

Mitigation Measures for Review of Environmental Factors

Parramatta East Public School Upgrade

29 May 2025

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Version History

Version	Date	Description	Prepared by	Approved by
1	25/02/2025	For Consultation	Kendal Caynes Manager Post Approval & Compliance	Yvette Buchli Executive Director Planning & Assessments
2	05/03/2025	For review	Kendal Caynes Manager Post Approval & Compliance	Planning and Assessments
3	13/03/2025	For Endorsement	Kendal Caynes Manager Post Approval & Compliance	Yvette Buchli Executive Director Planning & Assessments
4	02/05/2025	Update for PEPS project	Ben Marino (Ethos Urban)	Jacob Dwyer (Ethos Urban)
5	29/05/2025	Update based on Assessment team feedback	Ben Marino (Ethos Urban)	Jacob Dwyer (Ethos Urban)

Part 5 Mitigation Measures

Aspect	MM ID	MM Name	Mitigation Measure	
General	GMM1	Approvals	These Mitigation Measures do not remove the obligation to obtain all other licences, permits, approvals and consents as required under any other legislation.	Throughout
General	GMM2	Australian Standards	All works must comply with the relevant Australian Standards.	Throughout
General	GMM3	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	GMM4	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 works to be undertaken, the expected timing for commencement of, and completion of construction works. A	Prior to the commencement of construction

Aspect	MM ID	MM Name	Mitigation Measure	
			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
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

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

Aspect	MM ID	MM Name	Mitigation Measure	
			<p>impacts on the surrounding environment including the local community; and</p> <p>(d) Recommends any measures or actions to improve the performance of the works, if deemed required.</p> <p>The independent audit program is to be provided to the relevant DoE Project Lead and DoE Post Approval and Compliance Team for agreement.</p>	
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	<p>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.</p>	One week prior to the commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	
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	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; (v). Measures to ensure that sediment and other materials are not tracked onto the roadway by vehicles leaving the site; (vi). Any other specific environmental construction Mitigation Measures detailed in the REF; (vii). Any requirements outlined in any relevant approvals, permits, licences or landowner consents; and (viii). Community consultation and complaints handling 	Construction

Aspect	MM ID	MM Name	Mitigation Measure
			<p>in line with DoE's Stakeholder and Community Participation Plan.</p> <p>(b) Aerial Site Plan showing the location of the works;</p> <p>(c) The following, where required by Mitigation Measures:</p> <ul style="list-style-type: none"> (i). Construction Traffic and Pedestrian Management; (ii). Construction Worker Transport Strategy (iii).Construction Noise and Vibration Management; (iv).Construction Waste Management (including details on contaminated waste); (v). Construction Air Quality and Dust Management; (vi).Construction Soil and Water Management; (vii). Construction Flood Management; (viii). Aboriginal/Non-Aboriginal Heritage Management; and (ix).Demolition Work Plan <p>(d) Construction Tree Protection Plan;</p> <p>(e) Erosion and Sediment Control Plan;</p> <p>(f) Unexpected finds protocol for Aboriginal and non-Aboriginal heritage;</p> <p>(g) Unexpected finds protocol for contamination;</p> <p>(h) Construction Emergency Management Plan;</p> <p>(i) Training of responsibilities/heritage site inductions under the <i>National Parks and Wildlife Act 1975, Heritage Act</i></p>

Aspect	MM ID	MM Name	Mitigation Measure	
			1977 and any other relevant legislation, as relevant to the works.	
Construction	CMM3	Construction Fencing	Construction site fencing is to be installed around the site. Construction vehicle and pedestrian access points to / from the site are to be clearly designated, signposted and controlled for authorised access only.	Construction
Construction	CMM4	Construction Hazardous Materials	<p>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:</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;</i> and • <i>Safe Work NSW Code of Practice – Managing Risks of Hazardous Chemicals in the Workplace.</i> 	Construction
Construction	CMM5	Construction Hazardous Materials	A spill containment kit must be available at all times on the construction site. All personnel must be made aware of the location of the kit and trained in its effective deployment.	Construction
Construction	CMM6	Construction	All materials must be wholly contained within the construction site.	Construction

