

Consolidated Mitigation Measures for Review of Environmental Factors

Gables New Primary School and Preschool

Determination 15 May 2025

Document Control

Current Version Date: 8/08/2025

Version History

Version	Date	Description	Prepared by	Approved by
1	17 January 2025	Mitigation Measures – Lodged REF	Ethos Urban	
2	9 May 2025	Mitigation Measures Version 3	Ethos Urban	
2	08 August 2025	Consolidated Mitigations - Post Determination (amendments and deletions in strike through , additions in <u>bold underline text</u> and correction of spelling)	Natalie Lawrie	Helen Mulcahy

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 Education and Care Services National Regulations 2011 for all preschool works. For enquiries on requirements please contact the NSW ECEC Regulatory Authority on ECECD@det.nsw.edu.au .	General
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	Approvals	A Section 100B Bush Fire Safety Authority under the Rural Fires Act 1997 is to be obtained from the NSW Rural Fire Service.	Prior to the commencement of construction
General	GMM7	Approvals	Approval under Section 138 of the Roads Act 1993 is to be obtained from the relevant road authority. Any work in the road reserve, including a road opening permit for temporary construction access, requires Section 138 approval.	Prior to the commencement of construction on that land

Aspect	MM ID	MM Name	Mitigation Measure	Timing
General	GMM8	Preschools	Where relevant, a separate service approval is required to operate the preschool under Children (Education and Care Services) National Law (NSW) or Children (Education and Care Services) Supplementary Provisions Act 2011.	Pre-Operation
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 commencement of any construction work must be given.	Pre-construction
Community	CEMM2	Site Notice Board	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 Details of where accessible project information can be sourced.	Pre-construction
Community	CEMM3	Complaints Handling	All complaints must be managed in accordance with DoE's Stakeholder and Community Participation Plan.	Throughout
Community	CEMM4	Community Notification	Liaise with parties responsible for development across the locality to coordinate community notification of construction works, particularly for road closures and detours. All complaints must be managed in accordance with DoE's Stakeholder and Community Participation Plan.	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Community	CEMM5	Consultation	Consult with Aspect Hills Shire School on the timing and impact of works and any specific mitigations to consider that could reduce disruption to students.	Construction
Community	CEMM6	Social Impact	Support the development of community programming such as a monthly school market to foster community use of the proposed school grounds to foster community cohesion.	Operation
Community	CEMM7	Active Transport	Encourage community-based walking to school programs, such as the 'Walking School Bus'. This typically involves parents from the community leading a walking group of primary school students to and from school.	Operation
Community	CEMM8	Active Transport	Use school programs to encourage active transport use. This may include the implementation of education programs such as Bike-ed, which is designed to teach children how to cycle and navigate local street networks safely.	Operation
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. Note: Non-compliance and incident notifications processes are set	Compliance

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			out in the Post Approvals Guide. All notifications must be recorded using the digital Non-Compliance Notification Form or the Incident Notification Form.	
Compliance	PACMM3	Independent Audits	A risk-based program of independent audits must be prepared for the work, having regard to the AS/NZS ISO 19011-2019 Guidelines for Auditing Management Systems. 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; 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.	Throughout
Compliance	PACMM4	Independent Audits	The independent audit reports of the development 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

