NSW Department of Education

Appendix 1 – Mitigation Measures

Leppington Public School Upgrades

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Acknowledgement of Country

The NSW Department of Education acknowledges the traditional custodians of the land on which the Leppington Public School upgrades are proposed.

We pay our respects to their Elders past and present and celebrate the diversity of Aboriginal people and their ongoing cultures and connections to the lands and waters of Australia.

The NSW Department of Education is committed to honouring Aboriginal peoples' cultural and spiritual connections to the land, waters and seas and their rich contribution to society.

The NSW Department of Education recognises that by acknowledging our past, we are laying the groundwork for a future that embraces all Australians; a future based on mutual respect and shared responsibility.

1. Mitigation Measures

A compilation of all the mitigation measures and recommendations as stated within the relevant supporting documentation is provided in **Table 1** and **Table 2** below.

The mitigation measures have been grouped as either general mitigation measures or the relevant technical discipline (i.e., transport).

Table 1 identifies at which point of the process each mitigation is required to be undertaken:

- General (no specific timeframe identified)
- Prior to construction (including any site preparation and/or demolition works)
- During construction (including any site preparation and/or demolition works)
- Prior to operation
- During operation

Table 1: Supporting Documents

Supporting Documents	
Review of Environmental Factors (REF) Report, prepared by Gyde Consulting	19 March 2025
Architectural Drawings, prepared by Pedavoli Architects	16 January 2025 & 3 February 2025
Survey Plan, prepared by Monteath & Powys	16 January 2025
Statement of Heritage Impact, prepared by EMM Consulting	February 2025
Transport Impact Assessment, prepared by Stantec	5 May 2025
Arboricultural Impact Assessment Report, prepared by Allied Tree Consultancy	January 2025
Landscape Drawings, prepared by Taylor Brammer	16 January 2025
Biodiversity Assessment Report, prepared by ERM	10 February 2025
Intrusive Geotechnical Investigation Report, prepared by Geotechnique Pty Ltd	22 January 2025
Detailed Site Investigation, prepared by SMEC	3 February 2025
Stormwater Management Report, prepared by Stantec	17 January 2025
Bushfire Hazard Assessment, prepared by Blackash	30 January 2025
Preliminary Indigenous Heritage Assessment Impact Report, prepared by Kayandel Archaeological Services	31 January 2025
Asbestos Register (Hazardous Materials and Risk Assessment), prepared by Department of Education	16 March 2024
Hydraulic Services Report, prepared by JHA Consulting Engineers	3 February 2025
Electrical Services Report, prepared by JHA Consulting Engineers	26 February 2025
Architectural Design Statement, prepared by Pedavoli Architects	February 2025
Sustainable Development Plan, prepared by JHA Consulting Engineers	25 February 2025
Construction & Demolition Waste Management Report, prepared by Foresight Environmental	3 February 2025
Civil Drawings, prepared by Stantec	17 January 2025
Operational Waste Management Report, prepared by Foresight Environmental	5 May 2025

ID	Measure	Timing
	Regulatory Compliance Report, prepared by Mckenzie Group	6 February 2025
	Design Review Report – Accessibility, prepared by Mckenzie Group	3 February 2025
	Section J Part J4 & J6 Performance-Based Design Brief, prepared by JHA Consulting Engineers	17 January 2025
	Noise and Vibration Impact Assessment, prepared by JHA Consulting Engineers	17 January 2025

Table 2: Mitigation Measures

ID	Measure	Timing
General		
G0	The activity must be carried out in accordance with the approved REF, dated 19 March 2025, prepared by Gyde Consulting, in accordance with the approved plans, and generally in accordance with the supporting documentation (outlined above), except where a mitigation measure listed below expressly requires otherwise.	All stages
G1	Prior to the commencement of the relevant stage of work that it applies to, approval under Section 138 of the *Roads Act 1993* is to be obtained (if required) from the relevant road authority.	Prior to construction
G2	All relevant personnel, including contractors and their subcontractors must be made aware of these mitigation measures and the requirement to undertake the works as outlined in this document.	Prior to and during construction
G3	The relevant Department of Education Project Director 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.	All stages
G4	Any demolition work must be undertaken in accordance with the provisions of Australian Standard AS 2601-2001 The Demolition of Structures.	During construction
G5	All building work is to be undertaken in accordance with the National Construction Code Series, Building Code of Australia, Volume 1 and 2, as relevant.	During construction
G6	All works must be designed and constructed to provide access and facilities for people with a disability in accordance with the Educational Facilities Standards and Guidelines (EFSG; or provide evidence of EFSG departure approval by Department of Education), National Construction Code and the recommendations of the Accessibility Report approved as part of the REF dated 19 March 2025. Prior to the issue of a Crown Completion Certificate, the Crown Certifier must ensure that evidence of compliance with this condition from a suitably qualified person is provided.	General

