

Consolidated Mitigation Measures for Review of Environmental Factors

Department of Education Projects -

Richmond Agricultural Centre Mitigation Measures

Determination Date – 24 October 2025

Document Control

Version History

Version	Date	Description	Prepared by	Approved by
1	05/06/25	Initial issue	I. Clayton, S. Earp, EPM Projects	
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9	25/09/25	Ver H	S Earp, EPM Projects	
10	24/10/2025	Consolidated Mitigations - Post Determination (amendments and deletions in strike through and additions in <u>bold underline text</u>)	Gary Choice, Planning Officer, Assessments	Jenny Chu, Manager Assessments

Part 5 Mitigation Measures

Aspect	MM ID	MM Name	Mitigation Measure	Timing
General	GMM1	Approvals	These Mitigation Measures do not remove the obligation to obtain all other licences, permits, approvals and consents as required under any other legislation.	Throughout
General	GMM3	Australian Standards	All works must comply with the relevant Australian Standards.	Throughout
General	GMM4	Crown Certificate	A Crown Certificate under Section 6.28 of the <i>Environmental Planning and Assessment Act 1979</i> must be obtained for any Crown building work.	Prior to the commencement of Construction
General	GMM5	Landowners Consent	<i>Landowners consent must be obtained in writing from the relevant landowner or authority.</i>	Prior to the commencement of construction on that land
General	GMM6	<i>Accessibility</i>	<i>Final documentation shall be reviewed to ensure buildings meet all applicable statutory, BCA and AS access requirements specified in the Access Assessment Report by Jensen Hughes (Rev 3.1, dated 7/5/25)</i>	Prior to the commencement
Community	CEMM1	<i>Work Notification</i>	DoE's Post Approval and Compliance Team, the relevant local Council and the occupiers of any land within 80 metres of: - The western WSU Lot boundary along Londonderry Drive (between Smith Ave and Bayly Ct) and - The northern WSU Lot boundary along College	Prior to the commencement of construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			Street 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	<i>Site Notice Board</i>	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: (a) 24-hour contact person for the site; (b) Telephone and email addresses; (c) Site works and timeframes; and (d) Details of where accessible project information can be sourced.	Prior to the commencement of construction
General	CEMM3	Complaints Handling	All complaints must be managed in accordance with DoE's Stakeholder and Community Participation Plan.	Throughout
Community	CEMM4	Long service Levy	A Crown Certificate must not be issued unless the Crown Certifier is satisfied that the required levy payable under Section 34 of the Building and Construction Industry Long Service Payments Act 1986 has been paid. The levy must be paid by the person liable, as specified in Section 38 of the Building and Construction Industry Long Service Payments Act 1986.	Prior to commencement of construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Compliance	PACMM1	Compliance with Mitigation Measures	All relevant personnel, including contractors and their subcontractors, must be made aware of these Mitigation Measures and the requirement to undertake the activity as per these Mitigation Measures.	Throughout
Compliance	PACMM2	Non-compliance notification	The relevant Project Lead and DOE's Post Approval and Compliance Team must be notified as soon as practical when any non-compliance with a Mitigation Measure is identified. The notification should identify the relevant works, set out the Mitigation Measure that works are non-compliant with, the way in which it does not comply, any known reasons for the non-compliance and what actions have been, or will be undertaken, to address the non-compliance. <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>	Throughout
Compliance	PACMM3	Independent Audits	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: (a) Assesses how the Mitigation Measures are being satisfied; (b) Outlines the adequacy of any documents required under the Mitigation Measures;	Throughout

