

Consolidated Mitigation Measures for Review of Environmental Factors

Department of Education Projects – Sutherland Public School Hall
Upgrade

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Version History

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10	1 October 2025	Consolidated Mitigations - Post Determination (amendments and deletions in strike through and additions in <u>bold underline text</u>) Note removal of duplicated MM (CMM4)	Natalie Lawrie, Planning Officer Assessment	Sarah Kelly, R/ Executive Director, Planning and Assessments

Appendix 1 – 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 <i>Environmental Planning and Assessment Act 1979</i> must be obtained for any Crown building work.	Prior to the commencement of construction of the activity.
General	GMM5	Landowners Consent	Landowners consent must be obtained in writing from the relevant landowner or authority.	Prior to the commencement of construction of the activity
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	Prior to the commencement of construction of the activity

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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.	
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 of the activity
Compliance	PACMM1	Compliance with Mitigation Measures	All relevant personnel, including contractors and their subcontractors, must be made aware of these Mitigation Measures and the requirement to undertake the activity as per these Mitigation Measures.	Throughout

Aspect	MM ID	MM Name	Mitigation Measure	Timing
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 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. <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>	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
Construction	CMM1	Demolition	Any demolition work must be undertaken in accordance with the provisions of <i>Australian Standard</i>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<i>AS 2601-2001 The Demolition of Structures.</i>	
Construction	CMM2	Construction Environmental Management Plan	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: (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 approvals, permits, licences or landowner consents; and	Prior to the commencement of construction of the activity

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			(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	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			Management; and (ix).Demolition Work Plan (d) Construction Tree Protection Plan; (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 <i>National Parks and Wildlife Act 1975, Heritage Act 1977</i> and any other relevant legislation, as relevant to the works.	
Construction	CMM3	Construction Fencing	Construction site fencing is to be installed around the construction 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:	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			• <i>Protection of the Environment Operations Act 1997;</i> • <i>Work Health and Safety Regulation 2017;</i> • <i>AS 1940:2017 The Storage and Handling of Flammable and Combustible Liquids; and</i> • <i>Safe Work NSW Code of Practice – Managing Risks of Hazardous Chemicals in the Workplace.</i>	
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: • <i>Protection of the Environment Operations Act 1997;</i> • <i>Work Health and Safety Regulation 2017;</i> • <i>AS 1940:2017 The Storage and Handling of Flammable and Combustible Liquids; and</i> <i>Safe Work NSW Code of Practice – Managing Risks of Hazardous Chemicals in the Workplace.</i>	Construction
Construction	CMM6	Construction Materials	All materials must be wholly contained within the construction site. The requirements of the <i>Protection</i>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<i>of the Environment Operations Act 1997</i> are to be complied with when placing and stockpiling construction and waste materials, when disposing of waste products and during any other works likely to pollute drains or watercourses.	
Construction	CMM7	Construction Operations	Building methods such as brick cutting, mixing mortar and the washing of tools, paint brushes, form-work and concrete trucks shall be undertaken in the construction site in a location so as to prevent air, land or water pollution.	Construction
Construction	CMM8	Construction Equipment	All equipment and machinery shall be secured to prevent vandalism outside of construction hours.	Construction
Construction	CMM9	Construction Contractors	All contractors must meet all workplace safety legislation and requirements.	Construction
Construction	CMM10	Construction Vehicle Maintenance	No vehicle maintenance is permitted in the construction areas except in emergencies.	Construction
Construction	CMM11	Construction Waste	The work site is to be left tidy and rubbish free each day prior to leaving the site and at the completion of	Prior to the commencement of construction of the activity

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			works.	
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.	Prior to the commencement of construction of the activity
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 <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:	Prior to the commencement of construction of the activity

