associated with any important historical figures or important events. The former Works Manager's house was located at the south-eastern end of Staff Road and was demolished in 2019.

The staff cottages at Nos. 3 and 10 Staff Road are typical surviving examples of post-war fibro-sheeted residences that were specifically constructed for workers across NSW. The cottages were built to standard housing designs prepared for Metropolitan Portland Cement in 1949-1950 and are not associated with a known or notable architect or builder. Their architectural character is vernacular with simple massing and minimal detailing, built to standard designs

which utilised economical materials and a functional layout. They do not demonstrate a high degree of creative or technical achievement.

Although no historical archaeological assessment has been undertaken, there is no evidence to suggest that the demolished houses on Staff Road and Park Road have the potential to yield substantial or important archaeological information.

The cottages do not demonstrate rarity in terms of design or construction technique, being typical fibro worker's cottages of this period. A comparative analysis has shown that staff housing is not rare in NSW and that there are numerous better, more intact examples of staff cottages and groups of staff houses of this style in NSW that are heritage listed.

The workers' cottages at Staff Road are surviving examples of standard post-war fibro-cement houses. The cottages retain some key aspects of their original form and detailing but have limited capacity for representation given they are not visible from the public domain.

An updated assessment of significance based on new and additional information has determined that the cottages at Nos 3 and 10 Staff Road do not meet the threshold for heritage listing at the local level under the NSW heritage criteria.

8. References

8.1 Primary sources

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8.2 Reports

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Appendix A. Council's draft assessment

Heritage Data Form

ITEM DETAILS					
Name of Item	Staff Road Workers Houses and Aboriginal Scar Tree(s)				
Other Name/s Former Name/s					
Item type (if known)	Complex / Group				
Item group (if known)	Manufacturing and Processing				
Item category (if known)	Housing and Quarters				
Area, Group, or Collection Name					
Street number					
Street name	Staff Road				
Suburb/town	Maldon	Postcode	2571		
Local Government Area/s	Wollondilly				
Property description	Lot 1 DP 748675				
Location - Lat/long	Latitude	-34.193008		Longitude	150.630323
Location - AMG (if no street address)	Zone		Easting	9634285.926	Northing
					4389689.506
Owner	Private				
Current use	Residential				
Former Use	Staff Housing				
Statement of significance	<p>Constructed in 1949-1950, the workers cottages at 3 and 10 Staff Road in Maldon are of local heritage significance as the only two surviving examples of the six (6) houses along Staff Road as well as the eight (8) houses on Park Drive built for the workers of the Metropolitan Cement Works (now Maldon Cement Works). No. 10 Staff Road in particular, at one stage, was the home of the Works Manager, as well as being the site of weekly meetings for women for high tea. These houses are evidence of the importance given to the accommodation and amenities of the workers of the Metropolitan Cement Works as until the construction of the Staff Road houses the workers at the factory lived in tents close to the site. No. 7 Staff Road was also an original cottage constructed alongside Nos. 3 and 10, however this cottage was demolished in 2019 – 2020. In addition to Staff Road, at least eight (8) workers' cottages were also constructed at nearby Park Drive, however these have also all been demolished, which makes the surviving two houses (3 & 10 Staff Road) rare in this regard.</p> <p>Despite the later additions, the workers cottages at Nos. 3 and 10 Staff Road are good and intact surviving examples of post-war fibro-sheeted residences that were specifically constructed for workers across New South Wales.</p> <p>In addition to these historic houses, the area hosts at least one Aboriginal scarred tree (Lot 1 DP 748675 - to the south of 3 Staff Road). Aboriginal scarred trees are excellent surviving examples of local Aboriginal tribes' interaction with Country, as the bark and heartwood from the tree was utilised in the construction of tools, weapons and shelters. The forest, which has been part of the landscape setting of the Staff Road Housing since the establishment of the Metropolitan Cement Works and continues to maintain the same curtilage and landscape setting between the Maldon Cement Works and the Staff</p>				

Heritage Data Form

	<p>Road residences, is an important part of the curtilage that once contained a large number of workers cottages along Staff Road and Park Road in one allotment.</p> <p>Due to the demolished houses along Staff Road and Park Drive there is potential for archaeological relics, as well as Aboriginal objects, features and places as evidenced by the listing of an Aboriginal scarred tree next to No. 3 Staff Road.</p> <p>The listing encompasses the entire Lot 1 DP 746875 as a curtilage; however, only numbers 3 and 10 Staff Road houses are built heritage items.</p>	
Level of Significance	State <input type="checkbox"/>	Local <input checked="" type="checkbox"/>

DESCRIPTION	
Designer	Unknown
Builder/ maker	Unknown
Physical Description	<p>Two workers cottages at Nos. 3 and 10 Staff Road were built 1949-1950 to house workers at the nearby Maldon Cement Works. No. 7 Staff Road, recently demolished between 2019-2020, was also part of the original workers' cottages constructed c.1950.</p> <p>No. 3 Staff Road is a post-war fibro cottage, which presents the form and characteristics of the staff housing built along Staff Road, with an exposed face brick chimney on the southern elevation and a sympathetic extension on its north-eastern elevation. The multi-hipped roof is made of terracotta Marseilles tiling, though the extension has a different coloured roof to the original. A timber framed (glazed) double door provides entry to the cottage, shadowed by a skillion roof of corrugated metal verandah supported by turned posts. The house sits atop a brick base, with rounded brick steps providing access to a brick deck with steel railing. Multipaned timber-framed windows sit on the original front façade of the dwelling, with timber framed single hung windows with a fixed glass window in between sitting on the north-eastern extension. An awning sits above a single hung timber window on the southern elevation. A concrete pavement leads from the curved entrance steps to the simple mailbox and street. The original floor plans of 3 Staff Road can be seen in Image 18 of the attached images.</p> <p>No. 10 Staff Road is also a post-war fibro cottage built upon a brick base built at the same time as no. 3 Staff Road together with, now demolished, four other staff houses. The multi-hipped roof possesses terracotta tiling, with an exposed face brick chimney also sitting on its southern elevation. An enclosed porch on the front elevation is reached by brick stairs with metal railings. Timber double hung casement windows (2 x 2 glazed panes) sit on the north-eastern front of the cottage, while a single 2 x 2 paned timber window with sill sits on the south-eastern face. Along the sills of all windows sit garden pots.</p> <p>The remaining extant properties on Staff Road, Nos. 8 & 9, were constructed at a later time, likely between 1972 - 1975 based on aerial historical imagery. These dwellings are not part of the original workers' cottages at Staff Road and so have little heritage value.</p> <p>As can be seen in aerial imagery of 1961, the houses at Nos. 2, 4, 5 and 7 Staff Road were part of the original cottages constructed c.1950. It appears No. 6 Staff Road was allotted but a cottage was never constructed on the land.</p> <p>To the east of Staff Road is a forest, which has been part of the landscape setting of the Staff Housing since the establishment of the Metropolitan Cement Works and continues to maintain the same curtilage and landscape setting between the Maldon Cement Works and the Staff Road residences. To the south-east of Staff Road is Park Road, which, like Staff Road, housed multiple workers' cottages for the nearby cement works. According to 1961 historical aerial imagery, at least 8 dwellings were constructed on Park Road. These have since been demolished, and thus this land would likely have surviving archaeological remnants.</p>

