

Appendix 1 - Mitigation Measures for Review of Environmental Factors

Department of Education Projects - Milton Public School Upgrade

April 2025

DOC25/425584

Part 5 Mitigation Measures

Aspect	MM ID	MM Name	Mitigation Measure	Timing
General	GMM1	Approvals	These Mitigation Measures do not remove the obligation to obtain all other licences, permits, approvals and consents as required under any other legislation.	Throughout
General	GMM3	Australian Standards	All works must comply with the relevant Australian Standards.	Throughout
General	GMM4	Crown Certificate	A Crown Certificate under Section 6.28 of the <i>Environmental Planning and Assessment Act 1979</i> must be obtained for any Crown building work.	Prior to the commencement of construction
General	GMM5	Landowners Consent	Landowners consent must be obtained in writing from the relevant landowner or authority.	Prior to the commencement of construction on that land
Community	CEMM1	Work Notification	DoE's Post Approval and Compliance Team, the relevant local Council and the occupiers of any land within 20 metres of the site boundary must be notified in writing of the project. The notice must outline the works to be undertaken, the expected timing for commencement of, and completion of construction works. A minimum period of 48 hours notification prior to the commencement of any construction work must be given.	Prior to the commencement of construction

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Community	CEMM2	Site Notice Board	<p>A site notice board must be located at eye level at the entrance or other appropriate location at the site in a prominent position for the benefit of the community. The site notice must be displayed throughout the entire construction period, be A1 sized, durable, weatherproof and include the following information:</p> <ul style="list-style-type: none"> (a) 24-hour contact person for the site; (b) Telephone and email addresses; (c) Site works and timeframes; and (d) Details of where accessible project information can be sourced. 	Prior to the commencement of construction
Community	CEMM3	Complaints Handling	All complaints must be managed in accordance with DoE's Stakeholder and Community Participation Plan.	Throughout
Compliance	PACMM1	Compliance with Mitigation Measures	All relevant personnel, including contractors and their subcontractors, must be made aware of these Mitigation Measures and the requirement to undertake the activity as per these Mitigation Measures.	Throughout
Compliance	PACMM2	Non-compliance notification	The relevant Project Lead and DOE's Post Approval and Compliance Team must be notified as soon as practical when any non-compliance with a Mitigation Measure is identified. The notification should identify the relevant works, set out the Mitigation Measure that works are non-compliant with, the way in which it does not comply, any known reasons for the non-compliance and what actions have been, or will be undertaken, to address the non-compliance.	Throughout

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p><i>Note: Non-compliance and incident notifications processes are set out in the Post Approvals Guide. All notifications must be recorded using the digital Non-Compliance Notification Form or the Incident Notification Form.</i></p>	
Compliance	PACMM2	Non-compliance notification	<p>The relevant Project Lead and DOE's Post Approval and Compliance Team must be notified as soon as practical when any non-compliance with a Mitigation Measure is identified. The notification should identify the relevant works, set out the Mitigation Measure that works are non-compliant with, the way in which it does not comply, any known reasons for the non-compliance and what actions have been, or will be undertaken, to address the non-compliance.</p> <p><i>Note: Non-compliance and incident notifications processes are set out in the Post Approvals Guide. All notifications must be recorded using the digital Non-Compliance Notification Form or the Incident Notification Form.</i></p>	Throughout
Compliance	PACMM3	Independent Audits	<p>A risk-based program of independent audits must be prepared for the work, having regard to the <i>AS/NZS ISO 19011-2019 Guidelines for Auditing Management Systems</i>. Audits are to be undertaken by suitably qualified personnel independent to the</p>	Throughout

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>works and documented in an audit report which:</p> <ul style="list-style-type: none"> (a) Assesses how the Mitigation Measures are being satisfied; (b) Outlines the adequacy of any documents required under the Mitigation Measures; (c) Outlines the performance of the works with respect to any impacts on the surrounding environment including the local community; and (d) Recommends any measures or actions to improve the performance of the works, if deemed required. <p>The independent audit program is to be provided to the relevant DoE Project Lead and DoE Post Approval and Compliance Team for agreement.</p>	
Compliance	PACMM4	Independent Audits	<p>The Independent Audits must be carried out in accordance with the approved audit program.</p> <p>Each Independent Audit Report is to be finalised within four weeks from the auditor's site inspection or where an alternative timeframe is agreed to by the Post Approval and Compliance Team.</p> <p>Each Independent Audit Report is to be provided to the relevant</p>	Throughout