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			(a) Mondays to Friday inclusive: Between 6:00pm to 7:00pm; and (b) 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 practicable afterwards, and only if it is strictly required: (a) By the police or a public authority for the delivery of vehicles, plant or materials; or (b) In an emergency to avoid the loss of life, damage to property or to prevent environmental harm; or (c) Where the works are completely inaudible at the nearest sensitive receiver; or (d) 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 (e) Maintenance and repair of public infrastructure	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			where disruption to essential services, required system conditions (such as low-flow conditions for sewers) and/or considerations of worker safety do not allow work within standard hours; or (f) Public infrastructure works where work outside the recommended standard hours is supported by the affected community to shorten the length of the project; and (g) 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	Prior to the commencement of construction of the activity

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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	CMM15	Vibration During Construction	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>. 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 <i>Assessing Vibration: A Technical Guide (DECC, 2009)</i>.	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			Any departures from this Mitigation Measure must be notified to the Post Approvals and Compliance Team.	
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 from possible damage from the excavation, and (b) Where necessary, underpin the building, structure or work to prevent any such damage.	Prior to the commencement of construction of the activity
Construction	CMM17	Construction management	The site and all construction works are to be managed and carried out in accordance with: a. the CEMP and all of its associated plans, protocols and procedures, which are required to the satisfaction of the terms of approval /mitigation measure mentioned above b. the REF, plans and supporting documents, including the following: i. construction workers are to be	During construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			encouraged to use public transport to access the proposal ii. pedestrian and vehicle access to neighbouring and nearby properties and businesses will be maintained throughout the duration of the work, where possible iii. queuing or marshalling of construction vehicles must not be permitted on public roads, with call-up procedures to be put in place to manage arrivals iv. the site should make provision for a toolbox storage area to further encourage and make it easier for construction workers to use alternative modes of transport. c. Any other licences, permits, approvals and land owners consents as required under any other legislation.	
Construction	CMM18	Construction waste management	a. Any excavated sediments or soil that require disposal will be sampled, tested and classified in accordance with the EPA's Waste Classification Guidelines: Part 1 Classifying Waste (EPA, 2014) before being disposed of at a waste facility licensed to accept the relevant class of waste. Any materials classified as hazardous waste may require treatment or an immobilisation approach in accordance with Part 10 of the Protection of the Environment Operations (Waste) Regulation 2014 before off-site disposal. b. Waste material is not to be left on site once the works have been completed.	During construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			c. Working areas are to be maintained, kept free of rubbish and cleaned up at the end of each working day. d. Waste management, littering and general tidiness will be monitored during routine site inspections.	
Construction	CMM19	Construction noise and vibration management	All construction work is to be undertaken in accordance with the Noise and Vibration Impact Assessment, including the following: a. provide notification to residential receivers for upcoming works that are likely to be noise intensive. This may include activities > 75dB(A) or 20 dB above NMLs. b. consider the scheduling and duration of high-impact activities and provide respite periods: i. where practical and feasible, schedule noisier activities that cannot be shielded by acoustic curtains / hoarding to occur at less sensitive periods of the day for surrounding residences (i.e. not early morning or late afternoon). ii. include respite periods where activities are found to exceed the 75 dB(A) Highly Affected Noise Level at receivers, such as 3 hours on and 1 hour off. c. Implement a complaints hotline for residents and surrounding receivers. d. Include an allowance for attended monitoring	During Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			(half day) at the commencement of the first round of noise intensive works, including excavation / earthworks and substructure. This will be used to quantify predictions, inform improvements and updates to the management plan and determine if further or longer term monitoring is required. e. Hoarding can be installed at the construction site boundary. This is able to achieve 5-10 dB noise reduction for receivers at the same level (this will have a reduced or no effect for elevated receivers or elevated works), particular for activities carried out at the boundary including piling and excavation. f. Contractor to prepare a Construction Noise and Vibration Management Plan (CNVMP) that outlines actual works and considers project specific mitigation measures as outlined in the NVIA. Final details of the vibration management controls required for the works would be determined when the CNVMP is prepared by the Contractor. It is recommended that, prior to the commencement of the works, vibration surveys be carried out of each key vibration-generating-activity / equipment. g. The Contractor shall carry out a vibration assessment at the commencement of operations for