

# Mitigation Measures for Review of Environmental Factors

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Melrose Park Public School redevelopment and new public preschool

May 2025

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# Document Control

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## Version History

Version	Date	Description	Prepared by	Approved by
1	25/02/2025	For Consultation	Kendal Caynes Manager Post Approval & Compliance	Yvette Buchli Executive Director Planning & Assessments
2	05/03/2025	For review	Kendal Caynes Manager Post Approval & Compliance	Planning and Assessments
3	13/03/2025	For Endorsement	Kendal Caynes Manager Post Approval & Compliance	Yvette Buchli Executive Director Planning & Assessments
4	17/04/2025	For Public Exhibition	Henry Burnett	Henry Burnett
5	22/05/2025	For Public Exhibition	Henry Burnett	Henry Burnett

# Purpose Of Document

The purpose of this document is to outline the standard Mitigation Measures that are to be included in Review of Environmental Factors (REF) in relation to the carrying out of an activity, as relevant under Part 5 of the *Environmental Planning and Assessment Act 1979* (EP&A Act) where the Department of Education (DoE) is the proponent.

Mitigation measures are required to be included in REF Reports for exhibition to ensure that activities approved under Part 5 are undertaken in a manner that eliminates, minimises and/or manages the environmental impacts and risks relevant to the activity. The Mitigation Measures are to be included where there are likely to be impacts (i.e. contamination, bush fire, heritage etc). The number and type of Mitigation Measures should be proportionate to the scale of the impacts mitigated and the activity approved.

**Important:** Not all of the Mitigation Measures listed in this document will be relevant to every approved activity. The Mitigation Measures not relevant to the activity should not be imposed and are to be deleted. Conversely, additional Mitigation Measures beyond those listed in this document may be imposed, if required, to appropriately mitigate any project-specific impacts. Bespoke Mitigation Measures need to follow the format and coding used in this document. There are blank fields included for bespoke Mitigation Measures for each of the identified Aspect.

To assist with including the appropriate Mitigation Measures, this document contains supporting italicised comments in brackets and red font. These supporting comments are to be considered and addressed as required and then deleted from the final REF document.

## Further Assistance

Please email the DoE 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. For Post Approval and Compliance matters please email [postapproval@det.nsw.edu.au](mailto:postapproval@det.nsw.edu.au)

## 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	<p>These Mitigation Measures do not remove the obligation to obtain all approvals or certificates under the <i>Education and Care Services National Regulations 2011</i> for all preschool works.</p> <p>For enquiries on requirements please contact the NSW ECEC Regulatory Authority on <a href="mailto:ECECD@det.nsw.edu.au">ECECD@det.nsw.edu.au</a></p>	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

Aspect	MM ID	MM Name	Mitigation Measure	Timing
				land
<b>General</b>	GMM6*	Acoustic Protection	The acoustic protection measures outlined in the Noise and Vibration Impact Assessment prepared by RWDI dated 20 February 2025 are to be incorporated as part of the activity.	Design
<b>Community</b>	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
<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</li> </ul>	Prior to the commencement of construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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	<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

Aspect	MM ID	MM Name	Mitigation Measure	Timing
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 works and documented in an audit report which:</p> <ul style="list-style-type: none"> <li>(a) Assesses how the Mitigation Measures are being satisfied;</li> <li>(b) Outlines the adequacy of any documents required under the Mitigation Measures;</li> <li>(c) Outlines the performance of the works with respect to any impacts on the surrounding environment including the local community; and</li> <li>(d) Recommends any measures or actions to improve the performance of the works, if deemed required.</li> </ul> <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>	Throughout
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</p>	Throughout

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



Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<ul style="list-style-type: none"> <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, where required:</p> <ul style="list-style-type: none"> <li>(i). Construction Traffic and Pedestrian Management;</li> <li>(ii). Construction Worker Transport Strategy</li> <li>(iii). Construction Noise and Vibration Management;</li> <li>(iv). Construction Waste Management (including details on contaminated waste);</li> <li>(v). Construction Air Quality and Dust Management;</li> <li>(vi). Construction Soil and Water Management;</li> <li>(vii). Construction Flood Management;</li> <li>(viii). Aboriginal/Non-Aboriginal Heritage Management;</li> </ul>	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>and</p> <p>(ix).Demolition Work Plan</p> <p>(d) Construction Tree Protection Plan;</p> <p>(e) Erosion and Sediment Control Plan;</p> <p>(f) Unexpected finds protocol for Aboriginal and non-Aboriginal heritage;</p> <p>(g) Unexpected finds protocol for contamination;</p> <p>(h) Construction Emergency Management Plan;</p> <p>(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.</p>	
<b>Construction</b>	CMM3	Construction Fencing	<p>Construction site fencing is to be installed around the site.</p> <p>Construction vehicle and pedestrian access points to / from the site are to be clearly designated, signposted and controlled for authorised access only.</p>	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> </ul>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<ul style="list-style-type: none"> <li>AS 1940:2017 <i>The Storage and Handling of Flammable and Combustible Liquids</i>; and</li> <li>Safe Work NSW Code of Practice – <i>Managing Risks of Hazardous Chemicals in the Workplace</i>.</li> </ul>	
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