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			(c) Outlines the performance of the works with respect to any impacts on the surrounding environment including the local community; and (d) Recommends any measures or actions to improve the performance of the works, if deemed required. The independent audit program is to be provided to the relevant DoE Project Lead and DoE Post Approval and Compliance Team for agreement.	
Compliance	PACMM4	Independent Audits	The Independent Audits must be carried out in accordance with the approved audit program. Each Independent Audit Report is to be finalised within four weeks from the auditor's site inspection or where an alternative timeframe is agreed to by the Post Approval and Compliance Team. 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.	Throughout
Compliance	PACMM5	Status Report	The Project Lead must submit a Status Report to the Post Approvals and Compliance Team demonstrating compliance with the Mitigation Measures upon completion of the works.	One week prior to the commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Construction	CMM2	Construction Environmental Management Plan	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: (a) Details of: (i). Hours of work; (ii). 24-hour contact details of site manager; (iii). Management of dust and odour; (iv). Stormwater control and discharge; (v). Measures to ensure that sediment and other materials are not tracked onto the roadway by vehicles leaving the site; (vi). Any other specific environmental construction Mitigation Measures detailed in the REF; (vii). Any requirements outlined in any relevant approvals, permits, licences or landowner consents; and (viii). Community consultation and complaints handling in line with DoE's Stakeholder and Community Participation Plan. (b) Aerial Site Plan showing the location of the works; (c) The following, where required by Mitigation Measures: (i). Construction Traffic and Pedestrian Management; (ii). Construction Worker Transport Strategy (iii). Construction Noise and Vibration Management;	Prior to Construction Commencement

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			(iv). Construction Waste Management (including details on contaminated waste); (v). Construction Air Quality and Dust Management; (vi). Construction Soil and Water Management; (vii). Construction Flood Management; (viii). Aboriginal/Non-Aboriginal Heritage Management; and (ix). Demolition Work Plan (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 for authorised access only.	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Construction	CMM4	Construction Hazardous Materials	The use and storage of hazardous materials and dangerous goods, including petroleum, distillate and other chemicals, shall be in accordance with the relevant legislation including, but not limited to: • Protection of the Environment Operations Act 1997; • Work Health and Safety Regulation 2017; • <i>AS 1940:2017 The Storage and Handling of Flammable and Combustible Liquids</i>; and • <i>Safe Work NSW Code of Practice – Managing Risks of Hazardous Chemicals in the Workplace</i>.	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 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

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Construction	CMM8	Construction Equipment	All equipment and machinery shall be secured to prevent vandalism outside of construction hours.	Construction
Construction	CMM9	Construction Contractors	All contractors must meet all workplace safety legislation and requirements.	Construction
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	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: (a) Monday to Friday inclusive: Between 7.00am to 6.00pm; (b) Saturday: Between 8.00am to 1.00pm; and (c) Sunday and Public Holidays: No work permitted. Where noise levels are not expected to exceed the existing background noise level plus 5dB, and noise monitoring is undertaken in accordance with the	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<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: (d) Mondays to Friday inclusive: Between 6:00pm to 7:00pm; and (e) Saturday: Between 1:00pm to 4:00pm. 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: (f) By the police or a public authority for the delivery of vehicles, plant or materials; or (g) In an emergency to avoid the loss of life, damage to property or to prevent environmental harm; or (h) Where the works are completely inaudible at the nearest sensitive receiver; or (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 (j) Maintenance and repair of public infrastructure where disruption to essential services, required system conditions (such as low-flow conditions for sewers)	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			and/or considerations of worker safety do not allow work within standard hours; or (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 (l) where it is demonstrated and justified for the need to work outside the recommended construction hours. 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. Any departure from this Mitigation Measure must be immediately notified to the Post Approvals and Compliance Team.	
Construction	CMM14	Construction Methods	Use of any rock excavation machinery, sheet piling, pile driving or jack-hammering and the like is restricted to the following hours: (a) Monday to Friday inclusive: 9:00am to 12:00pm; (b) Monday to Friday inclusive: 2:00pm to 5:00pm; and (c) Saturday: 9:00am to 12:00pm.	Construction
Construction	CMM15	Vibration During Construction	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>. The operation of plant and equipment must not give rise	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			to the transmission of vibration nuisance or damage to other premises. 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>. Any departures from this Mitigation Measure must be notified to the Post Approvals and Compliance Team.	
Construction	CMM17	Noise and vibration	A dedicated site-specific Construction Noise and Vibration Sub-Plan (CNVMSP) must be prepared for the site outlining the relevant noise and vibration mitigation measures required. All onsite works must be undertaken in accordance with the Construction Noise and Vibration Sub-Plan (CNVMSP) – Once prepared.	Prior to Construction Commencement
Construction	CMM18	Aviation	Construction cranes are not permitted to exceed RL64 in height or 15m in height above existing ground level (whichever is the lowest) unless prior consultation and concurrence is first obtained from the RAAF and CASA, <u>if required by the Defence Aviation Area (DAA) for the RAAF Base Richmond. If authorisation is required,</u> aviation-standard crane lighting is to be installed on any crane(s) used that exceed RL64 in height.	Construction
Construction	CMM19	Stockpiling	All laydown areas, construction compounds, stockpiles,	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			and vehicle parking must be located within previously disturbed or exotic-dominated areas. No materials, machinery, or waste may be placed within 10 m of any retained native vegetation, trees, or the soak in accordance with Table 10 of the Flora and Fauna Assessment by Narla Environmental (Ver 1.0 May 2025).	
Construction	CMM20	Construction Waste	The activity shall adhere to the waste reduction measures outlined in Table 8 of the Construction Waste Management Plan, prepared by Elephants Foot, Revision D, 8/05/2025	Construction
Construction	CMM21	Construction Environmental Management Plan (CEMP) <u>Construction Traffic and Pedestrian Management Plan (CTPMP)</u>	In accordance with TfNSW recommendations, the Construction Environmental Management Plan (CEMP) A <u>Construction Traffic and Pedestrian Management is to be prepared in consultation with Council and TfNSW.</u> to be prepared under CMM2 <u>The plan</u> must detail construction vehicle routes, number of trucks, hours of operation, access arrangements, pedestrian management and traffic control. Once prepared it must be submitted to TfNSW (development.ctmp.cjp@transport.nsw.gov.au) for review and endorsement prior to construction commencing.	Prior to Construction Commencement
Construction	CMM22	Outdoor Lighting	In accordance with Defence recommendations, outdoor lighting must be designed to comply with the National Airports Safeguarding Framework (NASF) Guideline E: "Managing the Risk of Distractions to Pilots from Lighting in the Vicinity of Airports".	Prior to Construction Commencement

