

# Mitigation Measures for Review of Environmental Factors

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New Lennox Head Public School

Department of Education Projects

16 May 2025

DOC25/425584

## Document Control

Version Date: 16/05/2025

### Version History

Version	Date	Description	Prepared by	Approved by
1	08/05/2025	Lennox Head PS Draft Mitigation Measures	P. Smith, EPM Projects	
2	16/05/2025	Lennox Head PS Mitigation Measures	P. Smith, EPM Projects	
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## Further Assistance

Please contact the SINSW Statutory Planning team at [statutoryplanning@det.nsw.edu.au](mailto:statutoryplanning@det.nsw.edu.au) should you need further guidance on any of the information contained within this document.

## Activity

Construction of the new Lennox Head Public School and Preschool comprising construction of a new two-storey school building including learning hubs, administration and library; a multi-purpose hall; a single-storey preschool; associated landscaping and open space improvements; and on-site carparking. The works also include public domain upgrades to provide a kiss and drop facility, roundabout and bus bays with shared pathways and suitable pedestrian crossing facilities. The activity must be carried out in accordance with the Review of Environmental Factors dated 23 May 2025 and the following mitigation measures.

## 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	GMM2	Preschools	These Mitigation Measures do not remove the obligation to obtain all approvals or certificates	Throughout

## Lennox Head Public School & Public Preschool, cnr Snapper Drive & Montwood Drive (Lot 5 DP1239938)

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			under the <i>Education and Care Services National Regulations 2011</i> for all preschool works.  For enquiries on requirements please contact the NSW ECEC Regulatory Authority on ECECD@det.nsw.edu.au	
<b>General</b>	GMM3	Australian Standards	All works must comply with the relevant Australian Standards.	Throughout
<b>General</b>	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
<b>General</b>	GMM5	Landowners Consent	Landowners consent must be obtained in writing from the relevant landowner or authority prior to public domain upgrades and services connections outside the site.	Prior to the commencement of construction on relevant land outside the boundaries of the site
<b>General</b>	GMM6	Accessibility	All works must be designed and constructed to provide access and facilities for people with a disability in accordance with the National Construction Code, the EFSG (or provide evidence of EFSG departure approval by SINSW). Prior to the issue of a Crown Completion Certificate, the Crown Certifier must ensure that evidence of compliance with this condition	Prior to the commencement of construction

## Lennox Head Public School & Public Preschool, cnr Snapper Drive & Montwood Drive (Lot 5 DP1239938)

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			from a suitably qualified person is provided.	
<b>Community</b>	CEMM1	Work Notification	DoE's Post Approval and Compliance Team, the relevant local Council and the occupiers of any land within 80 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
<b>Community</b>	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"> <li>(a) 24-hour contact person for the site;</li> <li>(b) Telephone and email addresses;</li> <li>(c) Site works and timeframes; and</li> <li>(d) Details of where accessible project information can be sourced.</li> </ul>	Prior to the commencement of construction
<b>General</b>	CEMM3	Complaints Handling	All complaints must be managed in accordance with DoE's Stakeholder and Community Participation Plan.	Throughout
<b>General</b>	CEMM4	Long Service Levy	A Crown Certificate must not be issued unless the Crown Certifier is satisfied that the required levy payable under Section 34 of the <i>Building and Construction Industry Long Service Payments Act 1986</i> has been paid. The levy must be paid by the person liable, as	Prior to commencement of construction

## Lennox Head Public School & Public Preschool, cnr Snapper Drive & Montwood Drive (Lot 5 DP1239938)

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			specified in Section 38 of the <i>Building and Construction Industry Long Service Payments Act 1986</i> .	
<b>Compliance</b>	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
<b>Compliance</b>	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
<b>Compliance</b>	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 works and documented in an audit report which:</p> <p>(a) Assesses how the Mitigation Measures are being satisfied;</p>	Throughout

## Lennox Head Public School & Public Preschool, cnr Snapper Drive & Montwood Drive (Lot 5 DP1239938)

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>(b) Outlines the adequacy of any documents required under the Mitigation Measures;</p> <p>(c) Outlines the performance of the works with respect to any impacts on the surrounding environment including the local community; and</p> <p>(d) Recommends any measures or actions to improve the performance of the works, if deemed required.</p> <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>	
<b>Compliance</b>	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 DoE Project Lead and DoE Post Approval and Compliance Team within 7 days of completion of the report.</p>	Throughout
<b>Compliance</b>	PACMM5	Status Report	<p>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.</p>	One week prior to the commencement of Operations
<b>Construction</b>	CMM1	Demolition	<p>Any demolition work must be undertaken in accordance with the provisions of Australian Standard AS 2601-2001 The Demolition of Structures.</p>	Construction

