

Consolidated Mitigation Measures for Review of Environmental Factors

Department of Education Projects – Schofields and Tallawong High
School

Determination Date – 26 August 2025

Document Control

Current Version Date: 29/08/2025

Version History

Version	Date	Description	Prepared by	Approved by
1	3 February 2025	Lodgement		
2	4 March 2025	Revised REF		
3	10 August 2025	Post Exhibition REF		
4	29 August 2025	Consolidated Mitigations - Post Determination (amendments and deletions in strike through and additions in <u>bold underline text</u>)	Natalie Lawrie, Planning Officer Assessment	Shelley Reed, Manager Assessment

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 writing of the project. The notice must outline the	Prior to the commencement of construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			works to be undertaken, the expected timing for commencement of, and completion of construction works. A minimum period of 48 hours notification prior to the commencement of any construction work must be given.	
Community	CEMM2	Site Notice Board	<p>A site notice board must be located at eye level at the entrance or other appropriate location at the site in a prominent position for the benefit of the community. The site notice must be displayed throughout the entire construction period, be A1 sized, durable, weatherproof and include the following information:</p> <ul style="list-style-type: none"> (a) 24-hour contact person for the site; (b) Telephone and email addresses; (c) Site works and timeframes; and (d) Details of where accessible project information can be sourced. 	Prior to the commencement of construction
General	CEMM3	Complaints Handling	All complaints must be managed in accordance with DoE's Stakeholder and Community Participation Plan.	Throughout

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Community	CEMM4	Acknowledgement of Country	Include an Acknowledgement of Country within the design in prominent position.	Design
Community	CEMM5	Shared use	Promote the availability of shared-use and the SINSW Share my school program.	Operations
Compliance	PACMM1	Compliance with Mitigation Measures	All relevant personnel, including contractors and their subcontractors, must be made aware of these Mitigation Measures and the requirement to undertake the activity as per these Mitigation Measures.	Throughout
Compliance	PACMM2	Non-compliance notification	<p>The relevant Project Lead and DOE's Post Approval and Compliance Team must be notified as soon as practical when any non-compliance with a Mitigation Measure is identified. The notification should identify the relevant works, set out the Mitigation Measure that works are non-compliant with, the way in which it does not comply, any known reasons for the non-compliance and what actions have been, or will be undertaken, to address the non-compliance.</p> <p><i>Note: Non-compliance and incident notifications</i></p>	Throughout

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<i>processes are set out in the Post Approvals Guide. All notifications must be recorded using the digital Non-Compliance Notification Form or the Incident Notification Form.</i>	
Compliance	PACMM3	Independent Audits	<p>A risk-based program of independent audits must be prepared for the work, having regard to the <i>AS/NZS ISO 19011-2019 Guidelines for Auditing Management Systems</i>. Audits are to be undertaken by suitably qualified personnel independent to the works and documented in an audit report which:</p> <ul style="list-style-type: none"> (a) Assesses how the Mitigation Measures are being satisfied; (b) Outlines the adequacy of any documents required under the Mitigation Measures; (c) Outlines the performance of the works with respect to any impacts on the surrounding environment including the local community; and (d) Recommends any measures or actions to improve the performance of the works, if 	Throughout

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			deemed required. The independent audit program is to be provided to the relevant DoE Project Lead and DoE Post Approval and Compliance Team for agreement.	
Compliance	PACMM4	Independent Audits	<p>The Independent Audits must be carried out in accordance with the approved audit program.</p> <p>Each Independent Audit Report is to be finalised within four weeks from the auditor's site inspection or where an alternative timeframe is agreed to by the Post Approval and Compliance Team.</p> <p>Each Independent Audit Report is to be provided to the relevant DoE Project Lead and DoE Post Approval and Compliance Team within 7 days of completion of the report.</p>	Throughout
Compliance	PACMM5	Status Report	The Project Lead must submit a Status Report to the Post Approvals and Compliance Team demonstrating compliance with the Mitigation Measures upon completion of the works.	One week prior to the commencement of Operations