each vibration generating activity to determine whether the existence of significant vibration levels justifies a more	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			detailed investigation. Site law tests will help determine allowable working distances from structures to manage vibration. h. If the assessment indicates that vibration levels might exceed the relevant criteria, then vibration mitigation measures will need to be put in place to ensure vibration impacts are minimised using all reasonable and feasible measures. i. The Contractor will be required to prepare a final CNVMP based on their proposed plant, equipment and construction methodology. j. A vibration monitoring system is to be implemented if determined to be required as part of the CNVMP and pre-commencement vibration survey. This system would monitor vibration levels when there is potential for them to change. k. Where noise and vibration monitoring occurs, the Contractor is to prepare a noise monitoring report for review by the Project Manager. The reports are to summarise and interpret the results of the noise and vibration monitoring carried out during that period. Non-compliance reports can be used as appropriate to deal with failures to meet the construction noise and vibration management and control requirements. Where a non-compliance is identified, a detailed review should be carried	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			out to re-examine work methodologies and implementation of reasonable and feasible mitigation measures. I. The Contractor is to establish a communication register for recording incoming complaints. The registration of a particular item will remain open until the complaint has been appropriately dealt with.	
Construction	CMM20	Flora and fauna management	a. Appropriate erosion and sediment control should be erected and maintained at all times during construction in order to avoid the potential of incurring indirect impacts on biodiversity values. As a minimum, such measures should comply with the relevant industry guidelines such as The Blue Book (Landcom 2004). b. Appropriate hygiene measures such as vehicle and equipment cleaning protocols are to be implemented to ensure that operations within the activity area do not contribute to the encouragement or spread of feral pest, disease or weed species. c. Any temporary structures required for construction, such as temporary facilities and laydown areas, must be located in areas away from vegetation within existing hardstand. d. All fuels, chemicals and other hazardous materials must be stored in a roofed, fire-protected and impervious bunded area at least	During construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			50 m from waterways, drainage lines, basins, flood-affected areas or slopes above 10%. Bunding design must comply with relevant Australian Standards and should generally be in accordance with relevant guidelines. e. Importing of soils from outside the site should be avoided where possible due to the potential of pathogen and weed introduction. Only weed-free material is to be reused during site rehabilitation. f. If landscaping and/or offset planting is proposed as part of the project, native vegetation representative of the nearest mapped native community, Sydney Coastal Shale-Sandstone Forest, should be prioritised. Species for consideration include: Canopy: i. <i>Corymbia gummifera</i> ii. <i>Angophora costata</i> iii. <i>Allocasuarina littoralis</i> iv. <i>Eucalyptus resinifera</i> Mid strata: i. <i>Lomatia silaifolia</i> ii. <i>Persoonia levis</i> iii. <i>Banksia spinulosa</i> iv. <i>Acacia myrtifolia</i> Ground i. <i>Entolasia stricta</i>	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			i. Lomandra obliqua ii. Dianella caerulea iii. Xanthorrhoea media g. A Construction Environmental Management Plan (CEMP) must be prepared. This must delineate the work site and 'no go' areas, with the aim of: i. keeping the impacted area to a minimum ii. retaining vegetation as identified within the Ecology Report iii. site restoration and clean up (with the aim of ensuring that the impacted area recovers as soon as possible). h. The layout of the site office/compound is to be designed to avoid harm to trees that identified to be retained. i. No disturbance will be permitted other than in the immediate area of the works. No excavation filling, dumping or burning of tree stumps, or any other activity is permitted outside of the immediate area of the works. j. No vehicle wash-down or re-fuelling will occur onsite. k. No snags or large woody debris from trees and shrubs are to be removed, realigned or relocated without first obtaining written approval from Sutherland Shire Council. l. In the event of any of the planted trees in	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			proximity to the activity area deteriorating in health during the construction period, an arborist shall be engaged to provide advice on any remedial action. Remedial action shall be implemented as soon as practicable and certified by the arborist. m. Material storage and stockpiling is to be kept to a minimum. n. On completion of the works the site is to be rehabilitated and stabilised including: i. surplus construction materials and temporary structures (other than silt fences and other erosion and sediment control devices) installed during the course of the works are to be removed. o. Restricting work to daylight hours. Minimising the use of loud machinery whenever possible or containing such machinery within noise barriers. This will ensure minimal disturbance to sensitive fauna using habitat within the activity area and adjacent lands. If fauna is found on the construction site, stop work. All native fauna is protected. Do not touch animal but wait for it to leave. If it is a threatened species, call an ecologist immediately for advice. If not threatened, call WIRES or a rescue agency.	
Construction	CMM21	Flora and fauna	a. Any fauna injured during construction/clearing activities should be transported to a veterinary	Prior to the commencement

