

Appendix 1 – Gillieston Public School Redevelopment and New Preschool - Mitigation Measures

Department of Education

10 July 2025

Version 10

Part 5 Mitigation Measures

Aspect	MM ID	MM Name	Mitigation Measure	Timing
General	GMM1	Approvals	These Mitigation Measures do not remove the obligation to obtain all other licences, permits, approvals and consents as required under any other legislation.	Throughout
General	GMM2	Preschools	These Mitigation Measures do not remove the obligation to obtain all approvals or certificates under the <i>Education and Care Services National Regulations 2011</i> for all preschool works. For enquiries on requirements please contact the NSW ECEC Regulatory Authority on ECECD@det.nsw.edu.au	Throughout
General	GMM3	Australian Standards	All works must comply with the relevant Australian Standards.	Throughout
General	GMM4	Crown Certificate	A Crown Certificate under Section 6.28 of the <i>Environmental Planning and Assessment Act 1979</i> must be obtained for any Crown building work.	Prior to the commencement of construction
General	GMM5	Landowners Consent	Landowners consent must be obtained in writing from the relevant landowner or authority.	Prior to the commencement of construction on that land
General	GMM6	Off-Site Stormwater works	Detailed design for the redirection of off-site stormwater management systems, associated with the dam positioned on the eastern boundary must be prepared by a suitably qualified engineer. No works are to be undertaken on the existing easement to drain water (positioned across the north eastern corner of the site), until the off-site stormwater management systems are	Prior to the commencement of construction of off-site stormwater works

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			operational and the easement for drainage is extinguished.	
General	GMM7	Section 100B Bush Fire Authority	If mitigation measure BMM1 cannot be complied with, then prior to the commencement of any works above the slab on ground, a Section 100B Bush Fire Safety Authority under the Rural Fires Act 1997 shall be obtained from the NSW Rural Fire Service.	Throughout
General	GMM8	Hazardous Survey	Prior to demolition and/or removal of buildings, a hazardous survey shall be undertaken to identify and manage any existing hazards within the buildings to be removed and/or demolished. This is to be incorporated into the CEMP under CMM2.	Prior to demolition
General	GMM9	Temporary Driveway	Detailed drawings shall be prepared for a temporary driveway facility at the eastern end of Northview Street to allow for vehicles utilising the kiss and drop to be able to turn around and exit west along Northview Street. This design shall be submitted to the Project Lead prior to the construction of the driveway.	Prior to construction of temporary driveway
General	GMM10	Use of Main Learning Building	The operation and use of the main Learning Building cannot commence on site until the temporary driveway required has been constructed.	Prior to operation of the main Learning Building
General	GMM11	Drainage	No works associated with the staff car park, driveway crossover and eastern boundary retaining wall, positioned within the existing drainage easement, is permitted to be undertaken until the easement for drainage is extinguished and/or consent to undertake these works within the easement has been granted by Maitland City Council.	Prior to the relevant stage of construction
General	GMM12	Car Space Allocation for school	A minimum of 50 on-site car spaces associated with the school shall be provided for the school use, with at least two (2) spaces to be accessible car spaces.	Prior to the commencement of operation of the

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				main Learning Building
General	GMM13	Preschool Car Park	A minimum of fifteen (15) on-site car space shall be provided for the preschool.	Prior to the commencement of operation of the preschool
General	GMM14	Fencing	Once the car park in the northeastern portion of the site is completed and area filled to grade, a 1.8m high palisade fence or the like shall be installed along the boundary. Fencing shall be in open style and not cause any water impediment. Details shall be provided to the Project Lead prior to the commencement of works associated with the northeastern corner carpark.	Prior to commencement of construction of fencing of the northeastern corner carpark
General	GMM15	Sewer Pumpstation	The proposed pumpstation, associated with the sewer, shall be located within the site boundaries. The amended drawings shall be submitted to the Project Lead and DoE's Post Approval and Compliance Team prior to the commencement of the pumpstation works.	Prior to the commencement of construction of pumpstation works
General	GMM16	Bin Storage Area	The floor of the storage waste area shall be graded and drained to an approved drainage outlet connected to the sewer and have a smooth, even surface, coved at all intersections with walls. Hose stops will be incorporated into the design to assist in cleaning and draining the waste area.	Prior to commencement of relevant stage of construction
Community	CEMM1	Work Notification	DoE's Post Approval and Compliance Team, the relevant local Council and the occupiers of any land within 20 metres of the site boundary must be notified in writing of the project. The notice must outline the works to be undertaken, the expected timing for commencement of, and completion of construction works. A minimum period of 48 hours notification prior to the	Prior to the commencement of construction

