Appendix 1: Mitigation Measures for Bungendore High School Temporary North Campus
Document Control

Version History

Version	Date	Description	Prepared by	Approved by
1	04/06/2025	Revision 1	Erin Crane, Associate Director - Urbis	Paul Hunter, Senior Project Director
2	19/08/2025	RTS	Erin Crane, Associate Director – Urbis	Paul Hunter, Senior Project Director

Mitigation Measures Table

The below table includes standardised and site specific mitigation measures required to be implemented. Mitigation measures marked with an asterix* denote site specific measures identified as part of the REF.

Aspect	MM ID	MM Name	Mitigation Measure	Timing
General Mitigation Measures				

Aspect	MM ID	MM Name	Mitigation Measure	Timing
General	GMM1	Approvals	These Mitigation Measures do not remove the obligation to obtain all other licences, permits, approvals and consents as required under any other legislation.	Throughout
General	GMM3	Australian Standards	All works must comply with the relevant Australian Standards.	Throughout
General	GMM4	Crown Certificate	A Crown Certificate under Section 6.28 of the *Environmental Planning and Assessment Act 1979* must be obtained for any Crown building work.	Prior to the commencement of construction
General	GMM5	Landowners Consent	Landowners consent must be obtained in writing from the relevant landowner or authority.	Prior to the commencement of construction on that land
Community Mitigation Measures				
Community	CEMM1	Work Notification	DoE's Post Approval and Compliance Team, the relevant local Council and the occupiers of any land within 80 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 minimum period of 48 hours notification prior to the commencement of any construction work must be given.	Prior to the commencement of construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Community	CEMM2	Site Notice Board	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: (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
Community	CEMM4*	Community engagement	Develop and implement an integrated engagement and communication approach to ensure the community is informed about the progress of the activity	Construction
Compliance Mitigation Measures				
Compliance	PACMM1	Compliance with Mitigation Measures	All relevant personnel, including contractors and their subcontractors, must be made aware of these Mitigation Measures and the requirement to undertake the activity as per these Mitigation Measures.	Throughout
Compliance	PACMM2	Non-compliance notification	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	Throughout

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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. *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.*	
Compliance	PACMM3	Independent Audits	A risk-based program of independent audits must be prepared for the work, having regard to the *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: (a) Assesses how the Mitigation Measures are being satisfied; (b) Outlines the adequacy of any documents required under the Mitigation Measures; (c) Outlines the performance of the works with respect to any impacts on the surrounding environment including the local community; and (d) Recommends any measures or actions to improve the	Throughout

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			performance of the works, if deemed required. The independent audit program is to be provided to the relevant DoE Project Lead and DoE Post Approval and Compliance Team for agreement.	
Compliance	PACMM4	Independent Audits	The Independent Audits must be carried out in accordance with the approved audit program. 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. 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.	Throughout
Compliance	PACMM5	Status Report	The Project Lead must submit a Status Report to the Post Approvals and Compliance Team demonstrating compliance with the Mitigation Measures upon completion of the works.	One week prior to the commencement of Operations
Compliance	PACMM6*	Amenity impacts for neighbours	During construction and operation, any potential concerns raised by nearby residents to be responded to through standard school operational protocols, in consultation with the	Throughout