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

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>(v). Measures to ensure that sediment and other materials are not tracked onto the roadway by vehicles leaving the site;</p> <p>(vi). Any other specific environmental construction Mitigation Measures detailed in the REF;</p> <p>(vii). Any requirements outlined in any relevant approvals, permits, licences or landowner consents; and</p> <p>(viii). Community consultation and 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> <p>(i). Construction Traffic and Pedestrian Management;</p> <p>(ii). Construction Worker Transport Strategy</p>	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<ul style="list-style-type: none"> (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 <ul style="list-style-type: none"> (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</i> 	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			Wildlife Act 1975, Heritage Act 1977 and any other relevant legislation, as relevant to the works.	
<u>Construction</u>	<u>CMM2A</u>	<u>Construction Traffic and Pedestrian Management Plan (CTPMP)</u>	<u>Prepare a Construction Traffic and Pedestrian Management Plan (CTPMP) to inform construction workers and heavy vehicle movements on safe traffic flow and minimise disruption to surrounding areas. The CTPMP must include a Construction Worker Access Management Plan (CWAMP) to outline strategies and measures to manage how construction workers access a construction site including carpooling initiatives. Workers will be required to avoid parking on residential streets where possible.</u>	<u>Prior to construction</u>
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	The use and storage of hazardous materials and dangerous goods, including petroleum, distillate and	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
		Hazardous Materials	<p>other chemicals, shall be in accordance with the relevant legislation including, but not limited to:</p> <ul style="list-style-type: none"> • <i>Protection of the Environment Operations Act 1997;</i> • <i>Work Health and Safety Regulation 2017;</i> • <i>AS 1940:2017 The Storage and Handling of Flammable and Combustible Liquids; and</i> • <i>Safe Work NSW Code of Practice – Managing Risks of Hazardous Chemicals in the Workplace.</i> 	
Construction	CMM5	Construction Hazardous Materials	A spill containment kit must be available at all times on the construction site. All personnel must be made aware of the location of the kit and trained in its effective deployment.	Construction
Construction	CMM6	Construction Materials	All materials must be wholly contained within the construction site. The requirements of the <i>Protection of the Environment Operations Act 1997</i> are to be complied with when placing and stockpiling construction and waste materials, when disposing of waste products and during any other works likely to	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			pollute drains or watercourses.	
Construction	CMM7	Construction Operations	Building methods such as brick cutting, mixing mortar and the washing of tools, paint brushes, form-work and concrete trucks shall be undertaken in the construction site in a location so as to prevent air, land or water pollution.	Construction
Construction	CMM8	Construction Equipment	All equipment and machinery shall be secured to prevent vandalism outside of construction hours.	Construction
Construction	CMM9	Construction Contractors	All contractors must meet all workplace safety legislation and requirements.	Construction
Construction	CMM10	Construction Vehicle Maintenance	No vehicle maintenance is permitted in the construction areas except in emergencies.	Construction
Construction	CMM11	Construction Waste	The work site is to be left tidy and rubbish free each day prior to leaving the site and at the completion of works.	Construction
Construction	CMM12	Construction	All construction lighting shall not cause a nuisance to	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
		Lighting	adjoining neighbours and comply with <i>AS/NZS 4282:2019 Control of the Obtrusive Effects of Outdoor Lighting</i> .	
Construction	CMM13	Construction Hours	<p>The undertaking of any construction work, including the entry and exit of construction and delivery vehicles at the site, is restricted to the following standard work hours:</p> <ul style="list-style-type: none"> (a) Monday to Friday inclusive: Between 7.00am to 6.00pm; (b) Saturday: Between 8.00am to 1.00pm; and (c) Sunday and Public Holidays: No work permitted. <p>Where noise levels are not expected to exceed the existing background noise level plus 5dB, and noise monitoring is undertaken in accordance with the <i>Approved Methods for Measurement and Analysis of Environmental Noise in NSW (EPA, 2022)</i>, works may also be undertaken during the following additional work hours:</p>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>(d) Mondays to Friday inclusive: Between 6:00pm to 7:00pm; and</p> <p>(e) Saturday: Between 1:00pm to 4:00pm.</p> <p>Construction work may be undertaken outside of the standard and additional work hours outlined above, but only if notification has been given to the occupiers of any land within a minimum of 80 metres of the site boundaries before undertaking the work or as soon as is practical afterwards, and only if it is strictly required:</p> <p>(f) By the police or a public authority for the delivery of vehicles, plant or materials; or</p> <p>(g) In an emergency to avoid the loss of life, damage to property or to prevent environmental harm; or</p> <p>(h) Where the works are completely inaudible at the nearest sensitive receiver; or</p> <p>(i) For the delivery, setup and removal of construction cranes, where notice of the crane related works is provided to Council and affected residents at least seven days prior to the works; or</p>	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>(j) Maintenance and repair of public infrastructure where disruption to essential services, required system conditions (such as low-flow conditions for sewers) and/or considerations of worker safety do not allow work within standard hours; or</p> <p>(k) Public infrastructure works where work outside the recommended standard hours is supported by the affected community to shorten the length of the project; and</p> <p>(l) where it is demonstrated and justified for the need to work outside the recommended construction hours.</p> <p>Except in emergencies, these circumstances are not to be interpreted as endorsement for work outside the recommended standard hours and should be justified in each case. Work schedule convenience or project expedience is not considered sufficient justification. Any departure from this Mitigation Measure must be immediately notified to the Post Approvals and Compliance Team.</p>	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Construction	CMM14	Construction Methods	<p>Use of any rock excavation machinery, sheet piling, pile driving or jack-hammering and the like is restricted to the following hours:</p> <p>(a) Monday to Friday inclusive: 9:00am to 12:00pm;</p> <p>(b) Monday to Friday inclusive: 2:00pm to 5:00pm; and</p> <p>(c) Saturday: 9:00am to 12:00pm.</p>	Construction
Construction	CMM15	Vibration During Construction	<p>Vibration levels induced by demolition activities must be in accordance with the <i>AS4236 – Guide to Noise and Vibration Control on Construction, Demolition and Maintenance Sites</i>.</p> <p>The operation of plant and equipment must not give rise to the transmission of vibration nuisance or damage to other premises.</p> <p>Prior to commencement of vibration-generating activities, a specific vibration monitor must be set up either at the property boundary or nearest sensitive receiver to monitor and record the vibration levels</p>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>affecting buildings on adjacent land using the <i>Assessing Vibration: A Technical Guide</i> (DECC, 2009).</p> <p>Any departures from this Mitigation Measure must be notified to the Post Approvals and Compliance Team.</p>	
Construction	CMM16	Shoring & Adequacy of Adjoining Property	<p>If the works involve an excavation that extends below the level of the base of the footings of a building, structure or work on adjoining land (including any structure or work within a road or rail corridor), under the advice of a suitably qualified engineer the works must:</p> <ul style="list-style-type: none"> (a) Protect and support the building, structure or work from possible damage from the excavation, and (b) Where necessary, underpin the building, structure or work to prevent any such damage. 	Construction
Construction	CMM17	Noise	Conduct pre-condition surveys of structures within 50 meters of vibration-intensive activities.	Prior to the commencement of construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
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

