

## Appendix 1 - Part 5 Mitigation Measures

Aspect	MM ID	MM Name	Mitigation Measure	Timing
General	GMM1	Approvals	These Mitigation Measures do not remove the obligation to obtain all other licences, permits, approvals and consents as required under any other legislation.	Throughout
General	GMM3	Australian Standards	All works must comply with the relevant Australian Standards.	Throughout
General	GMM4	Crown Certificate	A Crown Certificate under Section 6.28 of the <i>Environmental Planning and Assessment Act 1979</i> must be obtained for any Crown building work.	Prior to the commencement of construction
General	GMM5	Landowners Consent	Landowners consent must be obtained in writing from the relevant landowner or authority.	Prior to the commencement of construction on that land
Community	CEMM1	Work Notification	DoE's Post Approval and Compliance Team, the relevant local Council and the occupiers of any land within 20 metres of the site boundary must be notified in	Prior to the commencement of construction

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			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.	
<b>Community</b>	CEMM2	Site Notice Board	<p>A site notice board must be located at eye level at the entrance or other appropriate location at the site in a prominent position for the benefit of the community. The site notice must be displayed throughout the entire construction period, be A1 sized, durable, weatherproof and include the following information:</p> <ul style="list-style-type: none"> <li>(a) 24-hour contact person for the site;</li> <li>(b) Telephone and email addresses;</li> <li>(c) Site works and timeframes; and</li> <li>(d) Details of where accessible project information can be sourced.</li> </ul>	Prior to the commencement of construction
<b>General</b>	CEMM3	Complaints Handling	All complaints must be managed in accordance with DoE's Stakeholder and Community Participation Plan.	Throughout
<b>Community</b>	CEMM4	Acknowledgement	Include an Acknowledgement of Country within the	Design

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		t of Country	design in prominent position.	
<b>Community</b>	CEMM5	Shared use	Promote the availability of shared-use and the SINSW Share my school program.	Operations
<b>Compliance</b>	PACMM1	Compliance with Mitigation Measures	All relevant personnel, including contractors and their subcontractors, must be made aware of these Mitigation Measures and the requirement to undertake the activity as per these Mitigation Measures.	Throughout
<b>Compliance</b>	PACMM2	Non-compliance notification	<p>The relevant Project Lead and DOE's Post Approval and Compliance Team must be notified as soon as practical when any non-compliance with a Mitigation Measure is identified. The notification should identify the relevant works, set out the Mitigation Measure that works are non-compliant with, the way in which it does not comply, any known reasons for the non-compliance and what actions have been, or will be undertaken, to address the non-compliance.</p> <p><i>Note: Non-compliance and incident notifications processes are set out in the Post Approvals Guide. All notifications must be recorded using the digital Non-Compliance Notification Form or the Incident</i></p>	Throughout

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			<i>Notification Form.</i>	
<b>Compliance</b>	PACMM3	Independent Audits	<p>A risk-based program of independent audits must be prepared for the work, having regard to the <i>AS/NZS ISO 19011-2019 Guidelines for Auditing Management Systems</i>. Audits are to be undertaken by suitably qualified personnel independent to the works and documented in an audit report which:</p> <ul style="list-style-type: none"> <li>(a) Assesses how the Mitigation Measures are being satisfied;</li> <li>(b) Outlines the adequacy of any documents required under the Mitigation Measures;</li> <li>(c) Outlines the performance of the works with respect to any impacts on the surrounding environment including the local community; and</li> <li>(d) Recommends any measures or actions to improve the performance of the works, if deemed required.</li> </ul> <p>The independent audit program is to be provided to the relevant DoE Project Lead and DoE Post Approval and Compliance Team for agreement.</p>	Throughout

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<b>Compliance</b>	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
<b>Compliance</b>	PACMM5	Status Report	The Project Lead must submit a Status Report to the Post Approvals and Compliance Team demonstrating compliance with the Mitigation Measures upon completion of the works.	One week prior to the commencement of Operations
<b>Construction</b>	CMM1	Demolition	Any demolition work must be undertaken in accordance with the provisions of <i>Australian Standard AS 2601-2001 The Demolition of Structures</i> .	Construction
<b>Construction</b>	CMM1A	Dial Before You Dig	Contact "Dial Before You Dig on 1100" to obtain a Service Diagram. The sequence number obtained from	Prior to construction