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Construction	CMM9	Construction Contractors	All contractors must meet all workplace safety legislation and requirements.	Construction
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"> <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</p>	Construction

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

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<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

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>(b) Monday to Friday inclusive: 2:00pm to 5:00pm; and</p> <p>(c) Saturday: 9:00am to 12:00pm.</p>	
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>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<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>	
<b>Construction</b>	CMM17*	Construction Traffic Management Plan	Development and implement a construction traffic management plan	Prior to the commencement of construction
<b>Construction</b>	CMM18*	Civil Engineering	Compliance with the civil engineering report and plans prepared by Enstruct.	Construction
<b>Construction</b>	CMM19*	Noise & Vibration	A demolition and construction noise and vibration management plan shall be prepared and implanted generally in accordance with the Noise and Vibration Impact Assessment prepared by RWDI dated 20 February 2025.	Prior to the commencement of construction
<b>Soil &amp; Water</b>	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	Construction



Aspect	MM ID	MM Name	Mitigation Measure	Timing
			are stable relevant to each construction stage. Inspection records must be kept and provided to the Post Approval and Compliance 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 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
Soil & Water	SWMM3	Imported Mulch	Any imported mulch must comply with the <i>Resource Recovery</i>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<i>Order under Part 9, Clause 93 of the Protection of the Environment Operations (Waste) Regulation 2014 and the 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.	
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	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</i></li> </ul>	Design

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<i>Australia, 20016) and Managing Urban Stormwater: Council Handbook (EPA, 1997) Guidelines.</i>	
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*	Rainwater Re-Use	The provision of a 25,000 litre rainwater tank to be capable of use for irrigation of landscaping.	Construction
Soil & Water	SWMM8*	Foundation Design	After selection of the foundation system, a settlement analysis to confirm the total and differential settlements are within the tolerance. All loose/soft soil within the footprint of proposed structures to be removed, including grubbing out of tree roots, if present. These layers may be backfilled with suitably engineered fill layers to the designed subgrade level. Any fill unsuitable for re-use, deleterious/surplus material (if present) such as timber, concrete, rubble, should be identified and disposed offsite. Validation of the foundation should be completed by an experienced geotechnical engineer.	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</i>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<i>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.	
<b>Trees</b>	TMM2*	Tree Removal	The following trees are authorised for removal as part of the activity – Tree Nos. 7, 10, 18, 22, 23, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 38, 39, 42, 46, 55, 56, 57, 59, 60, 61, 62, 63, 64, 142, 143, 146, 152, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 177, 178, 179, 180, 200, 214, 215, 216, as detailed in the Arboricultural Impact Assessment prepared by Bluegum Tree Care and Consulting dated March 2025. Tree removal works should be undertaken in accordance with the WorkSafe Australia Guide to Managing Risks of Tree Trimming & Removal Work.	Throughout
<b>Trees</b>	TMM3*	Tree Retention	The following trees are to be protected and are not authorised for removal – Tree Nos. 1, 2, 3, 4, 5, 6, 8, 9, 11, 12, 13, 14, 15, 16, 17, 19, 20, 21, 24, 25, 37, 40, 41, 43, 44, 45, 47, 48, 49, 50, 51, 52, 53, 54, 58, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 144, 145, 147, 148, 149, 150,	Throughout