Aspect	MM ID	MM Name	Mitigation Measure	Timing
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"> (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 	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>(c) Material subject to a Waste Exemption under Clause 91 and Clause 92 of the Protection of the Environment Operations (Waste) Regulation 2014 and recognised by the NSW Environment Protection Authority as being “fit for purpose” with respect to the works under the REF.</p> <p>Certificates from a suitably qualified person/contractor proving that the imported fill material complies with these requirements must be provided to the relevant DoE Project Lead prior to filling works.</p>	
Soil & Water	SWMM3	Imported Mulch	<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</p>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			increase in any weed, disease or pest. A written statement provided by the supplier confirming compliance with the <i>Resource Recovery Mulch Order 2016</i> is to be provided to the relevant DoE Project Lead prior to importing the mulch.	
Soil & Water	SWMM4	Groundwater	Should any unexpected groundwater be encountered during construction works, works are to cease immediately. Where groundwater needs to be removed, an approval may be required under the <i>Water Management Act 2000</i> .	Construction
Soil & Water	SWMM5	Stormwater Management System	<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"> (a) Ensure that the system capacity has been designed in accordance with the relevant Australian Standards; and (b) Ensure that the system has been designed in accordance with the <i>Australian Rainfall and Runoff (Engineers Australia, 20016)</i> and 	Design