Heritage Data Form

	An Aboriginal scarred tree is located to the south of No. 3 Staff Road. It is recommended that a specialist reviews this tree to ascertain its heritage values. Due to the presence of this scarred tree, and based on anecdotal evidence, there is a possibility that more Aboriginal archaeological heritage significance may exist within Lot 1 DP 748675. The creek which runs along the south-western boundary of Lot 1 DP 748675 is zoned as C2 Environmental Conservation.				
Physical condition and Archaeological potential	Generally, in good to fair condition externally. There is archaeological potential for material evidence (structures or features) associated with the demolished properties along the now empty lots along staff road. The presence of an Aboriginal scarred tree on the boundary of the property at 3 Staff Road also suggests that there is Aboriginal archaeological potential for objects (e.g. stone artefacts), features (e.g. scarred trees) and deposits (e.g. occupation/rubbish deposits) to be located on undisturbed portions of the various properties along Staff Road, as well as within the forest that borders the properties.				
Construction years	Start year	1949	Finish year	1950	Circa <input type="checkbox"/>
Modifications and dates	Extent of Staff Road housing: No. 2 – Demolished No. 3 – built 1950, Extension on northern elevation No. 4 – Demolished No. 5 – Demolished No. 6 – Cottage never built No. 7 – Demolished, 2019-2020 No. 8 – built c. 1972 – 1975 No. 9 – built c. 1972 – 1975 No. 10 – built 1950				
Further comments					

HISTORY

Historical notes	<p>Development of Lot 1 DP 748675 by Metropolitan Portland Cement (from 1949)</p> <p>The land containing the houses on the western side of Staff Road, on Lot 1 DP 748675, was originally part of Antill's Jarvisfield Estate and remained in the Antill family until 10 September 1928, when Robert Henry Antill sold Lot 16 (containing Staff Road) and Lot 18 (to the south of Lot 16) to the Perpetual Trustee Company Ltd (NSW LRS, Conveyance Bk 1537 No 290). Lot 18 was in 1930 occupied by Benjamin Wonson (Notification under the Public Roads Act, <i>Government Gazette of the State of NSW</i>, 22 August 1930, 3411). Both Lots were transferred from the Perpetual Trustee Company Ltd to Metropolitan Portland Cement Ltd on 26 July 1949 (NSW LRS, Conveyance Bk 2099 No 49).</p> <p>A map dated 1933 does not indicate that any buildings were located on the western side of Maldon Bridge Road prior to development by the Metropolitan Portland Cement Ltd (NLA, 'Camden, NSW', prepared by Australian Section Imperial General Staff, nla.obj-446071905). This largely corresponds with a later account describing the area of the Maldon Cement Works prior to development, noting that: 'during the early days of the 1940's, the traveller would turn off Menangle Road, cross through the railway gates with Maldon railway station on the right, a gatekeeper and station attendant's cottage on the left, then pass two more cottages on the left after which the Maldon suspension bridge was crossed and so the journey continued to Wilton, Appin or to the south coast if desired, via the Wilton Road (Big Industry comes to a tiny town, <i>The Oaks Historical Society Inc Newsletter</i>, February 2017, being an extract from 'The History of Blue Circle Southern Cement, Maldon NSW, 1948 Onwards' by Bill Featon, 1995).'</p> <p>Lots 16 and 18 in Registered Plan 3 were bought by Metropolitan Portland Cement Ltd as part of their new Maldon Cement Works, established on the right side of Maldon Bridge Road in 1949 (Maldon Cement Works, <i>Picton Post</i>, 1 September 1949, 1). Metropolitan Portland Cement Ltd had been established in 1948 by Arnold Stanley Taylor, a grazier and entrepreneur from Berrima, who had secured a loan from the Federal Government in the order of US\$1,190,000.00 to buy Henry Ford's Detroit concrete plant and equipment (Cement Plant for NSW, <i>The Advertiser</i>, 13 July 1948, 4; Obituary,</p>
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Heritage Data Form