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			"Dial Before You Dig" is to be provided to the Project Lead.	
Construction	CMM2	Construction Environmental Management Plan	<p>A Construction Environmental Management Plan (CEMP) is to be prepared and implemented having regard to the <i>Environmental Management Guidelines for Construction Procurement (Edition 4)</i>, and is to include where relevant, but not limited to, the following:</p> <p>(a) Details of:</p> <ul style="list-style-type: none"> <li>(i). Hours of work;</li> <li>(ii). 24-hour contact details of site manager;</li> <li>(iii). Management of dust and odour;</li> <li>(iv). Stormwater control and discharge;</li> <li>(v). Measures to ensure that sediment and other materials are not tracked onto the roadway by vehicles leaving the site;</li> <li>(vi). Any other specific environmental construction Mitigation Measures detailed in the REF;</li> <li>(vii). Any requirements outlined in any relevant approvals, permits, licences or landowner consents; and</li> <li>(viii). Community consultation and</li> </ul>	Construction

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			<p>complaints handling in line with DoE's Stakeholder and Community Participation Plan.</p> <p>(b) Aerial Site Plan showing the location of the works;</p> <p>(c) The following, where required by Mitigation Measures:</p> <ul style="list-style-type: none"> <li>(i). Construction Traffic and Pedestrian Management;</li> <li>(ii). Construction Worker Transport Strategy</li> <li>(iii). Construction Noise and Vibration Management;</li> <li>(iv). Construction Waste Management (including details on contaminated waste);</li> <li>(v). Construction Air Quality and Dust Management;</li> <li>(vi). Construction Soil and Water Management;</li> <li>(vii). Construction Flood Management;</li> <li>(viii). Aboriginal/Non-Aboriginal Heritage Management; and</li> <li>(ix). Demolition Work Plan</li> </ul>	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			(d) Construction Tree Protection Plan; (e) Erosion and Sediment Control Plan; (f) Unexpected finds protocol for Aboriginal and non-Aboriginal heritage; (g) Unexpected finds protocol for contamination; (h) Construction Emergency Management Plan; (i) Training of responsibilities/heritage site inductions under the <i>National Parks and Wildlife Act 1975, 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"> <li>• <i>Protection of the Environment Operations Act 1997</i>;</li> <li>• <i>Work Health and Safety Regulation 2017</i>;</li> <li>• <i>AS 1940:2017 The Storage and Handling of</i></li> </ul>	Construction



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

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Construction	CMM8	Construction Equipment	All equipment and machinery shall be secured to prevent vandalism outside of construction hours.	Construction
Construction	CMM9	Construction Contractors	All contractors must meet all workplace safety legislation and requirements.	Construction
Construction	CMM10	Construction Vehicle Maintenance	No vehicle maintenance is permitted in the construction areas except in emergencies.	Construction
Construction	CMM11	Construction Waste	The work site is to be left tidy and rubbish free each day prior to leaving the site and at the completion of works.	Construction
Construction	CMM12	Construction Lighting	All construction lighting shall not cause a nuisance to adjoining neighbours and comply with <i>AS/NZS 4282:2019 Control of the Obtrusive Effects of Outdoor Lighting</i> .	Construction
Construction	CMM13	Construction Hours	<p>The undertaking of any construction work, including the entry and exit of construction and delivery vehicles at the site, is restricted to the following standard work hours:</p> <p>(a) Monday to Friday inclusive: Between 7.00am to</p>	Construction

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			<p>6.00pm;</p> <p>(b) Saturday: Between 8.00am to 1.00pm; and</p> <p>(c) Sunday and Public Holidays: No work permitted.</p> <p>Where noise levels are not expected to exceed the existing background noise level plus 5dB, and noise monitoring is undertaken in accordance with the <i>Approved Methods for Measurement and Analysis of Environmental Noise in NSW (EPA, 2022)</i>, works may also be undertaken during the following additional work hours:</p> <p>(d) Mondays to Friday inclusive: Between 6:00pm to 7:00pm; and</p> <p>(e) Saturday: Between 1:00pm to 4:00pm.</p> <p>Construction work may be undertaken outside of the standard and additional work hours outlined above, but only if notification has been given to the occupiers of any land within a minimum of 80 metres of the site boundaries before undertaking the work or as soon as is practical afterwards, and only if it is strictly required:</p> <p>(f) By the police or a public authority for the delivery of vehicles, plant or materials; or</p>	