Aspect	MM ID	MM Name	Mitigation Measure	
		Materials	The requirements of the <i>Protection of the Environment Operations Act 1997</i> are to be complied with when placing and stockpiling construction and waste materials, when disposing of waste products and during any other works likely to pollute drains or watercourses.	
Construction	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	<p>The work site is to be left tidy and rubbish free each day prior to leaving the site and at the completion of works.</p> <p>Monitor bins used for construction and demolition regularly; and</p>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	
			<p>find ways to reuse materials for construction and demolition waste streams.</p> <p>Implement recycling programs to recover valuable materials from waste.</p> <p>Ensure proper management and disposal of all waste streams.</p> <p>Undertake data collection and reporting systems for construction and demolition waste management activities.</p> <p>The Construction and Demolition Plan to comply with environmental regulations.</p>	
Construction	CMM12	Construction Lighting	All construction lighting shall not cause a nuisance to adjoining neighbours and comply with <i>AS/NZS 4282:2019 Control of the Obtrusive Effects of Outdoor Lighting</i> .	Construction
Construction	CMM13	Construction Hours	<p>The undertaking of any construction work, including the entry and exit of construction and delivery vehicles at the site, is restricted to the following standard work hours:</p> <p>(a) Monday to Friday inclusive: Between 7.00am to 6.00pm;</p> <p>(b) Saturday: Between 8.00am to 1.00pm; and</p> <p>(c) Sunday and Public Holidays: No work permitted.</p>	Construction

Aspect	MM ID	MM Name	Mitigation Measure
			<p>Where noise levels are not expected to exceed the existing background noise level plus 5dB, and noise monitoring is undertaken in accordance with the <i>Approved Methods for Measurement and Analysis of Environmental Noise in NSW (EPA, 2022)</i>, works may also be undertaken during the following additional work hours:</p> <p>(d) Mondays to Friday inclusive: Between 6:00pm to 7:00pm; and</p> <p>(e) Saturday: Between 1:00pm to 4:00pm.</p> <p>Construction work may be undertaken outside of the standard and additional work hours outlined above, but only if notification has been given to the occupiers of any land within a minimum of 80 metres of the site boundaries before undertaking the work or as soon as is practical afterwards, and only if it is strictly required:</p> <p>(f) By the police or a public authority for the delivery of vehicles, plant or materials; or</p> <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</p>

Aspect	MM ID	MM Name	Mitigation Measure	
			<p>provided to Council and affected residents at least seven days prior to the works; or</p> <p>(j) Maintenance and repair of public infrastructure where disruption to essential services, required system conditions (such as low-flow conditions for sewers) and/or considerations of worker safety do not allow work within standard hours; or</p> <p>(k) Public infrastructure works where work outside the recommended standard hours is supported by the affected community to shorten the length of the project; and</p> <p>(l) where it is demonstrated and justified for the need to work outside the recommended construction hours.</p> <p>Except in emergencies, these circumstances are not to 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.</p> <p>Any departure from this Mitigation Measure must be immediately notified to the Post Approvals and Compliance Team.</p>	
Construction	CMM14	Construction Methods	Use of any rock excavation machinery, sheet piling, pile driving or	Construction

Aspect	MM ID	MM Name	Mitigation Measure	
			<p>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	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 affecting buildings on adjacent land using the <i>Assessing Vibration: A Technical Guide (DECC, 2009)</i>.</p> <p>Any departures from this Mitigation Measure must be notified to the Post Approvals and Compliance Team.</p>	Construction
Construction	CMM16	Shoring & Adequacy of Adjoining	<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</p>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	
		Property	<p>corridor), under the advice of a suitably qualified engineer the works must:</p> <p>(a) Protect and support the building, structure or work from possible damage from the excavation, and</p> <p>(b) Where necessary, underpin the building, structure or work to prevent any such damage.</p>	
Noise & Vibration	NVMM1	PA and Bells	PA and school bells will maintain the current frequency of use of the existing school buildings, any new PA systems are to be oriented away from residential receivers.	Design
Noise & Vibration	NVMM2	Carpark operation	<ul style="list-style-type: none"> • 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. 	Operation
Noise & Vibration	NVMM3	Noise	<ul style="list-style-type: none"> • 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. • Outdoor Units 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. <p>Required fitting visual signage for hearing protection for</p>	Design