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			DoE Project Lead and DoE Post Approval and Compliance Team within 7 days of completion of the report.	
Compliance	PACMM5	Status Report	The Project Lead must submit a Status Report to the Post Approvals and Compliance Team demonstrating compliance with the Mitigation Measures upon completion of the works.	One week prior to the commencement of Operations
Construction	CMM1	Demolition	Any demolition work must be undertaken in accordance with the provisions of <i>Australian Standard AS 2601-2001 The Demolition of Structures</i> .	Construction
Construction	CMM2	Construction Environmental Management Plan	<p>A Construction Environmental Management Plan (CEMP) is to be prepared and implemented having regard to the <i>Environmental Management Guidelines for Construction Procurement (Edition 4)</i>, and is to include where relevant, but not limited to, the following:</p> <p>(a) Details of:</p> <ul style="list-style-type: none"> (i). Hours of work; (ii). 24-hour contact details of site manager; (iii). Management of dust and odour; (iv). Stormwater control and discharge; (v). Measures to ensure that sediment and other materials are not tracked onto the roadway by 	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>vehicles leaving the site;</p> <p>(vi).Any other specific environmental construction Mitigation Measures detailed in the REF;</p> <p>(vii). Any requirements outlined in any relevant approvals, permits, licences or landowner consents; and</p> <p>(viii). Community consultation and complaints handling in line with DoE's Stakeholder and Community Participation Plan.</p> <p>(b) Aerial Site Plan showing the location of the works;</p> <p>(c) The following, where required by Mitigation Measures:</p> <p>(i). Construction Traffic and Pedestrian Management;</p> <p>(ii). Construction Worker Transport Strategy</p> <p>(iii).Construction Noise and Vibration Management;</p> <p>(iv).Construction Waste Management (including details on contaminated waste);</p> <p>(v). Construction Air Quality and Dust Management;</p> <p>(vi).Construction Soil and Water Management;</p> <p>(vii). Construction Flood Management;</p> <p>(viii). Aboriginal/Non-Aboriginal Heritage Management; and</p> <p>(ix).Demolition Work Plan</p>	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			(d) Construction Tree Protection Plan; (e) Erosion and Sediment Control Plan; (f) Unexpected finds protocol for Aboriginal and non-Aboriginal heritage; (g) Unexpected finds protocol for contamination; (h) Construction Emergency Management Plan; (i) Training of responsibilities/heritage site inductions under the <i>National Parks and Wildlife Act 1975, Heritage Act 1977</i> and any other relevant legislation, as relevant to the works.	
Construction	CMM3	Construction Fencing	Construction site fencing is to be installed around the site. Construction vehicle and pedestrian access points to / from the site are to be clearly designated, signposted and controlled for authorised access only.	Construction
Construction	CMM4	Construction Hazardous Materials	The use and storage of hazardous materials and dangerous goods, including petroleum, distillate and other chemicals, shall be in accordance with the relevant legislation including, but not limited to: <ul style="list-style-type: none"> • <i>Protection of the Environment Operations Act 1997</i>; • <i>Work Health and Safety Regulation 2017</i>; • <i>AS 1940:2017 The Storage and Handling of Flammable and Combustible Liquids</i>; and 	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<ul style="list-style-type: none"> <i>Safe Work NSW Code of Practice – Managing Risks of Hazardous Chemicals in the Workplace.</i> 	
Construction	CMM5	Construction Hazardous Materials	A spill containment kit must be available at all times on the construction site. All personnel must be made aware of the location of the kit and trained in its effective deployment.	Construction
Construction	CMM6	Construction Materials	All materials must be wholly contained within the construction site. The requirements of the <i>Protection of the Environment Operations Act 1997</i> are to be complied with when placing and stockpiling construction and waste materials, when disposing of waste products and during any other works likely to pollute drains or watercourses.	Construction
Construction	CMM7	Construction Operations	Building methods such as brick cutting, mixing mortar and the washing of tools, paint brushes, form-work and concrete trucks shall be undertaken in the construction site in a location so as to prevent air, land or water pollution.	Construction
Construction	CMM8	Construction Equipment	All equipment and machinery shall be secured to prevent vandalism outside of construction hours.	Construction
Construction	CMM9	Construction Contractors	All contractors must meet all workplace safety legislation and requirements.	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Construction	CMM10	Construction Vehicle Maintenance	No vehicle maintenance is permitted in the construction areas except in emergencies.	Construction
Construction	CMM11	Construction Waste	The work site is to be left tidy and rubbish free each day prior to leaving the site and at the completion of works.	Construction
Construction	CMM12	Construction Lighting	All construction lighting shall not cause a nuisance to adjoining neighbours and comply with <i>AS/NZS 4282:2019 Control of the Obtrusive Effects of Outdoor Lighting</i> .	Construction
Construction	CMM13	Construction Hours	<p>The undertaking of any construction work, including the entry and exit of construction and delivery vehicles at the site, is restricted to the following standard work hours:</p> <ul style="list-style-type: none"> (a) Monday to Friday inclusive: Between 7.00am to 6.00pm; (b) Saturday: Between 8.00am to 1.00pm; and (c) Sunday and Public Holidays: No work permitted. <p>Where noise levels are not expected to exceed the existing background noise level plus 5dB, and noise monitoring is undertaken in accordance with the <i>Approved Methods for Measurement and Analysis of Environmental Noise in NSW (EPA, 2022)</i>, works may also be undertaken during the following</p>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>additional work hours:</p> <p>(d) Mondays to Friday inclusive: Between 6:00pm to 7:00pm; and</p> <p>(e) Saturday: Between 1:00pm to 4:00pm.</p> <p>Construction work may be undertaken outside of the standard and additional work hours outlined above, but only if notification has been given to the occupiers of any land within a minimum of 80 metres of the site boundaries before undertaking the work or as soon as is practical afterwards, and only if it is strictly required:</p> <p>(f) By the police or a public authority for the delivery of vehicles, plant or materials; or</p> <p>(g) In an emergency to avoid the loss of life, damage to property or to prevent environmental harm; or</p> <p>(h) Where the works are completely inaudible at the nearest sensitive receiver; or</p> <p>(i) For the delivery, setup and removal of construction cranes, where notice of the crane related works is provided to Council and affected residents at least seven days prior to the works; or</p> <p>(j) Maintenance and repair of public infrastructure where disruption to essential services, required system</p>	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>conditions (such as low-flow conditions for sewers) and/or considerations of worker safety do not allow work within standard hours; or</p> <p>(k) Public infrastructure works where work outside the recommended standard hours is supported by the affected community to shorten the length of the project; and</p> <p>(l) where it is demonstrated and justified for the need to work outside the recommended construction hours.</p> <p>Except in emergencies, these circumstances are not to be interpreted as endorsement for work outside the recommended standard hours and should be justified in each case. Work schedule convenience or project expedience is not considered sufficient justification.</p> <p>Any departure from this Mitigation Measure must be immediately notified to the Post Approvals and Compliance Team.</p>	
Construction	CMM14	Construction Methods	<p>Use of any rock excavation machinery, sheet piling, pile driving or jack-hammering and the like is restricted to the following hours:</p> <p>(a) Monday to Friday inclusive: 9:00am to 12:00pm;</p> <p>(b) Monday to Friday inclusive: 2:00pm to 5:00pm; and</p>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			(c) Saturday: 9:00am to 12:00pm.	
Construction	CMM15	Vibration During Construction	<p>Vibration levels induced by demolition activities must be in accordance with the <i>AS4236 – Guide to Noise and Vibration Control on Construction, Demolition and Maintenance Sites</i>.</p> <p>The operation of plant and equipment must not give rise to the transmission of vibration nuisance or damage to other premises.</p> <p>Prior to commencement of vibration-generating activities, a specific vibration monitor must be set up either at the property boundary or nearest sensitive receiver to monitor and record the vibration levels affecting buildings on adjacent land using the <i>Assessing Vibration: A Technical Guide (DECC, 2009)</i>.</p> <p>Any departures from this Mitigation Measure must be notified to the Post Approvals and Compliance Team.</p>	Construction
Construction	CMM16	Shoring & Adequacy of Adjoining Property	<p>If the works involve an excavation that extends below the level of the base of the footings of a building, structure or work on adjoining land (including any structure or work within a road or rail corridor), under the advice of a suitably qualified engineer the works must:</p> <p>(a) Protect and support the building, structure or work from</p>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			possible damage from the excavation, and (b) Where necessary, underpin the building, structure or work to prevent any such damage.	