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			<p>(g) In an emergency to avoid the loss of life, damage to property or to prevent environmental harm; or</p> <p>(h) Where the works are completely inaudible at the nearest sensitive receiver; or</p> <p>(i) For the delivery, setup and removal of construction cranes, where notice of the crane related works is provided to Council and affected residents at least seven days prior to the works; or</p> <p>(j) Maintenance and repair of public infrastructure where disruption to essential services, required system conditions (such as low-flow conditions for sewers) and/or considerations of worker safety do not allow work within standard hours; or</p> <p>(k) Public infrastructure works where work outside the recommended standard hours is supported by the affected community to shorten the length of the project; and</p> <p>(l) where it is demonstrated and justified for the need to work outside the recommended construction hours.</p> <p>Except in emergencies, these circumstances are not to</p>	

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			be interpreted as endorsement for work outside the recommended standard hours and should be justified in each case. Work schedule convenience or project expedience is not considered sufficient justification. Any departure from this Mitigation Measure must be immediately notified to the Post Approvals and Compliance Team.	
<b>Construction</b>	CMM14	Construction Methods	<p>Use of any rock excavation machinery, sheet piling, pile driving or jack-hammering and the like is restricted to the following hours:</p> <p>(a) Monday to Friday inclusive: 9:00am to 12:00pm;  (b) Monday to Friday inclusive: 2:00pm to 5:00pm;  and  (c) Saturday: 9:00am to 12:00pm.</p>	Construction
<b>Construction</b>	CMM15	Vibration During Construction	<p>Vibration levels induced by demolition activities must be in accordance with the <i>AS4236 – Guide to Noise and Vibration Control on Construction, Demolition and Maintenance Sites</i>.</p> <p>The operation of plant and equipment must not give rise to the transmission of vibration nuisance or damage to</p>	Construction

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			<p>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>	
<b>Construction</b>	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"> <li>(a) Protect and support the building, structure or work from possible damage from the excavation, and</li> <li>(b) Where necessary, underpin the building, structure or work to prevent any such damage.</li> </ul>	Construction

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Construction	CMM17	Noise	Conduct pre-condition surveys of structures within 50 meters of vibration-intensive activities.	Prior to the commencement of construction
Construction	CMM18	Noise	Install temporary acoustic barriers around high-noise activities or along the boundaries of sensitive receivers.	Prior to the commencement of construction
Construction	CMM19	Noise	Use equipment fitted with noise-reduction features, such as mufflers or enclosures.	Construction
Construction	CMM20	Noise	Ensure all construction machinery and equipment are regularly maintained to minimise noise emissions.	Construction
Construction	CMM21	Noise	Provide advance notice to nearby residents regarding noisy activities and establish hotline to address community concerns.	Construction
Construction	CMM22	Noise	Utilise equipment (where possible) designed to minimise vibration emissions (e.g., bored piling instead of driven piling).	Construction
Construction	CMM23	Noise	Implement real-time vibration monitoring to ensure compliance with thresholds.	Construction

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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	<p>Imported fill must be compatible with the existing soil characteristics of the site and limited to the following:</p> <ul style="list-style-type: none"> <li>(a) Virgin excavated natural material (VENM); and/or</li> <li>(b) Excavated natural material (ENM) certified as such in accordance with Protection of the Environment Operations (Waste) Regulation 2014; and/or</li> <li>(c) Material subject to a Waste Exemption under Clause 91 and Clause 92 of the Protection of</li> </ul>	Construction



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			<p>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	<p>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.</p>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Soil & Water	SWMM4	Groundwater	Should any unexpected groundwater be encountered during construction works, works are to cease immediately. Where groundwater needs to be removed, an approval may be required under the <i>Water Management Act 2000</i> .	Construction
Soil & Water	SWMM5	Stormwater Management System	<p>The operational stormwater management system must be designed by a suitably qualified civil engineer. The system must:</p> <ul style="list-style-type: none"> <li>(a) Ensure that the system capacity has been designed in accordance with the relevant Australian Standards; and</li> <li>(b) Ensure that the system has 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>.</li> </ul>	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	Construction