## Lennox Head Public School & Public Preschool, cnr Snapper Drive & Montwood Drive (Lot 5 DP1239938)

Aspect	MM ID	MM Name	Mitigation Measure	Timing
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"> <li>(i). Hours of work;</li> <li>(ii). 24-hour contact details of site manager;</li> <li>(iii). Management of dust and odour;</li> <li>(iv). Stormwater control and discharge;</li> <li>(v). Measures to ensure that sediment and other materials are not tracked onto the roadway by vehicles leaving the site;</li> <li>(vi). Any other specific environmental construction Mitigation Measures detailed in the REF;</li> <li>(vii). Any requirements outlined in any relevant approvals, permits, licences or landowner consents; and</li> <li>(viii). Community consultation and complaints handling in line with DoE's Stakeholder and Community Participation Plan.</li> </ul> <p>(b) Aerial Site Plan showing the location of the works;</p> <p>(c) The following plans in accordance with relevant industry guidelines, Australian Standards, and legislative requirements:</p> <ul style="list-style-type: none"> <li>(i). Construction Traffic and Pedestrian Management;</li> <li>(ii). Construction Noise and Vibration Management to demonstrate strategies to meet the criteria set out in E-Lab's Noise and Vibration Assessment;</li> </ul>	Construction



## Lennox Head Public School & Public Preschool, cnr Snapper Drive & Montwood Drive (Lot 5 DP1239938)

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<ul style="list-style-type: none"> <li>(iii). Construction Waste Management (including details on contaminated waste);</li> <li>(iv). Construction Air Quality and Dust Management;</li> <li>(v). Construction Soil and Water Management;</li> <li>(vi). Construction Flood Management</li> </ul> <ul style="list-style-type: none"> <li>(d) Erosion and Sediment Control Plan;</li> <li>(e) Unexpected finds protocol for Aboriginal and non-Aboriginal heritage;</li> <li>(f) Unexpected finds protocol for contamination;</li> <li>(g) Construction Emergency Management Plan;</li> <li>(h) Training of responsibilities/heritage site inductions under the <i>National Parks and Wildlife Act 1975</i>, <i>Heritage Act 1977</i> and any other relevant legislation, as relevant to the works.</li> </ul>	
<b>Construction</b>	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
<b>Construction</b>	CMM4	Construction Hazardous Materials	<p>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:</p> <ul style="list-style-type: none"> <li>• <i>Protection of the Environment Operations Act 1997</i>;</li> <li>• <i>Work Health and Safety Regulation 2017</i>;</li> <li>• <i>AS 1940:2017 The Storage and Handling of Flammable and Combustible Liquids</i>;</li> <li>and</li> <li>• <i>Safe Work NSW Code of Practice – Managing Risks of Hazardous Chemicals in the</i></li> </ul>	Construction

## Lennox Head Public School & Public Preschool, cnr Snapper Drive & Montwood Drive (Lot 5 DP1239938)

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<i>Workplace.</i>	
<b>Construction</b>	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
<b>Construction</b>	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
<b>Construction</b>	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
<b>Construction</b>	CMM8	Construction Equipment	All equipment and machinery shall be secured to prevent vandalism outside of construction hours.	Construction
<b>Construction</b>	CMM9	Construction Contractors	All contractors must meet all workplace safety legislation and requirements.	Construction
<b>Construction</b>	CMM10	Construction Vehicle Maintenance	No vehicle maintenance is permitted in the construction areas except in emergencies.	Construction

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Aspect	MM ID	MM Name	Mitigation Measure	Timing
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"> <li>(a) Monday to Friday inclusive: Between 7.00am to 6.00pm;</li> <li>(b) Saturday: Between 8.00am to 1.00pm; and</li> <li>(c) Sunday and Public Holidays: No work permitted.</li> </ul> <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 additional work hours:</p> <ul style="list-style-type: none"> <li>(d) Mondays to Friday inclusive: Between 6:00pm to 7:00pm; and</li> <li>(e) Saturday: Between 1:00pm to 4:00pm.</li> </ul> <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>	Construction