Construction	CMM17	Construction Hoarding	Construction noise for excavation and piling will require a perimeter hoarding as indicated in Section 7.2 of the NDY Acoustic Report (dated 7 April 2025) to meet recommended noise levels inside nearest school building. Time managed machinery will be required for the tracked excavator (70 per cent) and dumper truck (40 per cent).	Construction
Construction	CMM18	Construction Access	All construction vehicles will travel along Wason Street to enter and exit at the south boundary of the site via the staff carpark	Construction
Construction	CMM19	Construction - Heavy Vehicle Movements	Heavy vehicle movement is required to avoid school drop off and pick up times	Construction
Construction	CMW20	Construction Waste	Any material being removed form site must be classified for off-site disposal in accordance with the EPA (2014) <i>Waste Classification Guidelines</i> and/or an applicable NSW EPA Resource Recovery Order.	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Construction - Waste	CMW21	Construction Waste Segregation	Ensure waste from the site is sent to a licensed waste contractor for processing. Where feasible, separate recyclable materials on-site (e.g., metals, concrete, timber) to facilitate direct delivery to a recycling facility.	Construction
Construction - Waste	CMW22	Hazardous Material Management	Identify and safely remove hazardous materials (e.g., asbestos, lead paint) in accordance with applicable regulations. Should an unexpected find of potential contamination be encountered during the works, the Unexpected Finds Protocol (see section Waste Management Strategies) should be followed.	Construction
Construction - Waste	CWM23	Excavation Waste Classification	All excavation waste removed from the site will be classified by a suitably qualified environmental consultant as per Waste Classification Guidelines Part 1: Classifying Waste (NSW EPA 2014).	Construction
Construction - Waste	CWM23	Waste Management Training	Provide induction training for contractors and workers on the waste management plan, including procedures for material segregation and disposal.	Pre -construction
Construction - Waste	CWM24	Bin and Resource Allocation	Provide designated and clearly labelled bins for recyclables, general waste, and hazardous materials where applicable at the site.	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Construction - Waste	CWM25	Periodic Waste Assessments	Conduct periodic reviews of waste management practices to ensure compliance with recycling and disposal targets.	Construction
Construction - Waste	CWM26	Compliance with Waste Target	Achieve a minimum diversion from landfill of 75% of total waste generated, in line with NSW Waste Resource and Recovery Act 2014.	Construction
Soil & Water	SWMM1	Erosion and Sediment Control	An Erosion and Sediment Control Plan must be implemented in accordance with the Landcom/Department of Housing <i>Managing Urban Stormwater, Soils and Construction Guidelines</i> (Blue Book). The controls must be in place, inspected and managed until the works are complete and all exposed erodible materials are stable relevant to each construction stage. Inspection records must be kept and provided to the Post Approval and Compliance Team on request.	Construction
Soil & Water	SWMM2	Imported Fill Material	Imported fill must be compatible with the existing soil characteristics of the site and limited to the following: <ul style="list-style-type: none"> (a) Virgin excavated natural material (VENM); and/or (b) Excavated natural material (ENM) certified as such in accordance with Protection of the Environment Operations (Waste) Regulation 2014; and/or 	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>(c) Material subject to a Waste Exemption under Clause 91 and Clause 92 of the Protection of the Environment Operations (Waste) Regulation 2014 and recognised by the NSW Environment Protection Authority as being “fit for purpose” with respect to the works under the REF.</p> <p>Certificates from a suitably qualified person/contractor proving that the imported fill material complies with these requirements must be provided to the relevant DoE Project Lead prior to filling works.</p>	
Soil & Water	SWMM3	Imported Mulch	<p>Any imported mulch must comply with the <i>Resource Recovery Order under Part 9, Clause 93 of the Protection of the Environment Operations (Waste) Regulation 2014</i> and the <i>Mulch Order 2016</i> recognised by the NSW Environment Protection Authority as being “fit for purpose” with respect to the works under the REF. Mulch must not include physical or chemical contaminants and minimise harm to the environment through the introduction, spread or increase in any weed, disease or pest. A written statement provided by the supplier confirming compliance with the <i>Resource Recovery Mulch Order 2016</i> is to be provided to the relevant DoE Project Lead prior to importing the mulch.</p>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Soil & Water	SWMM4	Groundwater	Should any unexpected groundwater be encountered during construction works, works are to cease immediately. Where groundwater needs to be removed, an approval may be required under the <i>Water Management Act 2000</i> .	Construction
Soil & Water	SWMM5	Stormwater Management System	<p>The operational stormwater management system must be designed by a suitably qualified civil engineer. The system must:</p> <ul style="list-style-type: none"> (a) Ensure that the system capacity has been designed in accordance with the relevant Australian Standards; and (b) Ensure that the system has been designed in accordance with the <i>Australian Rainfall and Runoff (Engineers Australia, 20016)</i> and <i>Managing Urban Stormwater: Council Handbook (EPA, 1997) Guidelines</i>. 	Design
Soil & Water	SWMM6	Acid Sulphate Soils	The management of potential and actual acid sulfate soils shall be conducted in accordance with <i>the Acid Sulfate Soil Guidelines (NSW Acid Sulphate Soils Management Advisory Committee, August 1998)</i> .	Construction
Soil & Water	SWMM7	Stormwater Design	Sediment and erosion control – Sediment control measures, including the provision of sediment basins, straw bales, inlet traps and filters will be implemented.	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Soil & Water	SWMM8	Bulk Earthworks	Prior to bulk earthworks, the site shall be cleared of any foreign matter or unsuitable material.	Pre construction
Soil & Water	SWMM9	Excavation	Proof roll testing to be carried out using a minimum 12 tonne roller and compact the exposed subgrade to at least 98% Standard Maximum Dry Density (SMDD) at +/- 2% Optimum Moisture Content(OMC)	Pre Construction
Soil & Water	SWMM10	Excavation	Should isolated soft/loose areas be encountered during this process, this material should be removed and replaced with suitable granular structural fill. Structural fill could comprise a select well graded granular material such as processed sandstone and road-base (DGB20)	Construction
Soil & Water	SWMM11	Excavation	Backfill excavation with approved structural fill in 150mm layers to a standard compaction of at least 98%.	Construction
Soil & Water	SWMM12	Excavation	Surface drainage should be maintained at all times by adopting appropriate cross-falls across the site. Surface drainage should be installed as soon as is practicable in order to capture and remove surface flows to prevent erosion and softening of the exposed surface	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing								
Soil & Water	SWMM13	Excavation	<p>Design and construction of temporary and batter cuts should follow recommendations presented In the Table below.</p> <table><tr><th colspan="2">Geotechnical profile</th></tr><tr><th></th><th>Temporary Batter (Horizontal to Vertical Ratio)</th></tr><tr><td>Fill</td><td>2.5H:1V</td></tr><tr><td>Residual Soil</td><td>1.5H:1V</td></tr></table> <p>Notes:</p> <ul style="list-style-type: none">i) Table 4-1 applies to temporary unsupported cut batters only, for a period of no greater than 3 months once constructedii) Temporary batters apply to cuts no greater than 1.50m in vertical height. Where deeper cuts are proposed for each stratum, further geotechnical designed support or retention systems may be required.iii) Excavations in soil have assumed no groundwater table has been encountered.iv) The ground surface at the crest of the excavation is horizontal.v) There is no surcharge at the crest of the excavation for a distance equal to the depth of the excavation.vi) All cuts are protected from erosion.	Geotechnical profile			Temporary Batter (Horizontal to Vertical Ratio)	Fill	2.5H:1V	Residual Soil	1.5H:1V	Design Construction
Geotechnical profile												
	Temporary Batter (Horizontal to Vertical Ratio)											
Fill	2.5H:1V											
Residual Soil	1.5H:1V											
Construction Transport	CTMM1	CTMP	Prepare a Construction Traffic Management Plan (CTMP) inform construction workers and heavy vehicle movements on safe traffic flow and minimise disruption to the school and surrounding areas. The CTMP must include a Construction Worker Access Management Plan (CWAMP) to outline strategies and measures to manage how construction workers access a construction site including carpooling initiatives.	Construction								
Construction Transport	CTMM2	Pedestrian Access	Safe pedestrian access in and around the site shall remain unimpeded at all times. Required informative signage and directional information must be provided in appropriate locations ensuring pedestrian safety. Where necessary, traffic control	Construction								