Aspect	MM ID	MM Name	Mitigation Measure	Timing
		management	clinic or taken by a Wires volunteer. b. Appropriate hygiene measures such as vehicle and equipment cleaning protocols are to be implemented to ensure that operations within the activity area do not contribute to the encouragement or spread of feral pest, disease or weed species. c. The layout of the site office/compound is to be designed to avoid harm to trees that are identified to be retained. d. The CEMP must delineate the work site and 'no go' areas, with the aim of: i. keeping the impacted area to a minimum ii. retaining vegetation as identified within the Ecology Report iii. site restoration and clean up (with the aim of ensuring that the impacted area recovers as soon as possible).	of construction of the activity
Construction	CMM22	Traffic management	Detailed information for work site operations is contained in the Traffic Control at Work Sites Technical Manual (TfNSW, 2022). The control of traffic at work sites must be undertaken with reference to SafeWork requirements and any other Workplace Health and Safety manuals. Traffic Guidance Schemes (also known as Traffic Control Plans), should include the following considerations: a. construction vehicle activity, including the loading/ unloading of trucks to be conducted	During construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			within the work site b. pedestrians, cyclists and all passing vehicles will maintain priority c. clear definition of the work site boundary to be provided by erection of Class A hoardings around the site boundaries d. all signage will be clean, clearly visible and not obscured e. all construction vehicle activity will be minimised during peak periods, where possible. An indicative TGS is included in Appendix C of the Preliminary Construction Traffic Management Plan prepared by Stantec dated 6 February 2025. The following will need to be noted when preparing and reading TGSs: a. location of signs are to be confirmed on-site to ensure appropriate visibility b. all signs are to be minimum size A c. all signs are to be Class 1 retroreflective d. all TGSs are to be implemented in accordance with the latest TfNSW "Traffic Control at Work	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			Sites” manual and Australian Standards AS1742.3:2019 e. all TGSs must be set up by a person holding an “Implement Traffic Management Plans” ticket and the TfNSW Traffic Control at Work Sites Checklist shall be completed prior to implementation f. the accredited personnel shall implement the approved TGS before any physical work commences and ensure a copy of the TGS is kept on-site. The accredited personnel shall also drive through the site before works begin to ensure that the TGS has been implemented correctly. Any variations made to the plan must be marked on the plan and initialled by the accredited personnel g. it is the responsibility of the accredited person with a “Prepare Work Zone Traffic Management Plan” ticket to ensure the following: i. the integrity of all traffic control measures through to the final removal. This includes daily checks of all signs and devices. The corresponding	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			records of checks shall be kept on file for auditing purposes ii. at all times, and up-to-date copy of the “Traffic Control at Work Sites” manual should be available for reference and implementation as required on-site. h. all workers will be confined to the dedicated works area shown on the plan i. if the worksite is left unattended, it is the contractor’s duty to ensure that the appropriate measures are taken to provide a safe environment for vehicles and pedestrians j. all signage is to be clean, clearly visible and not obscured k. roadwork signs are to be covered or removed when workers are not on site l. traffic controller (T1-34) and Prepare to Stop (T1-18) signs, if required, are to be covered or removed when traffic controllers are not on site m. all workers must adhere to the applicable safe work distance as described in AS1742.3:2019 n. all distances between signs are to be in accordance with Section 4.3.2 of AS1742.3:2019. However, modifications can	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			be made to suit site conditions o. all construction heavy vehicle drivers will be made are of the following rules: i. all large vehicle movements are prohibited during the drop-off and pick-up periods ii. all drivers are to follow NSW road rules at all times iii. all loose materials are to be covered entirely and secured iv. any emergencies (i.e. road deposits caused by site vehicles) shall be communicated to the lead contractors v. any road deposits caused by site vehicles shall be removed at the expense of the contractor vi. drivers are to follow the proposed haulage routes vii. drivers must ensure that the vehicles do not create unreasonable noise or vibration.	
Construction	CMM23	Construction Traffic Management Plan	The Construction Traffic Management Plan (CTMP) will include:	Prior to the commencement of construction of the