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			Management Advisory Committee, August 1998).	
Soil & Water	SWMM7	Temporary wall	Construct a temporary wall at the southern boundary of the carpark until the permanent stormwater works are completed as part of the delivery of future Road 4.	Construction
Soil & Water	SWMM8	Temporary OSD	Construct temporary OSD, in accordance with Council's OSD spreadsheet, until the precinct-wide permanent stormwater provisions have been constructed.	Construction
Soil & Water	SWMM9	Water quality treatment measures	<p>The proposed activity must include provision of water quality treatment measures as part of a water-sensitive urban design as documented in the Civil Engineering Design Report and Civil Engineering Plans prepared by TTW attached at Appendix 7 and Appendix 8 of REF respectively.</p> <p>Refer to Hydraulic documentation for rainwater tank sizing and reuse strategy.</p>	Construction
Soil & Water	SWMM10	Earthworks	Site preparation and associated earthworks works shall be undertaken in accordance with PSM DRAFT Earthwork Specification PSM4693-013S.	Construction

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Soil & Water	SWMM11	Treatment of existing fill	Treatment of existing fill shall be undertaken in accordance with the PSM DRAFT Earthwork Specification PSM4693-013S.	Construction
Soil & Water	SWMM12	Exported fill	Material exported off site should be assessed in accordance with EPA guidelines for Excavated Natural Material (ENM) and Virgin Excavated Natural Material (VENM).	Construction
Soil & Water	SWMM13	Groundwater monitoring	Continued monitoring of the groundwater is required in the piezometers to confirm design groundwater levels and inform long term inflows should a drained basement be adopted.	Throughout
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 Protection	An official "Project Arborist" must be commissioned to oversee the tree protection, any activity within the TPZ's and complete compliance certification	Construction

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<b>Trees</b>	TMM3	Tree Protection	An ecologist must supervise the works on trees with habitat features.	Construction
<b>Trees</b>	TMM4	Tree Protection	Project Arborist to supervise any earthwork or service installation the TPZ's of trees to be retained.	Construction
<b>Trees</b>	TMM5	Tree Protection	Construction Manager to ensure activities listed in Section 11.7 of the AIA do not occur in the TPZ of trees to be retained.	Construction
<b>Trees</b>	TMM6	Tree Protection	The Project Arborist is to complete monthly site visits and record photographic evidence to ensure compliance with mitigation measures	Construction
<b>Trees</b>	TMM7	Tree Protection	Project Arborist to inspect and report on the condition of trees for retention and quality of tree new plantings.	Within 12 months of commencement of operations
<b>Visual &amp; Amenity</b>	VAMM1	External Materials	The selection of external colours, materials or finishes of the building(s) should aim to minimise impacts on visual amenity and ensure there is no increase in impacts identified the visual amenity assessment in the REF.	Design

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			For enquiries on requirements please contact the DoE Design and Infrastructure Standards Team on DesignAndInfrastructureStandards@det.nsw.edu.au.	
<b>Land Contamination</b>	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
<b>Land Contamination</b>	LCMM2	Category 2 Remediation	At least 30 days prior to the commencement of any Category 2 remediation work, all required regulatory notifications are to be provided, including Notification of	Construction

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			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	Construction

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



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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 Operations
Land Contamination	LCMM6	Independent Audit of RAP	Conduct independent audit of the RAP to confirm remedial approach conforms to all appropriate regulations, standards and guidelines and is suitable based on the site history and the proposed land use.	Prior to the commencement of construction
Land Contamination	LCMM7	Long-term environmental management plan	Prepare a Long-Term Environmental Management Plan.	Prior to the commencement of Operations
Utilities & Infrastructure	UIMM1	Pre-Construction Dilapidation Report	A Pre-Construction Dilapidation Report must be prepared by a suitably qualified expert and submitted to relevant asset/service infrastructure owners and the relevant DoE Project Lead. The report must provide an accurate record of the existing condition of adjoining private properties that are likely to be impacted by the works (and that have agreed to an offer for a dilapidation survey), and assets/service infrastructure	Prior to the commencement of construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			that is likely to be impacted by the works.	
<b>Utilities &amp; Infrastructure</b>	UIMM2	Services & Utilities	All services and utilities in the construction area must be appropriately disconnected and reconnected as required, in consultation with the relevant authorities to determine disconnection and reconnection requirements. Where services or utilities are found not to be adequate to support the works, appropriate augmentation must be undertaken, subject to obtaining any required approvals or permits.	Construction
<b>Utilities &amp; Infrastructure</b>	UIMM3	No Obstruction of Public Way	Building materials, machinery, vehicles, refuse, skip bins or the like must not be stored or placed in the public way (outside of any approved construction works zone) under any circumstances.	Construction
<b>Utilities &amp; Infrastructure</b>	UIMM4	Pedestrian Access	Safe pedestrian access in and around the site shall remain unimpeded at all times. Required informative signage and directional information must be provided in appropriate locations ensuring pedestrian safety. Where necessary, traffic control measures will be implemented.	Construction
<b>Utilities &amp;</b>	UIMM5	Post-Construction	A Post-Construction Dilapidation Report must be	Prior to the commencement

