

# Mitigation Measures for Review of Environmental Factors

---

Department of Education Projects -Ulladulla Public School Upgrade

March 2025

DOC25/425584

## 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	GMM3	Australian Standards	All works must comply with the relevant Australian Standards.	Throughout
General	GMM4	Crown Certificate	A Crown Certificate under Section 6.28 of the <i>Environmental Planning and Assessment Act 1979</i> must be obtained for any Crown building work.	Prior to the commencement of construction
General	GMM5	Landowners Consent	Landowners consent must be obtained in writing from the relevant landowner or authority.	Prior to the commencement of

Aspect	MM ID	MM Name	Mitigation Measure	
				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 minimum period of 48 hours notification prior to the commencement of any construction work must be given.	Prior to the commencement of construction
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
Community	CEMM3	Complaints Handling	All complaints must be managed in accordance with DoE's Stakeholder and Community Participation Plan.	Throughout

Aspect	MM ID	MM Name	Mitigation Measure	
Compliance	PACMM1	Compliance with Mitigation Measures	All relevant personnel, including contractors and their subcontractors, must be made aware of these Mitigation Measures and the requirement to undertake the activity as per these Mitigation Measures.	Throughout
Compliance	PACMM2	Non-compliance notification	<p>The relevant Project Lead and DOE's Post Approval and Compliance Team must be notified as soon as practical when any non-compliance with a Mitigation Measure is identified. The notification should identify the relevant works, set out the Mitigation Measure that works are non-compliant with, the way in which it does not comply, any known reasons for the non-compliance and what actions have been, or will be undertaken, to address the non-compliance.</p> <p><i>Note: Non-compliance and incident notifications 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

Aspect	MM ID	MM Name	Mitigation Measure	
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
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"> <li>(i). Hours of work;</li> <li>(ii). 24-hour contact details of site manager;</li> <li>(iii). Management of dust and odour;</li> <li>(iv). Stormwater control and discharge;</li> <li>(v). Measures to ensure that sediment and other materials</li> </ul>	Construction

Aspect	MM ID	MM Name	Mitigation Measure
			<p>are not tracked onto the roadway by vehicles leaving the site;</p> <p>(vi). Any other specific environmental construction Mitigation Measures detailed in the REF;</p> <p>(vii). Any requirements outlined in any relevant approvals, permits, licences or landowner consents; and</p> <p>(viii). Community consultation and complaints handling in line with DoE's Stakeholder and Community Participation Plan.</p> <p>(b) Aerial Site Plan showing the location of the works;</p> <p>(c) The following, where required by Mitigation Measures:</p> <p>(i). Construction Traffic and Pedestrian Management;</p> <p>(ii). Construction Worker Transport Strategy</p> <p>(iii). Construction Noise and Vibration Management;</p> <p>(iv). Construction Waste Management (including details on contaminated waste);</p> <p>(v). Construction Air Quality and Dust Management;</p> <p>(vi). Construction Soil and Water Management;</p>

Aspect	MM ID	MM Name	Mitigation Measure
			<p>(vii). Construction Flood Management;</p> <p>(viii). Aboriginal/Non-Aboriginal Heritage Management;</p> <p>and</p> <p>(ix).Demolition Work Plan</p> <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 1977</i> and any other relevant legislation, as relevant to the works.</p>
Construction	CMM3	Construction Fencing	<p>Construction site fencing is to be installed around the site.</p> <p>Construction vehicle and pedestrian access points to / from the site are to be clearly designated, signposted and controlled for authorised access only.</p>

Aspect	MM ID	MM Name	Mitigation Measure	
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"> <li>• <i>Protection of the Environment Operations Act 1997</i>;</li> <li>• <i>Work Health and Safety Regulation 2017</i>;</li> <li>• <i>AS 1940:2017 The Storage and Handling of Flammable and Combustible Liquids</i>; and</li> <li>• <i>Safe Work NSW Code of Practice – Managing Risks of Hazardous Chemicals in the Workplace</i>.</li> </ul>	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 Materials	<p>All materials must be wholly contained within the construction site. The requirements of the <i>Protection of the Environment Operations Act 1997</i> are to be complied with when placing and stockpiling construction and waste materials, when disposing of waste products</p>	Construction