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<i>Managing Urban Stormwater: Council Handbook (EPA, 1997) Guidelines.</i>	
<u>Soil & Water</u>	<u>SWMM5A</u>	<u>Stormwater Management System</u>	<u>Sufficient drainage provisions should be provided around the buildings to fully contain and/or divert anticipated stormwater runoff and overland flows generated from within the site for all flood events up to and including the 1% AEP.</u>	<u>Design and Construction</u>
<u>Soil & Water</u>	<u>SWMM5B</u>	<u>Stormwater Management System</u>	<u>Sufficient drainage provisions should be provided within the construction of Nirmal Street to fully contain and/or divert anticipated stormwater runoff and overland flows generated from Nirmal Street catchment area for all flood events up to and including the 1% AEP.</u>	<u>Design and Construction</u>
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	Temporary wall	Construct a temporary wall at the southern boundary	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			of the carpark until the permanent stormwater works are completed as part of the delivery of future Road 4.	
<u>Soil & Water</u>	<u>SWMM7A</u>	<u>Temporary retaining wall</u>	<u>Verification from a suitably qualified structural engineer must be provided to the DoE Project Lead and the DoE Post Approvals and Compliance Team demonstrating that the temporary retaining wall has been designed with flood compatible materials and components that withstand the hydrodynamic forces from moving flow, the hydrostatic forces applied by still-water and debris in flood events up to and including the PMF.</u>	<u>Design and Construction</u>
<u>Soil & Water</u>	<u>SWMM7B</u>	<u>Temporary retaining wall</u>	<u>The height of the temporary retaining wall will need to be above the PMF. Detailed design and modelling will need to determine if the level is to include any freeboard, taking into consideration flood behaviour along the wall.</u>	<u>Design and Construction</u>
Soil & Water	SWMM8	Temporary OSD	Construct temporary OSD, in accordance with Council's OSD spreadsheet, until the precinct-wide	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			permanent stormwater provisions have been constructed.	
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
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	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			accordance with EPA guidelines for Excavated Natural Material (ENM) and Virgin Excavated Natural Material (VENM).	
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
Trees	TMM3	Tree Protection	An ecologist must supervise the works on trees with habitat features.	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Trees	TMM4	Tree Protection	Project Arborist to supervise any earthwork or service installation the TPZ's of trees to be retained.	Construction
Trees	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
Trees	TMM6	Tree Protection	The Project Arborist is to complete monthly site visits and record photographic evidence to ensure compliance with mitigation measures	Construction
Trees	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
Visual & Amenity	VAMM1	External Materials	<p>The selection of external colours, materials or finishes of the building(s) should aim to minimise impacts on visual amenity and ensure there is no increase in impacts identified the visual amenity assessment in the REF.</p> <p>For enquiries on requirements please contact the DoE</p>	Design

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			Design and Infrastructure Standards Team on DesignAndInfrastructureStandards@det.nsw.edu.au.	
Land Contamination	LCMM1	Site Auditor (Contamination)	Remediation of known contaminated land is to be carried out in accordance with the requirements of the Remediation Action Plan (RAP). Following completion of the remediation works, a Site Remediation and Validation Report is to be submitted to a NSW EPA-Accredited Site Auditor to confirm site suitability through a Site Audit Statement. The site suitability statement and Site Remediation and Validation Report is to be submitted to the relevant DoE Project Lead and DOE's Post Approval and Compliance Team. A notice of completion of remediation work must also be given to Council within 30 days of completion of the work in accordance with Section 4.14 and Section 4.15 of <i>State Environmental Planning Policy (Resilience and Hazards) 2021</i> .	Construction
Land Contamination	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	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			of Category 2 Remediation Works to Council. Notice must be given in accordance with <i>Section 4.13 of State Environmental Planning Policy (Hazards and Resilience) 2021</i> .	
Land Contamination	LCMM3	Asbestos Handling	Where asbestos or asbestos-containing material is to be disturbed or uncovered, compliance with SafeWork NSW requirements shall be adhered to. Asbestos shall be removed by a suitably qualified and experienced contractor, licensed by SafeWork NSW. The removal of such material shall be carried out in accordance with the requirements of SafeWork NSW and the material transported and disposed of in accordance with NSW Environment Protection Authority requirements and the <i>Protection of the Environment Operations (Waste) Regulation 2014</i> with particular reference to Part 7 'Transportation and Management of Asbestos Waste'.	Construction
Land Contamination	LCMM4	Unexpected Site Contamination	During construction works, should any unexpected contamination information or contaminants be identified which have the potential to alter previous	Construction