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<b>Infrastructure</b>		Dilapidation Report	prepared by a suitably qualified expert and submitted to relevant asset/service infrastructure owners and the relevant DoE Project Lead. The report must determine whether the construction work has resulted in any structural damage to items assessed in the Pre-Construction Dilapidation Report. If the report determines that there is damage as a result of construction works the identified damage must be repaired or pay the full costs associated with repairing any damage within an agreed timeline between the owner of the identified property.	of Operations
<b>Heritage</b>	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	Construction

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			may be required.	
<b>Heritage</b>	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
<b>Heritage</b>	HMM3	Human Remains	If human remains are identified, work must cease and the area around where the remains are found must be protected from all disturbance. Finds are not to be displaced from the location where they are found. The	Construction

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			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> .	
Heritage	HMM4	Consultation with RAPs	Continued consultation with the Registered Aboriginal Parties ( <b>RAPs</b> ) is required to inform these groups about the management of Aboriginal cultural heritage sites within the study area throughout the life of the project. Consultation will be managed under the requirements of the Aboriginal Cultural Heritage Management Plan ( <b>ACHMP</b> ) – refer HMM7.	Throughout
Heritage	HMM5	AHIP	An AHIP is required to be obtained from Heritage NSW, NSW Department of Climate change, Energy, the	Prior to the commencement of construction

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			Environment and Water to impact AHIMS 45-5-5821/Guntawong Road 4 and AHIMS 45-5-5913/201 Guntawong Rd Hammerstone 1. Surface stone artefacts associated with AHIMS 45-5-5913/201 Guntawong Rd Hammerstone 1 is to be collected prior to construction.	
<b>Heritage</b>	HMM6	Protection of Aboriginal objects	Part of AHIMS 45-5-5766/Guntawong Road 2 and the area of moderate archaeological potential are to be conserved and must be clearly fenced. Fencing must remain in place over the lifespan of the construction phase. Should future development works propose to impact upon AHIMS 45-5-5766/Guntawong Road 2 then a variation to the AHIP will be required.	Prior to the commencement of construction
<b>Heritage</b>	HMM7	Aboriginal Cultural Heritage Management Plan	An Aboriginal Cultural Heritage Management Plan ( <b>ACHMP</b> ) must be developed to appropriately manage Aboriginal cultural heritage identified within the study area. An ACHMP sets out specific guidelines and protocols for the management of Aboriginal heritage across the life of the project inclusive of construction and operational use. This should be inclusive of unanticipated finds protocols, the requirement for heritage inductions to be undertaken by the site	Throughout