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			measures will be implemented.	
Construction Transport	CTMM3	Worker parking	Workers will be encouraged to park in the surrounding road network, excluding the carpark of the local pool and business premises. . This provision will be included as a clause in the CTMP following consultation with the construction team.	Construction
Construction Traffic	CTMM4	Staff parking	Increase in staff parking spaces by 5 spaces which comply with AS2890.1-2004.	Construction.
Construction traffic	CTMM5	No stopping signage	Subject to Traffic Committee approval, implement no stopping during No Stopping 8.00 – 9.30 am and 2.30 – 4.00 pm SCHOOL DAYS at Wason Street between Thomas Street and school entrance gate, to manage traffic flow during peak drop off and pick up times.	Construction
Construction traffic	CTMM6	Wombat crossing	Deliver new wombat crossing on Thomas Street north across Wason Street.	Construction
Construction traffic	CTMM7	Kiss and Drop	Subject to Traffic Committee approval, change parking signage for three existing unrestricted parking spaces on Thomas Street (southern side) to No Parking 8.00 – 9.30 am and 2.30 – 4.00 pm SCHOOL DAYS to manage traffic flow during peak drop off	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			and pick up times.	
Bushfire	BFMM1	Landscape	Prior to occupation, DoE must ensure new landscaping within the site is designed to meet the requirements of PBP.	Design Construction Operation
Bushfire	BFMM2	BAL requirement	<p>DoE are to ensure the proposed building designed and constructed to the relevant NCC requirements including BAL-19 based on the construction specifications detailed in AS 3959-2018 and additional ember provisions detailed in Section 7.5 of PBP as required.</p> <p>At commencement of construction and during operation, DoE to ensure fencing within 6 m of the building to be constructed of noncombustible material only.</p>	Design Construction Operation
Bushfire	BFMM3	APZ	<p>The identified APZs are to be established and maintained in perpetuity or until surrounding land is developed to specifications detailed in Appendix A of the BAR.</p> <p>Prior to construction, DoE must ensure the identified APZ (Table 3 and shown in Figure 3 of the Bushfire Assessment Report) is maintained to the specifications detailed in Appendix A of the Bushfire Assessment Report. During operation, DoE must ensure APZ are managed in perpetuity.</p>	Throughout the life of the project