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			commencement of any construction work must be given.	
Community	CEMM2	Site Notice Board	<p>A site notice board must be located at eye level at the entrance or other appropriate location at the site in a prominent position for the benefit of the community. The site notice must be displayed throughout the entire construction period, be A1 sized, durable, weatherproof and include the following information:</p> <ul style="list-style-type: none"> (a) 24-hour contact person for the site; (b) Telephone and email addresses; (c) Site works and timeframes; and (d) Details of where accessible project information can be sourced. 	Prior to the commencement of construction
General	CEMM3	Complaints Handling	All complaints must be managed in accordance with DoE's Stakeholder and Community Participation Plan.	Throughout
Compliance	PACMM1	Compliance with Mitigation Measures	All relevant personnel, including contractors and their subcontractors, must be made aware of these Mitigation Measures and the requirement to undertake the activity as per these Mitigation Measures.	Throughout
Compliance	PACMM2	Non-compliance notification	<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

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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"> (a) Assesses how the Mitigation Measures are being satisfied; (b) Outlines the adequacy of any documents required under the Mitigation Measures; (c) Outlines the performance of the works with respect to any impacts on the surrounding environment including the local community; and (d) Recommends any measures or actions to improve the performance of the works, if deemed required. <p>The independent audit program is to be provided to the relevant DoE Project Lead and DoE Post Approval and Compliance Team for agreement.</p>	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 timeframe is agreed to by the Post Approval and Compliance Team.</p> <p>Each Independent Audit Report is to be provided to the relevant DoE Project Lead and DoE Post Approval and Compliance Team within 7 days of completion of the report.</p>	Throughout
Compliance	PACMM5	Status Report	<p>The Project Lead must submit a Status Report to the Post Approvals and Compliance Team demonstrating compliance with the Mitigation Measures upon completion of the works.</p>	One week prior to the commencement of operation of each relevant phase of

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				operation
Construction	CMM1	Demolition	Any demolition work must be undertaken in accordance with the provisions of <i>Australian Standard AS 2601-2001 The Demolition of Structures</i> .	Construction
Construction	CMM1A	Dial Before You Dig	Contact “Dial Before You Dig on 1100” to obtain a Service Diagram. The sequence number obtained from “Dial Before You Dig” is to be provided to the Project Lead.	Prior to construction
Construction	CMM2	Construction Environmental Management Plan	<p>A Construction Environmental Management Plan (CEMP) is to be prepared and implemented having regard to the <i>Environmental Management Guidelines for Construction Procurement (Edition 4)</i>, and is to include where relevant, but not limited to, the following:</p> <p>(a) Details of:</p> <ul style="list-style-type: none"> (i). Hours of work; (ii). 24-hour contact details of site manager; (iii). Management of dust and odour; (iv). Stormwater control and discharge; (v). Measures to ensure that sediment and other materials are not tracked onto the roadway by 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. <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"> (i). Construction Traffic and Pedestrian Management; 	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			(ii). Construction Worker Transport Strategy (iii). Construction Noise and Vibration Management; (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, Heritage Act 1977</i> and any other relevant legislation, as relevant to the works.	
Construction	CMM3	Construction Fencing	Construction site fencing is to be installed around the site. Construction vehicle and pedestrian access points to / from the site are to be clearly designated, signposted and controlled for authorised access only.	Construction
Construction	CMM4	Construction Hazardous Materials	The use and storage of hazardous materials and dangerous goods, including petroleum, distillate and other chemicals, shall be in accordance with the relevant legislation including, but not limited to: <ul style="list-style-type: none"> • <i>Protection of the Environment Operations Act 1997</i>; • <i>Work Health and Safety Regulation 2017</i>; • <i>AS 1940:2017 The Storage and Handling of Flammable and</i> 	Construction