Aspect	MM ID	MM Name	Mitigation Measure	Timing
<u>Construction</u>	<u>CMM23</u>	<u>Dial Before You Dig</u>	<u>The Contractor must use “Dial Before You Dig on 1100” to obtain a Service Diagram to identify the location of underground utilities at the site. The sequence number obtained from “Dial Before You Dig” is to be provided to the Accountable Lead.</u>	<u>Prior to commencement of construction</u>
Soil & Water	SWMM1	Erosion and Sediment Control	An Erosion and Sediment Control Plan must be implemented in accordance with the Landcom/Department of Housing <i>Managing Urban Stormwater, Soils and Construction Guidelines</i> (Blue Book). The controls must be in place, inspected and managed until the works are complete and all exposed erodible materials are stable relevant to each construction stage. Inspection records must be kept and provided to the Post Approval and Compliance Team on request.	Prior to Construction Commencement
Soil & Water	SWMM2	Imported Fill Material	Imported fill must be compatible with the existing soil characteristics of the site and limited to the following: (a) Virgin excavated natural material (VENM); and/or (b) Excavated natural material (ENM) certified as such in accordance with Protection of the Environment Operations (Waste) Regulation 2014; and/or (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	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			for purpose” with respect to the 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 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.	Construction
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: (a) Ensure that the system capacity has been designed in accordance with the relevant Australian Standards; and	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			(b) Ensure that the system has been designed in accordance with the <i>Australian Rainfall and Runoff (Engineers Australia, 20016)</i> and <i>Managing Urban Stormwater: Council Handbook (EPA, 1997) Guidelines</i> .	
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	Sediment basin	Ensure the temporary sediment basin designed to capture site runoff during construction is maintained as a type 'F' basin in accordance with the requirements of the blue book	Construction
Ecology	ECMM1	Fauna	Prior to commencement of vegetation clearance or ground disturbance, an ecologist with demonstrated experience in fauna handling and vegetation assessment must undertake a detailed pre-clearing survey of the activity area to identify native flora, threatened species, Priority Weeds, and potential fauna habitat. The survey must be undertaken in accordance with Table 10 of the Flora and Fauna Assessment by Narla Environmental (Ver 1.0 May 2025).	Prior to relevant Construction activity
Ecology	ECMM2	Biosecurity	Prior to any site disturbance, a comprehensive weed management program shall be implemented to eradicate African Boxthorn (<i>Lycium ferocissimum</i>) and Fireweed (<i>Senecio madagascariensis</i>) from the activity area and its immediate surroundings. This program is to be conducted	Prior to relevant construction activity