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Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<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 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>	
<b>Construction</b>	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>	Construction

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Aspect	MM ID	MM Name	Mitigation Measure	Timing
			(b) Monday to Friday inclusive: 2:00pm to 5:00pm; and (c) Saturday: 9:00am to 12:00pm.	
<b>Construction</b>	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. Implement mitigation measures detailed in Section 8.2.4 of the Noise and Vibration Impact Assessment prepared by E-Lab.</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
<b>Construction</b>	CMM16	Public Domain Works	<p>Undertake consultation with Council through the design process to finalise public domain works.</p> <ul style="list-style-type: none"> <li>• Realigning the pedestrian footpath to facilitate road widening works along Snapper Drive for a Kiss and Drop zone during drop off and pick up times. Outside drop off and pick up times, the Kiss and Drop zone will be available for parking</li> <li>• Site boundary realignment/subdivision along Snapper Drive to accommodate public</li> </ul>	Prior to Construction of relevant works

## Lennox Head Public School & Public Preschool, cnr Snapper Drive & Montwood Drive (Lot 5 DP1239938)

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>domain works</p> <ul style="list-style-type: none"> <li>• Realignment of pedestrian footpath to enable road widening for the indented bus bays along Montwood Drive</li> <li>• Site boundary realignment/subdivision along Montwood Drive to accommodate public domain works</li> <li>• Associated pedestrian and road upgrade works on the external network</li> </ul>	
<b>Construction</b>	CMM17	Flood	Conduct flood modelling as part of detailed design development, particularly to properties along Snapper Drive to the north of the site and to the junction of Snapper Drive and Stoneyhurst Drive and ensure post-development conditions do not worsen flood affectation from pre-development levels.	Prior to commencement of relevant public domain works
<b>Construction</b>	CMM18	Fencing	Fencing is to comply with Section 7.6 of Planning for Bushfire Protection 2019	Prior to operation of relevant works
<b>Construction</b>	CMM19	Bush Fire	Construction of the school is to comply with Section 3 and Section 6 of AS3959 'Construction of building in bushfire prone areas' and Section 7.5 of Planning for Bushfire Protection 2019 except where varied by an accepted fire engineering strategy.	Construction
<b>Construction</b>	CMM20	Bush Fire	Access is to comply with Table 6.8b of Planning for Bushfire Protection 2019, except as outlined in Section 4.4 of the Bushfire Hazard Assessment prepared by Geolink.	Construction
<b>Soil &amp; Water</b>	SWMM1	Erosion and Sediment	An Erosion and Sediment Control Plan must be implemented in accordance with the Landcom/Department of Housing <i>Managing Urban Stormwater, Soils and Construction</i>	Construction

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Aspect	MM ID	MM Name	Mitigation Measure	Timing
		Control	<i>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.	
<b>Soil &amp; Water</b>	SWMM2	Imported Fill Material	<p>Imported fill must be compatible with the existing soil characteristics of the site and limited to the following:</p> <ul style="list-style-type: none"> <li>(a) Virgin excavated natural material (VENM); and/or</li> <li>(b) Excavated natural material (ENM) certified as such in accordance with Protection of the Environment Operations (Waste) Regulation 2014; and/or</li> <li>(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.</li> </ul> <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>	Construction
<b>Soil &amp; Water</b>	SWMM3	Imported Mulch	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	Construction

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Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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.	
<b>Soil &amp; Water</b>	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
<b>Soil &amp; Water</b>	SWMM5	Stormwater Management System	The operational stormwater management system must be designed by a suitably qualified civil engineer. The system must: <ul style="list-style-type: none"> <li>(a) Ensure that the system capacity has been designed in accordance with the relevant Australian Standards; and</li> <li>(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>.</li> </ul>	Prior to commencement of construction of relevant works
<b>Soil &amp; Water</b>	SWMM6	Acid Sulfate Soils	The management of potential and actual acid sulfate soils shall be conducted in accordance with the <i>Acid Sulfate Soil Guidelines (NSW Acid Sulfate Soils Management Advisory Committee, August 1998)</i> and the Acid Sulfate Soils Management Plan prepared by Geolink Consulting Pty Ltd.	Prior to commencement of construction