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

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Construction	CMM12	Construction Lighting	All construction lighting shall not cause a nuisance to adjoining neighbours and comply with <i>AS/NZS 4282:2019 Control of the Obtrusive Effects of Outdoor Lighting</i> .	Construction
Construction	CMM13	Construction Hours	<p>The undertaking of any construction work, including the entry and exit of construction and delivery vehicles at the site, is restricted to the following standard work hours:</p> <ul style="list-style-type: none"> (a) Monday to Friday inclusive: Between 7.00am to 6.00pm; (b) Saturday: Between 8.00am to 1.00pm; and (c) Sunday and Public Holidays: No work permitted. <p>Where noise levels are not expected to exceed the existing background noise level plus 5dB, and noise monitoring is undertaken in accordance with the <i>Approved Methods for Measurement and Analysis of Environmental Noise in NSW (EPA, 2022)</i>, works may also be undertaken during the following additional work hours:</p> <ul style="list-style-type: none"> (a) Mondays to Friday inclusive: Between 6:00pm to 7:00pm; and (b) Saturday: Between 1:00pm to 4:00pm. <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> <ul style="list-style-type: none"> (a) By the police or a public authority for the delivery of vehicles, plant or materials; or (b) In an emergency to avoid the loss of life, damage to property or to prevent environmental harm; or (c) Where the works are completely inaudible at the nearest sensitive 	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>receiver; or</p> <p>(d) For the delivery, setup and removal of construction cranes, where notice of the crane related works is provided to Council and affected residents at least seven days prior to the works; or</p> <p>(e) 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>(f) 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>(g) where it is demonstrated and justified for the need to work outside the recommended construction hours.</p> <p>Except in emergencies, these circumstances are not to be interpreted as endorsement for work outside the recommended standard hours and should be justified in each case. Work schedule convenience or project expedience is not considered sufficient justification.</p> <p>Any departure from this Mitigation Measure must be immediately notified to the Post Approvals and Compliance Team.</p>	
Construction	CMM14	Construction Methods	<p>Use of any rock excavation machinery, sheet piling, pile driving or jack-hammering and the like is restricted to the following hours:</p> <p>(a) Monday to Friday inclusive: 9:00am to 12:00pm;</p> <p>(b) Monday to Friday inclusive: 2:00pm to 5:00pm; and</p> <p>(c) Saturday: 9:00am to 12:00pm.</p>	Construction
Construction	CMM15	Vibration During	Vibration levels induced by demolition activities must be in accordance with	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
		Construction	<p>the AS4236 – <i>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	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> <ul style="list-style-type: none"> (a) Protect and support the building, structure or work from possible damage from the excavation, and (b) Where necessary, underpin the building, structure or work to prevent any such damage. 	Construction
Construction	CMM17	Construction Traffic Management Plan	<p>A Construction Traffic Management Plan (CTMP) is to be prepared to detail construction traffic and pedestrian management and controls to be implemented throughout each construction phase.</p> <p>The CTMP shall be prepared in generally accordance with the Preliminary Construction Management Plan and the Traffic and Transport Impact Assessment prepared by Bitzios Issue 8 dated 28 May 2025 to:</p> <ul style="list-style-type: none"> (a) Effectively separate construction and School operational traffic. 	Prior to commencement of construction and throughout

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<ul style="list-style-type: none"> (b) Manage construction deliveries so they are timed to occur outside of peak School pick up and drop off times. (c) Separate pedestrian and vehicle entrances, and access routes. Install temporary barriers to keep pedestrians and site traffic apart. (d) Provide safe and clear crossing places. (e) Control vehicle entry points and turning areas where possible using a one-way system. Identify parking areas and delivery routes loading zones, away from the work area. (f) Educate workers - traffic management in the induction for everyone. (g) Communicate clearly with the school community and neighbours including provision of site plan, School and construction traffic routes and times. (h) detailed craneage analysis to determine the type, size, position and quantity of cranes required for the most efficient material handling solution for the project. (i) Details regarding the use of a forklift or telehandler. (j) All activities, including the delivery of materials would not impede traffic flow along local roads. (k) Materials would be delivered, and spoil removed during standard construction hours. (l) To manage driver conduction the following measures shall be implemented: (m) Avoid idling trucks alongside sensitive receivers. (n) Deliveries would be planned to ensure a consistent and minimal number of trucks arriving at site at any one time. (o) Drivers are to give way to pedestrians and plant at all times. (p) Truck loads would be covered during transportation off-site. 	

