

# Appendix 1 Mitigation Measures for Review of Environmental Factors

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Upgrades to Northmead Public School  
Department of Education Projects

22nd April 2025

DOC25/425584

## Part 5 Mitigation Measures

Project Specific Mitigation Measures are identified with an \* at the end of the Mitigation Measure Number

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	Australian Standards	All works must comply with the relevant Australian Standards.	Throughout
General	GMM3	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	GMM4	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	Prior to the commencement of construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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.	
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> <p>(a) 24-hour contact person for the site;</p> <p>(b) Telephone and email</p>	Prior to the commencement of construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			addresses;  (c) Site works and timeframes; and  (d) Details of where accessible project information can be sourced.	
<b>General</b>	CEMM3	Complaints Handling	All complaints must be managed in accordance with DoE's Stakeholder and Community Participation Plan.	Throughout
<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	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	Throughout

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>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>	
<b>Compliance</b>	PACMM3	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
<b>Construction</b>	CMM1	Demolition	Any demolition work must be	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			undertaken in accordance with the provisions of <i>Australian Standard AS 2601-2001 The Demolition of Structures</i> .	
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</li> </ul>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>materials are not tracked onto the roadway by 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</p>	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>location of the works;</p> <p>(c) The following, where required:</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</i> , <i>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	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			for authorised access only.	
Construction	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> and</li> <li>• <i>Safe Work NSW Code of Practice – Managing Risks of Hazardous Chemicals in the Workplace.</i></li> </ul>	Construction
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	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			and trained in its effective deployment.	
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	All contractors must meet all workplace	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
		Contractors	safety legislation and requirements.	
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> <p>(a) Monday to Friday inclusive: Between 7.00am to 6.00pm;</p>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>(b) Saturday: Between 8.00am to 1.00pm; and</p> <p>(c) Sunday and Public Holidays: No work permitted.</p> <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> <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</p>	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>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> <ul style="list-style-type: none"> <li>(f) By the police or a public authority for the delivery of vehicles, plant or materials; or</li> <li>(g) In an emergency to avoid the loss of life, damage to property or to prevent environmental harm; or</li> <li>(h) Where the works are completely inaudible at the nearest sensitive receiver; or</li> <li>(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</li> <li>(j) Maintenance and repair of</li> </ul>	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>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</p>	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>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> <p>(c) Saturday: 9:00am to 12:00pm.</p>	Construction
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</p>	Construction



Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>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	CMM16	Shoring & Adequacy of Adjoining Property	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	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>qualified engineer the works must:</p> <p>(a) Protect and support the building, structure or work from possible damage from the excavation, and</p> <p>(b) Where necessary, underpin the building, structure or work to prevent any such damage.</p>	
Construction	CMM17*	Construction Traffic Management	<p>Prior to the commencement of any construction work, a Final Construction Traffic Management Plan (CTMP) shall be prepared and provided to the Crown Certifier. The CTMP must be generally consistent with the Preliminary CTMP and include <u>where relevant, but not limited to</u>, details of the following:</p> <p>(a) Measures to communicate construction traffic implications to local residents and any nearby construction site;</p>	Prior to Commencement of Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>(b) Scheduling of construction traffic to occur outside of peak traffic periods and outside of school drop-off and pickup times being 8:00-9:30am and 2:30-3:30pm, respectively;</p> <p>(c) Measures to ensure that all construction delivery vehicles follow the designated routes and enter and exit the site in a forward direction;</p> <p>(d) Measures to encourage workers to prioritise the use public transport to/from the site and to advise workers not to park within 100m of the school site;</p> <p>(e) Measures to manage the safe passage of pedestrians and cyclists along surrounding streets;</p>	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			(f) Any temporary measures to control pedestrian access to the school site.	
<b>Construction</b>	CMM18*	Construction Noise and Vibration - Noise Barrier	<p>A 2m high noise barrier shall be installed to the buildings and exposed areas as specified in the Construction Noise and Vibration Management Plan (CNVMP).</p> <p>The noise barrier is to be constructed of 15 kg/m2 solid material and be sealed at the bottom and sides to be fully enclosed</p>	During Construction
<b>Construction</b>	CMM19*	Construction Noise and Vibration - Loud Works	Wherever practicable, loud works must be undertaken so that they do not occur at the same time as when nearby classrooms are in use.	During Construction
<b>Construction</b>	CMM20*	Construction Noise and Vibration - Loud Works	Wherever practicable, Block S must be scheduled to be vacant while particularly loud works occur.	During Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Construction	CMM21*	Construction Noise and Vibration - Loud Works	Classroom windows must be closed while loud works occur.	During Construction
Construction	CMM22*	Flood -Finished Floor Levels	All proposed building floor levels must be elevated at least 0.5m above the local overland PMF level as detailed in Flood Impact Assessment (FIA)	During Construction
Construction	CMM23*	Flood - Masonry Barrier	A 0.5m high masonry barrier shall be erected inside the western boundary as shown on the Architectural Drawings.	During Construction
Construction	CMM24*	Flood - Fencing	Fencing to the western boundary adjoining the Council Reserve shall be open palisade fencing or at a minimum, include open fencing to a height of no less than 0.5m above natural ground level.	During Construction
Construction	CMM25*	Stormwater - OSD	The OSD must be located outside of the PMF flood extent, have a minimum	During Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			storage of 46m <sup>3</sup> and water from the OSD must discharge to the existing pit (to be upgraded) adjacent to the western site boundary before being discharged into the existing pipe into the adjoining Council reserve.	
Construction	CMM26*	Bushfire – mechanical vents	Any new external mechanical vents in Block A must be installed in existing openings.	During 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	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			Team on request.	
Soil & Water	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</li> </ul>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			works under the REF.  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.	
Soil & Water	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 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	Construction



Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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.	
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"> <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</li> </ul>	Design

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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> .	
<b>Soil &amp; Water</b>	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
<b>Trees</b>	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 of the protected trees.	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
<b>Trees</b>	TMM2*	Root Mapping	Prior to commencement of any construction work, root mapping will need to be undertaken along the flood wall located (western side boundary) for pier design. Trees 99-105 as referenced in the Arborist Report will need to be retained and protected during construction works.	Prior to the Commencement of Construction  During Construction
<b>Trees</b>	TMM3*	Electrical Trenching	During construction, electrical trenching should be conducted manually within TPZ areas with conduits placed around large structural roots	During Construction
<b>Trees</b>	TMM4*	Replacement Planting	Prior to issue of an Occupation Certificate, replacement trees are to be planted in accordance with the Landscape Plans.	Prior to the issue of Occupation Certificate
<b>Visual &amp; Amenity</b>	VAMM1	External Materials	The selection of external colours, materials or finishes of the building(s) should aim to minimise impacts on	Design

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>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 <a href="mailto:DesignAndInfrastructureStandards@det.nsw.edu.au">DesignAndInfrastructureStandards@det.nsw.edu.au</a>.</p>	
<b>Land Contamination</b>	LCMM1	Site Auditor (Contamination)	<p>Remediation of known contaminated land is to be carried out in accordance with the requirements of the Remediation Action Plan (RAP).</p> <p>Following completion of the remediation works, a Site Remediation and Validation Report is to be submitted to a NSW EPA-Accredited Site Auditor to confirm site suitability through a Site Audit Statement. The site suitability statement and Site Remediation and Validation Report is to be submitted to the relevant DoE Project Lead and DOE's Post Approval</p>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			and Compliance Team. A notice of completion of remediation work must also be given to Council within 30 days of completion of the work in accordance with Section 4.14 and Section 4.15 of <i>State Environmental Planning Policy (Resilience and Hazards) 2021</i> .	
<b>Land Contamination</b>	LCMM2	Category 2 Remediation	At least 30 days prior to the commencement of any Category 2 remediation work, all required regulatory notifications are to be provided, including Notification of Category 2 Remediation Works to Council. Notice must be given in accordance with <i>Section 4.13 of State Environmental Planning Policy (Hazards and Resilience) 2021</i> .	Construction
<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	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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'.	
<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	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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> .	
<b>Land Contamination</b>	LCMM5	Site Audit Statement	Prior to the commencement of operation, an Interim Site Audit Statement prepared by an EPA Accredited Site Auditor is to be provided to the relevant DoE Project Lead and DoE Post Approval and Compliance Team.	Prior to the commencement of Operations
<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, when works relate to Council assets, relevant asset/service infrastructure owners and the relevant DoE Project Lead. The report must	Prior to the commencement of construction



Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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.	
<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	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			public way (outside of any approved construction works zone) under any circumstances.	
<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, when works relate to Council assets, 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	Prior to the commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			report determines that there is damage as a result of construction works the identified damage must repaired or pay the full costs associated with repairing any damage within an agreed timeline between the owner of the identified property.	
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	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			identified, external approvals to impact the relics may be required.	
<b>Heritage</b>	HMM2	Aboriginal Heritage	<p>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 are to be registered in the Aboriginal Heritage Information Management System (AHIMS). An</p>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			Aboriginal Heritage Impact Permit (AHIP) would also need to be obtained to impact the site.	
Heritage	HMM3	Human Remains	<p>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.</p>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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> .	
<b>Heritage</b>	HMM4*	Aboriginal Heritage – Statutory Obligations	All relevant staff and contractors must be made aware of their statutory obligations for heritage under the <i>National Parks and Wildlife Act 1974</i> , which may be implemented as a heritage induction.	Prior to the Commencement of 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	Prior to the commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			Project Lead for implementation during operations.	
<b>Operational Management</b>	OPMM2	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"> <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>	Prior to the commencement of Operations
<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	During Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			accordance with the user manual.	
<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
<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> <li>(e) Planting and tree replacement</li> <li>(f) Planting and tree maintenance</li> </ul>	During Operations



Aspect	MM ID	MM Name	Mitigation Measure	Timing
			(trimming) (g) Watering (h) Irrigation maintenance (i) Mowing (j) Spraying and pest treatment	
<b>Operational Management</b>	OPMM6*	Noise and Vibration - PA Systems	If PA systems and/or school bells are required to be extended to the new classroom building, they must be oriented to direct sound away from the neighbours wherever possible.	During Operation
<b>Operational Management</b>	OPMM7*	Noise and Vibration - HVAC	The HVAC condenser units must be installed on Embelton or Mason Industries pads or the equivalent.	During construction
<b>Operational Management</b>	OPMM8*	Flood - FERP	A Final Flood Emergency Response Plan (FERP) must be prepared that is generally consistent with the Preliminary FERP.	Prior to Operation of Building T
<b>Operational Flooding</b>	OPFMM1	Operational Flood Emergency	Prior to the commencement of operation, the Flood Emergency Response Plan (FERP) is to be	Prior to the commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
		Response Management Plan	<p>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> <li>(c) School administration to undertake responsibilities as set out in the FERP; and</li> <li>(d) Ensure that the Flood Warning Notice is maintained and permanently visible.</li> </ul>	



# 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>	Remediation work needing consent that is: <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></ul>

	<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"> <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> <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>	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"> <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="#"><u>Contaminated Land Management Act 1997</u></a> for lodgement of an appeal against the order, or</li> </ul> <p style="margin-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"> <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>
<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>	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"> <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>
<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.