	<p><i>Goulburn Evening Post</i>, 26 May 1952, 4). The company had limestone leases at Marulan and a coalmine at Berrima and acquired the Maldon site to establish a wet process cement works (G. J. Coles Lifts Dividend, <i>The Argus</i>, 16 July 1948, 6).</p> <p>Wesley (Wes) Winton Maunder, a local resident of Maldon who lived in one of two cottages just north of the Maldon Suspension Bridge, on the eastern side of Maldon Bridge Road, sold his property to Metropolitan Portland Cement Ltd to house the new plant (Big Industry comes to a tiny town, <i>The Oaks Historical Society Inc Newsletter</i>, February 2017; NSW LRS, Conveyance Bk 2071 No 470). This site was chosen as it was close to the Maldon railway line and it was 5km within the classified limits of the 'Sydney Metropolitan Area', thus making future haulage exempt from the heavy road tax that applied at the time. Maunder's property was located on the eastern side of Maldon Bridge Road.</p> <p>During construction of the plant, many of the workers lived on site, mostly in tents (Boral Cement, <i>Maldon Plant Community Liaison Committee Meeting Notes</i>, Picton, 29 November 2016, 2-3). Staff housing was built in 1949-50, with quotes 'for Supply and/or Erection of 2 & 3 Bedroom Houses at Maldon (near Picton), Berrima, and Marulan' sought in September 1949 (Advertising, <i>Daily Telegraph</i>, 10 September 1949, 28).</p> <p>Built as part of a housing scheme, the first of these houses, containing 'most of the city's amenities,' was occupied by the newly married Vern Wrightson and his wife in May 1950 (About Town, <i>Picton Post</i>, 18 May 1950, 5; The Cement Works at Maldon, <i>Picton Post</i>, 1 June 1950, 1). Paddy Glover, 'from M.P.C.' was about to move 'into one of the new cottages at Maldon' with his wife in November 1950 (About Town, <i>Picton Post</i>, 16 November 1950, 5). These new houses were likely those located on Staff Road, which were occupied by workers at the plant. However, additional houses were also built on Park Road (today all demolished), as evident on maps dated 1954 and aerial photographs dated 1961, suggesting these were all built at around the same time as staff accommodation (NLA, 'Camden, NSW', 1954, produced by Royal Australian Survey Corps, nla.obj-283720294; NSW Spatial Services, Historical Imagery).</p> <p>The house at the end of Staff Road was said to have been the home of the Works Manager and was the weekly meeting point for women for high tea (Boral Cement, <i>Maldon Plant Community Liaison Committee Meeting Notes</i>, Picton, 29 November 2016, 2-3).</p> <p>In November 1951, Metropolitan Portland Cement Ltd. sought Council approval for the subdivision of parts of Lots 16 and 18 of the Jarvisfield Estate (Shire of Wollondilly, <i>Picton Post</i>, 2 November 1950, 3). This was approved, subject to the construction of roads and drainage works. A further application for subdivision of parts of Lots 16 and 18 was submitted in August 1953 (Land owners plan subdivisions, <i>Picton Post</i>, 2 September 1953, 5). This appears to have been for small parcels of land on the Maldon Bridge Road frontage.</p> <p>An aerial photograph shows buildings on Staff Road as developed by June 1961 (NSW Spatial Services, Historical Imagery). These include the houses at No 1 (now demolished), No. 3 (extant), No. 4 (demolished), No. 5 (demolished), No. 7 (extant), and No. 10 (extant). Further houses were located south of Park Road at that time, all of which have since been demolished.</p> <p>During the 1970s, new houses were added at the far end of Staff Road (now demolished) and at No. 8 and No. 9 (both extant). 8 Staff Road and 9 Staff Road were constructed between 1972 and 1975 (NSW Spatial Services, Historical Imagery). Several houses have been demolished in more recent times (Nos 1, 4, 5).</p> <p>Only just over ten years after its establishment, Metropolitan Portland Cement ran into financial difficulties and was in 1960 acquired by Commonwealth Portland Cement, a subsidiary of the English Associated Portland Cement (Blue Circle) group (The Bungonia Business, <i>Tharunka</i>, 18 September 1973, 4; Portland: sackings bring memories (...), <i>Tribune</i>, 26 June 1968, 10). In 1974, Associated Portland Cement Manufacturers (Australia) Ltd merged with the BHP subsidiary Southern Portland Cement to form Blue Circle Southern Cement (APCM, SPC merger plan, <i>Canberra Times</i>, 4 January 1974, 11). In early 1987, Blue Circle Southern Cement was taken over by Boral Ltd which still owns and operates the Maldon site (Blue Circle cements \$100m Boral profit, <i>Canberra Times</i>, 8 March 1988, 23).</p>
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	<p>Aboriginal Scarred Trees</p> <p>The following information has been copied verbatim from <i>Aboriginal Scarred Trees in New South Wales – A field manual</i>, by Andrew Long, Department of Environment and Conservation (NSW), July 2005, 8-9:</p> <p><i>What are scarred trees?</i></p> <p>Scars are wounds from a range of natural, accidental or deliberate impacts to a tree that cause damage to living plant tissue on a trunk or limb. This damage will stop any further growth in the affected part of the tree and will result in a panel of exposed sapwood (called a 'dry face') which will dry out and 'die' after the bark has been torn or fallen away.</p> <p>Bark can no longer grow on these 'dead' sections of tree and the exposed sapwood will weather, crack and erode, resulting in the form of scarred trees commonly visible in woodland and forest environments today.</p> <p><i>Aboriginal scarred trees</i></p> <p>Aboriginal scarred trees are trees that have been scarred by Aboriginal people through the deliberate removal of bark or wood. There are numerous reasons why Aboriginal people took bark from trees, it being versatile and plentiful material that could be used for a wide variety of commonplace tasks, including the construction of shelters, watercraft and containers.</p> <p>Other forms of tree wounding include deliberate marking (such as tree carving), the removal of wood for artefact manufacture, and the cutting of the centre of the hollow tree for collecting food or the manufacture of holds for tree climbing.</p> <p>Bark was one of the natural materials most commonly used by Aboriginal people in forested parts of southern and eastern Australia. Evidence for it is limited to historical accounts, a handful of bark artefacts preserved in museum collections and a few scarred trees that have survived land clearance and natural decay.</p> <p>Early European settlers adopted the techniques of bark stripping they observed from Aboriginal people, though for a more limited range of uses that included the weatherproofing of buildings and other structures. Sometimes it is difficult to distinguish scarred trees resulting from 'traditional' Aboriginal activities from those made by Europeans.</p> <p>Today people in New South Wales rarely strip bark for a functional purpose and its use in domestic life has been entirely superseded by widely available manufactured products, though many Aboriginal people maintain the traditions and techniques relating to its removal and use.</p> <p>As a result, most 'authentic' Aboriginal scarred trees are now well over a hundred years old and are becoming increasingly less commonplace as the host trees age, die or are removed. As these older trees disappear, traditional and historical scars are being replaced in the landscape with a wide range of natural and incidental wounds on both old and young trees which are often mistaken for evidence of Aboriginal activity.</p>
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Commented [J(C1)]: Not sure how relevant this section is and I'd recommend removing it.