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			<p>(q) All vehicles shall enter and leave the Site in a forward direction.</p> <p>The CTMP shall be submitted to the Project Lead and DoE's Post Approval and Compliance Team prior to the commencement of construction.</p> <p>The CTMP must be updated where required to address construction sequencing or material changes to the surrounding road network. Any updates to the CTMP must be submitted to the Project Lead and DoE's Post Approval and Compliance Team within one week of the CTMP being updated.</p>	
Construction	CMM18	Construction Waste Management Plan	A Construction Waste Management Plan (CWMP) will need to be developed. The CWMP shall be submitted to the Project Lead and DoE's Post Approval and Compliance Team prior to the commencement of construction	Prior to the commencement of construction
Construction	CMM19	Work Health and Safety Management Plan	A Work Health and Safety Management Plan (WHSMP) must be developed. The WHSMP shall be submitted to the Project Lead and DoE's Post Approval and Compliance Team prior to the commencement of construction.	Prior to the commencement of construction
Construction	CMM20	Further CEMP Documentation and Consultation	<p>The following shall be incorporated into the CEMP under CMM2 above:</p> <p>(a) Protocols for management of erosion and remediation (ERSED) during earthworks and construction to ensure compliance with relevant guidelines and regulatory requirements.</p> <p>(b) Implement cultural awareness training for all relevant personnel and contractors involved in the project, to be conducted on Country by representatives of the RAPs as part of the site induction process.</p> <p>(c) Construction sequencing plan to address how school operations will be</p>	Prior to relevant phase of construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			taken into account. (d) Cultural landscape management policies, including rehabilitation of areas where infrastructure is not remaining after the project.	
Bushfire	BMM1	Asset Protection	Prior to the commencement of any works above the slab on ground, the bushfire prone mapping shall be amended in accordance with the Table 2 and Figure 4 within the Bushfire Protection Assessment prepared by Ecological Australia Version 3 Dated 15 January 2025 (Bushfire Report), to remove the affectation from the school site.	Prior to the commencement of construction works above the slab on ground
Bushfire	BMM2	Landscaping	Landscaping within the site is designed to achieve bushfire design principles either by achieving Planning for Bushfire Protection acceptable solutions or addressing performance criteria.	Prior to commencement of landscape works
Bushfire	BMM3	Fencing	All fences within six metres of any building shall be of non-combustible material.	Design
Bushfire	BMM4	Bush Fire Emergency Management and Evacuation Plan	A bush fire emergency management and evacuation plan shall be prepared in accordance with Table 6.8d of Planning for Bush Fire Protection 2019 and be consistent with the NSW RFS document: A Guide to Developing a Bush Fire Emergency Management and Evacuation Plan. The plan must take into account any increase in student capacity. The plan shall be submitted to the Project Lead and DoE Post Approval and Compliance Team prior to the commencement of operations.	Prior to the commencement of operation of the main Learning Building
Bushfire	BMM5	Asset Protection Zones	The identified Asset Protection Zones (APZ) within Table 2 and Figure 4 of the Bushfire Report prepared by Ecological Australia dated 15 January 2025 shall be maintained to the specifications detailed in Appendix A, of the Bushfire Report prior to occupation.	Prior to the commencement of operation of the main Learning Building