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			by a licensed weed control contractor with expertise in managing Priority Weeds under the <i>Biosecurity Act 2015</i> .	
Ecology	ECMM3	Landscaping	Landscaping is to comply with Section 4.1.1 of Planning for Bushfire Protection 2019	Operation
Trees	TMM1	Tree Protection	Trees not approved to be pruned or removed are to be protected and maintained in accordance with <i>AS 4970-2009 Protection of Trees on Development Sites</i> and are to remain in place until the completion of all construction work in the vicinity of the protected trees.	Construction
Trees	TMM2	Tree Protection	Tree protection measures specified in Section 5.0 of the Arboricultural Impact Assessment Report by Sturt Noble Arboriculture (Revision D, date 13/03/2025) and Table 10 of the Flora and Fauna Assessment by Narla Environmental (Ver 1.0 May 2025) shall be implemented prior to the commencement of any site works and shall remain in place for the duration of the development.	Prior to commencement
Visual & Amenity	VAMM1	External Materials	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. For enquiries on requirements please contact the DoE Design and Infrastructure Standards Team on DesignAndInfrastructureStandards@det.nsw.edu.au.	Design

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Visual & Amenity	VAMM2	External Plant Screens	External mechanical plant is to be provided with visual and acoustic screening. Screening must be consistent with the Acoustic Assessment prepared by Pulse White Noise Australia (Rev 1 dated 8 May 2025)	Construction
Land Contamination	LCMM3	Asbestos Handling	Where asbestos or asbestos-containing material is to be disturbed or uncovered, compliance with SafeWork NSW requirements shall be adhered to. Asbestos shall be removed by a suitably qualified and experienced contractor, licensed by SafeWork NSW. The removal of such material shall be carried out in accordance with the requirements of SafeWork NSW and the material transported and disposed of in accordance with NSW Environment Protection Authority requirements and the Protection of the Environment Operations (Waste) Regulation 2014 with particular reference to Part 7 'Transportation and Management of Asbestos Waste'.	Construction
Land Contamination	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	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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 recommencing. Following completion of the remediation through implementation of the recommendations from the suitably qualified contamination consultation, a Site Remediation and Validation Report is to be submitted to a NSW EPA-Accredited Site Auditor to confirm site suitability. A copy of the Site Remediation and Validation Report is also to be provided to the relevant DoE Project Lead and DoE's Post Approval and Compliance Team. A notice of completion of remediation work must also be given to Council in accordance with Section 4.14 and Section 4.15 of <i>State Environmental Planning Policy (Resilience and Hazards) 2021</i> .	
Utilities & Infrastructure	UIMM1	Pre-Construction Dilapidation Report	A Pre-Construction Dilapidation Report must be prepared by a suitably qualified expert and submitted to relevant asset/service infrastructure owners and the relevant DoE Project Lead. The report must provide an accurate record of the existing condition of adjoining private properties that are likely to be impacted by the works (and that have agreed to an offer for a dilapidation survey) and assets/service infrastructure that is likely to be impacted by the works.	Prior to the commencement of construction
Utilities & Infrastructure	UIMM2	Services & Utilities	All services and utilities in the construction area must be appropriately disconnected and reconnected as required, in consultation with the relevant authorities to determine	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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.	
Utilities & Infrastructure	UIMM3	No Obstruction of Public Way	Building materials, machinery, vehicles, refuse, skip bins or the like must not be stored or placed in the public way (outside of any approved construction works zone) under any circumstances.	Construction
Utilities & Infrastructure	UIMM4	Pedestrian Access	Safe pedestrian access in and around the site shall remain unimpeded at all times. Required informative signage and directional information must be provided in appropriate locations ensuring pedestrian safety. Where necessary, traffic control measures will be implemented.	Construction
Utilities & Infrastructure	UIMM5	Post-Construction Dilapidation Report	A Post-Construction Dilapidation Report must be prepared by a suitably qualified expert and submitted to 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
Utilities &	UIMM6	Section 73	A compliance certificate must be obtained from Sydney	Prior to commencement of