Aspect	MM ID	MM Name	Mitigation Measure	
			and during any other works likely to pollute drains or watercourses.	
<b>Construction</b>	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
<b>Construction</b>	CMM8	Construction Equipment	All equipment and machinery shall be secured to prevent vandalism outside of construction hours.	Construction
<b>Construction</b>	CMM9	Construction Contractors	All contractors must meet all workplace safety legislation and requirements.	Construction
<b>Construction</b>	CMM10	Construction Vehicle Maintenance	No vehicle maintenance is permitted in the construction areas except in emergencies.	Construction
<b>Construction</b>	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

Aspect	MM ID	MM Name	Mitigation Measure	
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> <ul style="list-style-type: none"> <li>(a) Monday to Friday inclusive: Between 7.00am to 6.00pm;</li> <li>(b) Saturday: Between 8.00am to 1.00pm; and</li> <li>(c) Sunday and Public Holidays: No work permitted.</li> </ul> <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> <ul style="list-style-type: none"> <li>(d) Mondays to Friday inclusive: Between 6:00pm to 7:00pm; and</li> </ul>	Construction

Aspect	MM ID	MM Name	Mitigation Measure
			<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> <ul style="list-style-type: none"> <li>(f) By the police or a public authority for the delivery of vehicles, plant or materials; or</li> <li>(g) In an emergency to avoid the loss of life, damage to property or to prevent environmental harm; or</li> <li>(h) Where the works are completely inaudible at the nearest sensitive receiver; or</li> <li>(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</li> <li>(j) Maintenance and repair of public infrastructure where disruption to essential services, required system conditions</li> </ul>

Aspect	MM ID	MM Name	Mitigation Measure
			<p>(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	<p>Use of any rock excavation machinery, sheet piling, pile driving or jack-hammering and the like is restricted to the following hours:</p>

Aspect	MM ID	MM Name	Mitigation Measure
			<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>

Aspect	MM ID	MM Name	Mitigation Measure	
Construction	CMM16	Shoring & Adequacy of Adjoining Property	<p>If the works involve an excavation that extends below the level of the base of the footings of a building, structure or work on adjoining land (including any structure or work within a road or rail corridor), under the advice of a suitably qualified engineer the works must:</p> <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>	Construction
Construction	CMM17	Construction Hoarding	Construction noise for excavation and piling will require a perimeter hoarding as indicated to meet recommended noise levels inside nearest school building.	Construction
Construction	CMM18	Construction Access	All construction vehicles will travel along Green Street to enter and exit at the south boundary of the site.	Construction
Construction	CMM19	Construction -	Heavy vehicle movement is required to avoid school drop off and	Construction

Aspect	MM ID	MM Name	Mitigation Measure	
		Heavy Vehicle Movements	pick up times	
Soil & Water	SWMM1	Erosion and Sediment Control	An Erosion and Sediment Control Plan must be implemented in accordance with the Landcom/Department of Housing <i>Managing Urban Stormwater, Soils and Construction Guidelines</i> (Blue Book). The controls must be in place, inspected and managed until the works are complete and all exposed erodible materials are stable relevant to each construction stage. Inspection records must be kept and provided to the Post Approval and Compliance Team on request.	Pre construction Construction
Soil & Water	SWMM2	Imported Fill Material	Imported fill must be compatible with the existing soil characteristics of the site and limited to the following: <ul style="list-style-type: none"> <li>(a) Virgin excavated natural material (VENM); and/or</li> <li>(b) Excavated natural material (ENM) certified as such in accordance with Protection of the Environment Operations</li> </ul>	Construction