Aspect	MM ID	MM Name	Mitigation Measure	Timing
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
<u>Construction</u>	<u>CMM1A</u>	<u>Construction Management</u>	<u>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.</u>	<u>Pre-construction</u>
Construction	CMM2	Construction Environmental Management Plan	A Construction Environmental Management Plan (CEMP) is to be prepared and implemented having regard to the Environmental Management Guidelines for Construction Procurement (Edition 4), 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	Pre-construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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; 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; Training of responsibilities/heritage site inductions under the National Parks and Wildlife Act 1975, Heritage Act 1977 and any other relevant legislation, as relevant to the works.	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
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: • Protection of the Environment Operations Act 1997; • Work Health and Safety Regulation 2017; • AS 1940:2017 The Storage and Handling of Flammable and Combustible Liquids; and • Safe Work NSW Code of Practice – Managing Risks of Hazardous Chemicals in the Workplace.	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 Protection of the Environment Operations Act 1997 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	All equipment and machinery shall be secured to prevent vandalism	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
		Equipment	outside of construction hours.	
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 AS/NZS 4282:2019 Control of the Obtrusive Effects of Outdoor Lighting.	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 Approved Methods for Measurement and Analysis of Environmental Noise in NSW (EPA, 2022), works may also be undertaken during the following additional work hours: a) Mondays to Friday inclusive: Between 6:00pm to 7:00pm; and b) 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	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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: 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 receiver; or d) For the delivery of oversized equipment or structures that police or other authorities determine require special arrangements to transport along public roads; or e) 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 f) 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 g) public infrastructure works where work outside the recommended standard hours is supported by the affected community to shorten the length of the project; and h) 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	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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: - Monday to Friday inclusive: 9:00am to 12:00pm; - Monday to Friday inclusive: 2:00pm to 5:00pm; and - 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 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
Construction	CMM16	Shoring & Adequacy of Adjoining Property	If the works involve an excavation that extends below the level of the base of the footings of a building, structure or work on adjoining land (including any structure or work within a road or rail corridor), under the advice of a suitably qualified engineer the works must: (a) Protect and support the building, structure or work from possible damage from the excavation, and Where necessary, underpin the building, structure or work to	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			prevent any such damage.	
Construction	CMM17	Work Health and Safety Policy	The Contractor is to comply with the WHS and Environmental Management Policies, Plans and Procedures.	Construction
Construction	CMM18	On Site Filing	The Contractor will ascertain all relevant project information, applicable Standards, Statutory requirements and Conditions, including all Authorities having jurisdiction over the works; obtain all relevant insurances, permits and approvals and pay all associated fees, including any outstanding Long Service Leave Levies; ensure a copy of the REF is filed on site for reference throughout the works.	Construction
Construction	CMM19	Hoarding / Fencing	Physical separation of the site from the street and the school will be established through Class A Hoarding or appropriate fencing.	Pre-construction
Construction	CMM20	Dispute Resolution Plan	The Contractor is to ensure there is a dispute resolution plan in place and all complaints encountered by the general public are recorded and communicated to School Infrastructure as soon as possible.	Construction
Construction	CMM21	Construction Noise and Vibration Management Plan	The contractor must develop a Construction Noise and Vibration Management Plan (CNVMP). The CNVMP shall: • identify relevant construction noise and vibration criteria as detailed in this report • identify neighbouring sensitive land uses for noise and vibration • summarise key noise- and vibration-generating construction activities and the associated predicted levels at neighbouring land uses • identify reasonable and feasible work practices to be implemented during the works • summarise stakeholder consultation and complaints handling	Pre-construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			procedures for noise and vibration	
Construction	CMM22	Complaints Handling	Nearby stakeholders must be consulted prior to the works and kept regularly informed of potential noise and vibration impacts from the works. A noise and vibration complaints handling procedure and register must be developed and implemented during construction.	Pre-construction and construction
Construction	CMM23	Noise Monitoring	Unattended noise monitoring will be undertaken along the northern boundary of the Aspect Hills Shire School (i.e. boundary of the play area and/or classroom) during the construction works associated with the preschool and new southern car park due to their close proximity.	Construction
Construction	CMM24	Preschool Construction	Opportunities for respite periods for works associated with the construction of the preschool and new southern carpark will be explored with the Aspect Hills Shire School should the works adjacent be found to be impacting student use of the outdoor areas or classrooms.	Construction
Construction	CMM25	Construction Worker Transport Strategy	A Construction Worker Transport Strategy is required to encourage alternate transport modes, and reductions in car usage by construction workers.	Pre-Construction
Construction	CMM26	Construction Traffic Management Plan	The Contractor is to adhere to all requirements of the Preliminary Construction Traffic Management Plan prepared by TTW Traffic.	Construction
Construction	CMM27	Pedestrian Crossings	Pedestrian crossings and refuges shall be constructed in accordance with Council's requirements and relevant standards including lighting that is compliant with the requirements of AS 1158.	Construction
Construction	CMM28	Waste Rooms	The construction of waste rooms should comply with the relevant criteria set out in the Operational Waste Management Plan prepared by Elephants Foot dated 25/11/2024.	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Construction	CMM29	Construction Waste Management Plan	A detailed Construction Waste Management Plan should be provided within the Construction Environmental Management Plan to be prepared.	Pre-construction
Construction	CMM30	Bushfire Management	DoE must ensure the identified APZ as per the Bushfire Protection Assessment prepared by Eco Logical Australia is maintained to the specifications detailed in the Assessment dated 21/11/24.	Pre-construction
Construction	CMM31	Bushfire Management	DoE to ensure gas services (if installed) are installed and maintained in accordance with AS/NZS 1596:2014.	Pre-construction
Construction	CMM32	Bushfire Management	DoE to ensure fire hydrants are provided in accordance with AS2419:2021.	Pre-construction
Construction	CMM33	Bushfire Management	At the commencement of building works and in perpetuity, the entire property must be managed as an asset protection zone in accordance with the requirements of Appendix 4 of Planning for Bush Fire Protection 2019.	Pre-construction
Construction	CMM34	Bushfire Management	New construction must comply with Sections 3 and 6 (BAL 19) Australian Standard AS3959-2018 Construction of buildings in bush fire- prone areas or NASH Standard for Steel Framed Construction in Bushfire Areas 2021 (NS300) as appropriate and Section 7.5 of Planning for Bush Fire Protection 2019.	Pre-construction
Construction	CMM35	Bushfire Management	Fences and gates must comply with Section 7.6 of Planning for Bush Fire Protection 2019. New fences and gates are to be made of either hardwood or non-combustible material. Where a fence or gate is constructed within 6m of a school building or in areas of BAL-29 or greater, they must be made of non-combustible material only.	Construction
Construction	CMM36	Bushfire	The provision of water, electricity and gas must comply with the following in accordance with Table 6.8c of Planning for Bush Fire	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
		Management	Protection 2019: • reticulated water is to be provided to the development where available; • fire hydrant, spacing, design and sizing complies with the relevant clauses of Australian Standard AS 2419; • hydrants are and not located within any road carriageway; • reticulated water supply to urban subdivisions uses a ring main system for areas with perimeter roads; • fire hydrant flows and pressures comply with the relevant clauses of AS 2419; • all above-ground water service pipes are metal, including and up to any taps; • where practicable, electrical transmission lines are underground; • where overhead, electrical transmission lines are proposed as follows: ➤ lines are installed with short pole spacing (30m), unless crossing gullies, gorges or riparian areas; and ➤ no part of a tree is closer to a power line than the distance set out in accordance with the specifications in ISSC3 Guideline for Managing Vegetation Near Power Lines. • reticulated or bottled gas is installed and maintained in accordance with AS/NZS 1596:2014 and the requirements of relevant authorities, and metal piping is used; • reticulated or bottled gas is installed and maintained in	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			accordance with AS/NZS 1596:2014 - The storage and handling of LP Gas, the requirements of relevant authorities, and metal piping is used; - all fixed gas cylinders are kept clear of all flammable materials to a distance of 10m and shielded on the hazard side; - connections to and from gas cylinders are metal; polymer- sheathed flexible gas supply lines are not used; and above-ground gas service pipes are metal, including and up to any outlets.	