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Infrastructure		Certificate	Water, under Section 73 of the <i>Sydney Water Act 1994</i> .	Operations
Utilities & Infrastructure	UIMM7	Building Plan Approval	A Building Plan Approval must be obtained from Sydney Water prior to any demolition, excavation or construction works commencing. The plans for construction and documents responding to the Tree Planting Guidelines must be approved by Sydney Water.	Prior to commencement of Construction
Utilities & Infrastructure	UIMM8	Tree Planting	In submitting a Building Plan Approval to Sydney Water under UIMM7, regard must be given to Sydney Water's <i>Technical Guidelines – Building over and adjacent to pipe assets</i> , ensuring trees proposed and planted do not cause damage or interference of Sydney Water assets.	Prior to commencement of Construction
Heritage	HMM1	Non-Aboriginal Heritage	If any unexpected archaeological relic (or potential relic) of heritage significance is discovered during any construction work, all work in the vicinity must cease and the area must be appropriately protected. Materials should not be removed from the ground wherever possible. The DoE Heritage Team is to be notified and an archaeologist engaged to undertake a site inspection to ascertain whether the finds are significant relics. Construction works cannot recommence in that area until advised by the archaeologist, in consultation with the DoE Heritage Team. Should significant relics be identified, external approvals to impact the relics may be required.	Construction
Heritage	HMM2	Aboriginal Heritage	If any unexpected Aboriginal objects, sites or places (or potential Aboriginal objects, site or places) are	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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 Aboriginal Heritage Impact Permit (AHIP) would also need to be obtained to impact the site.	
Heritage	HMM3	Human Remains	If human remains are identified, work must cease and the area around where the remains are found must be protected from all disturbance. Finds are not to be displaced from the location where they are found. The DoE Heritage Team is to be notified and a specialist archaeologist engaged to assess the find. If human skeletal material less than 100 years old is discovered, the NSW Police are to be contacted in accordance with the <i>Coroners Act 2009</i> . Aboriginal burials (older than 100 years) are protected under the <i>National Parks and Wildlife Act 1974</i> and should not be disturbed. Should the skeletal material prove to be archaeological Aboriginal remains, Heritage NSW and the Local Aboriginal Land Council must be notified. Notification should also be made to the Commonwealth Minister for the Environment, under the provisions of the <i>Aboriginal and</i>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<i>Torres Strait Islander Heritage Protection Act 1984.</i>	
Heritage	HMM4	Design Departure	Design departures on any Aboriginal Designing with Country elements, and design development for the proposed Aboriginal Enterprise COLA, should be undertaken in consultation with local Aboriginal cultural knowledge holders previously engaged by the project and DoE Heritage.	Design
Operational Management	OPMM1	Operation Waste Management Plan	Prior to the commencement of operations, any operational waste management measures shall be detailed in an Operational Waste Management Plan. This Plan must outline how waste will be minimised, handled, stored and disposed of appropriately, in accordance with any relevant guidelines. A copy of the Operational Waste Management Plan is to be provided to the relevant DoE Project Lead for implementation during operations.	Prior to the commencement of Operations
Operational Management	OPMM2	Operation Stormwater Management Plan	Prior to the commencement of operations, a Stormwater Operation and Maintenance Plan is to be prepared and include the following: (a) Maintenance schedule of all stormwater quality treatment devices; (b) Record and reporting details; and (c) Work Health and Safety requirements. A copy of the Stormwater Operation and Maintenance Plan is also to be provided to the relevant DoE Project Lead for implementation.	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	Landscaping at the site associated with the works must be maintained. This includes the undertaking of: (a) Mulching (b) Concrete/paving maintenance and replacement (c) Outdoor furniture maintenance and replacement (d) Turf replacement (e) Planting and tree replacement (f) Planting and tree maintenance (trimming) (g) Watering (h) Irrigation maintenance (i) Mowing (j) Spraying and pest treatment	During Operations
Operational Management	OPMM6	Operational Noise	For the use of the hall, the following management controls are to be implemented: School hall is limited to 7:00am to 10:00pm.	During Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			- Noise levels within the school must not exceed 90dBA LAeq (sound pressure level) - The school hall audio system be limited to 90 dBA LAeq (sound pressure level).	
Operational Management	OPMM7	Operation Waste Management Plan	Within the Operation Waste Management Plan required under OPMM1, details for the management of organic waste must be included (including the requirement for a maximum storage amount onsite and the use of covered / enclosed bins) in order to meet Defence requirements associated with reducing <u>to</u> reducing the risk of bird strike for <u>the RAAF Base Richmond</u> aircraft operation.	Prior to the commencement of operations
Operational Transport	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