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			151, 152, 154, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 217, 218, 219	
<b>Trees</b>	TMM4*	Project Arborist	<p>Project arborist –Appointment of a Project Arborist: An Arborist with an AQF Level 5 qualification in Arboriculture and experience in tree protection within construction sites should be engaged prior to the commencement of work on the site. The Project Arborist should be present at the following times:</p> <ul style="list-style-type: none"> <li>• Project Commencement to meet with the Site Foreman and discuss tree protection requirements.</li> <li>• Following installation of tree protection fencing, trunk protection, compost, mulch and irrigation.</li> <li>• During any earthworks within the Tree Protection Zone (TPZ) of retained trees.</li> <li>• At any time that tree roots greater than 40mm diameter are exposed with the TPZ of any retained tree.</li> <li>• During canopy pruning of Tree 12; and</li> </ul> <p>At project completion to verify tree protection and retention.</p>	Prior to the commencement of construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
<b>Trees</b>	TMM5*	Tree Protection Measures	Installation of all tree protection measures including 'tree protection fencing', 'trunk protection' and 'compost, mulch and irrigation' in accordance with the Arboricultural Impact Assessment prepared by Bluegum Tree Care and Consulting dated March 2025.	Prior to the commencement of construction
<b>Trees</b>	TMM6*	Tree Protection Zones	<p>The following is prohibited within the TPZ of any trees to be retained unless otherwise allowed by these mitigation measures:</p> <ul style="list-style-type: none"> <li>• Stripping of topsoil or organic surface material.</li> <li>• Stockpiling of spoil or fill</li> <li>• Storage of building material, vehicles and machinery.</li> <li>• Disposal of solid, liquid or chemical waste.</li> <li>• Any excavation, fill or other construction activity other than that discussed in this report.</li> </ul>	Construction
<b>Trees</b>	TMM7*	Works within tree protection zones	Earthworks/construction within the TPZ of Tree Nos. 8, 12, 17, 20, 21, 24, 58, 110, 133, 134, 139, 140, 147, 181, 182, 183, 195, 205, 212, 213 and 217 is to be guided by the Project Arborist. All excavation within the top 500mm of soil must be undertaken with hand tools. Any roots encountered should be cleanly cut using a sharp saw or secateurs. The purpose of this is to avoid additional	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			root damage(tearing/cracking) that typically occurs when roots are pruned using an excavator.	
<b>Trees</b>	TMM8*	Tree 12 (Deck Levels)	Tree 12 has large roots on the ground surface. The existing ground level within the TPZ ranges from R.L 15.20 to 15.80. In order to install the deck sub-structure with a ventilation gap below without damaging tree roots, the finished level should be approx. 16.10 at its highest level. The deck area around T12 may be need to be multi-tiered with steps up to the higher sections.	Construction
<b>Trees</b>	TMM9*	Stormwater line re-direction	The proposed stormwater line passes within the Structural Root Zone of Tree 212. This section of stormwater line must be re-directed to minimise the extent of TPZ interference in accordance with the Arboricultural Impact Assessment prepared by Bluegum Tree Care and Consulting dated March 2025.	Construction
<b>Trees</b>	TMM10*	Post-construction tree care	At the completion of the project, the retained trees should be inspected by the Project Arborist. Depending on the health and vitality of retained trees, the Project Arborist may prescribe some remedial tree care. This may include installation of temporary or permanent irrigation, application of soil conditioners, compost application and installation of mulch.	Prior to the commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
<b>Trees</b>	TMM11*	Utilities and Services	Utilities and services are to be redirected to ensure tree retention in accordance with DFP2. Utility and service plans are to be approved by the Project Arborist. Installation of utility and service installation is to be monitored by the Project Arborist (where required).	Construction
<b>Visual &amp; Amenity</b>	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 <a href="mailto:DesignAndInfrastructureStandards@det.nsw.edu.au">DesignAndInfrastructureStandards@det.nsw.edu.au</a>.</p>	Design
<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	Construction



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

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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> .	
<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 impacted by the works.	Prior to the commencement of construction
<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,	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			appropriate augmentation must be undertaken, subject to obtaining any required approvals or permits.	
<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

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Heritage	HMM1	Non-Aboriginal Heritage	<p>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.</p>	Construction
Heritage	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</p>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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>Heritage</b>	HMM4*	<b>Restricted Development Area</b>	No ground disturbance activities are permitted within the curtilage of identified Aboriginal site, MPPS-AS1 (AHIMS #45-6-4125), or within 10 m of the curtilage, without having first obtained an Aboriginal Heritage Impact Permit (AHIP) from Heritage NSW.	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			Any activities within this zone will require monitoring by a qualified heritage consultant and/or a registered Aboriginal stakeholder for the duration of any works, including installation and removal.	
<b>Heritage</b>	HMM5*	<b>Aboriginal Heritage Induction</b>	All relevant personnel and contractors involved in the project are to be made aware of the Aboriginal Heritage mitigation measures.	Construction
<b>Heritage</b>	HMM6*	<b>On-going Consultation</b>	Consultation to be maintained with the registered Aboriginal parties to ensure long term management of the artefacts recovered during the excavations. All Aboriginal objects recovered during the excavations undertaken for this work will be temporarily and securely stored at EMM's Sydney office. All cultural materials would be re-buried within the project area. Re-burial would be undertaken in accordance with the requirements of Heritage NSW's Code of Practise for the Archaeological Investigation of Aboriginal Objects in NSW, and in consultation with the RAPs.	Construction
<b>Heritage</b>	HMM7*	<b>ACHA Registration</b>	A copy of the ACHA is to be lodged with AHIMS and provided to each of the RAPs.	Construction
<b>Heritage</b>	HMM8*	<b>ACHA Limitations</b>	If any part of the construction footprint is located outside the areas identified in this ACHA, or if any alteration is proposed that could result in additional impact to material culture, further assessment	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			of these area(s) should be undertaken to identify and appropriately manage Aboriginal objects and/or sites that may be present.	
<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
<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