Aspect	MM ID	MM Name	Mitigation Measure
			<p>(Waste) Regulation 2014; and/or</p> <p>(c) Material subject to a Waste Exemption under Clause 91 and Clause 92 of the Protection of the Environment Operations (Waste) Regulation 2014 and recognised by the NSW Environment Protection Authority as being “fit for purpose” with respect to the works under the REF.</p> <p>Certificates from a suitably qualified person/contractor proving that the imported fill material complies with these requirements must be provided to the relevant DoE Project Lead prior to filling works.</p>
Soil & Water	SWMM3	Imported Mulch	<p>Any imported mulch must comply with the <i>Resource Recovery Order under Part 9, Clause 93 of the Protection of the Environment Operations (Waste) Regulation 2014</i> and the <i>Mulch Order 2016</i> recognised by the NSW Environment Protection Authority as being “fit for purpose” with respect to the works under the REF. Mulch must not include physical or chemical contaminants and minimise harm to the environment through the introduction, spread or increase in any weed, disease or pest. A written statement provided by the supplier</p>



Aspect	MM ID	MM Name	Mitigation Measure	
			confirming compliance with the <i>Resource Recovery Mulch Order 2016</i> is to be provided to the relevant DoE Project Lead prior to importing the mulch.	
Soil & Water	SWMM4	Groundwater	Should any unexpected groundwater be encountered during construction works, works are to cease immediately. Where groundwater needs to be removed, an approval may be required under the <i>Water Management Act 2000</i> .	Construction
Soil & Water	SWMM5	Stormwater Management System	<p>The operational stormwater management system must be designed by a suitably qualified civil engineer. The system must:</p> <ul style="list-style-type: none"> <li>(a) Ensure that the system capacity has been designed in accordance with the relevant Australian Standards; and</li> <li>(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>.</li> </ul>	Design

Aspect	MM ID	MM Name	Mitigation Measure	
Soil & Water	SWMM6	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	SWMM7	Flood Mitigation	Sufficient drainage provisions should be provided around the proposed building with retaining walls, localized trench drain and diversions around the building during PMF events.	Construction Operation
Construction Transport	CTMM1	Bicycle /scooter racks	Racks or spaces to accommodate an additional 10 scooters and 40 bicycles are to be installed on the site.	Construction
Construction Transport	CTMM2	Car park	Deliver the upgraded car park in accordance with AS2890.1	Construction
Construction Transport	CTMM3	Drop off spaces	Subject to Shoalhaven City Council Traffic Committee approval, change parking signage for five existing restricted parking spaces on Green Street (northern side) to No Parking 8.00 – 9.30 am and 2.30	Construction

Aspect	MM ID	MM Name	Mitigation Measure	
			– 4.00 pm SCHOOL DAYS.	
<b>Construction Transport</b>	CTMM4	CTMP	<p>Prepare a Construction Traffic Management Plan (CTMP) inform construction workers and heavy vehicle movements on safe traffic flow and minimise disruption to the school and surrounding areas. The CTMP must include a Construction Worker Access Management Plan (CWAMP) to outline strategies and measures to manage how construction workers access a construction site including carpooling initiatives.</p> <p>Workers will be required to avoid parking on residential streets and instead use the existing parking spaces on the Green Street and St Vincent Street.</p>	Construction
<b>Construction Transport</b>	CTMM5	Bus zones	Painted red bus zones to reduce illegal parking.	Construction
<b>Bushfire</b>	BFMM1	Landscape	Prior to occupation, DoE must ensure new landscaping within the site is designed to meet the requirements of PBP.	Design Construction Operation

Aspect	MM ID	MM Name	Mitigation Measure	
<b>Bushfire</b>	BFMM2	BAL requirement	DoE are to ensure the proposed building designed and constructed to the relevant NCC requirements including BAL-19 based on the construction specifications detailed in AS 3959-2018 and additional ember provisions detailed in Section 7.5 of PBP as required.	Design Construction Operation
<b>Bushfire</b>	BFMM3	APZ	The identified APZs are to be established and maintained in perpetuity or until surrounding land is developed to specifications detailed in Appendix 2 of the BAR.	Throughout the life of the project
<b>Bushfire</b>	BFMM4	Fire Hydrant	DoE to ensure fire hydrants are provided in accordance with AS2419:2021.	Design Construction Operation
<b>Bushfire</b>	BFMM5	Gas Services	Prior to construction, DoE to ensure gas services (if installed) are installed and maintained in accordance with AS/NZS 1596:2014.	Design Construction Operation
<b>Bushfire</b>	BFMM6	Bushfire Emergency Response	DoE to update Bushfire and Grassfire Response Plan including: 1. Designating the new building as primary shelter-in-place	Occupation