Construction	CMM37	Bushfire Management	DoE must ensure landscaping within the site is designed to meet the requirements of PBP.	Construction
Construction	CMM38	Bushfire Management	DoE are to ensure the buildings are designed and constructed to the relevant NCC requirements including BAL-19 based on the construction specifications detailed in AS 3959-2018 and additional ember provisions detailed in section 7.5 of PBP as required. At commencement of construction and during operation, DoE to ensure fencing is within 6 m of a building, they will be made of non-combustible material only.	Throughout
Construction	CMM39	Bushfire Management	Performance-based solutions proposed in lieu of compliance with the prescriptive provisions of Specification 43 (sections S43C3, S43C4, S43C5, S43C6, S43C7, S43C8, S43C9, S43C12 and S43C13 of NCC 2022) need to be assessed in accordance with the NCC 2022 by the Certifying Authority.	Construction
Construction	CMM40	Bushfire Management	Landscaping within the required asset protection zone shall comply with Appendix 4 of Planning for Bush Fire Protection 2019. In this regard, the following principles are to be incorporated: A minimum 1 metre wide area (or to the property boundary	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			where the setbacks are less than 1 metre), suitable for pedestrian traffic, must be provided around the immediate curtilage of the building; • Planting is limited in the immediate vicinity of the building; • Planting does not provide a continuous canopy to the building (i.e. trees or shrubs are isolated or located in small clusters); • Landscape species are chosen to ensure tree canopy cover is less than 15% (IPA), and less than 30% (OPA) at maturity and trees do no touch or overhang buildings; • Avoid species with rough fibrous bark, or which retain/shed bark in long strips or retain dead material in their canopies; • Use smooth bark species of trees species which generally do not carry a fire up the bark into the crown; • Avoid planting of deciduous species that may increase fuel at surface/ ground level (i.e. leaf litter); • Avoid climbing species to walls and pergolas; • Locate combustible materials such as woodchips/mulch, flammable fuel stores away from the building; • Locate combustible structures such as garden sheds, pergolas and materials such as timber garden furniture away from the building; and • Low flammability vegetation species are used	
Construction	CMM41	Drainage	Sufficient drainage provisions should be provided around each proposed building within the site to fully contain and divert anticipated stormwater runoff away from the building for all events up to and including the PMF event.	Construction
Soil & Water	SWMM1	Erosion and	An Erosion and Sediment Control Plan must be implemented in	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
		Sediment Control	accordance with the Landcom/Department of Housing Managing Urban Stormwater, Soils and Construction Guidelines (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.	
Soil & Water	SWMM2	Imported Fill Material	Imported fill material 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 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 Crown Certifier and the relevant DoE Project Director/Asset Manager prior to filling works.	Pre-construction and Construction
Soil & Water	SWMM3	Imported Mulch	Any imported mulch must comply with the Resource Recovery Order under Part 9, Clause 93 of the Protection of the Environment Operations (Waste) Regulation 2014 and the Mulch Order 2016 recognised by the NSW Environment Protection Authority as being “fit for purpose” with respect to the works under the REF. Mulch	Pre-construction and Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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 Resource Recovery Mulch Order 2016 is to be provided to the relevant DoE Project Lead prior to importing the mulch.	
Soil & Water	SWMM4	Groundwater	Should any unexpected groundwater be encountered during construction works, works are to cease immediately. Where groundwater needs to be removed, an approval may be required under the Water Management Act 2000.	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 b) Ensure that the system has been designed in accordance with the Australian Rainfall and Runoff (Engineers Australia, 20016) and Managing Urban Stormwater: Council Handbook (EPA, 1997) Guidelines.	Design
Soil & Water	SWMM6	Acid Sulphate Soils	The management of potential and actual acid sulfate soils shall be conducted in accordance with the Acid Sulfate Soil Guidelines (NSW Acid Sulphate Soils Management Advisory Committee, August 1998).	Construction
Soil & Water	SWMM7	Construction Hours	All works will be scheduled taking into account approved works hours, any restrictions relevant to specific tolls / activities and respite periods etc.	Construction
Soil & Water	SWMM8	Erosion and	Monitoring of the erosion and sediment control measures will be	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
		Sediment Control	undertaken by a qualified consultant to determine the impact of construction activities on the subject site only.	
Soil & Water	SWMM9	Erosion and Sediment Control	The Contractor is to ensure all appropriate sediment and erosion control measures are in place throughout the duration of the construction works in line with Australia Standards and Meinhardt Engineering's Civil specification and drawings.	Construction
Soil & Water	SWMM10	Salinity Management Plan	Management of mildly aggressive, moderately saline, sodic and dispersive soils as per the recommendations in the Salinity Management Plan.	Construction
Soil & Water	SWMM11	Program of CPTs	Undertake a program of CPTs where fill is greater than 1.5 m deep to assess the compaction status of the fill.	Construction
Soil & Water	SWMM12	Vibration Monitoring	Undertake vibration monitoring for earthworks activities to ensure vibrations are within the acceptable limits.	Construction
Soil & Water	SWMM13	Waste Classification	Undertake waste classification for any material requiring off-site disposal.	Construction
Soil & Water	SWMM14	Excavations Inspection	Inspection of excavations for footings, piles and services by a geotechnical professional to assess foundation conditions and impacts of seepage water (if present).	Construction
Soil & Water	SWMM15	Seepage Water	Seepage water in excavations, if present, should be retained on site or undergo testing and treatment prior to offsite disposal.	Construction
Trees	TMM1	Tree Protection	Trees not approved to be pruned or removed are to be protected and maintained in accordance with AS 4970-2009 Protection of Trees on Development Sites and are to remain in place until the completion of all construction work in the vicinity of the protected trees.	Construction
Trees	TMM2	Tree Removal	The Project Team will obtain a tree removal permit to remove two	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
		Permit	(2) trees in the street reserve prior to construction of the car parks.	
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	LCMM4	Unexpected Site Contamination	During construction works, should any unexpected contamination information or contaminants be identified which have the potential to alter previous site contamination assessments, conclusions and recommendations, the relevant DoE Project Lead must be immediately notified and works must cease in the location of the contamination. Works must not recommence until a suitably qualified and experienced contamination consultant has investigated the unexpected contamination and provided recommendations for the management of necessary remedial work required to render the site suitable for the activity in accordance with any relevant NSW EPA adopted guidelines. A Completion Certification from the contamination consultant shall be submitted to the relevant DoE Project Lead prior to construction works re-commencing. Following completion of the remediation through implementation of the recommendations from the suitably qualified contamination consultation, a Site Remediation and Validation Report is to be submitted to a NSW EPA-Accredited Site Auditor to confirm site suitability. A copy of the Site Remediation and Validation Report is also to be provided to the relevant DoE Project lead and DoE's Post Approval and Compliance Team. A notice of completion of	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			remediation work must also be given to Council in accordance with Section 4.14 and Section 4.15 of State Environmental Planning Policy (Resilience and Hazards) 2021.	
Land Contamination	LCMM6	Waste Classification for Surplus Soils	Additional assessment as required to provide a final waste classification for surplus soils requiring off-site disposal.	Construction
Utilities & Infrastructure	UIMM1	Pre-Construction Dilapidation Report	A Pre-Construction Dilapidation Report must be prepared by a suitably qualified expert and submitted to Council, relevant asset/service infrastructure owners and the relevant DoE Project Lead. The report must provide an accurate record of the existing condition of adjoining private properties that are likely to be impacted by the works (and that have agreed to an offer for a dilapidation survey), and assets/service infrastructure that is likely to be impacted by the works.	Pre-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