G7	Erosion and sediment controls must be implemented in accordance with the Landcom/Department of Housing *Managing Urban Stormwater, Soils and Construction Guidelines* (Blue Book) prior to work commencing. The controls must be in place, inspected and managed until the works are complete, and all exposed erodible materials are stable. Inspection records must be kept and provided on request.	Prior to construction
G8	Prior to the commencement of any construction work, a program of independent audits must be prepared for the work, having regard to the *Independent Audit Post Approval Requirements 2020* (published on the Department of Planning and Environment website) and AS/NZS ISO 19011-2019 Guidelines for Auditing Management Systems. Audits are to be undertaken by suitably qualified personnel independent to the works and documented in an audit report which: • Assesses how the conditions/mitigation measures under each Part of the determination are being satisfied; • Outlines the adequacy of any documents required under the conditions/mitigation measures; • Outlines the performance of the works with respect to any impacts on the surrounding environment including the local community; and • Recommends any measures or actions to improve the performance of the works, if deemed required. • The independent audit report is to be provided to the relevant Department of Education Project Director.	Prior to and during construction
G9	Prior to the commencement of any construction work, Council and the occupiers of any land within a minimum of 80 metres of the site boundaries must be notified in writing of the project. The notice must outline the works to be undertaken, the expected timing for commencement and expected timing for completion of construction works. A minimum period of 48 hours notification prior to the commencement of any construction work shall be given.	Prior to construction
G10	Prior to the commencement of any construction work, a site notice board must be installed 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: • 24-hour contact person for the site; • Telephone and email addresses; • Site works and timeframes; and • Details of where accessible project information can be sourced	Prior to construction

G11	Prior to commencement of any construction work, a Complaints Register is to be developed to record the details of all complaints received and the means of resolution of those complaints. The Complaints Register shall be made available on request. On receiving a complaint, it is to be recorded and provided to the relevant Department of Education Project Director and reviewed to determine whether issues relating to the complaint can be resolved, avoided or minimised. A response approved by the relevant SINSW Project Director shall be provided to the complainant within 14 days of receiving the complaint explaining what remedial actions (if any) were taken.	Prior to construction
G12	Prior to the commencement of any construction work, a Pre-Construction Dilapidation Report must be prepared by a suitably qualified expert and submitted to the Crown Certifier and the relevant Department of Education Project Director. The report must provide an accurate record of the existing condition of adjoining private properties that are likely to be impacted by the works.	Prior to construction
G13	Prior to the commencement of any construction work, a Construction Environmental Management Plan (CEMP) is to be prepared and provided to the Crown Certifier. The CEMP must be prepared having regard to the Environmental Management Plan Guideline: Guideline for Infrastructure Projects (2020) prepared by the Department of Planning and Environment, and is to include where relevant, but not limited to, the following: Details of: • Hours of work; • 24-hour contact details of site manager; • Management of dust and odour; • Stormwater control and discharge; • Measures to ensure that sediment and other materials are not tracked onto the roadway by vehicles leaving the site; • Any other specific environmental construction conditions/mitigation measures detailed in the REF; • Any requirements outlined in any relevant approvals, permits, licences or owners consents; and • Community consultation and complaints handling. • Aerial Site Plan showing the location of the works; • Construction Traffic and Pedestrian Management Plan; • Construction Noise and Vibration Management Plan; • Construction Waste Management Plan (including details on contaminated waste); • Construction Air Quality and Dust Management Plan; • Construction Soil and Water Management Plan; • Flood Management Plan; • Tree Protection Plan; • Demolition Work Plan; • Aboriginal/Non-Aboriginal Heritage Management Plan(s); • Unexpected finds protocol for Aboriginal and non-Aboriginal heritage; • Unexpected finds protocol for contamination;	Prior to construction

	• Emergency Management Plan; and • Training of responsibilities/heritage site inductions under the National Parks and Wildlife Act 1975, Heritage Act 1977 and any other relevant legislation, as relevant to the works. The following general conditions/mitigation measures are to be included in the CEMP: • Construction site fencing is to be installed around the construction site. Construction vehicle and pedestrian access points to the construction site are to be clearly designated, signposted and controlled for authorised access only. • The use and storage of hazardous materials and dangerous goods, including petroleum, distillate and other chemicals, shall be in accordance with the relevant legislation including, but not limited to: • *Protection of the Environment Operations Act 1997*; • *Work Health and Safety Regulation 2017*; • AS 1940:2017 The Storage and Handling of Flammable and Combustible Liquids; and • Safe Work NSW Code of Practice – Managing Risks of Hazardous Chemicals in the Workplace. • All materials must be wholly contained within the construction site. The requirements of the Protection of the Environment Operations Act 1997 are to be complied with when placing and stockpiling construction and waste materials, when disposing of waste products and during any other works likely to pollute drains or watercourses. • Building operations 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. • All equipment and machinery shall be secured to prevent vandalism outside of construction hours. • A spill containment kit will be available at all times. All personnel will be made aware of the location of the kit and trained in its effective deployment. • No batching plant is permitted on the site. • A copy of the approved and certified plans, specifications and documentation shall be kept on site at all times and shall be available for perusal by any authorised officer of Council. • All contractors must meet all workplace safety legislation and requirements. • No vehicle maintenance is permitted in the construction areas except in emergencies.	
G14	The Construction Noise and Vibration Management Plan (CNVMP) to be included in the CEMP required is to include (not limited to) the following conditions/mitigation measures: • All works will be in accordance with AS 2436-2010: Guide to Noise and Vibration Control on Construction, Demolition and Maintenance Sites; • Building contractors are to implement the requirements of the Office of Environment Interim Construction Noise Guideline (July 2009) as far as practicable; • Construction is to be carried out in accordance with	Prior to construction