Aspect	MM ID	MM Name	Mitigation Measure	
			maintenance personnel to access this plant room.	
Noise & Vibration	NVMM4	Noise	If selected electrical substation technical sheet documents more noise than 58 dBA (SWL), acoustic louvers will be needed.	Design
Noise & Vibration	NVMM5	Plant	<ul style="list-style-type: none"> • 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). <p>Acoustic louver for ventilation (if needed) max 4 sqm and Min acoustic rating Rw as per table 20.</p>	Design
Noise & Vibration	NVMM6	Construction Noise & Vibration	<ul style="list-style-type: none"> • Equipment time management per phase as per table 24 in the Noise and Vibration Impact Assessment Report (NVIA). • 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. • Perimeter hoarding of 2m height (min. weight to be determined at the moment of the Construction noise and Vibration Management Plan (CNVMP) is prepared) is to be installed as per section 7.2 of the NVIA during external works of 	Construction

Aspect	MM ID	MM Name	Mitigation Measure
			<p>construction phase as per figure 14 of the NVIA.</p> <ul style="list-style-type: none"> • It is required a perimeter hoarding of 2m height and min. weight TBC in the CNVMP as per section 7.2 of the NVIA during carpark construction phase as per figure 15 in the NVIA. • No vibratory piling is to be undertaken at the site.
Noise & Vibration	NVMM7	Noise & Vibration	<ul style="list-style-type: none"> • 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; • 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

Aspect	MM ID	MM Name	Mitigation Measure	
			<p>removal to site to be restricted to day period;</p> <ul style="list-style-type: none"> • 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; 	
Noise & Vibration	NVMM8	Noise Management	A construction noise and vibration management plan must be prepared prior to commencement of construction and include the measures included the NVIA, including those outlined in Section 7.2, 7.3 and 7.4 of the NVIA. This includes a target to achieve construction noise levels of 55dBA or less at the façade of existing school buildings and less than 75 dBA at the façade of residential buildings.	Construction
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	Construction

Aspect	MM ID	MM Name	Mitigation Measure	
			Team on request.	
Soil & Water	SWMM2	Imported Mulch	Any imported mulch must comply with the <i>Resource Recovery Order under Part 9, Clause 93 of the Protection of the Environment Operations (Waste) Regulation 2014</i> and the <i>Mulch Order 2016</i> recognised by the NSW Environment Protection Authority as being “fit for purpose” with respect to the works under the REF. Mulch must not include physical or chemical contaminants and minimise harm to the environment through the introduction, spread or increase in any weed, disease or pest. A written statement provided by the supplier confirming compliance with the <i>Resource Recovery Mulch Order 2016</i> is to be provided to the relevant DoE Project Lead prior to importing the mulch.	Construction
Soil & Water	SWMM3	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	SWMM4	Stormwater Management System	The operational stormwater management system must be designed by a suitably qualified civil engineer. The system must: (a) Ensure that the system capacity has been designed in accordance with the relevant Australian Standards; and	Design, Construction

Aspect	MM ID	MM Name	Mitigation Measure	
			<p>(b) Ensure that the system has been designed in accordance with the <i>Australian Rainfall and Runoff (Engineers Australia, 20016)</i> and <i>Managing Urban Stormwater: Council Handbook (EPA, 1997) Guidelines</i>.</p> <p>A stormwater asset maintenance manual shall be prepared prior to the issue of Occupation Certificate to maintain the on-site stormwater system regularly.</p>	
Soil & Water	SWMM5	Acid Sulphate Soils	The management of potential and actual acid sulfate soils shall be conducted in accordance with <i>the Acid Sulfate Soil Guidelines (NSW Acid Sulphate Soils Management Advisory Committee, August 1998)</i> .	Construction
Soil & Water	SWMM6	Stormwater Asset Maintenance	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.	Operation
BCA	BCMM1	BCA	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,	Construction

Aspect	MM ID	MM Name	Mitigation Measure	
			using one or more of the available Assessment Methods.	
Access	ACMM1	Access	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.	Design, Construction
Access	ACMM2	Access	Any access design amendments or additional information is to be addressed prior to the issue of construction documentation phase.	Design, Construction
Access	ACMM3	Access	Items 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.	Design, Construction
Trees	TMM1	Tree Protection	<ul style="list-style-type: none"> • 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 (AIA) (Civica 2025). The tree protection measures are to remain in place until the completion of all construction work. 	Construction

Aspect	MM ID	MM Name	Mitigation Measure	
Trees	TMM2	Tree Protection	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 AIA prepared by CIVICA (dated 5 March 2025) for generic protection measures.	Construction (Demolition)
Trees	TMM3	Tree Protection	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 the AIA, are to commence at the same time. Refer to the Arboricultural Impact Assessment prepared by CIVICA (dated 5 March 2025) for generic protection measures.	Construction
Trees	TMM4	Tree Protection	Trees 42, 53 and 54 require arborist supervision during removal of	Construction