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Utilities & Infrastructure	UIMM5	Post- Construction Dilapidation Report	A Post-Construction Dilapidation Report must be prepared by a suitably qualified expert and submitted to Council, relevant asset/service infrastructure owners and the relevant DoE Project Lead. The report must determine whether the construction work has resulted in any structural damage to items assessed in the Pre-Construction Dilapidation Report. If the report determines that there is damage as a result of construction works the identified damage must be repaired or pay the full costs associated with repairing any damage within an agreed timeline between the owner of the identified property.	Prior to the commencement of Operations
Utilities & Infrastructure	UIMM6	Notice of Requirements	Obtain a Notice of Requirements (NOR) from Altogether Group to ensure that no additional diversions and upgrades are required for the sewer main.	Construction
Utilities & Infrastructure	UIMM7	Construction Protocols	Noise, dust, and waste management protocols will be implemented during construction to protect the local community and surrounding environment.	Construction
Utilities & Infrastructure	UIMM8	Australian Standards	All works will adhere to NSW regulations and Australian Standards, with regular site inspections to verify compliance and ensure safety across the project.	Construction
Utilities & Infrastructure	UIMM9	Pad-mount Substation	The installation of a pad-mount substation will be undertaken.	Construction
Utilities & Infrastructure	UIMM10	Communications	Engagement with NBN and Telstra will be undertaken.	Construction
Utilities & Infrastructure	UIMM11	Communications	Ongoing communication with the local community, utility providers, and stakeholders will be undertaken.	Construction
Utilities &	UIMM12	Endeavour Energy	The design and construction will develop in accordance with Endeavour Energy's Standard Conditions for Development	Throughout