	the National Construction Code deemed-to-satisfy provisions with respect to noise transmission; • A qualified engineer is to carry out a vibration survey to assess any potential risks; • All reasonable, practicable steps are to be undertaken to reduce noise and vibration from the site; • Plant and equipment are to be maintained, checked and calibrated in accordance with the appropriate design requirements and to ensure that maximum sound power levels are not exceeded; • Plant and equipment (where possible) are to be strategically positioned on site to reduce the emission of noise from the site to the surrounding area, users of the site and on site personnel; • Unnecessary noise is to be avoided when carrying out manual operations and operating plant; and • Any equipment not used for extended periods is to be switched off. • Additional project-specific mitigation measures are also to be included, as required, such as those outlined in the Noise and Vibration Impact Assessment, prepared by JHA Consulting Engineers.	
G15	The Construction Waste Management Plan (CWMP) to be included in the CEMP is to be prepared in accordance with the Department of Environment and Climate Change (DECC) Waste Classification Guidelines (2008) and the *Protection of the Environment Operations Act 1997* and include (not limited to) the following conditions/mitigation measures: • The work site is to be left tidy and rubbish free each day prior to leaving the site and at the completion of the works; • Non-recyclable waste and containers are to be regularly collected and disposed of at a licensed waste disposal site. Frequency of collection should be identified and records maintained; • No burning or burying of waste is permitted on the site; • Any bulk garbage bins delivered by authorised waste contractors are to be placed and kept within the site boundary; • No materials will be used in a manner that will pose a risk to public safety and waste generated from the works will be recycled wherever possible; • All loose material stockpiles are to be stored within the temporary construction compounds and are to be protected from possible erosion; • Unnecessary resource consumption will be avoided; • All soils and materials (liquid and solid) to be removed from the site must be analysed and classified by an appropriately qualified consultant in accordance with the *Protection of the Environment Operations (Waste) Regulation 2014* and related guidelines, in particular the NSW EPA Waste Classification Guidelines, prior to offsite disposal; and • All waste must be disposed of at an appropriately licensed waste facility suitable for the specific waste. Receipts for the disposal of the waste must	Prior to construction

	be submitted to the Department of Education Project Director within 14 days of the waste being disposed.	
G16	The Construction Air Quality and Dust Management Plan (CAQDMP) to be included in the CEMP is to include (not limited to) the following conditions/mitigation measures: • Spraying of paint and other materials with the potential to become air borne is only to be undertaken on days with still or light wind conditions to prevent drift; • No burning of materials is permitted; • Dust generated during construction works is to be controlled to avoid impact on surrounding properties; • All necessary maintenance for construction vehicles and equipment is to be undertaken during the construction period/approved work hours; • Exposed areas are to be progressively revegetated as soon as practical; • Vehicle wash down areas are to be established on-site to ensure all mud and soil from construction vehicles is not carried onto public roads; • All vehicles involved in any excavation and/or demolition and departing the site with demolition materials, spoil or loose matter must have their loads fully covered before entering the public roadway; and • Vehicles, machinery and equipment will be maintained in accordance with manufacturer's specifications and meet the requirements of the *Protection of the Environment Operations Act 1997* and associated regulations.	Prior to construction
G17	The undertaking of any construction work, including the entry and exiting of construction and delivery vehicles at the site, is restricted to the following standard work hours: • Monday to Friday inclusive: Between 7.00am to 6.00pm; • Saturday: Between 8.00am to 1.00pm; and • Sunday and Public Holidays: No work permitted. Provided noise levels do not exceed the existing background noise level plus 5dB, works may also be undertaken during the following additional work hours: • Mondays to Friday inclusive: Between 6:00pm to 7:00pm; and • Saturday: Between 1:00pm to 4:00pm. Construction work may be undertaken outside of the standard and additional work hours outlined above, but only if notification has been given to the occupiers of any land within a minimum of 80 metres of the site boundaries before undertaking the work or as soon as is practical afterwards, and only if it is strictly required: • By the police or a public authority for the delivery of vehicles, plant or materials; or • In an emergency to avoid the loss of life, damage to property or to prevent environmental harm; or Where the works are completely inaudible at the nearest sensitive receiver.	During construction