Aspect	MM ID	MM Name	Mitigation Measure	
			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.	
Trees	TMM5	Tree Protection	For Tree 50, the pedestrian footpath is to be constructed above existing grade and undertake Plant Health Care works.	Construction
Trees	TMM6	Tree Protection	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.	Construction
Trees	TMM7	Tree Protection	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.	Construction
Visual & Amenity	VAMM1	External Materials	The selection of external colours, materials or finishes of the building(s) should aim to minimise impacts on visual amenity and ensure there is no increase in impacts identified the visual	Design

Aspect	MM ID	MM Name	Mitigation Measure	
			<p>amenity assessment in the REF.</p> <p>For enquiries on requirements please contact the DoE Design and Infrastructure Standards Team on DesignAndInfrastructureStandards@det.nsw.edu.au.</p>	
Land Contamination	LCMM1	Remediation of land	The project area is to be remediated in accordance with the Remedial Action Plan prepared by JKG. The remediation strategy includes excavation and off-site disposal of contaminated soil. 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 Contaminated Land Management Act 1997.	
Land Contamination	LCMM2	Remediation of land	All remediation and construction works are to be managed in accordance with the Construction Phase Asbestos Management Plan (CPAMP) prepared by JKG.	
Land Contamination	LCMM3	Asbestos Management Plan	During ongoing operation of the site, the site is to be managed in accordance with an Operational Asbestos Management Plan (OAMP), 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.	

Aspect	MM ID	MM Name	Mitigation Measure	
			The OAMP is to be updated to include mitigation measures associated with friable asbestos in the wider site area to the south.	
Land Contamination	LCMM4	Soil and Groundwater Aggression	Soil and groundwater aggression conditions are to be incorporated into design and construction.	
Land Contamination	LCMM5	Asbestos Management Plan	The CPAMP is to be implemented during construction phase in conjunction with the RAP10 prepared by JKG.	
Land Contamination	LCMM6	HAZMAT	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.	Construction
Land Contamination	LCMM7	HAZMAT Survey	<p>Prior to any disturbance of buildings / structures, conduct a destructive and intrusive HAZMAT survey including:</p> <ul style="list-style-type: none"> • Targeted assessment of previously inaccessible areas; and • Confirmatory assessment of relevant materials listed in Section 	Construction

Aspect	MM ID	MM Name	Mitigation Measure	
			2.8 and 2.6.1	
Land Contamination	LCMM8	Asbestos Handling	<p>Any asbestos and Asbestos Containing Material must be clearly labelled and signposted in accordance with:</p> <ul style="list-style-type: none"> • SafeWork NSW Code of Practice: How to Manage and Control Asbestos in the Workplace; and • AS1319 Safety Signs for the Occupational Environment 	Design, Construction, Operation
Land Contamination	LCMM9	HAZMAT Management Plan	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.	Design, Construction, Operation
Land Contamination	LCMM10	Risk Assessment	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.	Design, Construction, Operation
Land Contamination	LCMM11	Risk Assessment	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.	Design, Construction, Operation
Land Contamination	LCMM12	Consultation	Prior to any works that may disturb HAZMAT, consultation must be undertaken with relevant stakeholders, including the project's environmental consultant and a licensed HAZMAT contractor, to ensure appropriate handling, removal, and disposal procedures	Design, Construction, Operation

Aspect	MM ID	MM Name	Mitigation Measure	
			are identified and implemented.	
Land Contamination	LCMM13	HAZMAT Management	<p>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:</p> <ul style="list-style-type: none"> • 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. 	Design, Construction, Operation
Land Contamination	LCMM14	HAZMAT Abatement	At the completion of any HAZMAT abatement, a suitable clearance inspection/assessment must be undertaken.	Construction, Operation
Land Contamination	LCMM15	Waste Disposal	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.	Construction, Operation
Land Contamination	LCMM16	Monitoring	While any HAZMAT abatement work (including any removal and control) is being undertaken, it is to be monitored and audited.	Construction, Operation