Aspect	MM ID	MM Name	Mitigation Measure	
<b>Bushfire</b>	BFMM7	Bushfire Emergency Response	Prior to operation, DoE to:  1. Install signage to designate Building M (new building) as the shelter-in-place.	Design Construction Operation
<b>Biodiversity</b>	BMM1	Mulch Integrity	Use AS 4454 leaf mulch with 90% recycled content for tree protection fencing. Chip trees marked for removal and use mulch 100mm deep. Avoid soil, weeds, sticks, and stones. Comply with AS 4454 (1999) and AS 4419 (1998).	Pre construction  Construction
<b>Biodiversity</b>	BMM2	Pathogen mitigation	Basic hygiene protocols are to be implemented for construction personnel and machinery on site to reduce the potential for invasion by plant pathogens including Phytophthora cinnamomi, the fungus myrtle rust Uredo rangelli and amphibian chytrid fungus.	Construction
<b>Biodiversity</b>	BMM3	Fauna protection	Limit construction activities in areas identified as sensitive to fauna foraging, especially near trees observed to host roosting individuals.	Construction
<b>Trees</b>	TMM1	Tree Protection	Trees not approved to be pruned or removed are to be protected and	Pre – construction

Aspect	MM ID	MM Name	Mitigation Measure	
			<p>maintained in accordance with <i>AS 4970-2009 Protection of Trees on Development Sites</i> and are to remain in place until the completion of all construction work in the vicinity of the protected trees. Tree protection must be approved by a Consulting Arborist AQF Level 5.</p> <p>A project arborist (conforms to the AS 4970) is required to be nominated before works start, and they are to be provided with all related site documents.</p>	
<b>Trees</b>	TMM2	Tree protection	Protection of trees as identified in Section 7.1 of the Arboricultural Impact Assessment Report prepared by Allied Tree Consultancy, dated March 2025 during any site works, a Tree Management Plan (Arboricultural Method Statement) is issued before work starts and measures of protection employed.	Pre-construction
<b>Trees</b>	TMM3	Tree protection	Installation of tree protection measures as per Tree Management Plan (Arboricultural Method Statement).	Pre-construction
<b>Trees</b>	TMM4	Tree protection	Protective fencing around existing trees and within TPZs must be	Pre- construction

Aspect	MM ID	MM Name	Mitigation Measure
			installed before any site work begins. The fence must be 1800mm high chain wire mesh fixed to galvanised steel posts, enclosing an area to prevent damage as defined in the Tree Protection Plan. No storage inside fenced area.
<b>Trees</b>	TMM5	Tree Protection	<p>No activities are to take place within the Structural Root Zones (SRZs) of mature trees.</p> <p>No pedestrian or plant access is permissible to the TPZ.</p> <p>Avoid tying ropes, cables, or similar items to trees.</p> <p>Chemicals and contaminants must be stored properly in an enclosed area with a spill bund to prevent runoff in case of accidents.</p> <p>No materials, mixing, parking, disposal, repairs, refuelling, fires, stockpiling, or backfilling is allowed near remaining trees. Removal or lopping of trees needs written permission from Council.</p> <p>Tree protection signage must be attached to tree protection zones</p>

Aspect	MM ID	MM Name	Mitigation Measure	
			before works begin. Signs should be displayed prominently and repeated at 10m intervals or closer when the fence changes direction. Signs must include information about the tree protection zone, access restrictions, developer's contact details, and Site Arborist information.	
<b>Trees</b>	TMM6	Soil compaction	Do not fill or compact soil above tree roots enclosed by protection fencing during construction near trees. Guidelines must be followed to prevent soil compaction in these areas. Protection includes using elevated planks attached to scaffolding to prevent ground compression.	Construction
<b>Trees</b>	TMM7	Tree removal plan	Trees are identified and marked for removal as identified in Section 7.1 of the Arboricultural Impact Assessment Report prepared by Allied Tree Consultancy, dated March 2025	Pre construction
<b>Trees</b>	TMM8	Fauna	Inspect all trees to be removed for hollows, nests and other signs of fauna habitat. If fauna is discovered, an ecologist will be required to remove and relocate any fauna if the tree or vegetation is to be	Construction