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			relevant school and departmental teams	
Construction Mitigation Measures				
Construction	CMM1	Demolition	Any demolition work must be undertaken in accordance with the provisions of *Australian Standard AS 2601-2001 The Demolition of Structures*.	Construction
Construction	CMM2	Construction Environmental Management Plan	A Construction Environmental Management Plan (CEMP) is to be prepared and implemented having regard to the *Environmental Management Guidelines for Construction Procurement (Edition 4)*, and is to include where relevant, but not limited to, the following: (a) Details of: (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	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			approvals, permits, licences or landowner consents; and (viii). Community consultation and complaints handling in line with DoE's Stakeholder and Community Participation Plan. (b) Aerial Site Plan showing the location of the works; (c) The following, where required by Mitigation Measures: (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 (d) Construction Tree Protection Plan;	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			(e) Erosion and Sediment Control Plan; (f) Unexpected finds protocol for Aboriginal and non-Aboriginal heritage; (g) Unexpected finds protocol for contamination; (h) Construction Emergency Management Plan; (i) Training of responsibilities/heritage site inductions under the *National Parks and Wildlife Act 1975*, *Heritage Act 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	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*	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			of Hazardous Chemicals in the Workplace.	
Construction	CMM5	Construction Hazardous Materials	A spill containment kit must be available at all times on the construction site. All personnel must be made aware of the location of the kit and trained in its effective deployment.	Construction
Construction	CMM6	Construction Materials	All materials must be wholly contained within the construction site. The requirements of the *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.	Construction
Construction	CMM7	Construction Operations	Building methods such as brick cutting, mixing mortar and the washing of tools, paint brushes, form-work and concrete trucks shall be undertaken in the construction site in a location so as to prevent air, land or water pollution.	Construction
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	No vehicle maintenance is permitted in the construction areas	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
		Vehicle Maintenance	except in emergencies.	
Construction	CMM11	Construction Waste	The work site is to be left tidy and rubbish free each day prior to leaving the site and at the completion of works.	Construction
Construction	CMM12	Construction Lighting	All construction lighting shall not cause a nuisance to adjoining neighbours and comply with *AS/NZS 4282:2019 Control of the Obtrusive Effects of Outdoor Lighting*.	Construction
Construction	CMM13	Construction Hours	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: (a) Monday to Friday inclusive: Between 7.00am to 6.00pm; (b) Saturday: Between 8.00am to 1.00pm; and (c) Sunday and Public Holidays: No work permitted. Where noise levels are not expected to exceed the existing background noise level plus 5dB, and noise monitoring is undertaken in accordance with the *Approved Methods for Measurement and Analysis of Environmental Noise in NSW (EPA, 2022),* works may also be undertaken during the following additional work hours:	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			(d) Mondays to Friday inclusive: Between 6:00pm to 7:00pm; and (e) 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: (f) By the police or a public authority for the delivery of vehicles, plant or materials; or (g) In an emergency to avoid the loss of life, damage to property or to prevent environmental harm; or (h) Where the works are completely inaudible at the nearest sensitive receiver; or (i) For the delivery, setup and removal of construction cranes, where notice of the crane related works is provided to Council and affected residents at least seven days prior to the works; or (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	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			work within standard hours; or (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 (l) where it is demonstrated and justified for the need to work outside the recommended construction hours. Except in emergencies, these circumstances are not to be interpreted as endorsement for work outside the recommended standard hours and should be justified in each case. Work schedule convenience or project expedience is not considered sufficient justification. Any departure from this Mitigation Measure must be immediately notified to the Post Approvals and Compliance Team.	
Construction	CMM14	Construction Methods	Use of any rock excavation machinery, sheet piling, pile driving or jack-hammering and the like is restricted to the following hours: (a) Monday to Friday inclusive: 9:00am to 12:00pm; (b) Monday to Friday inclusive: 2:00pm to 5:00pm; and (c) Saturday: 9:00am to 12:00pm.	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Construction	CMM15	Vibration During Construction	Vibration levels induced by demolition activities must be in accordance with the *AS4236 – Guide to Noise and Vibration Control on Construction, Demolition and Maintenance Sites*. The operation of plant and equipment must not give rise to the transmission of vibration nuisance or damage to other premises. 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 *Assessing Vibration: A Technical Guide (DECC, 2009).* Any departures from this Mitigation Measure must be notified to the Post Approvals and Compliance Team.	Construction
Construction	CMM16	Shoring & Adequacy of Adjoining Property	If the works involve an excavation that extends below the level of the base of the footings of a building, structure or work on adjoining land (including any structure or work within a road or rail corridor), under the advice of a suitably qualified engineer the works must: (a) Protect and support the building, structure or work	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			from possible damage from the excavation, and (b) Where necessary, underpin the building, structure or work to prevent any such damage.	
Construction	CMMM17*	Construction Parking	Construction workers are to be guided to where appropriate parking is available around the site on induction and be encouraged to use public transport services. Appropriate arrangements are to be made for any equipment / tool storage and drop-off requirements. 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. It is also required that the Principal Contractor implement measures to reduce worker car travel, such as shuttle buses from key transport nodes or designated remote pick-up points as necessary.	Construction
Construction	CMM18*	Construction Transport	Construction vehicles are to follow specified routes in the PCTMP. The Principal Contractor will be required to provide Traffic Guidance Schemes for the proposed works. Construction vehicle access is to be limited to occur outside of the pick-up and drop-off periods for the existing	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			Bungendore Public School and Bungendore High School i.e. 8:35am to 9:05am, and 3:10pm to 3:40pm.	
Construction	CMM19*	Pedestrian and cyclist safety	Where pedestrian or cyclist routes are affected, accredited traffic controllers will be provided to manage the impact and minimise conflict between vehicles and pedestrians or cyclists.	Construction
Construction	CMM20*	Structural	Footing design shall be undertaken based on the recommendations with the Geotechnical Advice Letter prepared by Fortify Geotech dated 8 May 2025.	Construction
Construction	CCM24	Construction impacts on rail corridor	No access is permitted to the rail corridor or associated air space for construction purposes, unless consent has been expressly provided by the relevant authority. If access to the rail corridor is required, the applicant is advised to contact UGLRL's Development team via development@uglregionallinx.com.au for more information in this regard. Should airspace access be required, the applicant must comply with the requirements of T HR CI 12090 ST Airspace and External Developments.	Pre-construction and construction
Building Code of Australia				