THEMES		
National historical theme	State historical theme	Local historical themes
2 Peopling Australia	Aboriginal cultures and interactions with other cultures	Aboriginal Scarred Trees
3 Developing local, regional and national economies	Industry	Maldon Cement Works factory site in Maldon
4 Building settlements, towns and cities	Towns, suburbs and villages	Post-War residential and industrial development
4 Building settlements, towns and cities	Accommodation	Staff Houses at Maldon

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APPLICATION OF CRITERIA	
Historical significance SHR criteria (a)	<p>The workers cottages at Staff Road have historic significance for being a surviving example of early housing development for the nearby Maldon Cement Works (previously Metropolitan Cement Works). Constructed in 1949-1950 as part of the total six houses along Staff Road for staff accommodation for Metropolitan Cement Works (now Maldon Cement Works), the workers' cottages at No. 3 and No. 10 Staff Road were first occupied by Vern Wrightson and his wife, and Paddy Glover and his wife, who were likely workers at the newly built Metropolitan Cement Works. At one stage, it is likely that No. 10 Staff Road was the home of the Works Manager, as well as being the site of weekly meetings for women for high tea.</p> <p>The concrete plant was originally part of Henry Ford's Detroit cement works facility, which was purchased by Arnold Stanley Taylor in 1948 with a \$1,190,000 grant from the Australian government. Prior to construction of the workers' cottages, workers at the factory lived in tents close to the site. No. 7 Staff Road was also an original cottage constructed alongside Nos. 3 and 10, however this cottage was demolished in 2019 – 2020. In addition to Staff Road, at least 8 workers' cottages were also constructed at nearby Park Drive, however these have also all been demolished.</p> <p>In addition to these historic houses, the area hosts at least one Aboriginal scarred tree. Aboriginal scarred trees are excellent surviving examples of local Aboriginal tribes' interaction with Country, as the bark and heartwood from trees was utilised in the construction of tools, weapons or shelters.</p>
Historical association significance SHR criteria (b)	The historic houses along Staff Road and Aboriginal scar trees do not possess any specific historical association significance.
Aesthetic significance SHR criteria (c)	<p>The workers cottages at Nos. 3 and 10 Staff Road are good surviving examples of post-war fibro-sheeted residences that were specifically constructed for workers across New South Wales. Both houses were built on brick bases, have exposed face brick chimneys on their southern elevations, terracotta tiling for the roofs and either an enclosed porch (no. 10) or brick deck (no. 3). The original floor layout of No. 10 has been respected, with very few apparent modifications undertaken to the cottage. Though No. 3 has received an extension, the original layout of the cottage is visible.</p> <p>The scarred tree next to No. 3 Staff Road has aesthetic significance as part of the wider Aboriginal cultural landscape setting along the creek with dense forest that may have a number of scarred trees forming the curtilage of the Staff Road cottages. The forest, which has been part of the landscape setting of the Staff Housing since the establishment of the Metropolitan Cement Works and continues to maintain the same curtilage and landscape setting between the Maldon Cement Works and the Staff Road residences, is an important part of the curtilage that once contained a large number of workers cottages along Staff Road and Park Road in one allotment.</p>
Social significance SHR criteria (d)	It is not known what social significance these workers' cottages have with the local Maldon or Wollondilly community. The Aboriginal scarred tree has high social significance to the local Indigenous population around Picton as being a surviving feature of their ancestors' interactions with the land.
Technical/Research significance SHR criteria (e)	The demolished houses along Staff Road and Park Drive have potential for archaeological relics as well as Aboriginal archaeology within the forest as evident from the one scarred tree next to No. 3 Staff Road.
Rarity SHR criteria (f)	Nos. 3 and 10 Staff Road are the only surviving workers' cottages associated with the Metropolitan (now Maldon) Cement Works as all other dwellings along Staff Road and Park Drive have been demolished. The Aboriginal Scarred Tree is a rare feature of Aboriginal interaction with the land, almost certainly prior to European settlement of the Wollondilly.
Representativeness SHR criteria (g)	The workers' cottages at Staff Road are good surviving examples of post-war fibro-cement houses constructed for workers at the Metropolitan Cement Works in 1950, and across the State.

Heritage Data Form

Integrity	Both Nos. 3 and 10 Staff Road cottages are substantially intact regardless of the later additions, which are sympathetic to the original form and materials. The wooded landscape surrounding Staff Road is also substantially intact as it was seen in the 1943 aerial images of the site.
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HERITAGE LISTINGS

Heritage listing/s	None Known
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INFORMATION SOURCES

Include conservation and/or management plans and other heritage studies.

Type	Author/Client	Title	Year	Repository
Minutes	Maldon Plant – Community Liaison Committee	Meeting Minutes – Tuesday 29 November 2016	29 Nov 2016	https://www.boral.com.au/site/default/files/media/field_document/161129%20MALD%20Cement%20Meeting%20Notes%20CLC.pdf
Article	The Oaks Historical Society Inc	Big Industry Comes to a Tiny Town (February 2017 Newsletter) – (extracts Bill Featon's book)	Feb 2017	http://www.wollondillymuseum.org.au/wp-content/uploads/2014/07/Newsletter-February-2017.pdf
Book	Bill Featon	The History of Blue Circle Southern Cement, Maldon NSW, 1948 Onwards	1995	
Heritage Assessment	Michael Pearson – Heritage Management Consultants Pty Ltd	Bulli Seam Operations: Non Aboriginal Heritage Assessment (p. A-143)	May 2009	https://www.south32.net/docs/default-source/illawarra-coal-bulli-seam-operations/bulli-seam-operations-project-environmental-assessment/appendix-h-non-aboriginal-heritage-assessment.pdf?sfvrsn=b1a9608a_9
Planning Proposal	gln. Planning	Planning Proposal: Expansion of IN3 Heavy Industrial & Environmental Conservation Zones Maldon Bridge Road, Maldon	April 2021	https://ehq-production-australia.s3.ap-southeast-2.amazonaws.com/26a39c0d7109b2131e2ee9e99a00b5805e979cd9/original/1622164134/ff5e3a0da6033cc47f2f0d8764928c49_Draft_Planning_Proposal_Report_%28April_2021%29.pdf?X-Amz-Algorithm=AWS4-HMAC-SHA256&X-Amz-Credential=AKIAIBJCUKDD4ZO4WUUA%2F20220804%2Fap-southeast-2%2Fs3%2Faws4_request&X-Amz-Date=20220804T014857Z&X-Amz-Expires=300&X-Amz-SignedHeaders=host&X-Amz-Signature=1882af45b0780a41be1091637b5bd42c65354735a6bfd7e7fc4e4e6bead778d8