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			personnel prior to works, and long-term care and control of Aboriginal archaeological materials. The ACHMP must be prepared by a suitably qualified archaeologist in consultation with the RAPs for the project.	
<b>Operational Management</b>	OPMM1	Operation Waste Management Plan	Prior to the commencement of operations, any operational waste management measures shall be detailed in an Operational Waste Management Plan. This Plan must outline how waste will be minimised, handled, stored and disposed of appropriately, in accordance with any relevant guidelines. A copy of the Operational Waste Management Plan is to be provided to the relevant DoE Project Lead for implementation during operations.	Prior to the commencement of Operations
<b>Operational Management</b>	OPMM2	Operation Stormwater Management Plan	Prior to the commencement of operations, a Stormwater Operation and Maintenance Plan is to be prepared and include the following: <ul style="list-style-type: none"> <li>(a) Maintenance schedule of all stormwater quality treatment devices;</li> <li>(b) Record and reporting details; and</li> <li>(c) Work Health and Safety requirements.</li> </ul>	Prior to the commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			A copy of the Stormwater Operation and Maintenance Plan is also to be provided to the relevant DoE Project Lead for implementation.	
<b>Operational Management</b>	OPMM3	Operation Plant and Machinery Plan	All operational plant and equipment must be maintained and operated in proper and efficient manner and in accordance with the user manual.	During Operations
<b>Operational Management</b>	OPMM4	Operation Plant and Machinery	Prior to the commencement of operations, it must be demonstrated by a suitably qualified acoustic engineer that noise associated with the operation of mechanical plant or machinery installed does not exceed the relevant project noise trigger levels.	Prior to the commencement of Operations
<b>Operational Management</b>	OPMM5	Landscaping	<p>Landscaping at the site associated with the works must be maintained. This includes the undertaking of:</p> <ul style="list-style-type: none"> <li>(a) Mulching</li> <li>(b) Concrete/paving maintenance and replacement</li> <li>(c) Outdoor furniture maintenance and replacement</li> <li>(d) Turf replacement</li> <li>(e) Planting and tree replacement</li> </ul>	During Operations



Aspect	MM ID	MM Name	Mitigation Measure	Timing
			(f) Planting and tree maintenance (trimming) (g) Watering (h) Irrigation maintenance (i) Mowing (j) Spraying and pest treatment	
Operational Management	OPMM6	Noise	In-duct attenuation will be allowed for equipment terminating at the façade.	Design
Operational Management	OPMM7	Noise	Workshops will require windows and doors to be closed for noisy activities.	Operations
Operational Management	OPMM8	Noise	Public Address Systems must be limited to 7am to 6pm and incorporate good practice design and set at the lowest level practical whilst still achieving intelligibility requirements.	Operations
Operational Management	OPMM9	Noise	Doors and windows to the school hall must be kept closed during out of hours use.	Operations
Operational Management	OPMM10	Noise	Where cleaning activities occur between 5:30-7am, ensure windows and doors are closed to limit noise emissions.	Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
<b>Operational Transport</b>	OPTMM1	School Transport Plan	Prior to the commencement of operations, a School Transport Plan must be prepared to the satisfaction of the DoE Transport Planning Team. If the school already has a School Transport Plan, the existing plan is to be reviewed and updated if necessary to reflect the impacts of the REF works, to the satisfaction of the DoE Transport Planning Team. A copy of the School Transport Plan is to be provided to the relevant DoE Project Lead for implementation during operations.	Prior to the commencement of Operations
<b>Operational Transport</b>	OPTMM2	Pedestrian crossings	Construct a zebra crossing on Guntawong Road prior to occupancy.	Prior to the commencement of Operations
<b>Operational Transport</b>	OPTMM3	Shared paths	Construct a 3.5m shared path along school frontage on Guntawong Road along the school frontage and on the northern side of Guntawong Road from the bus stop to the zebra crossing prior to occupancy.	Prior to the commencement of Operations
<b>Operational Transport</b>	OPTMM4	Bus bays	Construct two indented bus bays on Guntawong Road able to each accommodate two buses: <ul style="list-style-type: none"> <li>– Eastbound bus bay: 40 metres long</li> <li>– Westbound bus bay: 60 metres long</li> </ul> In the sections of Guntawong Road comprising four	Prior to the commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>lanes the cross section of Guntawong road should match with the end-state cross section of Guntawong Road where possible and appropriate.</p> <p>The intersection of Guntawong Road and Nirmal Street should be designed as a “Give Way” intersection with one lane on each approach. The design should provision for the future roundabout at Guntawong Road and Nirmal Street where possible and appropriate.</p>	
<b>Operational Transport</b>	OPTMM5	Marchant Street	<p>The southern half of Marchant Street needs to be constructed from Nirmal Street to Tallawong Road and dedicated to the Council as a public road prior to occupancy.</p> <p><i>*Note: Marchant Street from Nirmal Street to Tallawong Road is within Lot 43 DP301086 and subject of Bathla Group subdivision DA (DA-23-00128), which is understood to be in the delivery phase with an expected completion by mid-2025.</i></p>	Prior to commencement of Operations
<b>Operational Transport</b>	OPTMM6	School signage zones	Prior to the commencement of operation, all required School Zone signage, speed management signage and associated pavement markings must be installed, inspected by TfNSW and handed over to TfNSW.	Prior to the commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
<b>Operational Transport</b>	OPTMM7	School Travel Coordinator	Within the first 12 months of operation appoint a School Travel Coordinator, establish a School Transport Committee, and prepare a Travel Access Guide.	Within 12 months of commencement of Operations
<b>Operational Transport</b>	OPTMM8	School Transport Plan	Update the School Transport Plan annually for the first two years	Operations
<b>Operational Flooding</b>	OPFMM1	Operational Flood Emergency Response Management Plan	<p>Prior to the commencement of operation, the Flood Emergency Response Plan (FERP) is to be incorporated with the Emergency Management Plan and include the following:</p> <ul style="list-style-type: none"> <li>(a) Prioritise evacuation and avoid shelter-in-place by closing the school before the school day if flood events are forecasted and SES advises.</li> <li>(b) School administration must undertake annual evacuation preparations and an evacuation drill prior to the commencement of the wet season (typically November to April);</li> <li>(c) School administration to undertake responsibilities as set out in the FERP; and</li> <li>(d) Ensure that the Flood Warning Notice is</li> </ul>	Prior to the commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			maintained and permanently visible.	
<b>Operational Flooding</b>	OPFMM2	Open tail out channel	Construct an open tail out channel to the south of the site as part of associated works for the adjacent residential development and Nirmal Street stormwater design. This is to be delivered by Bathla as part of separate DA, outside of the site.	Prior to the commencement of Operations
<b>Operational Flooding</b>	OPFMM3	Signage	Install signage and provide information to the school community pertaining to flood risks	Prior to the commencement of Operations
<b>Sustainability</b>	SCMM1	Green Star Building Certification	<p>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.</p> <p>For enquiries on requirements please contact the DoE Sustainability Team on <a href="mailto:Sustainability.ESD@det.nsw.edu.au">Sustainability.ESD@det.nsw.edu.au</a>.</p>	Within 12 months of commencement of Operations
<b>Ecology</b>	ECMM1	Ecology	A targeted survey for Juniper-leaved Grevillea ( <i>Grevillea juniperina</i> subsp. <i>juniperina</i> ) to be undertaken by a qualified ecologist.	Prior to the commencement of construction
<b>Ecology</b>	ECMM2	Ecology	Soft felling techniques with ecologist guidance is	Prior to the commencement