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Building Code of Australia	BCAMM1*	To ensure all works are built to the highest standards in relation to safety and access.	Recommendations contained within the Building Code of Australia Assessment Report, prepared by City Plan dated 16 April 2025 shall be implemented or alternative performance solutions adopted in consultation with a suitably qualified BCA expert.	Prior to and construction
Building Code of Australia	BCAMM2*	To ensure all works are built to the highest standards in relation to safety and access.	All works must comply with the relevant Australian Standards.	During construction
Building Code of Australia	BCAMM3*	To ensure appropriate accessibility provisions are provided suited to the land use.	Recommendations contained within the Accessibility Assessment Report, prepared by City Plan dated 16 April 2025 shall be implemented or alternative performance solutions adopted in consultation with a suitably qualified BCA expert.	Prior to and construction
Traffic and Transport Mitigation Measures				
Traffic/Transport	TTMM1*	Pedestrian	Provide a pedestrian-priority crossing on Majara Street in	Pre-occupation

Aspect	MM ID	MM Name	Mitigation Measure	Timing
		Crossing	proximity to school main entrance, with associated pathway which connects to the existing paths within Mick Sherd Oval to the west.	
Traffic/Transport	TTMM2*	Bicycle Parking	Provide bicycle storage areas (20 bicycle parking spaces) along the school frontage, within proximity to the school main entrance.	Pre-occupation
Traffic/Transport	TTMM3*	Staff parking	Allocate staff parking within the school site (minimum 15 spaces). No on-site parking is to be provided for students	Pre-occupation
Traffic/Transport	TTMM4*	Kiss and Drop Parking	Designate six new parallel on-street parking spaces on the western side of Majara Street as kiss and drop spaces by signposting them as “No Parking between 8:00am to 9:30am and 2:30pm to 4:00pm”, which allows vehicles to stop for up to 2 minutes.	Pre-occupation
Traffic/Transport	TTMM5*	Extension of 40km/h school zone	Extension of existing school zone along Majara Street northwards past the school site towards the intersection with Turallo Terrace. Refer to Appendix B for the concept design of the proposed school zone. Relevant signage being installed prior to operation of the school to ensure student safety. Any works in a public road reserve may be subject to	Pre-occupation and ongoing

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			a Roads Act Approval. The school zone must comply with TfNSW requirements, and the design submitted to TfNSW for approval 12 weeks prior to occupation. The proponent shall also organise any relevant inspections with TfNSW.	
Traffic/Transport	TTM6*	Waste collection	Waste collection at the site is to be limited to 7am to 8am and 4pm to 9pm.	Operation
Traffic/Transport	TTM7*	Walking and cycling	DoE is to continue conversations with Council through the Transport Working Group forum regarding the status of the missing sections of Council's cycleway network.	Operation and ongoing
Traffic/Transport	TTM8*	School Transport Plan	Prior to the commencement of operation, a School Transport Plan must be prepared 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.	Pre-occupation and ongoing
Traffic/Transport	TTM9*	School Transport Plan Review	The School Transport Plan is to be reviewed on an annual basis for the first two years and updated (if required) to the satisfaction of the DoE Transport Planning team to ensure active and sustainable travel measures are implemented.	Pre-occupation and ongoing

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Traffic/Transport	TTM10*	Ongoing traffic impacts	DoE is to assess the impacts of the school on intersection performance through SIDRA modelling if the school continues to operate from the temporary site for more than two years.	Operation
Traffic/Transport	TTM11*	Site handover	Upon completion of the usage of the temporary campus, the Majara Street road reserve is to be restored to the satisfaction of Council.	Cease of operation
Noise and Vibration				
Noise and Vibration	NVMM1*	Building services noise management	Mechanical equipment has not been selected at this stage of design. Appropriate equipment selection and noise mitigation design for any additional equipment must be conducted during design development to confirm compliance with environmental noise criteria in Section 2.3.1 of the NVIA.	Pre-construction
Noise and Vibration	NVMM2*	Operational Noise	Restrict usage of Public Address to daytime hours only (7am to 6pm). Use directional speakers and set volume levels to the minimum required to ensure clarity and audibility. All loading dock activities, waste removal and noisy cleaning activities should take place between 7:00-8:00 AM or 4:00-9:00 PM.	Operation