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Aspect	MM ID	MM Name	Mitigation Measure	Timing
<b>Ecology</b>	ECMM1	Fauna	Any injured fauna is to be taken to WIRES or Northern Rivers Wildlife Carers (NRWC). The contact details of WIRES (1300 094 737) and NRWC (6628 1866) are to be made known to the site supervisor and ecologist.	Throughout
<b>Ecology</b>	ECMM2	Introduction of species	Measures are to be implemented during construction works so that machinery and plant do not introduce weed seed or propagules to the site (e.g. by adoption and implementation of the 'Arrive Clean, Leave Clean' guidelines (DoE 2015).	Construction
<b>Ecology</b>	ECMM3	Biosecurity	Biosecurity risk weeds are to be managed according to requirements under the Biosecurity Act 2015 and/ or Council management measures.	Construction
<b>Ecology</b>	ECMM4	Machinery Cleaning	Contractors are to ensure all machinery is cleaned prior to entering the works areas to ensure that soil, vegetation and Yellow Crazy Ant is not imported to the site. Any observations of Yellow Crazy Ant are to be reported to the Biosecurity Hotline, the DPI website, or via the Local Lands Services office.	Construction
<b>Ecology</b>	ECMM5	Biosecurity Certificate	A Biosecurity Certificate will be completed where any movement of material from the Queensland or New South Wales fire ant infested areas has the potential to carry Fire Ants in or out of the site (refer to the Department of Primary Industries website for this form)	Construction
<b>Ecology</b>	ECMM6	Landscaping	Landscaping is to comply with Section 4.1.1 of Planning for Bushfire Protection 2019	Prior to Occupation of

## Lennox Head Public School & Public Preschool, cnr Snapper Drive & Montwood Drive (Lot 5 DP1239938)

Aspect	MM ID	MM Name	Mitigation Measure	Timing
				Relevant Works
<b>Visual &amp; Amenity</b>	VAMM1	External Materials	<p>Ensure that the selection of external colours, materials or finishes (including window shade treatments to Building A) of the building(s) minimises impacts on visual amenity, breaks up bulk and scale of built form, and ensures there is no increase in impacts identified within the visual amenity assessment of the REF.</p> <p>For enquiries on requirements please contact the DoE Design and Infrastructure Standards Team on <a href="mailto:DesignAndInfrastructureStandards@det.nsw.edu.au">DesignAndInfrastructureStandards@det.nsw.edu.au</a>.</p>	Prior to Construction of Relevant Works
<b>Visual &amp; Amenity</b>	VAMM2	Planting in Snapper Drive setback	Planting of trees between Building A and the street frontage in accordance with PTW's planting schedule to ensure visual impacts of the extended built form of Building A are softened.	Prior to Occupation of the Relevant Works
<b>Visual &amp; Amenity</b>	VAMM3	Screening plant	External mechanical plant to be screened to eliminate adverse impacts to visual amenity.	Construction of relevant works.
<b>Land Contamination</b>	LCMM3	Asbestos Handling	Where asbestos or asbestos-containing material is to be disturbed or uncovered, compliance with SafeWork NSW requirements shall be adhered to. Asbestos shall be removed by a suitably qualified and experienced contractor, licensed by SafeWork NSW. The removal of such material shall be carried out in accordance with the requirements of SafeWork NSW and the material transported and disposed of in accordance with NSW Environment Protection Authority requirements and the <i>Protection of the Environment Operations (Waste) Regulation 2014</i> with particular reference to Part 7 'Transportation and Management of Asbestos Waste'.	Construction of the Relevant Works

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Aspect	MM ID	MM Name	Mitigation Measure	Timing
<b>Land Contamination</b>	LCMM4	Unexpected Site Contamination	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 <i>State Environmental Planning Policy (Resilience and Hazards) 2021</i> .	Construction
<b>Utilities &amp; Infrastructure</b>	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	Prior to the commencement of construction

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Aspect	MM ID	MM Name	Mitigation Measure	Timing
			impacted by the works.	
<b>Utilities &amp; Infrastructure</b>	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 obtaining any required approvals or permits.	Construction
<b>Utilities &amp; Infrastructure</b>	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
<b>Utilities &amp; Infrastructure</b>	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
<b>Utilities &amp; Infrastructure</b>	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