G18	To minimise loss of amenity, blasting is not permitted and the use of any rock excavation machinery, mechanical pile drivers or the like is restricted to the following hours: • Monday to Friday inclusive: 9:00am to 12:00pm; • Monday to Friday inclusive: 2:00pm to 5:00pm; and • Saturday: 9:00am to 12:00pm.	During construction
G19	Should groundwater be encountered during construction works, all works are to cease immediately. Where groundwater needs to be removed, approval will be required under the *Water Management Act 2000*. This will require an application for a water supply works approval to be submitted to the NSW Natural Resources Access Regulator (NRAR) for assessment and determination. Council is to be contacted to determine the appropriate measures for the management and disposal of the groundwater.	During construction
G20	During construction works, should any contamination information or contaminants be identified which have the potential to alter previous site contamination assessments and recommendations, the relevant Department of Education Project Director must be immediately notified, and works must cease in the location of the contamination. Works must not recommence until a suitably qualified contamination consultant has investigated the unexpected contamination and provided recommendations for the necessary remedial work required to render the site suitable for the activity.	During construction
Traffic, Access and Parking		
Kiss and drop		
TT1	Queuing is to be reduced on Rickard Road by implementing staggered bell times within the school. The staggering of bell times is to be undertaken in accordance with the approved Transport Impact Assessment, prepared by a suitably qualified traffic engineer.	During operation
Bus stop		
TT2	The department is to engage with Transport for NSW to facilitate the appropriate relocation of the bus stop further to the south of the site that will effectively service the existing Leppington Public School and the future (adjacent) High School. An assessment of the new location is to be undertaken by a suitably qualified traffic consultant to ensure adequate accessibility and functionality for the existing Leppington Public School.	Prior to and during operation
TT3	The department to consult with Transport for NSW and Camden Council on the detailed design and delivery of a new children's crossing on Rickard Road.	Prior to and during construction
Preliminary School Transport Plan		

TT4	A School Transport Plan must be prepared to the satisfaction of the Department of Education Transport Planning Team. Any existing School Transport Plan is to be reviewed and updated if necessary to reflect the impact of the REF works, to the satisfaction of the Department of Education Transport Planning Team.	Prior to and during operation
TT5	The School Transport Plan is to be reviewed on an annual basis and updated (if required) to the satisfaction of the department's Transport Planning team to ensure active and sustainable travel measures are implemented.	During operation
Preliminary Construction Traffic Management Plan		
Detailed Construction Traffic Management Plan		
TT6	A Detailed Construction Traffic Management Plan (CTMP) is to be prepared prior to the commencement of construction. The CTMP is to include and detail the implementation of the recommendations within the Preliminary CTMP in the Transport Assessment Report. The CTMP is to be implemented during all site works and is to form part of the CEMP.	Prior to and during construction
Construction worker parking accommodated on site		
TT7	The Principal Contractor is required to guide construction workers as to where appropriate parking is available on and around the site on induction and also, to encourage the use of public transport services (mainly buses). During site induction, workers are to be informed of the existing bus networks servicing the site. Appropriate arrangements are to be made for any equipment/ tool storage and drop-off requirements.	Prior to and during construction
Construction workers arriving by vehicle		
TT8	The Principal Contractor is required to outline a schedule of worker start and finish times and demonstrate that this does not have any significant impact on local traffic activity. The Principal Contractor is required to implement measures to reduce worker car travel, such as shuttle buses from key transport nodes or designated remote pick-up and parking points as necessary.	Prior to and during construction
Addition of construction related vehicles to the local transport network		
TT9	Construction vehicles are to follow specified routes as outlined in the Construction Traffic Management Plan. The Principal Contractor is required to provide traffic guidance scheme for the proposed works.	Prior to and during construction
Obstructions to pedestrian and cyclist movements		
TT10	Where pedestrian or cyclist routes are affected by construction activities, accredited traffic controllers are to be provided to manage the impact and minimise conflict between vehicles and pedestrians or cyclists.	During construction
Potential conflicts between construction related vehicles and pick-up and drop-off operations on Rickard Road school frontage.		
TT11	All vehicle movements and work zones must not occur during designated pick-up and drop-off periods for Leppington Public School.	During construction

Noise and Vibration		
Plant and equipment		
NV1	Prior to the commencement of the relevant stages of works, acoustic assessment of mechanical plant is to continue during the detailed design phase of the project to confirm any noise control measures to achieve the relevant noise criteria at the nearest noise sensitive receivers. The maximum allowable cumulative noise emissions from the external mechanical plant is to be controlled to achieve $L_{Aeq\ 15\ min}$ 56dB(a) at 1 metre from the plant boundary. Compliance is to be confirmed to the Crown Certifier by a suitably qualified acoustic consultant.	Prior to construction
NV2	Prior to the commencement of the relevant stage of works, the detailed design process is to ensure mechanical plant is to be strategically located to ensure the cumulative noise levels at the receiver boundaries are met.	Prior to construction
NV3	Quieter techniques are to be used for all high noise activities such as rock breaking, concrete sawing, and using power and pneumatic tools.	During construction
NV4	Quieter plant and equipment are to be used, based on the optimal power and size to most efficiently perform the required tasks.	During construction
NV5	Plant and equipment selection is to be based on low vibration generation characteristics.	During construction
NV6	Plant is to be operated in the quietest and most effective manner.	During construction
NV7	The operating noise of equipment is to be limited as far as practically possible during all construction works.	During construction
NV8	The Principal Contractor is to regularly inspect and maintain plant and equipment to minimise noise and vibration levels to ensure that all noise and vibration reduction devices are operating effectively.	During construction
NV9	Acoustic noise control measures are to be put in place to minimise noise impacts, in accordance with the Construction Noise and Vibration Management Plan which is to be prepared in accordance with measure G14. These include (but are not limited to): • In-duct attenuation. • Noise enclosures as required. • Sound absorptive panels. • Acoustic louvres as required. • Noise barriers as required.	During construction
NV10	Night-time operation (10pm to 7am) of the external mechanical plant is not permitted.	During operation
On-site		
NV11	The distance between noisy construction activities and noise sensitive receivers is to be maximised.	During construction
NV12	Noisy fabrication work is to be undertaken off-site where possible.	During construction
NV13	The use of reversing beeping alarms is to be avoided, or alternative systems are to be provided, such as broadband reversing alarms.	During construction
NV14	Any pre-existing barriers or walls on a demolition or excavation site are to be maintained as long as possible to provide optimum noise control.	During construction