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Operational Management	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 Operations
Operational Management	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
Operational Management	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 (trimming)</li> <li>(g) Watering</li> <li>(h) Irrigation maintenance</li> <li>(i) Mowing</li> </ul>	During Operations



Aspect	MM ID	MM Name	Mitigation Measure	Timing
			(j) Spraying and pest treatment	
<b>Operational Management</b>	OPMM6*	Operational Noise Management Plan	An operational noise management plan is to be developed and include noise management measures generally in accordance with the Noise and Vibration Impact Assessment prepared by RWDI dated 20 February 2025.	Prior to the commencement of 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
<b>Operational Transport</b>	OPTMM2*	Walking and Cycling	Provide pedestrian entrances on Wharf Road, Mary Street and Waratah Street.	Prior to the commencement of Operations
<b>Operational Transport</b>	OPTMM3*	Car Parking	Provide a minimum 33 car parking spaces for primary school staff and a minimum of 15 pre-school parking spaces (for use by staff and for pick-up and drop-off of pre-school children). The pre-	Prior to the commencement of

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			school car parking spaces are to be exclusively used by the pre-school. A new vehicular crossing is to be constructed in Waratah Street, and a widened vehicular crossing is to be constructed in Mary Street. Redundant vehicle crossings are to be removed.	Operations
<b>Operational Transport</b>	OPTMM4*	Bicycle Parking	The provision of 58 bicycle parking spaces on the site.	Prior to the commencement of Operations
<b>Operational Transport</b>	OPTMM5*	End of Trip Facilities	The provision of suitable end of trip facilities for staff.	Prior to the commencement of Operations
<b>Operational Transport</b>	OPTMM6*	Footpath Widening	The footpath adjacent to the Wharf Road frontage of the site is to be widened to a minimum width of 3m.	Prior to the commencement of Operations
<b>Operational Transport</b>	OPTMM7*	Kiss and Ride Zones	Provide the following minimum kiss and ride zones: - 78m Kiss and Ride Zone – Mary Street; - 42m Kiss and Ride Zone – Wharf Road; and - 32m Accessible Kiss and Ride – Wharf Road.	Prior to the commencement of Operations
<b>Operational Transport</b>	OPTMM8*	Loading and Servicing	Provision of a waste and loading zone within the pre-school car park to cater for a 10.8m long truck. The waste and loading zone	Prior to the commencement of

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			are to be used outside of pre-school pick-up and drop-off times only.	Operations
<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> <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>	Prior to the commencement of Operations
<b>Sustainability</b>	SCMM1	Green Star Building	Green Star Building certification must be obtained demonstrating that the activity achieves a minimum 5 star rating. Evidence of	Within 12 months of commencement of

Aspect	MM ID	MM Name	Mitigation Measure	Timing
		Certification	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.	Operations
<b>Flora and Fauna</b>	FF1*	Fauna inspection	Inspect all trees for hollows and nests. If fauna is discovered an ecologist may be required to remove and relocate any fauna if the tree or vegetation is to be removed.	Prior to the commencement of construction
<b>Flora and Funa</b>	FF2*	Ecological induction	Ecological induction of all contractors and staff outlining 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.	Construction
<b>Flora and Fauna</b>	FF3*	Hygiene protocols	Basic hygiene protocols would be implemented for construction personnel and machinery on site to reduce the potential for invasion by plant pathogens including Phytophthora cinnamomi, the fungus myrtle rust Uredo rangelli and amphibian chytrid fungus.	Construction
<b>Flora and Fauna</b>	FF4*	Tree replacement	A minimum of three replacement Magony Lilly Pilly trees are to be planted.	Prior to the 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>	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 <u><a href="#">Contaminated Land Management Act 1997</a></u> 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.