Heritage Data Form

Field Manual	Andrew Long	Aboriginal Scarred Trees in New South Wales – A field manual, Department of Environment and Conservation (NSW)	July 2005	https://www.heritage.nsw.gov.au/assets/Uploads/publications/522/aboriginal-scarred-trees-in-new-south-wales-field-manual-050054.pdf
Newspaper Article	The Sydney Morning Herald	Family Notices (p. 8)	12 February 1925	Trove
Newspaper Article	The Sydney Morning Herald	Family Notices (p. 12)	4 August 1926	Trove
Newspaper Article	The Sydney Morning Herald	Family Notices (p. 14)	21 June 1930	Trove
Newspaper Article	The Picton Post	The Late Mrs. Leslie Sheil (p. 2)	25 August 1926	Trove
Government Gazette	Government Gazette of State of NSW	Notifications under the Public Roads Act (3411)	22 August 1930	Trove
Written	Wise's Directories	Wise's New South Wales Post Office Directory – Maldon (107A)	1940	Trove
Newspaper Article	The Advertiser	Cement Plants for NSW (p. 4)	13 July 1948	Trove
Newspaper Article	The Argus	G. J. Coles Lifts Dividend (p. 6)	16 July 1948	Trove
Newspaper Article	The Picton Post	Maldon Cement Works (p. 1)	1 September 1949	Trove
Newspaper Article	The Daily Telegraph	Advertising (p. 28)	10 September 1949	Trove
Newspaper Article	The Picton Post	About Town (p. 5)	18 May 1950	Trove
Newspaper Article	The Picton Post	The Cement Works at Maldon (p. 1)	1 June 1950	Trove
Newspaper Article	The Picton Post	Shire of Wollondilly (p. 3)	2 November 1950	Trove
Newspaper Article	The Picton Post	About Town (p. 5)	16 November 1950	Trove
Newspaper Article	Goulburn Evening Post	Obituary (p. 4)	26 May 1952	Trove
Newspaper Article	The Picton Post	About Town (p. 5)	14 January 1953	Trove
Newspaper Article	Southern Mail	Wedding Hodges Brown (p. 2)	16 January 1953	Trove
Newspaper Article	The Picton Post	Town Talk (p. 7)	1 April 1953	Trove
Newspaper Article	The Picton Post	About Town (p. 7)	13 May 1953	Trove
Newspaper Article	The Picton Post	Land Owners Plan Subdivisions (p. 5)	2 September 1953	Trove
Newspaper Article	The Picton Post	About Town (p. 10)	9 December 1953	Trove

Heritage Data Form

Newspaper Article	Tribune	Portland: sackings bring memories (...) (p. 10)	26 June 1968	Trove
Newspaper Article	Tharunka	The Bungonia Business (p. 4)	18 September 1973	Trove
Newspaper Article	The Canberra Times	APCM, SPC merger plans (p. 11)	4 January 1974	Trove
Newspaper Article	The Canberra Times	Blue Circle cements \$100m Boral profit (p. 23)	8 March 1988	Trove
Historical Imagery	NSW Spatial Services	Historical Imagery		Trove
Record	NSW Registry of Births, Deaths and Marriages	Registration No 10768/1927		Trove
Map	National Library of Australia – prepared by Australian Section Imperial General Staff	Camden, NSW	1933	https://nla.gov.au/nla.obj-446071905/view
Map	Royal Australian Survey Corps	Camden, NSW	1954	https://trove.nla.gov.au/work/201712601
Conveyance Book	NSW LRS	Bk 1537 No 290		NSW LRS
Conveyance Book	NSW LRS	Bk 2099 No 49		NSW LRS
Conveyance Book	NSW LRS	Bk 2071 No 470		NSW LRS
Conveyance Book	NSW LRS	Bk 3788 No 50-52		NSW LRS
Conveyance Book	NSW LRS	Bk 2780 No 115		NSW LRS
Conveyance Book	NSW LRS	Bk 2361 No 127		NSW LRS
Written	Unknown	Conveyance Book: 1230 No 145	n.d.	NSW LRS

RECOMMENDATIONS

Recommendations	<ul style="list-style-type: none"> List Lot 1 DP 74875 as a heritage item under Part 1 Schedule 5 of the Wollondilly LEP 2011 as 'Staff Road – worker's cottages, archaeological relics, landscape, and Aboriginal Scarred Trees' to capture the overall setting of the staff housing as they were originally located under one allotment retaining the same setting and curtilage. It is understood that the area is subject to the Maldon Planning Proposal with the potential to rezone the land as IN3 Heavy Industrial. The workers' cottages at Nos. 3 and 10 Staff Road should be retained and conserved as part of any future redevelopment within the recommended curtilage of the site. The natural landscape of Lot 1 DP 748675 should also be retained as it likely possesses examples of Aboriginal archaeology (e.g. Aboriginal Scarred Trees). An Aboriginal Cultural Heritage Assessment Report should be undertaken to determine this as part of any future redevelopment of the allotment. The dwellings at Nos. 8 and 9 Staff Road were built in the early 1970s and do not possess the same heritage values of Nos. 3 and 10. They can be modified and demolished if needed. A Heritage Assessment and Heritage Impact Statement should be prepared for the cottages prior to any major works being undertaken. Historical and Aboriginal Archaeological Assessments should be undertaken prior to any major works within Lot 1 DP 748675 in order to ascertain the likely surviving archaeological potential across the allotment to inform future development. Archival photographic recording, in accordance with Heritage Council guidelines, should be undertaken before any major changes are made.
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SOURCE OF THIS INFORMATION

Heritage Data Form

Name of study or report	Wollondilly Shire-Wide Heritage Study	Year of study or report	2022
Item number in study or report			
Author of study or report	City Plan Heritage		
Inspected by	Kerime Danis & Asmita Bhasin, City Plan Heritage		
NSW Heritage Manual guidelines used?	Yes <input checked="" type="checkbox"/>	No	<input type="checkbox"/>
This form completed by	City Plan Heritage	Date	December 2022

DRAFT

Heritage Data Form

IMAGE - 1

Please supply images of each elevation, the interior and the setting.

Image caption	Image 1. Aboriginal Scarred Tree (no. 3 Staff Road): immediately right of the palm trees.				
Image year	2022	Image by	City Plan Heritage	Image copyright holder	Wollondilly Shire Council



Heritage Data Form

IMAGE - 2

Please supply images of each elevation, the interior and the setting.

Image caption	Image 2. Aboriginal Scarred Tree (no. 3 Staff Road): left of the shed.				
Image year	2022	Image by	City Plan Heritage	Image copyright holder	Wollondilly Shire Council



Heritage Data Form

IMAGE - 3

Please supply images of each elevation, the interior and the setting.

Image caption	Image 3. 3 Staff Road.				
Image year	2022	Image by	City Plan Heritage	Image copyright holder	Wollondilly Shire Council



Heritage Data Form

IMAGE - 4

Please supply images of each elevation, the interior and the setting.