NV15	Barriers that are part of the project design are to be constructed early in the project to mitigate site noise.	During construction
NV16	Temporary site building and material stockpiles are to be used as noise barriers.	During construction
Work scheduling		
NV17	Respite periods are to be used, including restricting very noisy activities to daytime (7am to 6pm), restricting the number of nights that after-hours work is conducted near residences, or by determining any specific requirements, particularly those needed for noise sensitive receivers.	During construction
NV18	The Principal Contractor is to schedule noisy activities to minimise impacts by undertaking all possible work during hours that will least adversely affect sensitive receivers and by avoiding conflicts with other scheduled events.	During construction
NV19	Noisy work is to be scheduled to coincide with non-sensitive periods, to reduce impact on sensitive periods including school examinations.	During construction
NV20	Noisy activities are to be scheduled to coincide with high levels of neighbourhood noise (including any surrounding construction noise) so that noise from the activities is partially masked and not as intrusive.	During construction
NV21	The Principal Contractor is to plan deliveries and access to the site to occur quietly and efficiently and organise parking only within designated areas located away from sensitive receivers.	During construction
NV22	The Principal Contractor is to optimise the number of deliveries to the site by amalgamating loads where possible and scheduling arrivals outside the morning drop off and afternoon pick up times.	During construction
NV23	The Principal Contractor is to designate, design and maintain access routes to the site to minimise impacts.	During construction
Consultation, notification and complaints		
NV24	The department and/or the Principal Contractor is to provide regular updates to neighbours before and during construction.	Prior to and during construction
NV25	The Principal Contractor is to maintain good communication between the community and their staff.	Prior to and during construction
NV26	The Principal Contractor is to implement all reasonable and feasible mitigation measures for all works to ensure that any adverse noise impacts to surrounding receivers are minimised when noise goals cannot be met due to safety or space constraints.	Prior to and during construction
Exceedances		
NV27	The Principal Contractor is to implement equipment-specific screening or other noise control measures recommended in AS 2436:2010.	During construction
NV28	The Principal Contractor is to limit the number of trucks on site at the commencement of site activities to the minimum required by the loading facilities on site.	During construction
NV29	When loading trucks, best practice noise management strategies are to be adopted to avoid materials being dropped from height into dump trucks.	During construction

NV30	Any miscellaneous equipment (extraction fans, hand tools, etc) not specifically identified the REF is to incorporate silencing/shielding equipment as required to meet the noise criteria.	During construction
Public address and bell system		
NV31	Prior to the commencement of the relevant stage of works, the public address and school bell systems are to be designed, installed and operated such that the systems do not interfere unreasonably with the comfort and repose of occupants of nearby residences. Noise emissions from public address and school bell systems are to be restricted to the noise levels during the day (7am-6pm) of 46 LAeq dB(A) and during the evening of 48 LAeq dB(A). Acoustic assessment of public address and school bell systems is to continue during the detailed design phase of the project to confirm any noise control measures required to achieve the relevant noise criteria at the nearest noise sensitive receivers.	Prior to construction and during operation
NV32	Low-powered horn-type speakers are to be located and orientated to provide good coverage of the school areas whilst being directly away from residences and near sensitive receivers. System coverage shall be reviewed during the detailed design phase.	Prior to and during operation
NV33	Speakers are to be mounted from a downward angle and as close to the floor as possible.	Prior to and during operation
NV34	The noise level of the systems is to be adjusted on site so they will be clearly audible on the school site without being excessive. The systems will initially be set so that the noise at nearby residences and sensitive receivers do not exceed noise level criteria.	Prior to and during operation
NV35	Once the appropriate noise level has been determined on site, the systems are to be limited to these noise levels so that staff cannot increase the noise levels.	During operation
NV36	The systems are to be set so that it only occurs on school days.	Prior to and during operation
Activities within the hall		
NV37	A Noise Operational Management Plan is to be implemented by the school to minimise any acoustic disruption to the nearest sensitive noise receivers. The plan is to be prepared by a suitably qualified acoustic consultant.	Prior to and during operation
Traffic Noise Intrusion		
NV38	Prior to the commencement of the relevant stage of works, acoustic design of the façade, other external building elements and ventilation openings of the school is to be considered throughout the design development stages in order to meet the identified noise level criteria.	Prior to construction
Waste Collection		
NV39	Waste collection and servicing is to be carried out during daytime hours (7am-6pm) and within the confines of the school.	During operation
Soil Conditions, Contamination and Hazardous Materials		
Geotechnical Investigation Report		