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Noise and Vibration	NVMM3*	Noise Intrusion	Façade glazing and lightweight elements and doors to be designed to control noise break-in to sensitive areas. Natural ventilation to be able to be closed or incorporate acoustic louvres where noise break-in is required to be controlled (e.g. gymnasium). Install acoustically absorptive finishes to underside of outdoor learning areas to control reverberation build up and mitigate noise intrusion.	Pre-construction and operation
Noise and Vibration	NVMM4*	Construction noise and vibration management	Contractor to develop a detailed construction noise and vibration management plan once specific details of proposed construction activities and staging are known	Operation
Soil and Water Mitigation Measures				
Soil & Water	SWMM1	Erosion and Sediment Control	An Erosion and Sediment Control Plan must be implemented in accordance with the Landcom/Department of Housing *Managing Urban Stormwater, Soils and Construction Guidelines* (Blue Book). The controls must be in place, inspected and managed until the works are complete and all exposed erodible materials are stable relevant to each construction stage. Inspection records must be kept and provided to the Post Approval and Compliance Team on	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			request.	
Soil & Water	SWMM3	Imported Mulch	Any imported mulch must comply with the *Resource Recovery Order under Part 9, Clause 93 of the Protection of the Environment Operations (Waste) Regulation 2014* and the *Mulch Order 2016* 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 *Resource Recovery Mulch Order 2016* is to be provided to the relevant DoE Project Lead prior to importing the mulch.	Construction
Soil & Water	SWMM4	Groundwater	Should any unexpected groundwater be encountered during construction works, works are to cease immediately. Where groundwater needs to be removed, an approval may be required under the *Water Management Act 2000*.	Construction
Soil & Water	SWMM5	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	Design

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			accordance with the relevant Australian Standards; and (b) Ensure that the system has been designed in accordance with the *Australian Rainfall and Runoff (Engineers Australia, 20016)* and *Managing Urban Stormwater: Council Handbook (EPA, 1997) Guidelines*.	
Soil & Water	SWMM6	Acid Sulphate Soils	The management of potential and actual acid sulfate soils shall be conducted in accordance with *the Acid Sulfate Soil Guidelines (NSW Acid Sulphate Soils Management Advisory Committee, August 1998)*.	Construction
Soil & Water	SWMM7*	Erosion and sediment control	Provision of erosion and sediment control devices, such as sedimentation fences and geotextile filters around existing pits during construction work and until the site is stabilised. Regular inspection of erosion prevention and sediment removal strategies during construction works. Clean and maintain sediment control devices after storm events. Modify sediment control devices to suit construction work	During design and construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			progress and until the site is stabilised	
Soil & Water	SWMM8*	Stormwater Quantity Control	An OSD tank will be installed to mitigate the increase in runoff from the new demountable buildings and shall be designed and constructed in accordance with Queanbeyan-Palerang Regional Council 'Development Design Specification D5 – Stormwater Drainage Design (2019)' and the consultation under taken with them (Refer to Section 3 of the Civil Engineering Report).	During design and construction
Soil & Water	SWMM9*	Stormwater Quality Control	Provision of leaf/debris screens on gutters along with the rainwater tanks and the OSD tank are to be installed.	During design and construction
Soil and Water	SWMM10*	Stormwater Design	Pipes and pits will need to be designed to satisfy the minimum provisions of AS 3500.3. They must be designed to convey, at least, the 5% Annual Exceedance Probability (AEP) flows as per Education Facilities and Standards Guidelines and Technical Standards (ESFG guidelines). Where pipe capacity is exceeded i.e., greater than 5% AEP, stormwater will be conveyed as overland flow. Overland flow paths are to be designed to convey at the minimum 1% AEP stormwater flows with a Velocity x Depth to be less than 0.4m2/s. Class B, C and D pits are to be used in accordance	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			with AS 3996.	
	SWMM11*	Operational Stormwater Management	The area where ponding has been identified has a spoon drain with insufficient slope to be free draining. The existing ponding issue is considered a nuisance, not a hazard and the ponding depth is expected to be very shallow. Therefore, it is recommended that the ponding issue is monitored and addressed if necessary.	
Waste Management				
Waste Management	OWMM1*	Operational Waste Management	The wastes generated will be properly assessed, classified and managed in accordance with the EPA's guidelines to ensure proper treatment, transport and disposal.	Operation
Waste Management	OWMM2*	Operational Waste Management	The collection and storage of waste and removal by a licensed contractor.	Operation
Waste Management	OWMM3*	Operational Waste Management	Garbage is to be stored and collected on a regular basis. Sufficient space is to be provided for the storage of garbage and recycling.	Operation
Waste	OWMM4*	Operational	The waste bins and storage areas should have adequate	Operation