Image caption	Image 4. 3 Staff Road.				
Image year	2022	Image by	City Plan Heritage	Image copyright holder	Wollondilly Shire Council



Heritage Data Form

IMAGE - 5

Please supply images of each elevation, the interior and the setting.

Image caption	Image 5. 10 Staff Road.				
Image year	2022	Image by	City Plan Heritage	Image copyright holder	Wollondilly Shire Council



Heritage Data Form

IMAGE - 6

Please supply images of each elevation, the interior and the setting.

Image caption	Image 6. 10 Staff Road.				
Image year	2022	Image by	City Plan Heritage	Image copyright holder	Wollondilly Shire Council

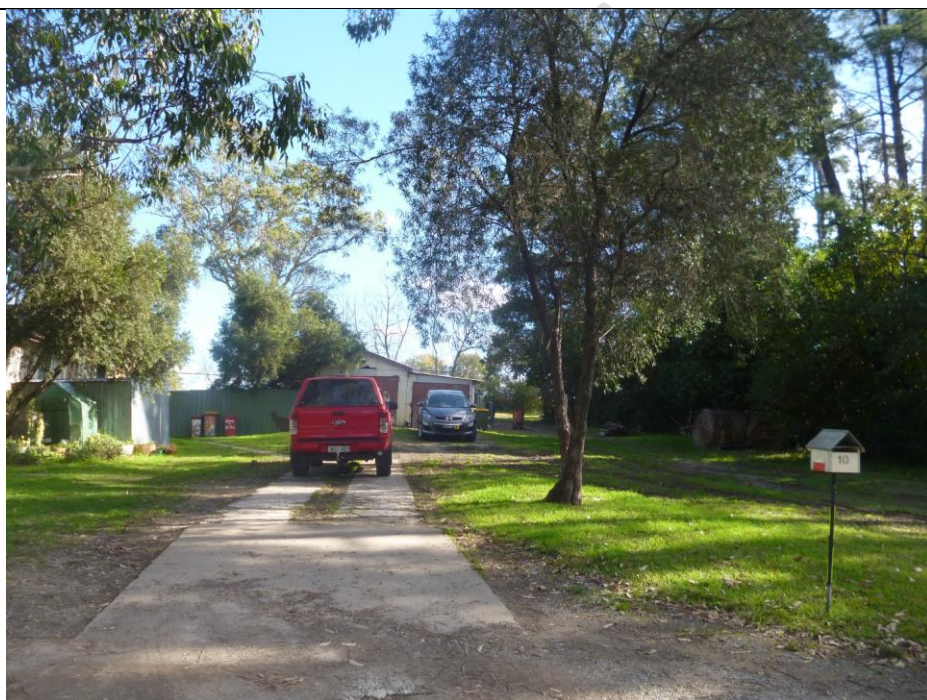


Heritage Data Form

IMAGE - 7

Please supply images of each elevation, the interior and the setting.

Image caption	Image 7. 10 Staff Road.				
Image year	2022	Image by	City Plan Heritage	Image copyright holder	Wollondilly Shire Council



Heritage Data Form

IMAGE - 8

Please supply images of each elevation, the interior and the setting.

Image caption	Image 8. 8 Staff Road.				
Image year	2022	Image by	City Plan Heritage	Image copyright holder	Wollondilly Shire Council



Heritage Data Form

IMAGE - 9

Please supply images of each elevation, the interior and the setting.

Image caption	Image 9. 9 Staff Road.				
Image year	2022	Image by	City Plan Heritage	Image copyright holder	Wollondilly Shire Council



Heritage Data Form

IMAGE - 10

Please supply images of each elevation, the interior and the setting.

Image caption	Image 10. Staff Road (Lot 1 DP 162140).				
Image year	2022	Image by	City Plan Heritage	Image copyright holder	Wollondilly Shire Council

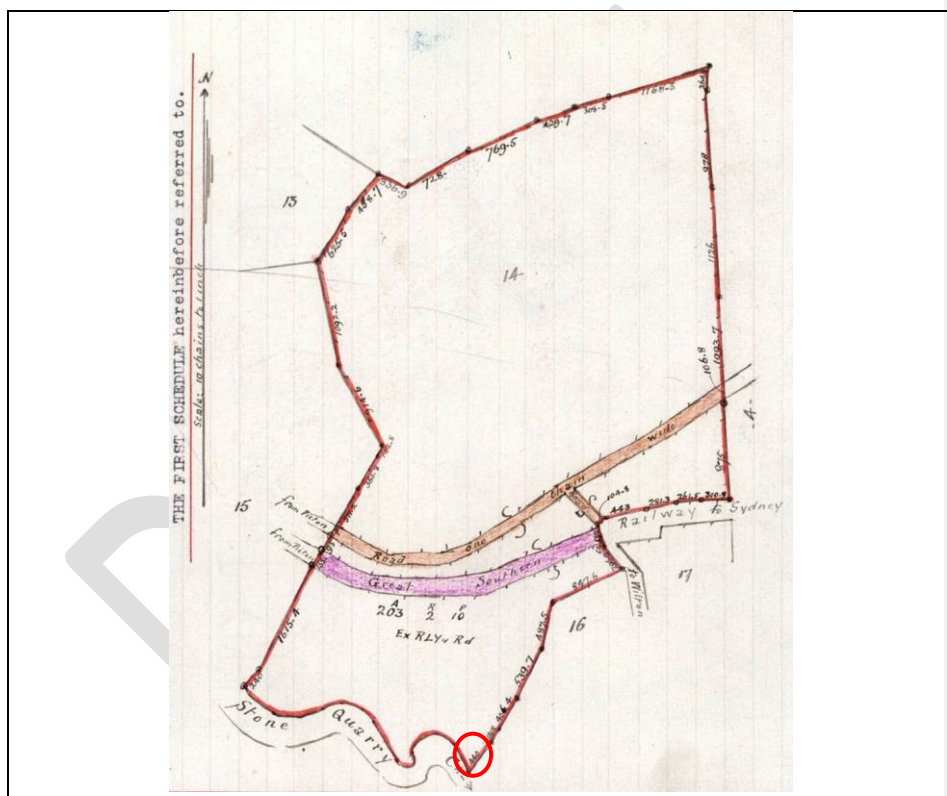


Heritage Data Form

IMAGE - 11

Please supply images of each elevation, the interior and the setting.