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			required for removing trees with habitat features to minimise disturbance to fauna and potentially salvage habitat element.	of construction
<b>Ecology</b>	ECMM3	Ecology	A Tree Management Plan (TMP) must be developed and implemented. This plan should be prepared by a Consulting Arborist with a minimum qualification of AQF Level 5.	Prior to the commencement of construction
<b>Ecology</b>	ECMM4	Ecology	Inspect all trees for hollows and nests. If fauna is discovered, an ecologist may be required to remove and relocate any fauna if the tree or vegetation is to be removed.	Prior to the commencement of construction
<b>Ecology</b>	ECMM5	Ecology	Induction of all contractors and staff outlining the ecological sensitivity of the site, no-go areas, the need to minimise ecological impact, and all other required mitigation measures is to be undertaken.	Prior to the commencement of construction
<b>Ecology</b>	ECMM6	Ecology	Explore the reuse of habitat tree logs in ecologically sensitive areas or fauna exhibits.	Construction
<b>Ecology</b>	ECMM7	Ecology	Limit construction activities in areas identified as sensitive to fauna foraging, especially near trees observed to host roosting individuals.	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
<b>Bushfire</b>	BFMM1	APZs	The identified APZs are to be established and maintained in perpetuity or until surrounding land is developed to specifications detailed in Appendix 2 of the BAR.	Throughout
<b>Bushfire</b>	BFMM2	Compliance with relevant legislation	The buildings are to be designed and constructed to the relevant NCC requirements including BAL-19 in accordance with AS 3959-2018 additional ember provisions detailed in Section 7.5 of PBP 2019.	Prior to the commencement of Operations
<b>Bushfire</b>	BFMM3	Compliance with relevant legislation	Landscaping is to be designed and managed in accordance with Appendix 4 of PBP 2019.	Throughout
<b>Bushfire</b>	BFMM4	Compliance with relevant legislation	The performance solution outlined in Table 9 of the BAR is to address the PBP requirements.	Prior to the commencement of Operations
<b>Bushfire</b>	BFMM5	Bushfire Emergency Management and Evacuation Plan	A Bushfire Emergency Management and Evacuation Plan is to be prepared in accordance with the NSW Rural Fire Service document 'A Guide to Developing a Bushfire Emergency Management and Evacuation Plan'.	Prior to the commencement of Operations