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			a. confirmation of haulage routes b. measures to maintain access to local roads and properties c. site-specific traffic control measures (including signage) to manage and regulate traffic movement d. measures to maintain pedestrian and cyclist access e. requirements and methods to consult and inform the local community of impacts on the local road network f. access to construction sites including entry and exit locations and measures to prevent construction vehicles queuing on public roads g. a response plan for any construction traffic incident h. consideration of other developments that may be under construction to minimise traffic conflict and congestion that may occur due to the cumulative increase in construction vehicle traffic i. monitoring, review and amendment mechanisms. The following recommendations as included in the REF dated 1 August 2025 should be adhered to: a. Potentially affected residences are to be notified prior to the commencement of and during work. Consultation should include but not be limited to door knocks, newsletters or	activity

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			letter box drops providing information on the proposal, working hours and a contact name and number for more information or to register complaints. b. Any minor trenching work required on surrounding street frontage to complete service and utility connection are to be completed under single-lane shuttle-flow conditions during standard working hours. c. Erect signs regarding proposed works, temporary road closures, diversions, etc. d. Traffic management measures must be implemented to ensure emergency services vehicle access is maintained along the existing vehicular accesses to the site during construction. e. All construction heavy vehicle drivers will be made are of the following rules: i. all large vehicle movements are prohibited during the drop-off and pick-up periods ii. all drivers are to follow NSW road rules at all times iii. all loose materials are to be covered entirely and secured iv. any emergencies (i.e. road deposits caused by site vehicles) shall be communicated to the lead contractors v. any road deposits caused by site vehicles shall be removed at the expense of the contractor vi. drivers are to follow the proposed haulage routes	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			vii. drivers must ensure that the vehicles do not create unreasonable noise or vibration. f. Any workers required to undertake works or traffic control within the public domain shall be suitably trained and covered by adequate and appropriate insurances. All traffic control personnel will be required to hold SafeWork NSW accreditation in accordance with the 'Traffic Control at Work Sites' manual.	
Construction	CMM24	Construction Air Quality and Dust Management Plan	The Construction Air Quality and Dust Management Plan to be included in the CEMP is to include (not limited to) the following conditions/mitigation measures: (a) spraying of paint and other materials with the potential to become air borne is only to be undertaken on days with still or light wind conditions to prevent drift (b) no burning of materials is permitted (c) dust generated during construction works is to be controlled to avoid impact on surrounding properties (d) all necessary maintenance for construction vehicles and equipment is to be undertaken during the construction period/approved work hours (e) excessive use of vehicles and powered construction equipment is to be avoided (f) exposed areas are to be progressively revegetated as soon as practical (g) vehicle wash down areas are to be established	Prior to the commencement of construction of the activity

