

REF Mitigation Measures

The collective measures required to mitigate the impacts associated with the proposed works are detailed in the table below. These measures have been derived from the assessment in the REF and those detailed in appended consultants' reports.

The measures below are a working draft based on draft consultant reporting associated with the REF pathway and are not final. Additional mitigation measures may be required, pending finalisation of the REF.

Ref No.	Mitigation Measure	Timing Design (D) Construction (C) Operation (O)	Appendix Reference
Architectural			
AR-1	Provide accessible ramps to existing block G, A & H to be upgraded in accordance with AS1428.9.	D	Appendix 2 – Architectural Design Report
AR-2	CCTV is to be installed to specific boundary entry points, as per security design documentation.	D	
HAZMAT			
HM-1	Prior to disturbance of any buildings, obtain full sampling and analysis details for the DoE school asbestos register (last revised by EDP on 28 July 2021) to assess the suitability of any cross-referencing of analytical results between different materials. Results are to inform the destructive/intrusive HAZMAT survey below.	C	Appendix 25 – Hazardous Materials (HAZMAT) Survey
HM-2	Prior to any disturbance of buildings / structures, conduct a destructive and intrusive HAZMAT survey including: • Targeted assessment of previously inaccessible areas; and • Confirmatory assessment of relevant materials listed in Section 2.8 and 2.6.1	C	
HM-3	Any asbestos and Asbestos Containing Material must be clearly labelled and signposted in accordance with: • SafeWork NSW Code of Practice: How to Manage and Control Asbestos in the Workplace; and • AS1319 Safety Signs for the Occupational Environment	D, C, O	
HM-4	An up-to-date HAZMAT management plan (including an Asbestos Management Plan) is to be prepared. Prepare a technical specification for any planned HAZMAT abatement work.	D, C, O	

HM-5	Prior to any works that would disturb HAZMAT, an appropriate risk assessment is to be conducted, and an appropriate Safe Work Management Statement is to be developed.	D, C, O	
HM-6	Ensure risk assessments for any proposed work at the site, or site use, consider the presence of identified and suspected HAZMAT, and the potential presence of any as-yet undetected HAZMAT.	D, C, O	
HM-7	Consultation with any relevant stakeholder is required to be undertaken prior to undertaking any works that may disturb HAZMAT.	D, C, O	
HM-8	During construction and operation, HAZMAT is to be actively managed in accordance with relevant legislation including the WHS Act, WHS Regulation and subordinate Codes of Practice, Australian Standards and guidelines. This includes: • Removing and disposing HAZMAT prior to demolition/refurbishment (where necessary) or any other disturbance; and • Where HAZMAT are retained on site, implementing appropriate controls (where necessary) to maintain associated risks at an acceptable level.	D, C, O	
HM-9	At the completion of any HAZMAT abatement, a suitable clearance inspection/assessment must be undertaken.	C, O	
HM-10	Prior to disposal of any waste, assess and classify waste for disposal in accordance with relevant legislation and EPA (2014). Dispose all waste at a waste collection facility that is legally permitted to accept the waste. Retain all disposal receipts.	C, O	
HM-11	While any HAZMAT abatement work (including any removal and control) is being undertaken, it is to be monitored and audited.	C, O	
HM-12	Reassess the status (including condition) of HAZMAT every 5 years and report results to applicable duty holder(s).	D, C, O	
HM-13	An up-to-date HAZMAT register (including asbestos register) must be given to the person, if any, assuming management or control of the workplace.	O	
Contamination			
CT-1	The project area is to be remediated in accordance with the Remedial Action Plan prepared by JKG. The remediation strategy includes a combination of excavation and off-site disposal of contaminated soil, and on-site containment. It is noted that the RAP includes a data gap investigation process, which will also inform the extent of remediation required. All remediation work shall be carried out in accordance with the guidelines made or approved under Section 105 of the CLM Act 1997.	C	Appendix 22 – Remediation Action Plan Appendix 23 – Revised Detailed Site Contamination Investigation
CT-2	All remediation and construction works are to be managed in accordance with the Construction Phase Asbestos Management Plan prepared by JKG.	C	
CT-3	During ongoing operation of the site, the site is to be managed in accordance with an operational Asbestos Management Plan, should asbestos remain at the site (i.e. in/on soils and/or in structures) and any long-term Environmental Management Plan (EMP) if other CoPC are capped as part of the remediation works.	O	