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Bushfire	BMM6	Ongoing Maintenance of the APZs	During operation, Asset Protection Zones must be managed in perpetuity or until such time as the adjoining land is developed and bushfire hazard removed.	During operation
Bushfire	BMM7	Asset Protection Zone Easements	Easements must be registered for the implementation and maintenance of temporary Asset Protection Zones identified within Table 2 and Figure 4 of the Bushfire Report prepared by Ecological Australia dated 15 January 2025. The instrument(s) may be lifted upon commencement of any future proposed development on the land, but only if the bush fire hazard is removed as part of the proposal.	Prior to commencement of operation of the main Learning Building
Mine Subsidence	MSMM1	Mine Subsidence Design	A suitably qualified structural engineer shall certify that the structures associated with the development have been designed to remain serviceable for the recommended subsidence parameters as detailed in the Mine Report prepared by Stantec dated 15 January 2025 included at Appendix 26 of the REF. Details shall be submitted to the Project Lead prior to commencement of relevant construction works.	Prior to commencement of each relevant phase of construction
Soil & Water	SWMM1	Erosion and Sediment Control	An Erosion and Sediment Control Plan must be implemented in accordance with the Landcom/Department of Housing <i>Managing Urban Stormwater, Soils and Construction Guidelines</i> (Blue Book). The controls must be in place, inspected and managed until the works are complete and all exposed erodible materials are stable relevant to each construction stage. Inspection records must be kept and provided to the Post Approval and Compliance Team on request.	Construction
Soil & Water	SWMM2	Imported Fill Material	Imported fill must be compatible with the existing soil characteristics of the site and limited to the following: (a) Virgin excavated natural material (VENM); and/or	Construction

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			<p>(b) Excavated natural material (ENM) certified as such in accordance with Protection of the Environment Operations (Waste) Regulation 2014; and/or</p> <p>(c) Material subject to a Waste Exemption under Clause 91 and Clause 92 of the Protection of the Environment Operations (Waste) Regulation 2014 and recognised by the NSW Environment Protection Authority as being “fit for purpose” with respect to the works under the REF.</p> <p>Certificates from a suitably qualified person/contractor proving that the imported fill material complies with these requirements must be provided to the relevant DoE Project Lead prior to filling works.</p>	
Soil & Water	SWMM3	Imported Mulch	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	The operational stormwater management system must be designed by a suitably qualified civil engineer. The system must:	Design

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		System	(a) Ensure that the system capacity has been designed in accordance with the relevant Australian Standards; and (b) Ensure that the system has been designed in accordance with the <i>Australian Rainfall and Runoff (Engineers Australia, 20016)</i> and <i>Managing Urban Stormwater: Council Handbook (EPA, 1997) Guidelines</i> .	
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	Temporary on-site Water	Temporary on-site detention is required to be provided, outside the drainage easement, until such time as consent is obtained from the beneficiary of the easement and/or the easement is extinguished to enable permanent on- site stormwater water works to be commenced and completed.	Construction
Soil and Water	SWMM8	Landscaping of Temporary Detention Basin	Following completion of the final stormwater works the temporary on- site detention will need to be removed and landscaped.	After completion of the final stormwater construction
Trees	TMM1	Tree Protection	Trees not approved to be pruned or removed are to be protected and maintained in accordance with <i>AS 4970-2009 Protection of Trees on Development Sites</i> and are to remain in place until the completion of all construction work in the vicinity of the protected trees.	Construction
Trees	TMM2	Tree Pruning and Removal	The trees to be removed should be assessed prior to clearing by having an ecologist inspect the trees for birds' nests. Trees with occupied nests should be retained until after nesting is completed.	Prior to removal of trees
Trees	TMM3	Tree Management	The project arborist should assess the condition of the tree and make recommendations for the tree protection and management during any	Throughout

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		During Remedial works	remediation action (RAP) works. Following completion of any remediation works, the project arborist should certify compliance with the TPP. Certification should include a statement on the overall condition of trees after construction.	
Trees	TMM4	Tree Planting	Any trees to be planted underneath overhead powerlines and above underground cables must comply with the requirements of 'ISSC 3 Guidelines for Managing Vegetation Near Power Lines'.	Construction
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
Land Contamination	LCMM1	Site Auditor (Contamination)	Remediation of known contaminated land is to be carried out in accordance with the requirements of the Remediation Action Plan (RAP). Following completion of the remediation works, a Site Remediation and Validation Report is to be submitted to a NSW EPA-Accredited Site Auditor to confirm site suitability through a Site Audit Statement. The site suitability statement and Site Remediation and Validation Report is to be submitted to the relevant DoE Project Lead and DOE's Post Approval and Compliance Team. A notice of completion of remediation work must also be given to Council within 30 days of completion of the work in accordance with Section 4.14 and Section 4.15 of <i>State Environmental Planning Policy (Resilience and Hazards) 2021</i> .	Construction
Land	LCMM2	Category 2	At least 30 days prior to the commencement of any Category 2 remediation work, all required regulatory notifications are to be provided, including	Construction