CON1	A site inspection must be carried out during the relevant stage of works to determine the depth to bedrock and ascertain allowable bearing pressures for design of footings.	During construction
CON2	Earthworks, including disturbance and excavation of soils, during proposed activity must be carried out in accordance with an appropriate Soil Management Plan (SMP) to manage and minimize impacts from dispersive soils to the proposed activity and vice versa for the relevant stage of works.	During construction
CON3	Earthworks, including disturbance and excavation of soils, during proposed activity must be carried out in accordance with an appropriate Saline Soil Management Plan (SSMP) to manage and minimize impacts from saline soils to the proposed activity and vice versa. It is possible that non-saline soil may be encountered in some portions of the site. Unless additional testing is carried out to delineate non-saline soil, disturbance, and excavation of localised non-saline soils will also be carried out in accordance with SSMP. This is required for the relevant stage of works that it applies to.	During construction
Detailed Site Investigation		
Manage known and potential soil contamination		
CON4	The CEMP is to include a robust unexpected finds procedure to manage potential unexpected finds of contamination including for areas underneath building footprints post demolition. This may include the existing DoE unexpected finds protocol for contamination. The CEMP is to be prepared prior to the commencement of any site works and is to be implemented for the full duration of the works associated with the activity and the relevant stage of works that it applies to.	Prior to and during construction
Septic System		
CON5	During the installation of the septic system, shallow soils impacted by the overflowing septic system are to be segregated and stripped, with classification and disposal offsite at a licensed facility (approx. (3m by 3m by 0.5m depth).	During construction
CON6	A management procedure is to be implemented to prevent access to areas affected by overflows if overflows are unpreventable in certain rain events.	During operation
Hazardous Building Materials		
CON7	A Hazardous Building Material Management Plan is to be prepared and implemented during all site demolition works for the relevant stage of works that it applies to.	Prior to and during construction
CON8	Removal of all hazardous building materials from structures that require demolition is to be undertaken in accordance with relevant regulations and codes along with adequate assessment and clearance prior to demolition for the relevant stage of works that this applies to.	During construction
Historic heritage		
HH1	All work is to be undertaken in accordance with the recommendations of the Statement of Heritage Impact approved as part of the REF.	General

Archival Recording		
HH2	Prior to commencing of a relevant stage of work and upon its completion, create an archival recording of Building C and the area of the proposed works around B00H, B00I, B00J, B00K, B00L, and B00M. This should adhere to the guidelines outlined in the Photographic Recording of Heritage Items Using Film or Digital Capture (NSW Heritage Office 2006).	Prior to construction and prior to operation
Aboriginal Heritage		
ABH1	All works are to be undertaken in accordance with the recommendations of the approved Preliminary Indigenous Heritage Assessment and Impact prepared by Kayandel, including the requirement to prepare and implement (where required) an unexpected finds protocol.	Prior to and during construction
Aboriginal heritage site induction		
ABH2	All relevant staff and contractors are to be made aware of their statutory obligations for heritage under the *National Parks and Wildlife Act 1974*, which may be implemented as a heritage induction.	Prior to and during construction
Unexpected finds procedure		
ABH3	If unrecorded Aboriginal object or objects are identified during the relevant stage of works, then all works in the immediate area must cease and the area should be cordoned off. Heritage NSW and the Local Aboriginal Land Council should be contacted so the site can be adequately assessed and managed.	During construction
Unexpected Aboriginal human remains		
ABH4	In the event that skeletal remains are identified during the relevant stage of works, work must cease immediately in the vicinity of the remains and the area must be cordoned off. The Proponent must contact the local NSW Police who will make an initial assessment as to whether the remains are part of a crime scene, or possible Aboriginal remains. If the remains are thought to be Aboriginal, Heritage NSW must be contacted by ringing the Enviroline 131 555. A Heritage NSW officer will determine if the remains are Aboriginal or not; and a management plan must be developed in consultation with the relevant Aboriginal stakeholders before works recommence.	During construction
Hydrology, flooding and water quality		
Flooding		
HYD1	Prior to commencing the relevant stage of works, the detailed design and subsequent construction must ensure effective stormwater catchment and disposal, preventing any risk of flooding to the east of the library.	Prior to and during construction
Ecology and arboriculture		
Biodiversity Assessment Report		