Aspect	MM ID	MM Name	Mitigation Measure	
			removed.  Native wildlife habitats are identified to avoid injury to animals. A licensed wildlife handler supervises the tree removal. Tree removal shall avoid nesting season.	
Trees	TMM9	Site Induction	Site induction; All workers must be briefed about the ecological sensitivity of the site, no-go areas, the need to minimise ecological impact, and all other required mitigation measures is to be undertaken including conditions outlined in Tree Management Plan before the initiation of work. This is required as part of the site induction process.	Pre construction
Trees	TMM10	TPZ - trenching	Trenching shall avoid the TPZ’s. Proposed routes shall be re-routed outside of the TPZ. Underboring required if unable reroute. Any excavation in the area of a TPZ must be authorised and conditioned by the project arborist.	Construction
Trees	TMM11	TPZ -Trees	Trees No. 116, 117, 120.: these trees can be retained relative to the	Construction

Aspect	MM ID	MM Name	Mitigation Measure
		116,117,120	<p>proposed design. However, the proposed spoon drain is within the SRZ. Based on the shallow nature of this structure, the impact can be negligible. However, the installation of this structure will require the following conditions for construction.</p> <ol style="list-style-type: none"> <li>1. The portion of the drain that falls within the SRZ, that is for <ul style="list-style-type: none"> <li>- tree No. 116; 1900mm</li> <li>- tree No. 117: 2600mm</li> <li>- tree No. 120: 2200mm</li> </ul> </li> </ol> <p>from each tree shall be excavated by hand tools and not any machinery.</p> <ol style="list-style-type: none"> <li>2. The project arborist will be required on site during the excavation/installation of this portion of the drain.</li> </ol>
<b>Trees</b>	TMM12	TPZ – Tree 41	<p>Tree No. 41:</p> <p>Construction</p>

Aspect	MM ID	MM Name	Mitigation Measure
			<p>Soil levels within the TPZ must remain the same. Any excavation within the TPZ must have been previously specified and allowed for by the project arborist:</p> <ul style="list-style-type: none"> <li>a) So it does not alter the drainage to the tree.</li> <li>b) Under specified circumstances, <ul style="list-style-type: none"> <li>o Added fill soil does not exceed 100mm in depth over the natural grade.</li> </ul> </li> </ul> <p>Construction methodologies exist that can allow grade increases in excess of 100mm, via the use of an impervious cover, an approved permeable material or permanent aeration system or other approved methods.</p> <ul style="list-style-type: none"> <li>o Excavation cannot exceed a depth of more than 50mm within the area of the TPZ, not including the SRZ. The grade within the SRZ cannot be reduced without the consent from a project arborist.</li> </ul> <p>4. No form of material or structure, solid or liquid, is to be stored or</p>

Aspect	MM ID	MM Name	Mitigation Measure	
			disposed of within the TPZ.	
<b>Trees</b>	TMM13	Replanting - visual amenity	Plant advanced specimens of the same species in areas that offer visual/noise screening.	Construction
<b>Trees</b>	TMM14	Landscape maintenance	Contractors are to ensure new landscaping is watered. Apply water at an appropriate rate suitable for the plant species during periods of little or no rainfall.	Construction
<b>Visual &amp; Amenity</b>	VAMM1	External Materials	<p>The selection of external colours, materials or finishes of the building(s) should aim to minimise impacts on visual amenity and ensure there is no increase in impacts identified the visual amenity assessment in the REF.</p> <p>For enquiries on requirements please contact the DoE Design and Infrastructure Standards Team on <a href="mailto:DesignAndInfrastructureStandards@det.nsw.edu.au">DesignAndInfrastructureStandards@det.nsw.edu.au</a>.</p>	Design
<b>Land</b>	LCMM4	Unexpected Site	During construction works, should any unexpected contamination	Construction