Operational Transport	OPTMM2	Bus Route	The Department is to engage with Transport for NSW to confirm the timing of the route relocation to the existing Bourke Street bus stop. Once the route location is confirmed, an assessment of	Prior to the commencement of operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			the bus stop location is to be undertaken by a suitably qualified traffic consultant to ensure adequate accessibility and functionality of the bus stop.	
Operational Transport	OPTMM3	Active transport	Once the accessibility and functionality of the bus stop is confirmed to be adequate, the RAC is to implement a travel access guide (TAG) to promote the use of buses and to promote the use of bicycles and scooters as part of the journey from East Richmond train station. The TAG shall also promote car-pooling as a strategy to reduce the number of cars arriving at the site.	Operation
Operational Transport	OPTMM4	Bell times	Once the route location is confirmed for the Bourke Street bus stop, the RAC shall monitor and align bell times and where reasonably practicable align these with bus and train timetables.	Operation
Operational Transport	OPTMM5	School Zones	Prior to commencement of operations, written authorisation must be obtained from TfNSW to install "School Zone" signs and associated pavement markings and/or remove/relocate any existing Speed Limit signs. Application should be made at least eight (8) weeks prior to student occupation of the site, in accordance with the recommendation requirements provided by TfNSW.	Prior to Commencement of Operations
Operational Transport	OPTMM6	Regulatory Signage Changes on Local Road Network	In accordance with TfNSW recommendations, any Changes to signage changes to on the local road network (including bus stops, bus zones, and drop off/pick up zones) should must be referred to	Prior to Commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			Hawkesbury City Council's Local Traffic Committee for review and endorsement, prior to the installation of any sign.	
Operational Flooding	OPFMM1	Operational Flood Emergency Response Management Plan	Prior to the commencement of operation, the Flood Emergency Response Plan (FERP) <u>is to be updated and finalised, including consultation with the NSW Reconstruction Authority regarding evacuation routes, and</u> is to be incorporated with the Emergency Management Plan and include the following: (a) Prioritise evacuation and avoid shelter-in-place by closing the school before the school day if flood events are forecasted and SES advises. (b) School administration must undertake annual evacuation preparations and an evacuation drill prior to the commencement of the wet season (typically November to April); (c) School administration to undertake responsibilities as set out in the FERP; and (d) Ensure that the Flood Warning Notice is maintained and permanently visible.	Prior to the commencement of Operations
Operational Flooding	OPFMM2	Operational Flood Emergency Response Management Plan	In accordance with SES recommendations, the FERP is to be reviewed and updated: • At regular intervals (i.e. every 3 years), and/or • When there is an updated regional flood warning system, and/or • When a new flood study or any additional flood	During Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			information for the site is available; and/or When there is a major operational change or an evacuation event.	
<u>Operational Flooding</u>	<u>OPFMM3</u>	<u>Structural Certification</u>	<u>Certification from a suitably qualified structural engineer must be provided to the DoE Accountable Lead and the DoE Post Approvals and Compliance Team confirming that the building has been designed to withstand the hydrodynamic forces from moving flow, the hydrostatic forces applied by still-water and debris in flood events up to and including the PMF.</u>	<u>Design</u>
Sustainability	SCMM1	Green Star Building Certification	Green Star Building certification must be obtained demonstrating that the activity achieves a minimum 5-star rating. Evidence of the certification must be provided to the DoE Sustainability Team. For enquiries on requirements please contact the DoE Sustainability Team on Sustainability.ESD@det.nsw.edu.au.	Within 12 months of commencement of Operations
Bushfire	BFMM1	Bushfire Construction Standards	The new facility shall be constructed in accordance with Section 3 and 6 of Australian Standard AS3959-2018 Construction of buildings in bushfire prone areas; being to a BAL-19 standard. New construction must also comply with the construction requirements in Section 7.5 of PBP 2019. The development shall comply with the National Construction Code; including the additional bushfire protection measures for Class 9 buildings including Part	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			G5 (NCC 2022) where applicable.	
Bushfire	BFMM2	Asset Protection Zone	A minimum asset protection zone (APZ) of 42 metres is to be provided and managed as in inner protection area as shown in Figure 8 of the Bushfire Assessment Report by Bushfire Planning Australia (Ver 4, 26 May 2025). The APZ shall be managed in perpetuity by SINSW in accordance with the specifications outlined in Section 6 of the Bushfire Assessment Report.	During Operations
Flood	FPMM1	Flood Planning	In accordance with the <i>Flood Impact Assessment</i> by Northrop, Revision D, 24/09/25, any building with a finished floor level below the nominated flood planning level of 19.3 AHD is to be constructed with flood compatible materials. Materials selection to be undertaken in accordance with the NCC, relevant Australian Standards and guidelines, in particular the Hawkesbury-Nepean Floodplain Management Steering Committee's Reducing Vulnerability of Buildings to Flood Damage: Guidance on Building in Flood Prone Areas (2006) (the Building in Flood Prone Areas Guidance).	Construction