ECO1	If microbats, grey headed flying fox camps and/or birds of prey are found during works, the immediate area around the wildlife and/or nest is to be isolated from work, and consultation with a suitably qualified ecologist is to be carried out to address concerns and limit the potential of direct physical harm to the wildlife or loss of habitat.	Prior to and during construction
ECO2	Any sightings of *Phytophthora cinnamomi* and myrtle rust observed in the project area (site and broader works area) must be reported to the NSW Biodiversity Conservation Trust. Plants infected with myrtle rust need to be sprayed with fungicide and enclosed in a plastic bag 3-4 days post spray, and then disposed of into a normal waste bin.	Prior to and during construction
ECO3	If a Weed of National Significance (WoNS) is located within the project area, appropriate management measures for the treatment, removal and disposal of WoNS are to be addressed in the manner recommended by relevant state and federal government authorities.	Prior to and during construction
Arboricultural Impact Assessment Report		
ECO4	A suitably qualified arborist (conforms to the AS 4970) is required to be nominated before work starts, and they are to be provided with all related site documents.	Prior to construction
ECO5	A Tree Management Plan (Arboricultural Method Statement) is to be prepared by a suitably qualified arborist and issued to the entity responsible for the demolition/construction.	Prior to construction
ECO6	Tree protection measures are to be installed as per a Tree Management Plan (Arboricultural Method Statement).	Prior to construction
ECO7	Trees are to be identified and marked for removal to prevent incorrect tree removal	Prior to construction
ECO8	Native wildlife habitats are to be identified to avoid injury to animals, refer to Biodiversity Report for additional guidance.	Prior to and during construction
ECO9	All workers must be briefed about the conditions outlined in the Tree Management Plan before the initiation of work. This is required as part of the site induction process.	Prior to and during construction
ECO10	All trenching is to avoid the Tree Protection Zones (TPZ), unless authorised by a qualified Arborist. Otherwise, proposed routes for the subsurface utilities that have not been included in the design will be re-routed outside of the TPZ with under boring required if unable to reroute. Any excavation in the area of a TPZ must be authorised and conditioned by a suitably qualified arborist.	Prior to and during construction
ECO11	Work-related to demolition/construction, e.g. stockpiling, site sheds, and scaffolding, is to avoid the TPZs. Any activity within a TPZ must be authorised and conditioned by a suitably qualified arborist.	During construction
ECO12	No form of material or structure, solid or liquid, is to be stored or disposed of within the TPZ.	During construction
ECO13	No lighting of fires is permitted within the TPZ.	During construction
ECO14	All drainage runoff, sediment, concrete, mortar slurry, paints, washings, toilet effluent, petroleum products, and any other toxic waste must be prevented from entering the TPZ.	During construction

ECO15	No activity that will cause excessive soil compaction is permitted within the TPZ. That is, machinery, excavators, etc. must refrain from entering the area of the TPZ unless measures have been taken, in consultation with a suitably qualified arborist.	During construction
ECO16	No site sheds, amenities or similar site structures are permitted to be located or extend into the area of the TPZ unless a suitably qualified arborist. provides prior consent.	Prior to and during construction
ECO17	No form of construction work or related activity such as the mixing of concrete, cutting, grinding, generator storage or cleaning of tools is permitted within the TPZ.	Prior to and during construction
ECO18	No part of any tree may be used as an anchorage point, not should any noticeboard, telephone cable, rope, guy, framework, etc. be attached to any part of a tree.	Prior to and during construction
ECO19	Any root unearthed which is less than 50mm in diameter must be cleanly cut and dusted with a fungicide, and not allowed to dry out, with minimum exposure to the air as possible.	During construction
ECO20	Any root unearthed which is greater than 50mm in diameter must be located regarding their directional spread and potential impact. A suitably qualified arborist is required to assess the situation and determine future action regarding the tree in a healthy state.	During construction
Waste Generation – Demolition and Construction		
Waste and servicing arrangements - Waste removal		
WAS1	Any vehicle removing waste is to be properly covered before leaving the site. It is a requirement of the WMP that all mud, splatter and/or dust is to be removed from the vehicle before leaving the site.	During construction
Waste and servicing arrangements – waste minimisation and waste reuse and recycling		
WAS2	Construction waste is to be minimised by accurately calculating materials brought to the site and limiting materials packaging.	During construction
WAS3	The Principal Contractor is required to implement practical measures to prevent waste generation where possible, and maximise separations of recyclable.	During construction
WAS4	The Site Manager is to be responsible for the safe and effective management of the construction and demolition sites, from securing waste storage areas, engaging appropriate contractors and correct bin signage and monitoring.	During construction
Whether the activity will have adverse environmental impacts		
WAS5	A silt sock is to be used, where appropriate, to minimise and eliminate any potential pollution Sediment, erosion, dust and run-off.	During construction
Waste, including hazardous waste		

WAS6	Prior to commencing works to an existing building, an updated hazardous materials (asbestos) register must be completed. The existing register is a non-destructive survey to be used as a guide. If there is any doubt, then an intrusive survey and additional sample collections and analysis is to be organised via the use of the Department of Education's hygienist panel. If hazardous waste or special waste is encountered it must be removed/encapsulated under controlled conditions prior to the commencement of any demolition/construction work in accordance with the relevant legislation, codes of practice, and Australian Standards.	During construction
Environmental problems of waste during and after construction (left over construction materials, and personnel waste)		
WAS7	General construction and demolition wastes, and personnel waste from site offices, are to be collected for off-site recycling wherever practicable.	During construction
Proximity to waste transfer depots or landfill sites		
WAS8	The nearest transfer depots and/or landfill sites are identified in the Demolition and Construction Waste Management Report dated 3 February 2025.	During construction
Waste Generation – Operation		
Manage, reuse, recycle and safely dispose of waste once operational		
WAS9	Provision of adequate storage space to allow for appropriate number of bins is required to be made to effectively separate waste and recycling streams and provide adequate storage capacity.	Prior to and during operation
WAS10	All waste (General Waste, Paper & Cardboard and Mixed Recycling) is to continue to be disposed of by students and staff into the appropriate bins in the public areas which will then be transferred by maintenance staff to the waste storage area on a daily basis	During operation
Waste and servicing arrangements – waste minimisation and waste reuse and recycling		
WAS11	School staff/cleaners are responsible for ensuring that bins and the waste storage area remain clean, tidy and free of odour.	During operation
WAS12	School staff/cleaners are to undertake monitoring of all bins on a regular basis to ensure capacity and collection frequency is adequate to minimise/eliminate overfilling, littering, pollution, etc.	During operation
WAS13	The bin collection point, and timing of collections are to ensure the safety for Camden Council waste collectors and students.	During operation
Environmental problems of waste transport and disposal of waste, ongoing use, and eventual decommission of the activity		
WAS14	All waste collection transport and disposal activities are to be conducted by the appointed waste contractor currently engaged under the Whole of Government Waste Management and Resource Recovery Agreement. The agreement stipulates transporters and receivers will be required to comply with the Protection of the Environment Operations (Waste) Regulation 2014.	During operation
WAS15	All waste is to be assessed, classified, managed, transported, and disposed of in accordance with the Waste Classification Guidelines (NSW EPA 2014).	During operation
Ecologically Sustainable Development		