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Contamination		Remediation	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> .	
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 <i>Protection of the Environment Operations (Waste) Regulation 2014</i> 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 activity in accordance with any relevant NSW EPA adopted guidelines. A Completion Certification from the contamination consultant shall be submitted to the relevant DoE Project Lead prior to construction works re-commencing. Following completion of the remediation through implementation of the recommendations from the suitably qualified contamination consultation, a Site Remediation and Validation Report is to be submitted to a NSW EPA-Accredited Site Auditor to confirm site suitability. A copy of the Site Remediation and Validation	Construction

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			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> .	
Land Contamination	LCMM5	Site Audit Statement	Prior to the commencement of operation, an Interim Site Audit Statement prepared by an EPA Accredited Site Auditor is to be provided to the relevant DoE Project Lead and DoE Post Approval and Compliance Team.	Prior to the commencement of operation of each relevant phase of operation
Land Contamination	LCMM6	Data Gap Analysis	Data gap investigation is required to be undertaken following demolition/removal of buildings. An updated RAP may be required depending on the results of the data gap investigations. If an amended RAP is required, this must be provided to the EPA-Accredited Site Auditor for review and endorsement prior to any remediation work commencing and confirm the site is suitable for development. 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.	Prior to the commencement of remediation work
Land Contamination	LCMM7	Stage Reoccupation	If staged re-occupation of the site is required following remediation of portions of the site, commensurate staged validation reporting will be required to facilitate the site audit. Consultation with the DoE Project Lead and DoE's Post Approval and Compliance Team would be required to define the site audit requirements for reoccupation (i.e. through IAA, or separate Section A SAS).	Prior to commencement of operation of the main Learning Building
Land	LCMM8	Waste	Any material being removed from site shall be classified for off-site disposal in accordance the EPA (2014) prior to off-site disposal, details of approved	Throughout

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Contamination		Classification	waste classification shall be submitted to the Project Lead prior to disposal.	
Utilities & Infrastructure	UIMM1	Pre-Construction Dilapidation Report	A Pre-Construction Dilapidation Report must be prepared by a suitably qualified expert and submitted to the DoE Heritage Team, 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), the condition of fabric for heritage items and assets/service infrastructure that is likely to be impacted by the works.	Prior to the commencement of construction
Utilities & Infrastructure	UIMM2	Services & Utilities	All services and utilities in the construction area must be appropriately disconnected and reconnected as required, in consultation with the relevant authorities to determine disconnection and reconnection requirements. Where services or utilities are found not to be adequate to support the works, appropriate augmentation must be undertaken, subject to obtaining any required approvals or permits.	Construction
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	A Post-Construction Dilapidation Report must be prepared by a suitably qualified expert and submitted to the DoE Heritage Team, relevant asset/service infrastructure owners and the relevant DoE Project Lead. The report must determine whether the construction work has resulted in any	Prior to the commencement of operation of each relevant phase of

Aspect	MM ID	MM Name	Mitigation Measure	Timing
		Report	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 repaired or pay the full costs associated with repairing any damage within an agreed timeline between the owner of the identified property.	operation
Utilities & Infrastructure	U1MM6	Service Pits	Services pits to be designed with drain hole to prevent flooding.	Prior to the commencement of the relevant phase 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 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	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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 Torres Strait Islander Heritage Protection Act 1984</i> .	Construction
Heritage	HMM4	Photographic Archival Recording	A Photographic Archival Recording of the timber classroom building (Building B00A) shall be undertaken and prepared prior to its demolition. A copy shall be provided to the DoE Post Approval and Compliance team and DoE Heritage Team prior to the commencement of demolition.	Photographic Archival Recording
Heritage	HMM5	School Bell	The existing school bell shall be relocated and positioned within the expanded school.	Within three months of the commencement of operation of the final phase of operation