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			on-site to ensure all mud and soil from construction vehicles is not carried onto public roads (h) all vehicles involved in any excavation and/or demolition and departing the site with demolition materials, spoil or loose matter must have their loads fully covered before entering the public roadway (i) vehicles, machinery and equipment will be maintained in accordance with manufacturer's specifications and meet the requirements of the Protection of the Environment Operations Act 1997 and associated.	
Construction	CMM25	Air quality	a. To limit dust pollution to adjoining properties, dust suppressants are to be used at construction area. b. If the prevailing weather conditions contribute to the dust pollution and if in the opinion of the Principal, the works are required to be ceased, the works must stop immediately. c. Site disturbance should be minimised by containing machinery access to site areas required for the approved works. d. Measures to minimise or prevent air pollution or dust are to be used, including covering and watering or covering exposed areas. e. Vehicles and vessels transporting waste or other materials that may produce odours or dust are to be covered during transportation. f. Vehicles and equipment are to be maintained in good working order. g. Monitor work areas and stockpiles for dust generation and seed/cover/spray to suppress.	During construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			h. Machinery to be turned off rather than left to idle when not in use. i. Maintain the work site in a condition that minimises fugitive emissions such as minor dust.	
Soil & Water	SWMM1	Erosion and Sediment Control	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. Inspection records must be kept and provided on request.	Construction
Soil and Water	SWMM2	Imported Fill Material	Imported fill must be compatible with the existing soil characteristics of the site and limited to the following: (a) Virgin excavated natural material (VENM); and/or (b) Excavated natural material (ENM) certified as such in accordance with Protection of the Environment Operations (Waste) Regulation 2014; and/or (c) Material subject to a Waste Exemption under	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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. 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.	
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>.	Prior to the commencement of construction of the activity
Soil and 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 accordance with the relevant Australian Standards; and	Design

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			(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> .	
Soil & Water	SWMM7	Soil and Water Management Plan	Prepare a Soil and Water Management Plan (SWMP) and site specific erosion and sediment control plan as part of the CEMP. The SWMP will identify all reasonably foreseeable risks relating to soil erosion and water pollution and describe how these risks will be address during construction.	Prior to the commencement of construction of the activity
Soil and Water	SWMM8	Stormwater management	Stormwater management systems, including any water treatment systems, must be maintained and operated in a proper and efficient condition. The following recommendations under the Civil Engineering Review Report prepared as part of the REF dated 1 August 2025 must be adhered to: a. the proposed erosion and sediment control measures include sediment fences, shaker grid construction vehicle exit, sand bag sediment traps, stabilisation of stockpiles and geotextile filters over stormwater inlets.	Prior to commencement of operation of the activity

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			Erosion and sediment controls are to be designed, constructed, and installed in accordance with Managing Urban Stormwater: Soils and Construction – Volume 1 and maintained until the site is fully stabilised to prevent pollution of the receiving environment b. a 33m³ Onsite Stormwater Detention (OSD) tank is required to control stormwater discharge from the post development site from all storm durations up to and including the 1% AEP (1 in 100 year) storm event. The location of the OSD tank is shown on the Civil Engineering Plans within the CER. c. stormwater quality control measures comprise of litter screens in pits, a detention tank trash screen and seven 690mm ocean protect storm filter cartridges. Further details regarding this are included on the Stormwater Details Plan. d. the site is not identified as being flood prone according to Sutherland Shire Council's flood map. There is more than 500mm freeboard between hall FFL and the expected 1% AEP flood water level. Overland flow paths will be sized to accommodate the 1% AEP storm	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			flows and not exceed a safe Depth x Velocity product of 0.4m ² /s for pedestrians and vehicles.	
Trees	TMM1	Tree Protection	Prior to the commencement of any construction work, trees not approved to be pruned or removed are to be protected in accordance with AS 4970-2009 Protection of Trees on Development Sites, and the recommendations of the Arboricultural Impact Assessment prepared as part of the REF dated 1 August 2025. The tree protection measures are to remain in place until the completion of all work.	Construction
Trees	TMM2	Tree Protection	Prior to the commencement of any construction work, trees are to be protected in accordance with as 4970-2009 Protection of Trees on Development Sites, the recommendations of the Arborist Impact Assessment prepared by Hugh The Arborist dated 23 January 2025 and the Tree Protection Plan included in the CEMP as required by mitigation measure above. The tree protection measures are to remain in place until the completion of work.	During construction
Visual & Amenity	VAMM1	External Materials	The selection of external colours, materials or finishes	Prior to commencement of