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Bushfire	BFMM4	Fire Hydrant	DoE to ensure fire hydrants are provided in accordance with AS2419:2021.	Design Construction Operation
Bushfire	BFMM5	Bushfire Emergency Response	<p>Prior to operation, DoE to update Bushfire and Grassfire Response Plan including:</p> <ol style="list-style-type: none"> 1. Designating the new building as the shelter-in-place; and 2. Clear signage is to be provided to the new building and identifying it is the designated 'shelter-in-place'. 3. Remove Building W as the current shelter-in-place option in the Bushfire and Grassfire Response Plan. 4. Updated Bushfire and Grassfire Response Plan to be provided to local brigade(s) 	Prior to operation Operation
Bushfire	BFMM6	Bushfire Emergency Response	<p>Prior to operation, DoE to:</p> <ol style="list-style-type: none"> 1. Install clear signage to the new building and identifying it is the designated 'shelter-in-place'; 2. Ensure external combustible items located away from windows/doors (landscaping, hard landscaping, bins, out buildings etc.); and 	Prior to operation Operation

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			3. Additional fire extinguishers to be located internally near all entry/exit points for use against combustible materials.	
Biodiversity	BMM1	Fauna	Inspect all trees to be removed for hollows, nest and other signs of fauna habitat. If fauna is discovered, an ecologist may be required to remove and relocate any fauna if the tree or vegetation is to be removed.	Pre - construction
Biodiversity	BMM2	Mulch Integrity	Use AS 4454 leaf mulch with 90% recycled content for tree protection fencing. Chip trees marked for removal and use mulch 100mm deep. Avoid soil, weeds, sticks, and stones. Comply with AS 4454 (1999) and AS 4419 (1998).	Pre construction Construction
Biodiversity	BMM3	Pathogen mitigation	Basic hygiene protocols are to be implemented for construction personnel and machinery on site to reduce the potential for invasion by plant pathogens including <i>Phytophthora cinnamomi</i> , the fungus myrtle rust <i>Uredo rangelli</i> and amphibian chytrid fungus.	Construction
Trees	TMM1	Tree Protection	Trees not approved to be pruned or removed are to be protected and maintained in accordance with <i>AS 4970-2009 Protection of Trees on Development Sites</i> and are to remain in place until the completion of all construction work in the vicinity	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			of the protected trees.	
Trees	TMM2	Tree Protection	A project arborist (conforms to the AS 4970) is required to be nominated before works start, and they are to be provided with all related site documents.	Pre – construction
Trees	TMM3	Tree protection	A Tree Management Plan (Arboricultural Method Statement) is issued before work starts and measures of protection employed.	Pre-construction
Trees	TMM4	Tree protection	Tree protection must be approved by a Consulting Arborist AQF Level 5. No materials, mixing, parking, disposal, repairs, refuelling, fires, stockpiling, or backfilling is allowed near remaining trees. Removal or lopping of trees needs written permission from the Superintendent.	Pre- construction
Trees	TMM5	Tree removal plan	Trees for removal are to be identified and marked for removal.	Pre-Construction
Trees	TMM6	Tree protection	Site induction; All workers must be briefed about the ecological sensitivity of the site, no-go areas, the need to minimise ecological impact, and all other required mitigation measures is to be undertaken including conditions outlined in Tree Management Plan before the initiation of work. This is required	Pre construction