Dictionary

Term	Definition
Aboriginal object	Has the same meaning as the definition of the term in Section 5 (Definitions) of the <i>National Parks and Wildlife Act 1974</i> .
Aboriginal place	Has the same meaning as the definition of the term in Section 5 (Definitions) of the <i>National Parks and Wildlife Act 1974</i> .
Bushfire prone land	Land mapped on a bushfire prone land map as being subject to bushfire hazard. If part but not all of a lot is mapped as being subject to bushfire hazard, only the specific part of the lot that is mapped as being subject to bushfire hazard is bushfire prone land.
Category 1 Remediation	Remediation work needing consent that is: (a) designated development, or (b) carried out or to be carried out on land declared to be a critical habitat, or (c) likely to have a significant effect on a critical habitat or a threatened species, population or ecological community, or (d) development for which another State environmental planning policy or a regional environmental plan requires development consent, or (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: (i) coastal protection, (ii) conservation or heritage conservation, (iii) habitat area, habitat protection area, habitat or wildlife corridor, (iv) environment protection, (v) escarpment, escarpment protection or escarpment preservation, or escarpment preservation,

	(vi) floodway, (vii) littoral rainforest, (viii) nature reserve, (ix) scenic area or scenic protection, (x) wetland, or (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).
Category 2 Remediation	Remediation work not needing consent that is: (a) a remediation work that is not a work of a kind described as Category 1 remediation, or (b) a remediation work (whether or not it is a work of a kind described as Category 1 remediation that: (i) by the terms of a remediation order, is required to be commenced before the expiry of the usual period under the Contaminated Land Management Act 1997 for lodgement of an appeal against the order, or 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. (ii) may be carried out without consent under another State environmental planning policy or a regional environmental plan (as referred to in section 4.16(4)), or (iii) is carried out or to be carried out by or on behalf of the Director-General of the Department of Agriculture on land contaminated by the use of a cattle dip under a program implemented in accordance with the recommendations or advice of the Board of Tick Control under Part 2 of the Stock Diseases Act 1923, or (iv) is carried out or to be carried out under the Public Land Remediation Program administered by the Broken Hill Environmental Lead Centre.

Certification of Crown building work	Certification under section 6.28(2) of the <i>Environmental Planning and Assessment Act 1979</i> .
Construction	All physical work to enable operation including (unless specifically excluded by a Mitigation Measures) but not limited to the demolition and removal of buildings, the carrying out of works for the purposes of the activity, including bulk earthworks, and erection of buildings and other infrastructure permitted by this REF determination, but excluding: • Building and road dilapidation surveys; • Investigative drilling or investigative excavation; • Archaeological Salvage; • Establishing temporary site offices (in locations identified by the Mitigation Measures of this REF determination); • Installation of environmental impact mitigation measures, fencing, enabling works; and • Minor adjustments to services or utilities.
Demolition	The deconstruction and removal of buildings, sheds and other structures on the site.
DoE	Department of Education
Environment	Includes all aspects of the surroundings of humans, whether affecting any human as an individual or in his or her social groupings.
Green Star	The building sustainability rating scheme management by the Green Building Council of Australia.
Post Approval and Compliance	To contact the Post Approval and Compliance Team email postapproval@det.nsw.edu.au
Gross Floor Area	Refer to the National Construction Code 'Gross Floor Area' definition.
Project Lead	The DoE primary contact for the project i.e. Project Director or Asset Manager.

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