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

Aspect	MM ID	MM Name	Mitigation Measure	
			remediation work must also be given to Council in accordance with Section 4.14 and Section 4.15 of <i>State Environmental Planning Policy (Resilience and Hazards) 2021</i> .	
Utilities & Infrastructure	UIMM1	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	UIMM2	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	UIMM3	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	Construction

Aspect	MM ID	MM Name	Mitigation Measure	
			pedestrian safety. Where necessary, traffic control measures will be implemented.	
<b>Heritage</b>	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
<b>Heritage</b>	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	Construction

Aspect	MM ID	MM Name	Mitigation Measure
			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	<p>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</p>
			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> .	
<b>Heritage</b>	HMM4	Aboriginal Due Diligence	The Aboriginal due diligence assessment must be kept by School Infrastructure NSW so that it can be presented, if needed, as a defence from prosecution under Section 86(2) of the National Parks and Wildlife Act 1974.	Construction
<b>Operational Management</b>	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

Aspect	MM ID	MM Name	Mitigation Measure	
Operational Management	OPMM2	Operation Stormwater Management Plan	<p>Prior to the commencement of operations, a Stormwater Operation and Maintenance Plan is to be prepared and include the following:</p> <ul style="list-style-type: none"> <li>(a) Maintenance schedule of all stormwater quality treatment devices;</li> <li>(b) Record and reporting details; and</li> <li>(c) Work Health and Safety requirements.</li> </ul> <p>A copy of the Stormwater Operation and Maintenance Plan is also to be provided to the relevant DoE Project Lead for implementation.</p>	Prior to the commencement of 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	OPMM4	Operation Plant and Machinery Plan	Acoustic louvers installed surrounding mechanical plant and fans to have internally lined ducts with acoustic insulation.	During Operations

Aspect	MM ID	MM Name	Mitigation Measure	
Operational Management	OPMM5	Operation Plant and Machinery Plan	Mechanical plant room to not operate during night time periods (after 10 pm).	During Operations
Operational Management	OPMM6	Operation Plant and Machinery	Prior to the commencement of operations, it must be demonstrated by a suitably qualified acoustic engineer that noise associated with the operation of mechanical plant or machinery installed does not exceed the relevant project noise trigger levels.	Prior to the commencement of Operations
Operational Management	OPMM7	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"> <li>(a) Mulching</li> <li>(b) Concrete/paving maintenance and replacement</li> <li>(c) Outdoor furniture maintenance and replacement</li> <li>(d) Turf replacement</li> <li>(e) Planting and tree replacement</li> <li>(f) Planting and tree maintenance (trimming)</li> </ul>	During Operations

Aspect	MM ID	MM Name	Mitigation Measure	
			(g) Watering (h) Irrigation maintenance (i) Mowing (j) Spraying and pest treatment	
<b>Operational Transport</b>	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>	Operation
<b>Operational Transport</b>	OPTMM2	School Travel Coordinator	<p>Appoint a School Travel Coordinator (within 12 months of operation) establish a School Transport Committee, and prepare a Travel Access Guide to address the fact that students prefer arriving by private vehicle, resulting in congestion and delays to other road</p>	Operation

Aspect	MM ID	MM Name	Mitigation Measure	
			users.	
			U	n
<b>Operational Flooding</b>	OPFMM1	Preliminary Emergency Response Management Plan	The Preliminary Flood Emergency Response Plan (FERP) is to be reviewed following the detailed design stage, prior to the site becoming operational.	Prior to the commencement of Operations
<b>Operational Flooding</b>	OPFMM2	Operational Flood Emergency Response Management Plan	<p>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:</p> <ul style="list-style-type: none"> <li>(a) A Flood Emergency Kit must be prepared.</li> <li>(b) Prioritise evacuation and avoid shelter-in-place by closing the school before the school day if flood events are forecasted and SES advises.</li> </ul>	Prior to the commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	
			<p>(c) School administration must undertake annual evacuation preparations and an evacuation drill prior to the commencement of the wet season (typically November to April);</p> <p>(d) School administration to undertake responsibilities as set out in the FERP; and</p> <p>(e) Ensure that the Flood Warning Notice is maintained and permanently visible.</p>	
<b>Sustainability</b>	SCMM1	Green Star Building Certification	<p>Green Star Building certification must be obtained demonstrating that the activity achieves a minimum 4 Star rating. Evidence of the certification must be provided to the DoE Sustainability Team.</p> <p>For enquiries on requirements please contact the DoE Sustainability Team on Sustainability.ESD@det.nsw.edu.au.</p>	Within 12 months of commencement of Operations