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Heritage	HMM6	AHIP	An Aboriginal Heritage Impact Permit (AHIP) must be obtained before any ground disturbance activities are permitted within 10 m of identified Aboriginal site AHIMS #38-4-2290 (GilliePS-2024-AS1).	Throughout
Heritage	HMM7	Registered Aboriginal Parties	A copy of the final Aboriginal Cultural Heritage Assessment (ACHA) shall be lodged with AHIMS and provided to each of the registered Aboriginal parties (RAPs).	Prior to the commencement of construction
Heritage	HMM8	ACHA	If any part of the construction footprint is located outside the areas identified in the final ACHA, or if any alteration is proposed, further assessment of these areas should be undertaken to identify and manage Aboriginal objects or sites.	During construction
Heritage	HMM9	AHIMS	Prior to the AHIP application being lodged, the AHIMS Site Recording Form for AHIMS #38-4-2290 shall be updated to reflect the findings of this assessment in the final ACHA.	Prior to commencement of operation of the final phase of operation
Heritage	HMM10	Submission of AHIPs	Completed documentation, including approved AHIPs, must be supplied to DoE Heritage so it can be archived on the DoE <i>Aboriginal Cultural Heritage Register</i> prior to the commencement of operation.	Prior to commencement of operation of the final phase of operation
Heritage	HMM11	Approval of AHIP	Following the approval of the AHIP and the completion of ground disturbing works to the AHIMS site, an Aboriginal Site Impact Recording Form (ASIRF) must be lodged on AHIMS to indicate the site has been legally destroyed.	Prior to operation of the final phase of operation
Heritage	HMM12	Public Art	Consultation shall occur with a suitably qualified heritage consultant in relation to the proposed public art to be installed on the western facade of the main Learning Building prior to installation of the artwork.	Prior to installation of public art on main Learning Building

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Operational Management	OPMM1	Operation Waste Management Plan	Prior to the commencement of operation, 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 operation of the main Learning Building
Operational Management	OPMM2	Operation Stormwater Management Plan	Prior to the commencement of operation, 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 operation of the relevant phase of operation
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 operation, 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 operation of relevant phase of operation
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	During Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			(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	
Operational Management	OPMM6	Road Safety Audit	<p>Prior to the commencement of operation of the new Kiss and Drop facility on Northview Street, a Pre-Opening Stage Road Safety Audit shall be undertaken by a qualified and independent Road Safety Auditor. A copy of the final Road Safety Audit Report, along with the Designer's Response addressing each audit finding, must be submitted to the satisfaction of DoE's Transport Planning Team. The Northview Street frontage shall include a driveway facility that allows vehicles to turn-around on the site, until such time that a future road or cul-de-sac facility is provided to the east on Northview Street.</p>	Prior to commencement of operation of Kiss and Drop facility
Operational Management Plan	OPMM7	Operational Management Plan	<p>An Operational Management Plan shall be prepared and updated as required prior to the commencement of each relevant phase of operation, and shall address all ongoing day to day operations such as, but not limited to:</p> <ul style="list-style-type: none"> Noise from outdoor play and school announcements Car parking and traffic management including the temporary u-turn facility and kiss and drop facility. School hours Minimising conflict between school and preschool uses Preschool Management 	Prior to the commencement of the relevant phase of operation