	The SSAMP is to be updated to include mitigation measures associated with friable asbestos in the wider site area to the south.		
CT-4	Soil and groundwater aggression conditions are to be incorporated into design and construction.	D, C	
CT-5	The AMP is to be implemented during construction phase in conjunction with the RAP10 prepared by JKG.	C	
European Heritage			
EHT-1	If relics of local heritage significance are identified an excavation permit under Section 140 of the Heritage Act 1977 may need to be sought prior to works recommencing.	C	Appendix 27 – Statement of Heritage Impact
EHT-2	Prior to the commencement of works, all relevant staff and contractors should be made aware of their statutory obligations for heritage under the Heritage Act 1977, which may be implemented as a heritage induction. If suspected historic cultural heritage material are uncovered during the course, work must cease immediately in that area. A suitably qualified archaeologist must undertake a site visit to inspect and assess the object(s). If relics are found, notification of the relic's location under section 146 of the Heritage Act 1977 is required.	C	
Aboriginal Cultural Heritage			
ACH-1	An AHIP under Part 6 of the National Parks and Wildlife Act, 1974 is required for any impacts to Aboriginal objects.	C	Appendix 19 – Preliminary Indigenous Heritage and Impact Assessment
ACH-2	All relevant staff and contractors should 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. If unrecorded Aboriginal object or objects are identified in the Project Area during works, then all works in the immediate area must cease and the area should be cordoned off. A suitably qualified archaeologist must undertake a site visit to inspect and assess the object(s). In the unlikely event that skeletal remains are identified, 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. If the remains are Aboriginal, a management plan must be developed in consultation with the relevant Aboriginal stakeholders before works recommence.	C	
Noise and Vibration			
NV-1	PA and school bells will maintain the current frequency of the existing buildings, any new PA systems are to be oriented away from residential receivers.	D	Appendix 18 – Noise and Vibration Impact Assessment
NV-2	- Carpark is not to operate after 10:00 pm and before 7:00 am. - Visual signage for users is to be installed directing them not to raise their voices, avoid the use of loud music, limit the use of the horn and similar.	O	

NV-3	• If Rooftop fans exceed maximum SWL level of 76 dBA, they will require acoustic attenuators as per section 6.6.1, table 17. • Internal coverage is required inside the plant room with outdoor absorptive materials (such as Reapor NRC 1 or performance equivalent), covering 15% of the plant room walls. • ODU on the ground floor require acoustic louvers all around as per section 6.6.1 table 18. • Any changes to the plant, will need an updated acoustic assessment. • Required fitting visual signage for hearing protection for maintenance personnel to access this plant room.	D
NV-4	• If selected electrical substation technical sheet documents more noise than 58 dBA (SWL), acoustic louvers will be needed.	D
NV-5	• Diesel hydrant pump will need to comply with max. noise levels in table 19 and have an acoustic enclosure • Acoustic walls and ceilings: min. 190 mm blockwork construction for walls and ceiling. • Exhaust muffler type super critical with 40-50 dB attenuation. • Acoustic access door with acoustic seals, min. Rw 36. • Internal absorption to mitigate reverberation (min 20 sqm with min. NRC 0.65, on walls / ceilings, where available). • Pump must be tested only during day time (from 7:00 am – 6:00 pm). • Acoustic louver for ventilation (if needed) max 4 sqm and Min acoustic rating Rw as per table 20.	D
NV-6	• Construction hours will only be during day-time (7 am to 6 pm). • Equipment time management per phase as per table 24. • It is required a perimeter hoarding of 2m height (min. weight to be determined at the moment of the Construction noise and Vibration Management Plan (CNVMP) is prepared) as per section 7.2 during excavation and piling phase as per figure 13. • It is required a perimeter hoarding of 2m height (min. weight to be determined at the moment of the Construction noise and Vibration Management Plan (CNVMP) is prepared) as per section 7.2 during external works of construction phase as per figure 14. • It is required a perimeter hoarding of 2m height and min. weight TBC in the CNVMP as per section 7.2 during carpark construction phase as per figure 15. • No vibratory piling in this site.	C
NV-7	• All employees, contractors and subcontractors are to receive an environmental induction and instruct all persons at the site with regard to all relevant project specific and standard noise mitigation measures, including but not limited to permissible hours or work, limitation of high noise generating activities, location of nearest affected noise receivers, construction employee parking areas, designated loading/unloading areas and procedures, site opening/closing times (including deliveries) and environmental incident procedures. • A dedicated person will form a point of contact for dissemination of general information regarding site operations. Contact persons will also be defined to receive comment or complaints from the community. • Activities that approach the highly noise affected criteria for the residential receivers to be carried out during times where receivers are less sensitive to noise;	C