Aspect	MM ID	MM Name	Mitigation Measure	
Land Contamination	LCMM17	Status Reassessment	Reassess the status (including condition) of HAZMAT every 5 years and report results to applicable duty holder(s).	Design, Construction, Operation
Land Contamination	LCMM18	HAZMAT Register	An up-to-date HAZMAT register (including asbestos register) must be given to the person, if any, assuming management or control of the workplace.	Operation
Utilities & Infrastructure	UIMM1	Pre-Construction Dilapidation Report	A Pre-Construction Dilapidation Report must be prepared by a suitably qualified expert and submitted to Council, relevant asset/service infrastructure owners and the relevant DoE Project Lead. The report must provide an accurate record of the existing condition of adjoining private properties that are likely to be impacted by the works (and that have agreed to an offer for a dilapidation survey), the condition of 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	
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 Council, relevant asset/service infrastructure owners and the relevant DoE Project Lead. The report must determine whether the construction work has resulted in any structural damage to items assessed in the Pre-Construction Dilapidation Report. If the report determines that there is damage as a result of construction works the identified damage must be repaired or pay the full costs associated with repairing any damage within an agreed timeline between the owner of the identified property.	Prior to the commencement of Operations
Architecture	ARC1	Accessible Ramps	Provide accessible ramps to existing block G, A & H to be upgraded in accordance with AS1428.9.	Design

Aspect	MM ID	MM Name	Mitigation Measure	
Architecture	ARC2	Provision of CCTV	CCTV is to be installed to specific boundary entry points, as per security design documentation.	Design
Traffic & Transport	TTMM1	Traffic & Transport	Prior to occupation of the new building, 40 bike parking spaces must be provided on-site along with end-of-trip facilities for staff.	Design
Traffic & Transport	TTMM2	Traffic & Transport	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.	Design
Traffic & Transport	TTMM3	Traffic & Transport	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.	Design
Traffic & Transport	TTMM4	Traffic & Transport	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).	Design
Traffic & Transport	TTMM5	Traffic & Transport	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.	Design

Aspect	MM ID	MM Name	Mitigation Measure	
Traffic & Transport	TTMM6	Traffic & Transport	After occupation of the new building, the on-site car parking is to be expanded to include an additional 21 vehicles.	Operation
Traffic & Transport	TTMM7	Traffic & Transport	Existing management procedures should be implemented for the new kiss & ride zone.	Operation
Traffic & Transport	TTMM8	Traffic & Transport	Once a contractor has been appointed and prior to construction commencing, a Construction Pedestrian and Traffic Management Plan should be finalised and implemented.	Construction
Heritage	HMM1	Non-Aboriginal Heritage	If any unexpected archaeological relic (or potential relic) of heritage significance is discovered during any construction work, all work in the vicinity must cease and the area must be appropriately protected. Materials should not be removed from the ground wherever possible. The DoE Heritage Team is to be notified and an archaeologist engaged to undertake a site inspection to ascertain whether the finds are significant relics. Construction works cannot recommence in that area until advised by the archaeologist, in consultation with the DoE Heritage Team. Should significant relics be identified, external approvals to impact the relics may be required.	Construction
Heritage	HMM2	Aboriginal	If any unexpected Aboriginal objects, sites or places (or potential	Construction

Aspect	MM ID	MM Name	Mitigation Measure	
		Heritage	Aboriginal objects, site or places) are discovered during any construction work, all works in the vicinity must cease and the area must be appropriately protected. The DoE Heritage Team is to be notified and an archaeologist engaged to undertake a site inspection to assess the find in consultation with the Registered Aboriginal Parties (RAPs). Following the on-site assessment, the archaeologist and RAPs (if they attended the site) are to advise on whether further management, mitigation or approvals are required in consultation with the DoE Heritage Team. Should Aboriginal objects be identified, these are to be registered in the Aboriginal Heritage Information Management System (AHIMS). An Aboriginal Heritage Impact Permit (AHIP) would also need to be obtained to impact the site.	
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 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	Construction

Aspect	MM ID	MM Name	Mitigation Measure	
			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	European Heritage	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.	Construction
Heritage	HMM5	European Heritage	<p>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.</p> <p>If suspected historic cultural heritage material are uncovered during the course, work must cease immediately in that area.</p> <p>A suitably qualified archaeologist must undertake a site visit to inspect and assess the object(s).</p> <p>If relics are found, notification of the relic's location under section 146 of the Heritage Act 1977 is required.</p>	Construction
Heritage	HMM6	Aboriginal	An AHIP under Part 6 of the National Parks and Wildlife Act, 1974	Construction