# Dictionary

Term	Definition
<b>Aboriginal object</b>	Has the same meaning as the definition of the term in Section 5 (Definitions) of the <i>National Parks and Wildlife Act 1974</i> .
<b>Aboriginal place</b>	Has the same meaning as the definition of the term in Section 5 (Definitions) of the <i>National Parks and Wildlife Act 1974</i> .
<b>Bushfire prone land</b>	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.
<b>Category 1 Remediation</b>	Remediation work needing consent that is: <ul style="list-style-type: none"><li>(a) designated development, or</li><li>(b) carried out or to be carried out on land declared to be a critical habitat, or</li><li>(c) likely to have a significant effect on a critical habitat or a threatened species, population or ecological community, or</li><li>(d) development for which another State environmental planning policy or a regional environmental plan requires development consent, or</li></ul>



	<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"> <li>(i) coastal protection,</li> <li>(ii) conservation or heritage conservation,</li> <li>(iii) habitat area, habitat protection area, habitat or wildlife corridor,</li> <li>(iv) environment protection,</li> <li>(v) escarpment, escarpment protection or escarpment preservation, or escarpment preservation,</li> <li>(vi) floodway,</li> <li>(vii) littoral rainforest,</li> <li>(viii) nature reserve,</li> <li>(ix) scenic area or scenic protection,</li> <li>(x) wetland, or</li> </ul> <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>
<b>Category 2 Remediation</b>	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"> <li>(i) by the terms of a remediation order, is required to be commenced before the expiry of the usual period under the <u><a href="#">Contaminated Land Management Act 1997</a></u> for lodgement of an appeal against the order, or</li> </ul> <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"> <li>(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</li> <li>(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</li> <li>(iv) is carried out or to be carried out under the Public Land Remediation Program administered by the Broken Hill Environmental Lead Centre.</li> </ul>
<b>Certification of Crown building work</b>	Certification under section 6.28(2) of the <i>Environmental Planning and Assessment Act 1979</i> .
<b>Construction</b>	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"> <li>• Building and road dilapidation surveys;</li> <li>• Investigative drilling or investigative excavation;</li> <li>• Archaeological Salvage;</li> <li>• Establishing temporary site offices (in locations identified by the Mitigation Measures of this REF determination);</li> <li>• Installation of environmental impact mitigation measures, fencing, enabling works; and</li> <li>• Minor adjustments to services or utilities.</li> </ul>
<b>Demolition</b>	The deconstruction and removal of buildings, sheds and other structures on the site.
<b>DoE</b>	Department of Education
<b>Environment</b>	Includes all aspects of the surroundings of humans, whether affecting any human as an individual or in his or her social groupings.
<b>Green Star</b>	The building sustainability rating scheme management by the Green Building Council of Australia.
<b>Post Approval and Compliance</b>	To contact the Post Approval and Compliance Team email <a href="mailto:postapproval@det.nsw.edu.au">postapproval@det.nsw.edu.au</a>
<b>Gross Floor Area</b>	Refer to the National Construction Code 'Gross Floor Area' definition.
<b>Project Lead</b>	The DoE primary contact for the project i.e. Project Director or Asset Manager.

<b>Reasonable</b>	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.
<b>REF</b>	Review of Environmental Factors
<b>Suitably qualified person</b>	A professional with the necessary qualifications having regard to the nature of their technical services.