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Management		Waste Management system	signage in place	
Waste Management	OWMM5*	Operational Waste Management	Waste collection areas have been identified on the school campus.	Operation
Waste Management	OWMM6*	Operational Waste Management	Driveways and loading areas have been designed in accordance with the relevant authority requirements to allow the safe passage of a laden garbage collection vehicle in all seasons.	Operation
Waste Management	OWMM7*	Operational Waste Management	Appropriate training is to be provided to the school management, staff, cleaners and contractors, annually as a minimum and as part of new employee inductions. Training should be documented and the outcomes discussed, and issues addressed.	Pre-Operation
Waste Management	OWMM8*	Operational Waste Management	The OWMP will be reviewed, revised and updated every 12 months or as required depending on changes at the school and formalised.	Operation
Waste	CWMM1	Construction	The CWMP must be implemented for the duration of	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Management		Waste Management	construction works.	
Waste Management	CWMM2	Construction Waste Management	Relevant waste management details will be indicated on a site plan for all workers, including the location of the main skip bin. Staff and subcontractors will undergo site induction and ongoing toolbox talks that will detail waste minimisation and reuse management measures, including the requirements of the waste management hierarchy. Waste minimisation training will include energy consumption awareness that promotes energy conservation methods including minimising energy use by switching off equipment when not in use.	Pre-Construction Construction
Waste Management	CWMM3	Construction Waste Management	The NSW Governments Waste Management Hierarchy of 'avoid-reduce-reuse-recycle-disposal' will be followed as the framework of waste management throughout the project. The reuse/and or recycling of waste materials generate on site shall be maximised as far as practical, to minimise the need for treatment or disposal of those materials off site.	Pre-Construction Construction
Waste Management	CWMM4	Construction Waste Management	If found, asbestos will be managed in accordance with a site Asbestos Removal Control Plan or Asbestos Management Plan. Asbestos waste is to be managed as per the POEO (2014) Part 7 Transportation and Management of Asbestos	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			Waste.	
Waste Management	CWMM5	To manage waste impacts and ensure compliance with waste management system	Waste material generate on-site will be transported and disposed of at an approved waste disposal facility in accordance with relevant requirements.	Pre-Construction Construction
Waste Management	CWMM6	To manage waste impacts and ensure compliance with waste management system	A waste register will be developed and maintained, detailing types of waste collected, amounts, date/time, and details of disposal.	Construction
Waste Management	CWMM7	To manage waste impacts and ensure compliance with waste management	A S143 notice under the POEO Act will be completed should the offsite (on private property) lawful disposal of waste material deemed necessary.	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
		system		
Waste Management	CWMM8	To manage waste impacts and ensure compliance with waste management system	The relevant licences of waste facilities utilised for the disposal of project waste will be obtained to ensure they are legally able to accept the waste.	Pre-Construction Construction
Waste Management	CWMM9	To manage waste impacts and ensure compliance with waste management system	Disposal of waste streams identified in Sections 3.5 to 3.7 of the CWMP is to be conducted by a licensed waste contractor. Waste is to be taken to a waste facility lawfully able to receive it. Waste is to be tracked and recorded.	Construction
Waste Management	CWMM10	To manage waste impacts and ensure compliance with waste management system	Stockpiles of waste material designated for offsite disposal is to be stockpiled more than 2 metres from drainage lines and retained vegetation or alternatively placed within separate skip bins for the different waste streams.	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Waste Management	CWMM11	To manage waste impacts and ensure compliance with waste management system	Regular visual inspections will be conducted to ensure that work sites are kept tidy and to identify opportunities for reuse and recycling.	Construction
Waste Management	CWMM12	To manage waste impacts and ensure compliance with waste management system	The CWMP is to be updated once the recycling/disposal contractors has been established.	Pre-Construction Construction
Tree Mitigation Measures				
Trees	TMM1	Tree Protection	Trees not approved to be pruned or removed are to be protected and maintained in accordance with *AS 4970-2009 Protection of Trees on Development Sites* and are to remain in place until the completion of all construction work in the vicinity of the protected trees.	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Trees	TMM2*	Tree protection	All retained trees will have a defined TPZ to minimise impact.	Design
Trees	TMM3*	Pruning requirements	Pruning works are to be undertaken by a suitably qualified and experienced arborist complying with the Australian Standard for the Pruning of Amenity Trees, AS4373-2007. Natural Target Pruning methods should be used wherever possible when removing sections from retained trees.	Construction
Trees	TMM4*	Tree protection	Installation of tree protection fencing to exclude construction from the TPZ. TPZ fencing will be installed as per Section 4.1.1 of Arboricultural Impact Assessment..	Construction
Trees	TMM5*	Tree protection	Where any structural roots (those with a diameter greater than 20 mm) are encountered by excavation, these are to be pruned with clean, sharp pruning tools by a suitably qualified arborist. If temporary access into any TPZ is required for machinery during construction, then ground protection measures are required. Measures may include permeable membranes such as geotextile fabric beneath a layer of mulch or crushed rock below rumble boards.	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Trees	TMM6*	Tree protection	Any unavoidable excavation within the demarked TPZ will be undertaken by hydro excavation. Any exposed roots >20 mm in diameter will be assessed by the appointed consulting arborist to determine if they require pruning.	Construction
Trees	TMM7*	Tree protection	Immediately after the completion of construction work and 18 months after, the consulting arborist will carry out an assessment of all trees retained and/or affected by the works.	Post-construction
Biodiversity				
Biodiversity	BMM1*	Clearing of native vegetation	There will be no clearing of native vegetation. Where practicable, canopy-layer vegetation within the maintenance areas should be pruned/lopped but there should not be any clearing or tree removal. Clearly delineate the boundaries of the Disturbance Footprint to ensure no accidental incursions within retained vegetation. Identify and clearly mark 'No-Go Zones' (retained vegetation and site boundary). Ensure vehicle and equipment parking areas and stockpile areas are identified and sited to avoid areas containing	During construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			ecological value wherever practicable.	
Biodiversity	BMM2*	Vehicle collision with fauna	Speed limits within the site will be limited to 10 km/hr. This limit should be clearly signed at all entry points to site. Limit vehicle entry into the site where possible.	During construction and operation
Biodiversity	BMM3*	Transfer of weeds and pathogens to and from site.	All plant, machinery and equipment to be used for vegetation clearing should be washed down before entering and leaving the site to prevent the spread and establishment of weeds, or fungal pathogens. Weed and seed clearance certificates should be adopted, as required. Restriction to designated roads (out of 'No-Go' zones). All exotic vegetation removed from the site to be disposed of off-site. Weed infestations should be controlled as required during and following construction works. Priority should be given to the control of the following species: Chilean Needlegrass and Blackberry.	During construction
Biodiversity	BMM4*	Accidental incursions	Identify and clearly mark 'No-Go Zones' (retained vegetation and site boundary).	During construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
		during clearing	All personnel onsite to be made aware of the sensitivity of the surrounding environmental features (e.g. vegetation to be retained).	
Biodiversity	BMM5*	Increase in dust and noise during clearing works	Limit exposure of bare ground during clearing. Reduce machinery noise where possible during clearing. Dust suppression measures, such as water, to be utilised as necessary.	During construction
Biodiversity	BMM6*	Increase in light pollution	Limit construction to daylight hours to limit light pollution on nocturnal fauna.	During construction
Biodiversity	BMM7*	Waste	Waste management procedures to be identified prior to commencement of works. Spill Response Procedures to be in place and spill kits to be present during clearing works. All general waste to be removed from site.	Prior to commencement of works and during construction
Aboriginal Archaeology				
Aboriginal Archaeology	AMM1	Unexpected Aboriginal archaeological finds	Aboriginal objects are protected under the NPW Act regardless of if they are registered on AHIMS or not. If suspected Aboriginal objects, such as stone artefacts are located during future works, works must cease, and an	During construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			archaeologist called in to assess the finds. If the finds are found to be Aboriginal objects, Heritage NSW must be notified under section 89A of the NPW Act. Appropriate management and avoidance or approvals should then be sought if Aboriginal objects are to be moved or harmed.	
Aboriginal Archaeology	AMM2	Human remains.	In the extremely unlikely event that human remains are found, works should immediately cease, and the NSW Police should be contacted. If the remains are suspected to be Aboriginal, Heritage NSW must also be contacted at this time to assist in determining appropriate management.	During construction
Visual and Amenity Mitigation Measures				
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 amenity assessment in the REF. For enquiries on requirements please contact the DoE Design and Infrastructure Standards Team on DesignAndInfrastructureStandards@det.nsw.edu.au.	Design