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

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			notice of completion of remediation work must also be given to Council in accordance with Section 4.14 and Section 4.15 of <i>State Environmental Planning Policy (Resilience and Hazards) 2021</i> .	
Land Contamination	LCMM5	Site Audit Statement	Prior to the commencement of operation, an Interim Site Audit Statement prepared by an EPA Accredited Site Auditor is to be provided to the relevant DoE Project Lead and DoE Post Approval and Compliance Team.	Prior to the commencement of 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	<u>Where the remediation strategy results in onsite containment of material,</u> Prepare a Long-Term Environmental Management Plan <u>shall be prepared and implemented. The Plan shall be submitted to the Project Lead and DoE Post Approval and Compliance Team prior to the commencement of</u>	Prior to the commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<u>operations.</u>	
Utilities & Infrastructure	UIMM1	Pre-Construction Dilapidation Report	A Pre-Construction Dilapidation Report must be prepared by a suitably qualified expert and submitted to relevant asset/service infrastructure owners and the relevant DoE Project Lead. The report must provide an accurate record of the existing condition of adjoining private properties that are likely to be impacted by the works (and that have agreed to an offer for a dilapidation survey), and assets/service infrastructure that is likely to be impacted by the works.	Prior to the commencement of construction
Utilities & Infrastructure	UIMM2	Services & Utilities	All services and utilities in the construction area must be appropriately disconnected and reconnected as required, in consultation with the relevant authorities to determine 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

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Utilities & Infrastructure	UIMM3	No Obstruction of Public Way	Building materials, machinery, vehicles, refuse, skip bins or the like must not be stored or placed in the public way (outside of any approved construction works zone) under any circumstances.	Construction
Utilities & Infrastructure	UIMM4	Pedestrian Access	Safe pedestrian access in and around the site shall remain unimpeded at all times. Required informative signage and directional information must be provided in appropriate locations ensuring pedestrian safety. Where necessary, traffic control measures will be implemented.	Construction
Utilities & Infrastructure	UIMM5	Post-Construction Dilapidation Report	A Post-Construction Dilapidation Report must be prepared by a suitably qualified expert and submitted to relevant asset/service infrastructure owners and the relevant DoE Project Lead. The report must determine whether the construction work has resulted in any structural damage to items assessed in the Pre-Construction Dilapidation Report. If the report determines that there is damage as a result of construction works the identified damage must	Prior to the commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			repaired or pay the full costs associated with repairing any damage within an agreed timeline between the owner of the identified property.	
Heritage	HMM1	Non-Aboriginal Heritage	<p>If any unexpected archaeological relic (or potential relic) of heritage significance is discovered during any construction work, all work in the vicinity must cease and the area must be appropriately protected. Materials should not be removed from the ground wherever possible. The DoE Heritage Team is to be notified and an archaeologist engaged to undertake a site inspection to ascertain whether the finds are significant relics. Construction works cannot recommence in that area until advised by the archaeologist, in consultation with the DoE Heritage Team. Should significant relics be identified, external approvals to impact the relics may be required.</p>	Construction
Heritage	HMM2	Aboriginal Heritage	<p>If any unexpected Aboriginal objects, sites or places (or potential Aboriginal objects, site or places) are discovered during any construction work, all works in the vicinity must cease and the area must be</p>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			appropriately protected. The DoE Heritage Team is to be notified and an archaeologist engaged to undertake a site inspection to assess the find in consultation with the Registered Aboriginal Parties (RAPs). Following the on-site assessment, the archaeologist and RAPs (if they attended the site) are to advise on whether further management, mitigation or approvals are required in consultation with the DoE Heritage Team. Should Aboriginal objects be identified, these are to be registered in the Aboriginal Heritage Information Management System (AHIMS). An Aboriginal Heritage Impact Permit (AHIP) would also need to be obtained to impact the site.	
Heritage	HMM3	Human Remains	If human remains are identified, work must cease and the area around where the remains are found must be protected from all disturbance. Finds are not to be displaced from the location where they are found. The DoE Heritage Team is to be notified and a specialist archaeologist engaged to assess the find. If human skeletal material less than 100 years old is discovered, the NSW Police are to be contacted in	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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 (RAPs) 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 (ACHMP) – refer HMM7.	Throughout
Heritage	HMM5	AHIP	An AHIP is required to be obtained from Heritage NSW, NSW Department of Climate change, Energy, the Environment and Water to impact AHIMS 45-5-	Prior to the commencement of construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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.	
Heritage	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
Heritage	HMM7	Aboriginal Cultural Heritage Management Plan	An Aboriginal Cultural Heritage Management Plan (ACHMP) 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	Throughout