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			as part of the site induction process.	
Trees	TMM7	Soil compaction	Soil must not be filled or compacted above tree roots enclosed by protection fencing during construction near trees. Guidelines must be followed to prevent soil compaction in these areas. Protection includes using elevated planks attached to scaffolding to prevent ground compression.	Construction
Trees	TMM8	TPZ - trenching	Trenching shall avoid the TPZ's. Proposed routes shall be re-routed outside of the TPZ. Underboring required if unable reroute. Any excavation in the area of a TPZ must be authorised and conditioned by the project arborist.	Construction
Trees	TMM9	Landscape maintenance	Contractors are to ensure new landscaping is watered. Apply water at an appropriate rate suitable for the plant species during periods of little or no rainfall.	Construction
Trees	TMM10	Replanting – Biodiversity	Plant advanced specimens of the same species in groups.	Construction
Trees	TMM11	Replanting - visual amenity	Plant advanced specimens of the same species in areas that offer visual/noise screening.	Construction
Trees	TMM12	Mulch integrity	Tree protection fencing will use AS 4454 leaf mulch with 90 per	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			cent recycled content. Trees marked for removal with be chipped and mulched to a depth of 100mm, and free from soil, weeds, sticks and stones. The fencing will comply with AS 4454 (1999) and AS 4419 (1998).	
Trees	TMM13	Tree protection	Part of the design is a fence to extend across the SRZ for each tree, No. 68, 69, 70, 2, 76, 77 and 80. The nominated design is a Safe Direction Crash Barrier, which will require piers, assumed as 300mm in diameter. To limit any impact on a tree and limit future damage to the fence, these footings shall be located outside of the Structural Root Zone (SRZ) for each tree.	Construction
Trees	TMM14	Tree protection	Establish exclusion zones around the Magenta Lilly Pilly to prevent damage during construction activities.	Construction
Visual & Amenity	VAMM1	External Materials	<p>The selection of external colours, materials or finishes of the building(s) should aim to minimise impacts on visual amenity and ensure there is no increase in impacts identified the visual amenity assessment in the REF.</p> <p>For enquiries on requirements please contact the DoE Design and Infrastructure Standards Team on DesignAndInfrastructureStandards@det.nsw.edu.au.</p>	Design