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Infrastructure		Standard Conditions	Applications and Planning Proposals, Version 10, January 2025.	
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 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.	Construction
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	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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 Coroners Act 2009. Aboriginal burials (older than 100 years) are protected under the National Parks and Wildlife Act 1974 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 Aboriginal and Torres Strait Islander Heritage Protection Act 1984.	
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	Prior to the commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			to be provided to the relevant DoE Project Lead for implementation.	
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.	Operation
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	Post-operation
Operational Management	OPMM6	Operation Environmental Management Plan	An Operational Environmental Management Plan (EMP) and Operations & Maintenance Manual by a manufacturer (Ocean Protect) will be prepared and implemented and detail the inspection frequency of the erosion and sediment control measures.	Operation
Operational	OPMM7	Operation	A detailed survey of the road will be undertaken during the detailed	Design

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Management		Stormwater Management Plan	design phase to ensure that the street pits will not be surcharged during minor events up to the 10 years ARI storm event and up to the 20 years ARI storm event for sag pit.	
Operational Management	OPMM8	Noise and Vibration	The project should align with the design recommendations of the Noise and Vibration Assessment prepared by Resonate (S230032RP4 Revision C) dated 20/11/24.	Design
Operational Management	OPMM9	Noise and Vibration	All external doors and windows should be closed when a noisy activity is occurring within the school hall between 6pm-10pm.	Operation
Operational Management	OPMM10	Noise and Vibration	Noise from outdoor school activities will limit the use of the outdoor play area to a total of 4 hours per day.	Operation
Operational Management	OPMM11	Noise and Vibration	Noise from OOSH and OSHC indoor events at the school hall will need acoustically rated external door and glazing elements.	Design
Operational Management	OPMM12	Noise and Vibration	The school hall should not be used in the night time period 10pm - 7am.	Operation
Operational Management	OPMM13	Noise and Vibration	Minimise noise spill and impact to nearby noise sensitive receivers through speaker position/selection, the use of a limiter and controlling duration of bells and announcements.	Operation
Operational Management	OPMM14	Noise and Vibration	Location and selection of mechanical plant to be assessed in accordance with the NPI during the detailed design stage of the development.	Design
Operational Management	OPMM15	Preschools	The Preschool hours of operation will be 09:00 to 15:00, Monday to Friday.	Operation
Operational Management	OPMM16	Hours of Operation	Use of school facilities by the local community will only take place during the following hours: 9:00am to 10:00pm, Saturday.	Operation