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			heritage inductions to be undertaken by the site 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.	
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	Prior to the commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>quality treatment devices;</p> <p>(b) Record and reporting details; and</p> <p>(c) Work Health and Safety requirements.</p> <p>A copy of the Stormwater Operation and Maintenance Plan is also to be provided to the relevant DoE Project Lead for implementation.</p>	
Operational Management	OPMM3	Operation Plant and Machinery Plan	All operational plant and equipment must be maintained and operated in proper and efficient manner and in accordance with the user manual.	During Operations
Operational Management	OPMM4	Operation Plant and Machinery	Prior to the commencement of operations, it must be demonstrated by a suitably qualified acoustic engineer that noise associated with the operation of mechanical plant or machinery installed does not exceed the relevant project noise trigger levels.	Prior to the commencement of Operations
Operational Management	OPMM5	Landscaping	<p>Landscaping at the site associated with the works must be maintained. This includes the undertaking of:</p> <p>(a) Mulching</p> <p>(b) Concrete/paving maintenance and</p>	During Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<ul style="list-style-type: none"> 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 	
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	Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			intelligibility requirements.	
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
<u>Operational Management</u>	<u>OPMM11</u>	<u>Operational Emergency Management Plan</u>	<u>An Operational Emergency Management Plan (OEMP) shall be prepared in accordance with the DoE emergency management policy and requirements. The EMP shall be submitted to the Project Lead and DoE Post Approval and Compliance Team prior to the commencement of operations.</u>	<u>Prior to commencement of Operations</u>
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	Prior to the commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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.	
Operational Transport	OPTMM2	Pedestrian crossings	Construct a zebra crossing on Guntawong Road prior to occupancy.	Prior to the commencement of Operations
Operational Transport	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
Operational Transport	OPTMM4	Bus bays	<p>Construct two indented bus bays on Guntawong Road able to each accommodate two buses:</p> <ul style="list-style-type: none"> – Eastbound bus bay: 40 metres long – Westbound bus bay: 60 metres long <p>In the sections of Guntawong Road comprising four 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</p>	Prior to the commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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.	
Operational Transport	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
Operational Transport	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
Operational	OPTMM7	School Travel	Within the first 12 months of operation appoint a	Within 12 months of

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Transport		Coordinator	School Travel Coordinator, establish a School Transport Committee, and prepare a Travel Access Guide <u>(TAG). The TAG shall be reviewed and updated annually for the first two years of operation in tandem with the School Transport Plan required by OPTMM8.</u>	commencement of Operations
Operational Transport	OPTMM8	School Transport Plan	Update the School Transport Plan annually for the first two years and include a review of the Kiss and Drop operations. <u>The results of the review, together with any management measures which may be required to address queuing on surrounding streets or other adverse traffic impacts shall be provided to both DoE's Transport Team and the School Transport Committee.</u>	Operations
<u>Operational Transport</u>	<u>OPTMM9</u>	<u>Bus Services</u>	<u>Consultation to continue with TfNSW Bus Planning Team to confirm future service provision and scheduling to support the school.</u>	<u>Prior to commencement of operations</u>
Operational Flooding	OPFMM1	Operational Flood Emergency Response	Prior to the commencement of operation, the Flood Emergency Response Plan (FERP) is to be incorporated with the Emergency Management Plan	Prior to the commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
		Management Plan	<p>and include the following:</p> <ul style="list-style-type: none"> (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. 	
<u>Operational Flooding</u>	<u>OPFMM1A</u>	<u>Preliminary Flood Emergency Response Plan</u>	<u>The Preliminary Flood Emergency Response Plan (FERP) is to be reviewed following the detailed design stage, including consideration of the Hawkesbury-Nepean Flood Plan and climate change, prior to operation.</u>	<u>Prior to the commencement of Operations</u>
<u>Operational</u>	<u>OPFMM1B</u>	<u>Flood Emergency</u>	<u>The Flood Emergency Response Plan (FERP) is to</u>	<u>Prior to the</u>