# Dictionary

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

	<p>(e) carried out or to be carried out in an area or zone to which any classifications to the following effect apply under an environmental planning instrument:</p> <ul style="list-style-type: none"> <li>(i) coastal protection,</li> <li>(ii) conservation or heritage conservation,</li> <li>(iii) habitat area, habitat protection area, habitat or wildlife corridor,</li> <li>(iv) environment protection,</li> <li>(v) escarpment, escarpment protection or escarpment preservation, or escarpment preservation,</li> <li>(vi) floodway,</li> <li>(vii) littoral rainforest,</li> <li>(viii) nature reserve,</li> <li>(ix) scenic area or scenic protection,</li> <li>(x) wetland, or</li> </ul> <p>(f) carried out or to be carried out on any land in a manner that does not comply with a policy made under the contaminated land planning guidelines by the council for any local government area in which the land is situated (or if the land is within the unincorporated area, the Minister).</p>
<b>Category 2 Remediation</b>	Remediation work not needing consent that is:

	<p>(a) a remediation work that is not a work of a kind described as Category 1 remediation, or</p> <p>(b) a remediation work (whether or not it is a work of a kind described as Category 1 remediation that:</p> <ul style="list-style-type: none"> <li>(i) by the terms of a remediation order, is required to be commenced before the expiry of the usual period under the <u><a href="#">Contaminated Land Management Act 1997</a></u> for lodgement of an appeal against the order, or</li> </ul> <p style="margin-left: 40px;">Note — The usual period for lodgement of an appeal is 21 days or a period prescribed instead by regulations made under the Contaminated Land Management Act 1997.</p> <ul style="list-style-type: none"> <li>(ii) may be carried out without consent under another State environmental planning policy or a regional environmental plan (as referred to in section 4.16(4)), or</li> <li>(iii) is carried out or to be carried out by or on behalf of the Director-General of the Department of Agriculture on land contaminated by the use of a cattle dip under a program implemented in accordance with the recommendations or advice of the Board of Tick Control under Part 2 of the Stock Diseases Act 1923, or</li> <li>(iv) is carried out or to be carried out under the Public Land Remediation Program administered by the Broken Hill Environmental Lead Centre.</li> </ul>
<b>Certification of Crown building work</b>	Certification under section 6.28(2) of the <i>Environmental Planning and Assessment Act 1979</i> .
<b>Construction</b>	All physical work to enable operation including (unless specifically excluded by a Mitigation Measures) but not limited to the demolition and removal of buildings, the carrying out of works for the purposes of the activity, including bulk earthworks, and erection of buildings and other infrastructure permitted by this REF determination, but excluding:

	<ul style="list-style-type: none"> <li>• Building and road dilapidation surveys;</li> <li>• Investigative drilling or investigative excavation;</li> <li>• Archaeological Salvage;</li> <li>• Establishing temporary site offices (in locations identified by the Mitigation Measures of this REF determination);</li> <li>• Installation of environmental impact mitigation measures, fencing, enabling works; and</li> <li>• Minor adjustments to services or utilities.</li> </ul>
<b>Demolition</b>	The deconstruction and removal of buildings, sheds and other structures on the site.
<b>DoE</b>	Department of Education
<b>Environment</b>	Includes all aspects of the surroundings of humans, whether affecting any human as an individual or in his or her social groupings.
<b>Green Star</b>	The building sustainability rating scheme management by the Green Building Council of Australia.
<b>Post Approval and Compliance</b>	To contact the Post Approval and Compliance Team email <a href="mailto:postapproval@det.nsw.edu.au">postapproval@det.nsw.edu.au</a>
<b>Gross Floor Area</b>	Refer to the National Construction Code 'Gross Floor Area' definition.
<b>Project Lead</b>	The DoE primary contact for the project i.e. Project Director or Asset Manager.

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