Image caption	Image 11. Plan showing extent of property transferred to Leslie A. T. Sheil in 1921. The approximate location of Lot 1 DP 162140, subdivided in 1956, is circled red.				
Image year	1921	Image by	NSW LRS, Conveyance Bk 1230 No 145	Image copyright holder	

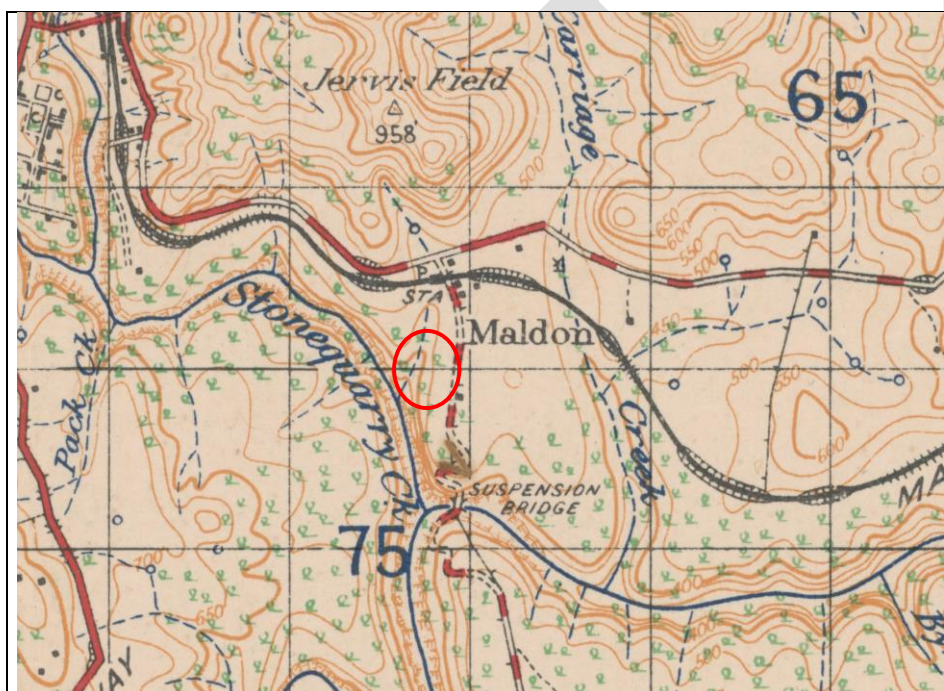


Heritage Data Form

IMAGE - 12

Please supply images of each elevation, the interior and the setting.

Image caption	Image 12. Detail from 1933 map of Camden, NSW, showing buildings at Maldon. No buildings are noted in the area of Staff Road (approximate location circled red).				
Image year	1933	Image by	NLA, 'Camden, NSW', prepared by Australian Section Imperial General Staff, nla.obj-446071905	Image copyright holder	

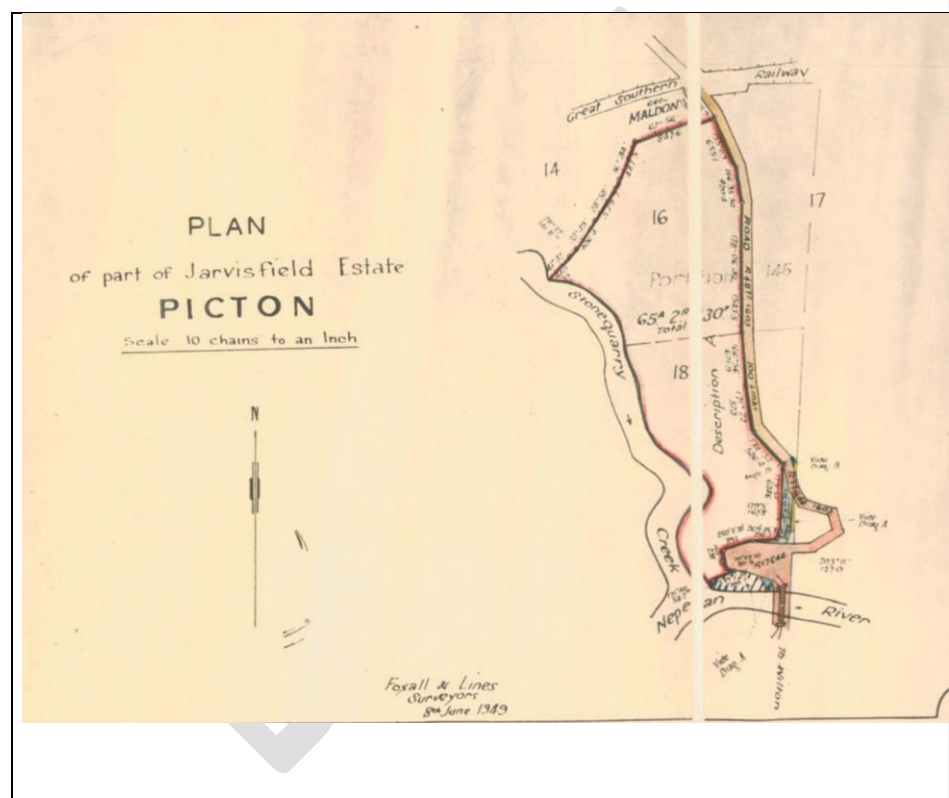


Heritage Data Form

IMAGE - 13

Please supply images of each elevation, the interior and the setting.

Image caption	Image 13. Plan dated 8 June 1949 showing Lots 16 and 18 transferred to Metropolitan Portland Cement Ltd in 1949.				
Image year	1949	Image by	NSW LRS, Conveyance Bk 2099 No 49	Image copyright holder	NSW LRS