Aspect	MM ID	MM Name	Mitigation Measure	Timing
<u>Flooding</u>		<u>Response Plan</u>	<u>be reviewed prior to the commencement of operations and as further detailed design becomes available for the surrounding roads and development sites. The updated FERP is to document the timing and any requirement for ongoing reviews and updates.</u>	<u>commencement of Operations</u>
Operational Flooding	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
Operational Flooding	OPFMM3	Signage	Install signage and provide information to the school community pertaining to flood risks	Prior to the commencement of Operations
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	Within 12 months of commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			Sustainability.ESD@det.nsw.edu.au.	
Ecology	ECMM1	Ecology	A targeted survey for Juniper-leaved Grevillea (Grevillea juniperina subsp. juniperina) to be undertaken by a qualified ecologist.	Prior to the commencement of construction
Ecology	ECMM2	Ecology	Soft felling techniques with ecologist guidance is required for removing trees with habitat features to minimise disturbance to fauna and potentially salvage habitat element.	Prior to the commencement of construction
Ecology	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
Ecology	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
Ecology	ECMM5	Ecology	Induction of all contractors and staff outlining the ecological sensitivity of the site, no-go areas, the need	Prior to the commencement of construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			to minimise ecological impact, and all other required mitigation measures is to be undertaken.	
Ecology	ECMM6	Ecology	Explore the reuse of habitat tree logs in ecologically sensitive areas or fauna exhibits.	Construction
Ecology	ECMM7	Ecology	Limit construction activities in areas identified as sensitive to fauna foraging, especially near trees observed to host roosting individuals.	Construction
Bushfire	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
<u>Bushfire</u>	<u>BMM1A</u>	<u>Temporary APZs</u>	<u>Easements must be registered for the implementation and maintenance of temporary Asset Protection Zones identified in Figure 7 of the Bushfire Hazard Assessment Report prepared by Blackash and dated 28 February 2025.</u>	<u>Prior to Operation</u>
Bushfire	BFMM2	Compliance with relevant legislation	The buildings are to be designed and constructed to the relevant NCC requirements including BAL-19 in	Prior to the commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			accordance with AS 3959-2018 additional ember provisions detailed in Section 7.5 of PBP 2019.	
Bushfire	BFMM3	Compliance with relevant legislation	Landscaping is to be designed and managed in accordance with Appendix 4 of PBP 2019.	Throughout
Bushfire	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
Bushfire	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
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

	<p>(d) development for which another State environmental planning policy or a regional environmental plan requires development consent, or</p> <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">(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
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	<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>
<p>Category 2 Remediation</p>	<p>Remediation work not needing consent that is:</p> <ul style="list-style-type: none"> (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: <ul style="list-style-type: none"> (i) by the terms of a remediation order, is required to be commenced before the expiry of the usual period under the Contaminated Land Management Act 1997 for lodgement of an appeal against the order, or Note — The usual period for lodgement of an appeal is 21 days or a period prescribed instead by regulations made under the Contaminated Land Management Act 1997. (ii) may be carried out without consent under another State environmental planning policy or a regional environmental plan (as referred to in section 4.16(4)), or (iii) is carried out or to be carried out by or on behalf of the Director-General of the Department of Agriculture on land contaminated by the use of a cattle dip under a program implemented in accordance with the recommendations or advice of the Board of Tick Control under Part 2 of the Stock Diseases Act 1923, or (iv) is carried out or to be carried out under the Public Land Remediation Program administered by the Broken Hill Environmental Lead Centre.

Certification of Crown building work	Certification under section 6.28(2) of the <i>Environmental Planning and Assessment Act 1979</i> .
Construction	<p>All physical work to enable operation including (unless specifically excluded by a Mitigation Measures) but not limited to the demolition and removal of buildings, the carrying out of works for the purposes of the activity, including bulk earthworks, and erection of buildings and other infrastructure permitted by this REF determination, but excluding:</p> <ul style="list-style-type: none"> • Building and road dilapidation surveys; • Investigative drilling or investigative excavation; • Archaeological Salvage; • Establishing temporary site offices (in locations identified by the Mitigation Measures of this REF determination); • 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.