Aspect	MM ID	MM Name	Mitigation Measure	
		Cultural Heritage	is required for any impacts to Aboriginal objects.	
Operational Management	OPMM1	Operation Waste Management Plan	<p>Prior to the commencement of operations, any operational waste management measures shall be detailed in an Operational Waste Management Plan (OWMP). 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.</p> <p>During operation, the school to implement waste reduction practices for various waste streams</p> <p>The school to ensure proper management and disposal of all waste streams.</p> <p>During operation, the school to monitor waste management activities</p> <p>Any changes in compliance or legislation, the school to review and update the OWMP.</p>	Prior to the commencement of Operations
Operational Management	OPMM2	Operation Stormwater	Prior to the commencement of operations, a Stormwater Operation and Maintenance Plan is to be prepared and include	Prior to the commencement of

Aspect	MM ID	MM Name	Mitigation Measure	
		Management Plan	<p>the following:</p> <ul style="list-style-type: none"> (a) Maintenance schedule of all stormwater quality treatment devices; (b) Record and reporting details; and (c) Work Health and Safety requirements. <p>A copy of the Stormwater Operation and Maintenance Plan is also to be provided to the relevant DoE Project Lead for implementation.</p>	Operations
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	OPMM5	Landscaping	<p>Landscaping at the site associated with the works must be maintained. This includes the undertaking of:</p> <ul style="list-style-type: none"> (a) Mulching (b) Concrete/paving maintenance and replacement (c) Outdoor furniture maintenance and replacement (d) Turf replacement (e) Planting and tree replacement (f) Planting and tree maintenance (trimming) 	During Operations

Aspect	MM ID	MM Name	Mitigation Measure	
			(g) Watering (h) Irrigation maintenance (i) Mowing (j) Spraying and pest treatment	
Operational Transport	OPTMM1	School Transport Plan	<p>Prior to the commencement of operations, a School Transport Plan must be prepared to the satisfaction of the DoE Transport Planning Team. If the school already has a School Transport Plan, the existing plan is to be reviewed and updated if necessary to reflect the impacts of the REF works, to the satisfaction of the DoE Transport Planning Team. A copy of the School Transport Plan is to be provided to the relevant DoE Project Lead for implementation during operations.</p>	Prior to the commencement of Operations
Sustainability	SCMM1	Sustainability	<p>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.</p>	Design
Sustainability	SCMM2	Sustainability	<p>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.</p>	Design
Sustainability	SCMM3	Sustainability	<p>The final building design must achieve high levels of daylight,</p>	Design

Aspect	MM ID	MM Name	Mitigation Measure	
			thermal performance and natural ventilation. (“High” implies an improvement beyond the minimum regulatory compliance requirement).	
Sustainability	SCMM4	Sustainability	Air Conditioning systems must utilise pushbuttons with a run-on timer for activation and de-activation of the air conditioning in all spaces.	Design
Sustainability	SCMM5	Sustainability	LED lighting fixtures must be provided with Passive Infrared Occupancy sensors.	Design
Sustainability	SCMM6	Sustainability	Sub-meters must be provided for monitoring and preparing targeted approach for future optimization.	Design
Sustainability	SCMM7	Sustainability	Certified WELS rated water fixtures, as nominated in the architectural specifications, must be incorporated to reduce wastage of water	Construction
Sustainability	SCMM8	Sustainability	A 70kW Photovoltaic system, as shown on the electrical services drawings, must be installed prior to completion.	Construction
Sustainability	SCMM9	Sustainability	Must implement environmentally friendly materials and responsible procurement to reduce the stress on virgin materials.	Construction
Sustainability	SCMM10	Sustainability	Must divert 90% of the construction waste from landfill, by the end of the construction phase.	Construction

Aspect	MM ID	MM Name	Mitigation Measure	
Sustainability	SCMM11	Sustainability	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.	Construction
Biodiversity	BDMM1	Biodiversity	New lighting must avoid beaming directly into tree canopies	Design

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: <ul style="list-style-type: none">(a) designated development, or(b) carried out or to be carried out on land declared to be a critical habitat, or(c) likely to have a significant effect on a critical habitat or a threatened species, population or ecological community, or(d) development for which another State environmental planning policy or a regional environmental plan requires development consent, or

	<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 <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>
Category 2 Remediation	Remediation work not needing consent that is:

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

	<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.