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Aspect	MM ID	MM Name	Mitigation Measure	Timing
<b>Utilities &amp; Infrastructure</b>	UIMM6	Mechanical Noise & Vibration	Mechanical plant and equipment is to be designed and installed to meet the noise emission requirements outlined within the Noise and Vibration Impact Assessment prepared by E-Lab. Final plant location and plant equipment selection during design finalisation is to be reviewed prior to construction to ensure the noise criteria is achieved.	Prior to the commencement of Operations of relevant works.
<b>Utilities &amp; Infrastructure</b>	UIMM7	Bush Fire	Water and electricity services are to comply with Table 6.8c of Planning for Bushfire Protection	Prior to the commencement of Operations of relevant works.
<b>Heritage</b>	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
<b>Heritage</b>	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	Construction

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Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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 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.	
<b>Heritage</b>	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
<b>Operational Management</b>	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 of relevant works
<b>Operational</b>	OPMM2	Operation	Prior to the commencement of operations, a Stormwater Operation and Maintenance Plan is	Prior to the

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Aspect	MM ID	MM Name	Mitigation Measure	Timing
<b>Management</b>		Stormwater Management Plan	<p>to be prepared and include the following:</p> <ul style="list-style-type: none"> <li>(a) Maintenance schedule of all stormwater quality treatment devices;</li> <li>(b) Record and reporting details; and</li> <li>(c) Work Health and Safety requirements.</li> </ul> <p>A copy of the Stormwater Operation and Maintenance Plan is also to be provided to the relevant DoE Project Lead for implementation.</p>	commencement of Operations of relevant works
<b>Operational Management</b>	OPMM3	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 Operation of the School
<b>Operational Management</b>	OPMM4	Operation Plant and Machinery	Prior to the commencement of operations, it must be demonstrated by a suitably qualified acoustic engineer that noise associated with the operation of mechanical plant or machinery installed does not exceed the relevant project noise trigger levels.	Prior to the commencement of Operations of relevant works
<b>Operational Management</b>	OPMM5	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"> <li>(a) Mulching</li> <li>(b) Concrete/paving maintenance and replacement</li> <li>(c) Outdoor furniture maintenance and replacement</li> <li>(d) Turf replacement</li> </ul>	During Operations

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Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<ul style="list-style-type: none"> <li>(e) Planting and tree replacement</li> <li>(f) Planting and tree maintenance (trimming)</li> <li>(g) Watering</li> <li>(h) Irrigation maintenance</li> <li>(i) Mowing</li> <li>(j) Spraying and pest treatment</li> </ul>	
<b>Operational Management</b>	OPMM6	Electronic Signage	Operational hours for the sign must consider neighbour amenity, particularly during the night-time period.	During Operations
<b>Operational Transport</b>	OPTMM1	School Transport Plan	Prior to the commencement of operations, a School Transport Plan must be prepared to the satisfaction of the DoE Transport Planning Team. If the school already has a School Transport Plan, the existing plan is to be reviewed and updated if necessary to reflect the impacts of the REF works, to the satisfaction of the DoE Transport Planning Team. A copy of the School Transport Plan is to be provided to the relevant DoE Project Lead for implementation during operations.	Prior to the commencement of Operations of relevant works
<b>Operational Flooding</b>	OPFMM1	Operational Flood Emergency Response Management Plan	<p>Prior to the commencement of operation, the Flood Emergency Response Plan (FERP) is to be incorporated with the Emergency Management Plan and include the following:</p> <ul style="list-style-type: none"> <li>(a) Prioritise evacuation and avoid shelter-in-place by closing the school before the school day if flood events are forecasted and SES advises.</li> <li>(b) School administration must undertake annual evacuation preparations and an evacuation drill prior to the commencement of the wet season (typically November to April).</li> </ul>	Prior to the commencement of Operations



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Aspect	MM ID	MM Name	Mitigation Measure	Timing
			(c) School administration to undertake responsibilities as set out in the FERP; and (d) Ensure that the Flood Warning Notice is maintained and permanently visible	
<b>Operational Bush Fire</b>	OPBMM1	Operational Bushfire Emergency Management Plan	Prior to the commencement of operation, the Bushfire Emergency Management and Evacuation Plan to be prepared in accordance with the NSW Rural Fire Service document “ <i>A Guide to Development Bushfire Emergency Management and Evacuation Plans</i> ” and then be incorporated with the Emergency Management Plan.	Prior to the commencement of Operations
<b>Operational Bush Fire</b>	OPBMM2	Asset Protection Zone	Establishment and management of entire site as an Inner Protection Area (IPA) in accordance with Appendix A4.1.1 of Planning for Bushfire Protection 2019.	Prior to Occupation and Ongoing
<b>Sustainability</b>	SCMM1	Green Star Building Certification	Green Star Building certification must be obtained demonstrating that the activity achieves a 4-star rating. Evidence of the certification must be provided to the DoE Sustainability Team.  For enquiries on requirements please contact the DoE Sustainability Team on Sustainability.ESD@det.nsw.edu.au.	Within 12 months of commencement of Operations