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<ul style="list-style-type: none"> • Out of school Hours Management • Odour incidences from surrounding poultry farm activities • Restrict poultry to be kept on site <p>The Operational Management Plan shall be submitted to the Project Lead and DoE's Post Approval and Compliance Team</p>	
Emergency Management Plan	OPMM8	Emergency Management Plan	An emergency management plan (EMP) shall be prepared in accordance with the DoE emergency management policy and requirements. The EMP shall be submitted to the Project Lead and DoE Post Approval and Compliance Team prior to the commencement of operations.	Prior to the commencement of operation of the main Learning Building
Operational Transport	OPTMM1	School Transport Plan	<p>Prior to the commencement of operations, a School Transport Plan must be prepared to the satisfaction of the DoE Transport Planning Team, and a copy is to be provided to the relevant DoE Project Lead for implementation during operations.</p> <p>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.</p> <p>The STP should outline measures to promote the use of active and sustainable transport modes and manage traffic and transport impacts. The first iteration of the STP shall consider initiatives and measures included in the preliminary School Transport Plan included in the Traffic and Transport Impact Assessment (prepared by Bitzios dated 17 January 2025) included in the REF.</p> <p>Key components to be incorporated in the STP include:</p> <ul style="list-style-type: none"> • Consideration for any future Maitland City Council bike strategies • Current and projected traffic conditions 	Prior to the commencement of operation of the main Learning Building

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<ul style="list-style-type: none"> Emergency access provisions Monitoring and reporting of the outcomes of the STP, including review of the operation of the Kiss and Drop, including the turn around area, within six months of opening of the upgraded Kiss and Drop facility. Stakeholder communication strategy, including preparation of Travel Access Guide (or similar) to guide and inform travel behaviour of school staff, students, carers and visitors, including to encourage parents and carers to exit to the south away from the Gillieston Road / Cessnock Road intersection to minimise traffic impacts. Routes to be mapped and provided for context. 	
Operational Transport	OPTMM2	Traffic management measures	<p>Prior to commencement of operation of the upgraded Kiss and Drop facility, traffic management measures must be implemented, including:</p> <p>(a) road signage on either Northview Street or the opposing new streets on the western side of the Ryans Road / Northview Street intersection to restrict access to left-in/left-out access only to ensure that queuing traffic associated with the Kiss and Drop along Northview Street does not adversely affect the function of the Ryans Road / Northview Street intersection.</p> <p>(b) road signage and line marking at the intersection of the turn around driveway and the carpark access driveway to provide clear priority.</p>	Prior to commencement of operation of the upgraded Kiss and Drop facility
Operational Flooding	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> <p>(a) Prioritise evacuation and avoid shelter-in-place by closing the school before the school day if flood events are forecasted and SES advises.</p> <p>(b) School administration must undertake annual evacuation preparations and an evacuation drill prior to the commencement of the wet season</p>	Prior to the commencement of operation of the main Learning Building

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>(typically November to April);</p> <p>(c) School administration to undertake responsibilities as set out in the FERP; and</p> <p>(d) Ensure that the Flood Warning Notice is maintained and permanently visible.</p>	
Sustainability	SCMM1	Green Star Building Certification	<p>Green Star Building certification must be obtained demonstrating that the activity achieves a minimum 4 star rating. Evidence of the certification must be provided to the DoE Sustainability Team.</p> <p>For enquiries on requirements please contact the DoE Sustainability Team onSustainability.ESD@det.nsw.edu.au</p>	Within 12 months of commencement of the operation of the final phase of operations

Dictionary

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

	<p>(ix) scenic area or scenic protection,</p> <p>(x) wetland, or</p> <p>(f) carried out or to be carried out on any land in a manner that does not comply with a policy made under the contaminated land planning guidelines by the council for any local government area in which the land is situated (or if the land is within the unincorporated area, the Minister).</p>
Category 2 Remediation	<p>Remediation work not needing consent that is:</p> <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> <p>(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.</p> <p>(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</p> <p>(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</p> <p>(iv) is carried out or to be carried out under the Public Land Remediation Program administered by the Broken Hill Environmental Lead Centre.</p>
Certification of Crown building work	<p>Certification under section 6.28(2) of the <i>Environmental Planning and Assessment Act 1979</i>.</p>
Construction	<p>All physical work to enable operation including (unless specifically excluded by a Mitigation Measures) but not limited to the demolition and removal of buildings, the carrying out of works for the purposes of the activity, including bulk earthworks, and erection of buildings and other infrastructure permitted by this REF determination, but excluding:</p> <ul style="list-style-type: none"> • 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);

	<ul style="list-style-type: none"> • 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.