	• Avoid unnecessary revving of engines and turn off plant that is not being used/required; • Organise the site so that delivery trucks and haulage trucks only drive forward to avoid the use of reversing alarms; • Avoid using tonal reverse alarm outside standard construction hours; • Organise and schedule the equipment operations to limit the noisiest machines operating simultaneously; • Site set up/ movement of plant / delivery of material/ waste removal to site to be restricted to day period; • Truck drivers are to be informed of site access routes, acceptable delivery hours and must minimise extended periods of engine idling; • Ensure no shouting or loud stereo/radios on site. There must be no dropping of metal from heights, throwing of metal items or slamming of doors; • Use less noise intensive equipment where reasonable and feasible; • Fixed plant positioned as far as possible from the sensitive receivers; • Use temporary site buildings and material stockpile as noise barrier;			
NV-8	• Contractor needs to meet 55dBA at the façade of existing school buildings and less than 75 dBA at the residential façade. For this construction needs to prepare their own management and monitoring plans. • A construction noise and vibration management plan must be prepared prior to commencement of construction and include the measures included this noise report, including those outlined in Section 7.2, 7.3 and 7.4.	C		
BCA				
BC-1	All building work must comply with the Building Code of Australia (BCA) 2022, Volume 1, and relevant Australian Standards. If compliance with the deemed-to-satisfy provisions is not achievable, a schedule of performance solutions must be provided to address the Performance Requirements in the BCA, using one or more of the available Assessment Methods.	C	Appendix 9 – BCA Report	
Access				
AC-1	All building work to be designed and carried out in accordance with the National Construction Code Series, Building Code of Australia, Volume 1 and 2 (as applicable). Where compliance with the provisions deemed to satisfy is not possible, a schedule of performance solutions will be required.	D, C		
AC-2	Any access design amendments or additional information is to be addressed prior to the issue of construction documentation phase.	D, C		
AC-3	Items are still being developed at this stage and will need reassessment at the detail design phase with respect to justification of performance solutions and further assessment as the design changes and progresses. Coordination with the design team will be needed to determine if the intent is to propose a DtS solution.	D, C	Appendix 10 – REF Accessibility Assessment	
Sustainability				
SB-1	The Embodied Emissions Materials Form is to be updated to reflect the final detailed design of the new school building, prior to construction of the new building commencing.	D		

SB-2	A holistic approach to sustainability must be implemented, by addressing the requirements from Green Star Design & As-Built V1.3 framework, which is representative of an Industry Best-practice outcome.	D	Appendix 11 – Sustainability Report
SB-3	The final building design must achieve high levels of daylight, thermal performance and natural ventilation. (“High” implies an improvement beyond the minimum regulatory compliance requirement).	D	
SB-4	Air Conditioning systems must utilise pushbuttons with a run-on timer for activation and de-activation of the air conditioning in all spaces.	D	
SB-5	LED lighting fixtures must be provided with Passive Infrared Occupancy sensors.	D	
SB-6	Sub-meters must be provided for monitoring and preparing targeted approach for future optimization.	D	
SB-7	Certified WELS rated water fixtures, as nominated in the architectural specifications, must be incorporated to reduce wastage of water	C	
SB-8	A 70kW Photovoltaic system, as shown on the electrical services drawings, must be installed prior to completion.	C	
SB-9	Must implement environmentally friendly materials and responsible procurement to reduce the stress on virgin materials.	C	
SB-10	Must divert 90% of the construction waste from landfill, by the end of the construction phase.	C	
SB-11	During construction, implement all the requirements from Green Star Design & As-Built V1.3 framework, which is representative of an Industry Best-practice outcome. Supporting evidence must be submitted to the GBCA for formal certification process within 12 months of completion.	C	
Traffic and Transport			
TT-1	Prior to occupation of the new building, 40 bike parking spaces must be provided on-site along with end-of-trip facilities for staff.	D	Appendix 17 – Transport Accessibility Impact Assessment
TT-2	Prior to occupation of the new building, footpath widening is to be provided along the school frontages in accordance with the Public Domain Plan prepared by JDH Architects.	D	
TT-3	Prior to occupation of the new building, a raised pedestrian crossing at Mason Street is to be installed in accordance with the Public Domain Plan prepared by JDH Architects.	D	
TT-4	Prior to occupation of the new building, a new kiss & ride zone of 35m in length must be provided along Albert Street East (capacity for approximately 6 cars).	D	
TT-5	Prior to operation of the new school building, the formalised on-site loading dock for service & deliveries is to be constructed in accordance with the architectural drawings prepared by JDH Architects.	D	