Sustainable Development Plan		
ESD1	Prior to the commencement of the relevant stage of works, recommendations outlined in the Sustainable Development Plan prepared by JHA Consulting Engineers, dated 17 January 2025, are to be implemented, including (but not limited to): • The air-conditioning and ventilation systems are to be designed to surpass the minimum requirements of the NCC 2022 Section J Energy Efficiency Part J6. • The lighting design is required to comply with NCC 2022 Section J Energy Efficiency Part J7. The illumination density will be in accordance with J7D3. To minimize energy consumption and optimize lighting efficiency, the proposed activity will be using LED fittings, be complemented by an automatic control system featuring timer controls, PIR occupancy sensors and/or microwave occupancy sensors and daylight sensors. • External luminaires are required to adhere to AS 4282:1997 to prevent light pollution and maintain compliance with specified benchmarks for night sky illumination. • Electric heat pump based technology is to be used for domestic hot water to generate hot water energy efficiently. • The building fabric is to be designed to meet and/or improve upon the minimum NCC 2022 Section J Part J4 requirements for the building envelope. • Insulation will be required for the building's walls and roof/ceilings. • Glazing specifications are to comply with Section J Part J4 Building Fabric. • Appropriate external shading devices in the form of eaves will be strategically utilised to block the intense summer sun while allowing the lower winter sun to penetrate for passive heating. • To reduce the building's grid electricity consumption and greenhouse gas emissions with an onsite renewable source, a roof-mounted photovoltaic system (PV) is proposed for the project. • Electricity metering and sub-metering is to be provided in accordance with Section J requirements to monitor and manage electricity consumption in the building. • Water-efficient fixtures and fittings is to be installed in accordance with the Australian Government's Water Efficiency Labelling Scheme. • Air-cooled heat rejection systems are to be used.	Prior to construction
Bushfire		
Asset Protection zone		
BF1	The site is to be managed to Inner Protection Area Standards to the specifications detailed in Appendix 4 of PBP.	All stages
Construction		
BF2	New buildings are to be designed and built to BAL 12.5.	Prior to and during construction
Landscaping		

BF3	Landscaping is to be designed and managed in accordance with Appendix 4 of *Planning for Bushfire Protection 2019.*	Prior to and during construction and during operation
Access		
BF4	The external (within the site) and internal (within the buildings) fire hydrants are to be designed and installed in accordance with AS2419:2021 requirements.	Prior to and during construction
Services Water, Gas, Electricity		
BF5	Fire hydrants are to be provided in accordance with AS2419:2021.	Prior to operation
BF6	Electricity supply is to be located underground.	During construction
Emergency Management Arrangements		
BF7	Prior to operation, 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' (RFS 2014).	Prior to operation
Access		
ACC1	The Principal Contractor must give due consideration to detailing the external play areas to enable equitable access for students, staff, and visitors.	Prior to construction
Services		
SER1	A new sewer septic tank and pump-out system must be installed on the site, with adequate space allocated for future expansion of the tank. The tank and pump out system is to be installed and operational prior to operation of the upgrades.	Prior to operation
Air Quality		
AQ1	Construction activities are to be assessed during adverse weather conditions and modified as required (e.g. cease activity where reasonable levels of dust cannot be maintained using the available means).	During construction
AQ2	The weather forecast is to be checked prior to material handling and excavation.	During construction
AQ3	Engines of on site vehicles and plant are to be switched off when not in use.	During construction
AQ4	Vehicles and plant are to be fitted with pollution reduction devices where practicable.	During construction
AQ5	Vehicles are to be maintained and serviced according to manufacturer's specifications.	During construction
AQ6	Visual monitoring of activities is to be undertaken to identify dust generation.	During construction
AQ7	The extent of exposed surfaces and stockpiles is to be kept to a minimum.	During construction
AQ8	Exposed areas and stockpiles are either to be covered or are to be dampened with water as far as is practicable if dust emissions are visible, or there is potential for dust emissions outside operating hours.	During construction
AQ9	Drop heights from loading and handling equipment are to be minimised, where practical.	During construction
AQ10	Material is to be dampened when excessively dusty during handling.	During construction

AQ11	Spills in trafficked areas are to be cleaned immediately.	During construction
AQ12	Vehicle traffic is to be restricted to designated routes.	During construction
AQ13	The Principal Contractor is to coordinate the delivery schedule to avoid a queue of incoming or outgoing trucks that will be idling for extended periods of time.	During construction
AQ14	Vehicle loads are to be covered when travelling off-site.	During construction