## Dictionary

Term	Definition
<b>Aboriginal object</b>	Has the same meaning as the definition of the term in Section 5 (Definitions) of the <i>National Parks and Wildlife Act 1974</i> .
<b>Aboriginal place</b>	Has the same meaning as the definition of the term in Section 5 (Definitions) of the <i>National Parks and Wildlife Act 1974</i> .
<b>Bushfire prone land</b>	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.
<b>Category 1 Remediation</b>	<p>Remediation work needing consent that is:</p> <ul style="list-style-type: none"><li>(a) designated development, or</li><li>(b) carried out or to be carried out on land declared to be a critical habitat, or</li><li>(c) likely to have a significant effect on a critical habitat or a threatened species, population or ecological community, or</li><li>(d) development for which another State environmental planning policy or a regional environmental plan requires development consent, or</li><li>(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:<ul style="list-style-type: none"><li>(i) coastal protection,</li><li>(ii) conservation or heritage conservation,</li><li>(iii) habitat area, habitat protection area, habitat or wildlife corridor,</li><li>(iv) environment protection,</li><li>(v) escarpment, escarpment protection or escarpment preservation, or escarpment preservation,</li></ul></li></ul>

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	<ul style="list-style-type: none"> <li>(vi) floodway,</li> <li>(vii) littoral rainforest,</li> <li>(viii) nature reserve,</li> <li>(ix) scenic area or scenic protection,</li> <li>(x) wetland, or</li> </ul> <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>
<b>Category 2 Remediation</b>	<p>Remediation work not needing consent that is:</p> <ul style="list-style-type: none"> <li>(a) a remediation work that is not a work of a kind described as Category 1 remediation, or</li> <li>(b) a remediation work (whether or not it is a work of a kind described as Category 1 remediation that: <ul style="list-style-type: none"> <li>(i) by the terms of a remediation order, is required to be commenced before the expiry of the usual period under the <a href="#">Contaminated Land Management Act 1997</a> for lodgement of an appeal against the order, or</li> <li>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.</li> <li>(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</li> <li>(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</li> <li>(iv) is carried out or to be carried out under the Public Land Remediation Program administered by the Broken Hill Environmental Lead Centre.</li> </ul> </li> </ul>

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<b>Certification of Crown building work</b>	Certification under section 6.28(2) of the <i>Environmental Planning and Assessment Act 1979</i> .
<b>Construction</b>	<p>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:</p> <ul style="list-style-type: none"> <li>• Building and road dilapidation surveys;</li> <li>• Investigative drilling or investigative excavation;</li> <li>• Archaeological Salvage;</li> <li>• Establishing temporary site offices (in locations identified by the Mitigation Measures of this REF determination);</li> <li>• Installation of environmental impact mitigation measures, fencing, enabling works; and</li> <li>• Minor adjustments to services or utilities.</li> </ul>
<b>Demolition</b>	The deconstruction and removal of buildings, sheds and other structures on the site.
<b>DoE</b>	Department of Education
<b>Environment</b>	Includes all aspects of the surroundings of humans, whether affecting any human as an individual or in his or her social groupings.
<b>Green Star</b>	The building sustainability rating scheme management by the Green Building Council of Australia.
<b>Post Approval and Compliance</b>	To contact the Post Approval and Compliance Team email <a href="mailto:postapproval@det.nsw.edu.au">postapproval@det.nsw.edu.au</a>

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<b>Gross Floor Area</b>	Refer to the National Construction Code 'Gross Floor Area' definition.
<b>Project Lead</b>	The DoE primary contact for the project i.e. Project Director or Asset Manager.
<b>Reasonable</b>	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.
<b>REF</b>	Review of Environmental Factors
<b>Suitably qualified person</b>	A professional with the necessary qualifications having regard to the nature of their technical services.