TT-6	After occupation of the new building, the on-site car parking is to be expanded to include an additional 21 vehicles.	O	
TT-7	The School Transport Plan is to be in place prior to operation of the new building and is required to remain in place during operation of the school.	O	
TT-8	Existing management procedures should be implemented for the new kiss & ride zone.	O	
TT-9	Once a contractor has been appointed and prior to construction commencing, a Construction Pedestrian and Traffic Management Plan should be finalised and implemented.	C	
Water			
WR-1	Erosion and sediment control plans must be implemented prior to construction commencing to manage stormwater runoff during construction. An on-site stormwater management system has been designed to reduce erosion and sedimentation downstream of the site.	C	Appendix 13 – Stormwater Management Report
WR-2	Prior to completion of the on-site stormwater assets, a Stormwater Asset Maintenance Manual must be prepared to maintain the on-site stormwater system regularly.	O	
Biodiversity			
BD-1	Prior to the commencement of any construction work, 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 a Tree Protection Plan, included in the CEMP. The Tree Protection Plan should include all specific tree protection measures identified as needed in the Arboricultural Impact Assessment (Civica 2025). The tree protection measures are to remain in place until the completion of all construction work.	D	Appendix 20 – Biodiversity Assessment
BD-2	New lighting must avoid beaming directly into tree canopies	D	
Arboricultural			
TP-1	Trees 42, 43, 44, 55 and 59-65 require arborist supervision during the demolition/removal of the existing demountable buildings. The use of excavators, cranes, or similar lifting devices must be restricted to load bearing surfaces such as roads and car parks during the removal of demountable buildings. Methodologies surrounding building removal must cause minimal disturbance to trees such as, disassembling the dwelling and/or accessing the buildings without encroaching into the TPZs. Pre-activity pruning and minor crown lifting is acceptable to prevent significant damage to the trees in consultation with the project arborist as detailed in section 7.11 of this Report. Refer to the Arboricultural Impact Assessment prepared by CIVICA (dated 5 March 2025) for generic protection measures.	C (Demolition)	Appendix 21 – Arboricultural Report
TP-2	Tree 33 will require installation of TPZ fencing around the unimpacted TPZ area, from the existing driveway down to the southwest property corner and back up along the edge of the proposed new staff carpark immediately prior to commencement of construction in the area. Plant Health Care works, as detailed in section 7.15, 7.16, 7.17 of this Report, are to commence at the same time. Refer to the Arboricultural Impact Assessment prepared by CIVICA (dated 5 March 2025) for generic protection measures.	C	

TP-3	Trees 42, 53 and 54 require arborist supervision during removal of the existing stormwater pit within the SRZ of Tree 42 and the trenching works to install the new power connection, from the sub-station to the school buildings, within the outer TPZ of Tree 53 and 54. It was recommended that the proposed excavation commence at the outer extent of the TPZ and move inwards to minimise root damage to the trees.	C	
TP-4	For Tree 50, the pedestrian footpath is to be constructed above existing grade and undertake Plant Health Care works.	C	
TP-5	Tree 52 requires arborist supervision during excavation works for the new entrance footpath within the TPZ as well as undertake Plant Health Care as per 7.15, 7.16, 7.17 of this Report to enhance the remaining TPZ area. Refer to the Arboricultural Impact Assessment prepared by CIVICA (dated 5 March 2025) for generic protection measures.	C	
TP-6	Refer to Section 7.4 of the Arboricultural Impact Assessment prepared by CIVICA (dated 5 March 2025) for generic protection measures for Trees 8-32, 34-41, 48, 56-58.	C	
Waste			
WM-1	Measures detailed in the Construction/Demolition and Operational Waste Management Plans must be implemented during construction and operation phases.	C, D, O	Appendix 15 – Construction Management Plan Appendix 16 – Operational Waste Management Plan
WM-2	Monitor bins used for construction and demolition regularly; and find ways to reuse materials for construction and demolition waste streams.	C	
WM-3	Implement recycling programs to recover valuable materials from waste.	C	
WM-4	Ensure proper management and disposal of all waste streams.	C	
WM-5	Undertake data collection and reporting systems for construction and demolition waste management activities.	C	
WM-6	The Construction and Demolition Plan to comply with environmental regulations.	C	
WM-7	During operation, the school to implement waste reduction practices for various waste streams	O	
WM-8	The school to ensure proper management and disposal of all waste streams.	O	
WM-9	During operation, the school to monitor waste management activities	O	
WM-10	Any changes in compliance or legislation, the school to review and update the OWMP.	O	
Stormwater and Civil			
SW-1	A stormwater asset maintenance manual shall be prepared prior to the issue of Occupation Certificate to maintain the on-site stormwater system regularly.	D, C	Appendix 12 - Civil Engineering Report