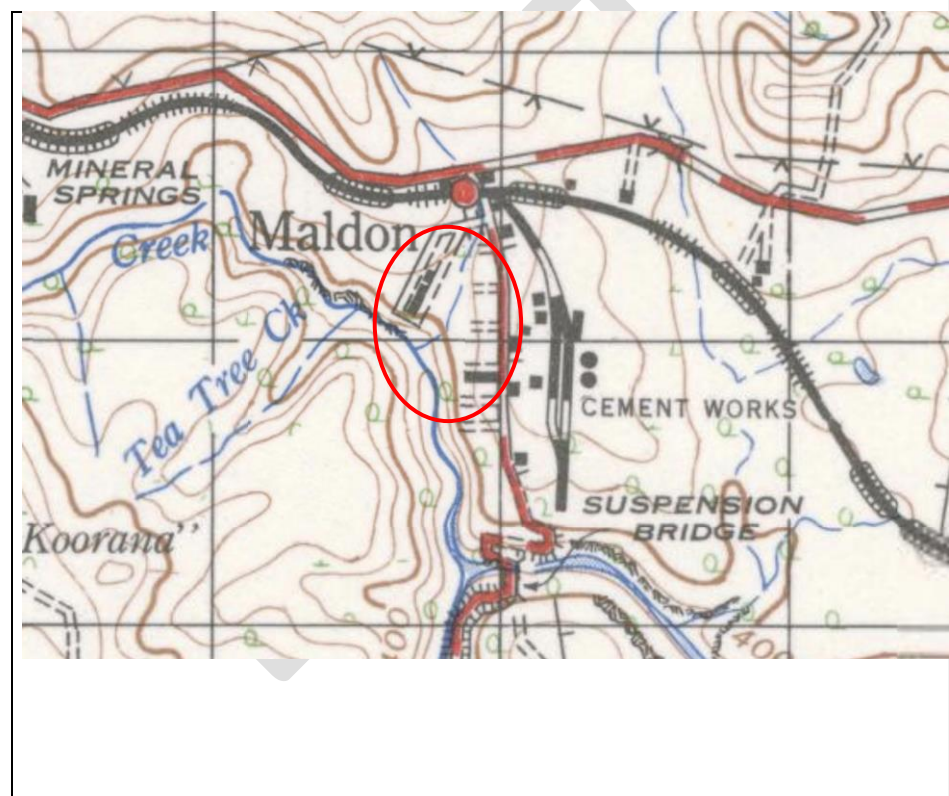


Heritage Data Form

IMAGE - 14

Please supply images of each elevation, the interior and the setting.

Image caption	Image 14. Detail from 1954 map of Camden, NSW, showing buildings at Maldon. While only schematic, buildings are noted on both Staff and Park Roads (approximate location circled red) but the building on Lot 14 is not shown.				
Image year	1954	Image by	NLA, 'Camden, NSW', produced by Royal Australian Survey Corps, nla.obj-283720294	Image copyright holder	



Heritage Data Form

IMAGE - 15

Please supply images of each elevation, the interior and the setting.

Image caption	Image 15. Photograph showing staff cottages at Maldon Cement Works, near Picton, by Jeff Northey (works engineer).				
Image year	c.1950's	Image by	Picton & District Historical and Family History Society Inc Facebook page, posted 28 November 2021	Image copyright holder	



Heritage Data Form

IMAGE - 16

Please supply images of each elevation, the interior and the setting.

Image caption	Image 16. Aerial Photograph, 26 June 1961, showing houses at Staff Road (numbers from left: 1, 3, 4, 5, 7, and 10) and the building on Lot 14 (on left).				
Image year	1961	Image by	NSW Spatial Services, Historical Imagery, 1047-57-118	Image copyright holder	NSW Spatial Services



Heritage Data Form

IMAGE - 17

Please supply images of each elevation, the interior and the setting.

Image caption	Image 17. Aerial Photograph, 26 June 1961, showing houses on MPC owned Staff Road (top left) and Park Road (bottom right), with MPC plant on right.				
Image year	1961	Image by	NSW Spatial Services, Historical Imagery, 1047-57-118	Image copyright holder	NSW Spatial Services

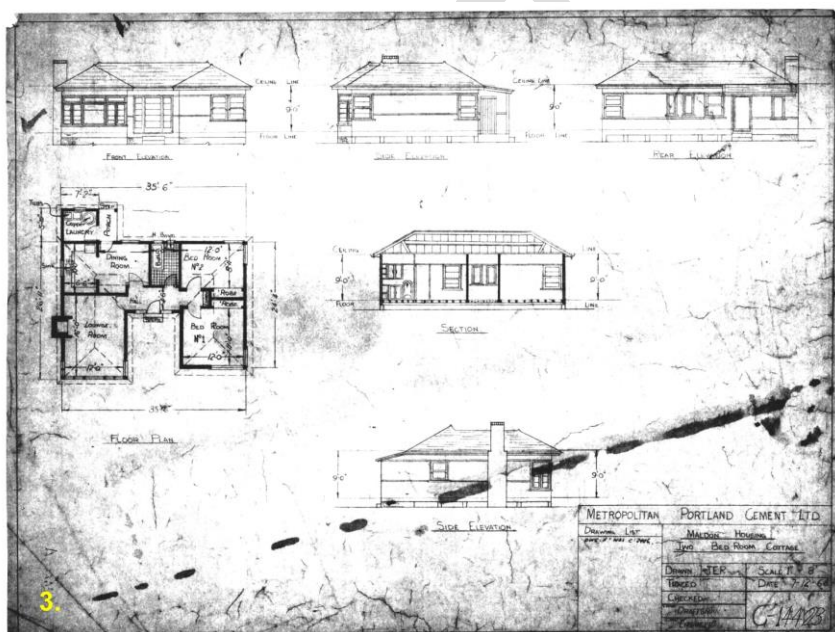


Heritage Data Form

IMAGE - 18

Please supply images of each elevation, the interior and the setting.

Image caption	Image 18. Architectural drawing for 'Metropolitan Portland Cement Ltd, Maldon Housing, Two Bedroom Cottage', dated 7 December 1966 (James Whitfield). Potentially for alterations to 3 Staff Road.				
Image year	1966	Image by	Picton & District Historical and Family History Society Inc Facebook page, posted 28 November 2021	Image copyright holder	



Heritage Data Form

IMAGE - 19

Please supply images of each elevation, the interior and the setting.

Image caption	Image 19. Aerial Photograph, 2 April 1975, showing new houses on Staff Road, including at No. 8 and No. 9.				
Image year	1975	Image by	NSW Spatial Services, Historical Imagery, 2300-04-060	Image copyright holder	NSW Spatial Services



Heritage Data Form

IMAGE - 20

Please supply images of each elevation, the interior and the setting.

Image caption	Image 20. Staff housing on Park Road (now demolished) in the right background, Maldon, by Jeff Northey (works engineer).				
Image year	Unknown	Image by	Picton & District Historical and Family History Society Inc Facebook page, posted 28 November 2021	Image copyright holder	



Heritage Data Form

IMAGE - 21

Please supply images of each elevation, the interior and the setting.

Image caption	Image 21. Cottage on Staff Road, 2 September 2019, designed by James Whitfield.				
Image year	Unknown	Image by	Picton & District Historical and Family History Society Inc Facebook page, posted 28 November 2021	Image copyright holder	