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Visual & Amenity	VAMM2*	Design of learning spaces	Allow for teacher input in the design of learning spaces to ensure these spaces cater for teaching and learning needs.	Design
Contamination Mitigation Measures				
Land Contamination	LCMM3	Asbestos Handling	Where asbestos or asbestos-containing material is to be disturbed or uncovered, compliance with SafeWork NSW requirements shall be adhered to. Asbestos shall be removed by a suitably qualified and experienced contractor, licensed by SafeWork NSW. The removal of such material shall be carried out in accordance with the requirements of SafeWork NSW and the material transported and disposed of in accordance with NSW Environment Protection Authority requirements and the *Protection of the Environment Operations (Waste) Regulation 2014* with particular reference to Part 7 'Transportation and Management of Asbestos Waste'.	Construction
Land Contamination	LCMM4	Unexpected Site Contamination	During construction works, should any unexpected contamination information or contaminants be identified which have the potential to alter previous site contamination assessments, conclusions and recommendations, the relevant DoE Project Lead must be immediately notified and	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			works must cease in the location of the contamination. Works must not recommence until a suitably qualified and experienced contamination consultant has investigated the unexpected contamination and provided recommendations for the management of necessary remedial work required to render the site suitable for the activity in accordance with any relevant NSW EPA adopted guidelines. A Completion Certification from the contamination consultant shall be submitted to the relevant DoE Project Lead prior to construction works re-commencing. Following completion of the remediation through implementation of the recommendations from the suitably qualified contamination consultation, a Site Remediation and Validation Report is to be submitted to a NSW EPA-Accredited Site Auditor to confirm site suitability. A copy of the Site Remediation and Validation Report is also to be provided to the relevant DoE Project Lead and DoE's Post Approval and Compliance Team. A notice of completion of remediation work must also be given to Council in accordance with Section 4.14 and Section 4.15 of *State Environmental Planning Policy (Resilience and Hazards) 2021*.	
Land Contamination	LCMM6*	Unexpected Finds Protocol	Prepare a Construction Environmental Management Plan which includes an unexpected finds protocol. The	Pre-construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
		to be included in CEMP	Management Plan must be prepared and implemented before any construction work commences.	
Utilities and Infrastructure Mitigation Measures				
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), and assets/service infrastructure that is likely to be impacted by the works.	Prior to the commencement of construction
Utilities & Infrastructure	UIMM2	Services & Utilities	All services and utilities in the construction area must be appropriately disconnected and reconnected as required, in consultation with the relevant authorities to determine disconnection and reconnection requirements. Where services or utilities are found not to be adequate to support the works, appropriate augmentation must be undertaken, subject to obtaining any required approvals or permits.	Construction
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	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			(outside of any approved construction works zone) under any circumstances.	
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 repaired or pay the full costs associated with repairing any damage within an agreed timeline between the owner of the identified property.	Prior to operation
Utilities & Infrastructure	UIMM6	To ensure adequate connectivity to	Close coordination with the design team to integrate sustainability measures, including the PV system and ICT	Design and construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
		electrical and ICT services	infrastructure, while minimising environmental impacts.	
Utilities & Infrastructure	UIMM7	To minimise soil disturbance	To minimise soil disturbance during trenching, plan service routes efficiently, reuse excavated soil for backfilling, stabilise exposed areas with mulch or vegetation, and implement silt barriers to prevent erosion and runoff.	Construction
Utilities & Infrastructure	UIMM9*	To ensure early engagement is undertaken to confirm maximum demand of the site is within the electricity supply capacity	Early engagement with utility providers shall be undertaken to confirm that option 1 (being the use of the existing substation) is viable. This engagement should facilitate a decision on whether an upgrade to the kiosk is necessary as per the Electrical and ICT Services Report. Should upgrade works be required, the relevant authority approvals shall be obtained.	Construction
Utilities & Infrastructure	UIMM10*	To ensure visual impacts from above-ground hydraulic services are minimised.	To minimise visual impact from above-ground hydraulic services using neutral or natural-coloured materials for utility structures, positioned discreetly, landscaping for screening, and incorporating aesthetic design elements to blend with the surroundings as per the landscape architect's report.	Design