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			9:00am to 6:00pm, Sunday.	
Operational Management	OPMM17	Hours of Operation	The standard hours of operation will be between 8:00am and 4:00pm, Monday to Friday. Exact school hours within this timeframe to be confirmed by school prior to operation.	Operation
Operational Management	OPMM18	Hours of Operation	The Out of School Hours care will take place during the following hours: From 6:30am to 9:00am (as confirmed by school), Monday to Friday (before school). From 3:00pm to 6:30pm (as confirmed by school), Monday to Friday (after school).	Operation
Operational Management	OPMM19	Bushfire Emergency Management Plan	DoE to prepare an emergency management plan meeting DoE emergency management policy and requirements. As subsequent stages are constructed and prior to occupation of subsequent stages, DoE must update the emergency management plan accordingly.	Prior to the commencement of Operations
Operational Management	OPMM20	Bushfire Management	During operation, DoE must ensure the APZ are managed in perpetuity.	Operation
Operational Management	OPMM21	Bushfire Emergency Management and Evacuation Plan	A Bush Fire Emergency Management and Evacuation Plan (BEEP) must be prepared in accordance with Table 6.8d of Planning for Bush Fire Protection 2019 and be consistent with the following: - The NSW RFS document: A Guide to Developing a Bush Fire Emergency Management and Evacuation Plan; - Include planning for the early relocation of occupants; - Detailed plans of all emergency assembly areas, including on-site and off-site arrangements as stated in AS 3745 'Planning for emergencies in facilities', are clearly displayed. A copy of the Bush Fire Emergency Management and Evacuation	Prior to the commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			Plan will be provided to the Local Emergency Management Committee for its information prior to the occupation of the development.	
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	School Transport Plan	The School Transport Plan will be developed in line with the Flood Emergency Response Plan (rev C, dated 14/04/2025) to increase awareness and preparedness of the proposed flood evacuation measures.	Pre-Operation
Operational Transport	OPTMM3	Review of Staff Car Park Capacity	A review of the staff car park capacity and staff travel behaviours is to be undertaken within 12 months of the school operating at full capacity. Should the review find that additional parking is appropriate to manage staff parking demand, consideration of increasing the at-grade staff car park via exempt development under Schedule 5 of State Environmental Planning Policy (Transport and Infrastructure) 2021 is required. 9 months from commencement of school operations (i.e. Term 3). The School Travel Coordinator shall conduct a staff survey to ascertain staff parking behaviours and mode share performance in order to identify any additional mitigation measures (such as additional on-site parking provision) that may be required to address staff parking. The results of the review are to be provided to the Project Lead.	12 months post-operation at full capacity