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Land Contamination	LCMM1	Unexpected Site Contamination	<p>During construction works, should any unexpected contamination information or contaminants be identified which have the potential to alter previous site contamination assessments, conclusions and recommendations, the relevant DoE Project Lead must be immediately notified and works must cease in the location of the contamination. Works must not recommence until a suitably qualified and experienced contamination consultant has investigated the unexpected contamination and provided recommendations for the management of necessary remedial work required to render the site suitable for the activity in accordance with any relevant NSW EPA adopted guidelines. A Completion Certification from the contamination consultant shall be submitted to the relevant DoE Project Lead prior to construction works re-commencing. Following completion of the remediation through implementation of the recommendations from the suitably qualified contamination consultation, a Site Remediation and Validation Report is to be submitted to a NSW EPA-Accredited Site Auditor to confirm site suitability. A copy of the Site Remediation and Validation Report is also to be provided to the relevant DoE Project Lead and DoE's Post Approval and Compliance Team. A notice of completion of remediation work must also be given to Council in accordance with Section 4.14 and Section 4.15 of</p>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<i>State Environmental Planning Policy (Resilience and Hazards) 2021.</i>	
Land Contamination	LCMM2	Land contamination - groundwater	Chemicals and contaminants must be stored properly in an enclosed area with a spill bund to prevent runoff in case of accidents.	Construction
Utilities & Infrastructure	UIMM1	Pre-Construction Dilapidation Report	A Pre-Construction Dilapidation Report must be prepared by a suitably qualified expert and submitted to Council relevant asset/service infrastructure owners and the relevant DoE Project Lead. The report must provide an accurate record of the existing condition of adjoining private properties that are likely to be impacted by the works (and that have agreed to an offer for a dilapidation survey, and assets/service infrastructure that is likely to be impacted by the works.	Prior to the commencement of construction
Utilities & Infrastructure	UIMM2	Services & Utilities	All services and utilities in the construction area must be appropriately disconnected and reconnected as required, in consultation with the relevant authorities to determine disconnection and reconnection requirements. Where services or utilities are found not to be adequate to support the works, appropriate augmentation must be undertaken, subject to	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			obtaining any required approvals or permits.	
Utilities & Infrastructure	UIMM3	No Obstruction of Public Way	Building materials, machinery, vehicles, refuse, skip bins or the like must not be stored or placed in the public way (outside of any approved construction works zone) under any circumstances.	Construction
Utilities & Infrastructure	UIMM4	Pedestrian Access	Safe pedestrian access in and around the site shall remain unimpeded at all times. Required informative signage and directional information must be provided in appropriate locations ensuring pedestrian safety. Where necessary, traffic control measures will be implemented.	Construction
Utilities & Infrastructure	UIMM5	Post-Construction Dilapidation Report	A Post-Construction Dilapidation Report must be prepared by a suitably qualified expert and submitted to Council, relevant asset/service infrastructure owners and the relevant DoE Project Lead. The report must determine whether the construction work has resulted in any structural damage to items assessed in the Pre-Construction Dilapidation Report. If the report determines that there is damage as a result of construction works the identified damage must be repaired or pay the full costs associated with repairing any damage within an agreed timeline between the owner of the identified property.	Prior to the commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Heritage	HMM1	Non-Aboriginal Heritage	If any unexpected archaeological relic (or potential relic) of heritage significance is discovered during any construction work, all work in the vicinity must cease and the area must be appropriately protected. Materials should not be removed from the ground wherever possible. The DoE Heritage Team is to be notified and an archaeologist engaged to undertake a site inspection to ascertain whether the finds are significant relics. Construction works cannot recommence in that area until advised by the archaeologist, in consultation with the DoE Heritage Team. Should significant relics be identified, external approvals to impact the relics may be required.	Construction
Heritage	HMM2	Aboriginal Heritage	If any unexpected Aboriginal objects, sites or places (or potential Aboriginal objects, site or places) are discovered during any construction work, all works in the vicinity must cease and the area must be appropriately protected. The DoE Heritage Team is to be notified and an archaeologist engaged to undertake a site inspection to assess the find in consultation with the Registered Aboriginal Parties (RAPs). Following the on-site assessment, the archaeologist and RAPs (if they attended the site) are to advise on whether further management, mitigation or approvals are required in consultation with the DoE Heritage Team. Should Aboriginal objects be identified, these	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			are to be registered in the Aboriginal Heritage Information Management System (AHIMS). An Aboriginal Heritage Impact Permit (AHIP) would also need to be obtained to impact the site.	
Heritage	HMM3	Human Remains	If human remains are identified, work must cease and the area around where the remains are found must be protected from all disturbance. Finds are not to be displaced from the location where they are found. The DoE Heritage Team is to be notified and a specialist archaeologist engaged to assess the find. If human skeletal material less than 100 years old is discovered, the NSW Police are to be contacted in accordance with the <i>Coroners Act 2009</i> . Aboriginal burials (older than 100 years) are protected under the <i>National Parks and Wildlife Act 1974</i> and should not be disturbed. Should the skeletal material prove to be archaeological Aboriginal remains, Heritage NSW and the Local Aboriginal Land Council must be notified. Notification should also be made to the Commonwealth Minister for the Environment, under the provisions of the <i>Aboriginal and Torres Strait Islander Heritage Protection Act 1984</i> .	Construction
Heritage	HMM4	Aboriginal Due Diligence	The Aboriginal due diligence assessment must be kept by School Infrastructure NSW so that it can be presented, if needed, as a defence from prosecution under Section 86(2) of	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			the National Parks and Wildlife Act 1974.	
Operational Management	OPMM1	Operation Waste Management Plan	Prior to the commencement of operations, any operational waste management measures shall be detailed in an Operational Waste Management Plan. This Plan must outline how waste will be minimised, handled, stored and disposed of appropriately, in accordance with any relevant guidelines. A copy of the Operational Waste Management Plan is to be provided to the relevant DoE Project Lead for implementation during operations.	Prior to the commencement of Operations
Operational Management	OPMM2	Waste Segregation	Ensure proper segregation of waste streams, including recyclables, organics, and general waste.	
Operational Management	OPMM3	Bin Labelling	Install clearly labelled recycling and general waste bins in accessible locations across the school	
Operational Management	OPMM4	Staff and Student Training	Provide training for staff and students on correct waste disposal and recycling practices	
Operational Management	OPMM5	Waste Monitoring and Reporting	Regularly monitor waste volumes to ensure alignment with waste minimisation targets.	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Operational Management	OPMM6	Compliance with Waste Targets	Achieve a minimum diversion from landfill of 75% of total operational waste, in line with sustainability goals	
Operational Management	OPMM7	Operation Stormwater Management Plan	<p>Prior to the commencement of operations, a Stormwater Operation and Maintenance Plan is to be prepared and include the following:</p> <ul style="list-style-type: none"> (a) Maintenance schedule of all stormwater quality treatment devices; (b) Record and reporting details; and (c) Work Health and Safety requirements. <p>A copy of the Stormwater Operation and Maintenance Plan is also to be provided to the relevant DoE Project Lead for implementation.</p>	Prior to the commencement of Operations
Operational Management	OPMM8	Operation Plant and Machinery Plan	All operational plant and equipment must be maintained and operated in proper and efficient manner and in accordance with the user manual.	During Operations
Operational Management	OPMM9	Operation Plant and Machinery Plan	Acoustic louvers installed surrounding mechanical plant and fans to have internally lined ducts with acoustic insulation.	During Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Operational Management	OPMM10	Operation Plant and Machinery Plan	Mechanical plant room not to operate during night time periods (after 10 pm).	During Operations
Operational Management	OPMM11	Operational Plant and Machinery	The proposed fire pump will need to be designed with a complete acoustic enclosure to meet project boundary noise levels.	Design Operation
Operational Management	OPMM12	Landscaping	<p>Landscaping at the site associated with the works must be maintained. This includes the undertaking of:</p> <ul style="list-style-type: none"> (a) Mulching (b) Concrete/paving maintenance and replacement (c) Outdoor furniture maintenance and replacement (d) Turf replacement (e) Planting and tree replacement (f) Planting and tree maintenance (trimming) (g) Watering (h) Irrigation maintenance (i) Mowing (j) Spraying and pest treatment 	During Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Operational transport	OPTMM2	School transport coordinator	Appoint a School Travel Coordinator and establish a School Transport Committee.	Operation
Operational transport	OPTMM3	School Transport Plan	Update the School Transport Plan annually for the first to years.	Operation
Bushfire	OPBMM1	School Emergency Management Plan	Upgrade the existing School Emergency Management Plan with respect to bushfire.	Operation
Sustainability	SCMM1	Green Star Building Certification	<p>Green Star Building certification must be obtained demonstrating that the activity achieves a minimum 4 Star rating. Evidence of the certification must be provided to the DoE Sustainability Team.</p> <p>For enquiries on requirements please contact the DoE Sustainability Team on Sustainability.ESD@det.nsw.edu.au.</p>	Within 12 months of commencement of Operations