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Heritage Mitigation Measures				
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 Heritage	If any unexpected Aboriginal objects, sites or places (or potential Aboriginal objects, site or places) are discovered during any construction work, all works in the vicinity must cease and the area must be appropriately protected. The DoE Heritage Team is to be notified and an archaeologist engaged to undertake a site inspection to assess the find in consultation with the Registered Aboriginal Parties (RAPs). Following the on-site assessment, the archaeologist and RAPs (if they attended the site) are to advise on whether	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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 *Coroners Act 2009*. Aboriginal burials (older than 100 years) are protected under the *National Parks and Wildlife Act 1974* and should not be disturbed. Should the skeletal material prove to be archaeological Aboriginal remains, Heritage NSW and the Local Aboriginal Land Council must be notified. Notification should also be made to the Commonwealth Minister for the Environment, under the provisions of the *Aboriginal and Torres Strait Islander Heritage Protection Act 1984*.	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Operational Mitigation Measures				
Operational Management	OPMM1	Operation Waste Management Plan	Prior to the commencement of operations, any operational waste management measures shall be detailed in an Operational Waste Management Plan. This Plan must outline how waste will be minimised, handled, stored and disposed of appropriately, in accordance with any relevant guidelines. A copy of the Operational Waste Management Plan is to be provided to the relevant DoE Project Lead for implementation during operations.	Prior to the commencement of Operations
Operational Management	OPMM2	Operation Stormwater Management Plan	Prior to the commencement of operations, a Stormwater Operation and Maintenance Plan is to be prepared and include the following: (a) Maintenance schedule of all stormwater quality treatment devices; (b) Record and reporting details; and (c) Work Health and Safety requirements. A copy of the Stormwater Operation and Maintenance Plan is also to be provided to the relevant DoE Project Lead for implementation.	Prior to the commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
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	Landscaping at the site associated with the works must be maintained. This includes the undertaking of: (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) (g) Watering (h) Irrigation maintenance (i) Mowing (j) Spraying and pest treatment	During Operations
Operational Transport	OPTMM1	School Transport Plan	Prior to the commencement of operations, a School Transport Plan must be prepared to the satisfaction of the DoE Transport Planning Team. If the school already has a School Transport Plan, the existing plan is to be reviewed and	Prior to the commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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.	
Operational Flooding	OPFMM1	Operational Flood Emergency Response Management Plan	Prior to the commencement of operation, the Flood Emergency Response Plan (FERP) is to be incorporated with the Emergency Management Plan and include the following: (a) Prioritise evacuation and avoid shelter-in-place by closing the school before the school day if flood events are forecasted and SES advises. (b) School administration must undertake annual evacuation preparations and an evacuation drill prior to the commencement of the wet season (typically November to April); (c) School administration to undertake responsibilities as set out in the FERP; and (d) Ensure that the Flood Warning Notice is maintained and permanently visible.	Prior to the commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Operational Flooding	OPFMM2*	Operational Flood Emergency Response Management Plan	The procedures outlined in the Operational Flood Evacuation Response Plan (FERP) produced by Martens & Associates dated September 2021 are to be adhered to during operation of the proposed activity. The FERP is to be updated to reference the proposed activity under this REF.	Operation