Aspect	MM ID	MM Name	Mitigation Measure	Timing
<u>Operational Transport</u>	<u>OPTMM4</u>	<u>School Transport Plan</u>	<u>Consider opportunities for the provision of dedicated pick up and drop off spaces in proximity to the Support Learning Unit in the detailed design phase, in consultation with the Transport Working Group. Any specific arrangements associated with the Support Unit shall be captured in the School Transport Plan.</u>	<u>Design</u>
Operational Flooding	OPFMM1	Operational Flood Emergency Response Management Plan	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: 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	Staff Responsibilities	Delegate Staff Responsibilities so all staff are aware of their specific roles flood response actions.	Operation
Operational Flooding	OPFMM3	Education and Signage	As part of the preparation for a flood event, all staff and students will be made aware and advised of the flood risks present on site and	Operation

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			the flood protocols & procedures via signage.	
Operational Flooding	OPFMM4	Flood Drills	It is recommended that flood drills be held by staff annually to ensure all staff workers and students are familiar with the sound of the alert and their subsequent flood response actions.	Operation
Operational Flooding	OPFMM5	Flood Emergency Kit	A Flood Emergency Kit should be prepared prior to a flood event taking place and regularly checked to ensure that supplies within the kit are sufficient and in working condition.	Operation
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
Sustainability	SCMM2	Ecologically Sustainable Development Plan	Works are to be undertaken in accordance with recommendations of the Sustainable Development Plan prepared by Lucid Consulting Australia LCE24495-1-023 dated 14/11/24.	Throughout
Sustainability	SCMM3	Net Zero Statement	Works are to be undertaken in accordance with recommendations of the Net Zero Statement prepared by Lucid Consulting Australia LCE24495-1-025 dated 08/11/24.	Throughout

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 <u>Contaminated Land Management Act 1997</u> 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.