Dictionary

Term	Definition
Aboriginal object	Has the same meaning as the definition of the term in Section 5 (Definitions) of the <i>National Parks and Wildlife Act 1974</i> .
Aboriginal place	Has the same meaning as the definition of the term in Section 5 (Definitions) of the <i>National Parks and Wildlife Act 1974</i> .
Bushfire prone land	Land mapped on a bushfire prone land map as being subject to bushfire hazard. If part but not all of a lot is mapped as being subject to bushfire hazard, only the specific part of the lot that is mapped as being subject to bushfire hazard is bushfire prone land.
Category 1 Remediation	Remediation work needing consent that is: <ul style="list-style-type: none">(a) designated development, or(b) carried out or to be carried out on land declared to be a critical habitat, or(c) likely to have a significant effect on a critical habitat or a threatened species, population or ecological community, or(d) development for which another State environmental planning policy or a regional environmental plan requires development consent, or

	<p>(e) carried out or to be carried out in an area or zone to which any classifications to the following effect apply under an environmental planning instrument:</p> <ul style="list-style-type: none"> (i) coastal protection, (ii) conservation or heritage conservation, (iii) habitat area, habitat protection area, habitat or wildlife corridor, (iv) environment protection, (v) escarpment, escarpment protection or escarpment preservation, or escarpment preservation, (vi) floodway, (vii) littoral rainforest, (viii) nature reserve, (ix) scenic area or scenic protection, (x) wetland, or <p>(f) carried out or to be carried out on any land in a manner that does not comply with a policy made under the contaminated land planning guidelines by the council for any local government area in which the land is situated (or if the land is within the unincorporated area, the Minister).</p>
Category 2 Remediation	Remediation work not needing consent that is:

	<p>(a) a remediation work that is not a work of a kind described as Category 1 remediation, or</p> <p>(b) a remediation work (whether or not it is a work of a kind described as Category 1 remediation that:</p> <ul style="list-style-type: none"> (i) by the terms of a remediation order, is required to be commenced before the expiry of the usual period under the <u>Contaminated Land Management Act 1997</u> for lodgement of an appeal against the order, or <p style="padding-left: 40px;">Note — The usual period for lodgement of an appeal is 21 days or a period prescribed instead by regulations made under the Contaminated Land Management Act 1997.</p> <ul style="list-style-type: none"> (ii) may be carried out without consent under another State environmental planning policy or a regional environmental plan (as referred to in section 4.16(4)), or (iii) is carried out or to be carried out by or on behalf of the Director-General of the Department of Agriculture on land contaminated by the use of a cattle dip under a program implemented in accordance with the recommendations or advice of the Board of Tick Control under Part 2 of the Stock Diseases Act 1923, or (iv) is carried out or to be carried out under the Public Land Remediation Program administered by the Broken Hill Environmental Lead Centre.
Certification of Crown building work	Certification under section 6.28(2) of the <i>Environmental Planning and Assessment Act 1979</i> .
Construction	All physical work to enable operation including (unless specifically excluded by a Mitigation Measures) but not limited to the demolition and removal of buildings, the carrying out of works for the purposes of the activity, including bulk earthworks, and erection of buildings and other infrastructure permitted by this REF determination, but excluding:

	<ul style="list-style-type: none"> • Building and road dilapidation surveys; • Investigative drilling or investigative excavation; • Archaeological Salvage; • Establishing temporary site offices (in locations identified by the Mitigation Measures of this REF determination); • Installation of environmental impact mitigation measures, fencing, enabling works; and • Minor adjustments to services or utilities.
Demolition	The deconstruction and removal of buildings, sheds and other structures on the site.
DoE	Department of Education
Environment	Includes all aspects of the surroundings of humans, whether affecting any human as an individual or in his or her social groupings.
Green Star	The building sustainability rating scheme management by the Green Building Council of Australia.
Post Approval and Compliance	To contact the Post Approval and Compliance Team email postapproval@det.nsw.edu.au
Gross Floor Area	Refer to the National Construction Code 'Gross Floor Area' definition.
Project Lead	The DoE primary contact for the project i.e. Project Director or Asset Manager.

Reasonable	Means applying judgement in arriving at a decision, considering mitigation, benefits, costs of mitigation versus benefits provided, community views, and the nature and extent of potential improvements.
REF	Review of Environmental Factors
Suitably qualified person	A professional with the necessary qualifications having regard to the nature of their technical services.