Dictionary

Term	Definition
Aboriginal object	Has the same meaning as the definition of the term in Section 5 (Definitions) of the *National Parks and Wildlife Act 1974.*
Aboriginal place	Has the same meaning as the definition of the term in Section 5 (Definitions) of the *National Parks and Wildlife Act 1974.*
Bushfire prone land	Land mapped on a bushfire prone land map as being subject to bushfire hazard. If part but not all of a lot is mapped as being subject to bushfire hazard, only the specific part of the lot that is mapped as being subject to bushfire hazard is bushfire prone land.
Category 1 Remediation	Remediation work needing consent that is: (a) designated development, or (b) carried out or to be carried out on land declared to be a critical habitat, or (c) likely to have a significant effect on a critical habitat or a threatened species, population or ecological community, or (d) development for which another State environmental planning policy or a regional environmental plan requires development consent, or

	(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: (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 (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).
Category 2 Remediation	Remediation work not needing consent that is:

	(a) a remediation work that is not a work of a kind described as Category 1 remediation, or (b) a remediation work (whether or not it is a work of a kind described as Category 1 remediation that: (i) by the terms of a remediation order, is required to be commenced before the expiry of the usual period under the *Contaminated Land Management Act 1997* for lodgement of an appeal against the order, or Note — The usual period for lodgement of an appeal is 21 days or a period prescribed instead by regulations made under the Contaminated Land Management Act 1997. (ii) may be carried out without consent under another State environmental planning policy or a regional environmental plan (as referred to in section 4.16(4)), or (iii) is carried out or to be carried out by or on behalf of the Director-General of the Department of Agriculture on land contaminated by the use of a cattle dip under a program implemented in accordance with the recommendations or advice of the Board of Tick Control under Part 2 of the Stock Diseases Act 1923, or (iv) is carried out or to be carried out under the Public Land Remediation Program administered by the Broken Hill Environmental Lead Centre.
Certification of Crown building work	Certification under section 6.28(2) of the *Environmental Planning and Assessment Act 1979.*
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:

	• 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.