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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.	operation of the activity
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 <i>Protection of the Environment Operations (Waste) Regulation 2014</i> with particular reference to Part 7 'Transportation and Management of Asbestos Waste'.	Construction
Land Contamination	LCMM4	Unexpected Site	During construction works, should any unexpected	Prior to the commencement

Aspect	MM ID	MM Name	Mitigation Measure	Timing
		Contamination	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 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	of construction of the activity

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			notice of completion of 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> .	
Land Contamination	LCMM5	Site Audit Statement	Prior to the commencement of operation, an Interim Site Audit Statement prepared by an EPA Accredited Site Auditor is to be provided to the relevant DoE Project Lead and DoE Post Approval and Compliance Team. Any Category 2 remediation works of contaminated land (offsite disposal) is to be carried out in accordance with the requirements of the Remediation Action Plan (RAP). Following completion of the remediation works, a Site Remediation and Validation Report is to be submitted to a NSW EPA-Accredited Site Auditor to confirm site suitability through a Site Audit Statement. The site suitability statement and Site Remediation and Validation Report is to be submitted to the relevant DoE Project Lead and DOE's Post Approval and Compliance Team. A notice of completion of remediation work must	Prior to Commencement of operation of the activity

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			also be given to Council within 30 days of completion of the work in accordance with Section 4.14 and Section 4.15 of <i>State Environmental Planning Policy (Resilience and Hazards) 2021</i> .	
Land Contamination	LCMM6	Remediation	a. Prior to demolition work, a hazardous building materials survey (HBMS) must be undertaken to identify the type, condition, and location of hazardous building materials in the structures to be demolished. The Asbestos Register and Management Plan for the SPS should be referenced as part of the survey by an experienced occupational hygienist. b. Following the completion of the HBMS, a demolition plan must be prepared to detail the process to safely remove hazardous materials in a manner to prevent risk to human and environmental health. Following the removal of the hazardous materials, a clearance inspection and report must be completed by an occupational hygienist before general demolition works commence. c. Following the completion of demolition and removal works (including hardstand areas), a surface clearance inspection and certificate must be prepared by an occupational hygienist to confirm that no hazardous building materials from the demolition and removal works remain at the surface of the site. The general sequence of remediation shall be	Prior to the commencement of construction of the activity

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			determined by the Contractor with the aim of minimising the potential for cross contamination of 'clean' areas / soils with contaminated soils. This should include avoiding, wherever possible transporting or placing contaminated soil over 'clean' areas separating stockpiles of different origin / contamination profile and validating the complete removal of any contaminated material placed / potentially impacting 'clean' areas.	
Land Contamination	LCMM7	Remediation	The following remediation actions must be undertaken as per the Cap and containment (Methodology 1) Cap and containment have been identified as a remediation strategy in the Remediation Action Plan report. This methodology relates to retention of existing fill (where possible) within the site, capped with the proposed building floor slab and asphalt surfacing (outside the building footprint), managed in the long term under a long term environmental management plan (LTEMP). This methodology has been approved by Council under the development application DA25/0186. These works will be carried out in accordance with the development consent conditions outlined in	Prior to the commencement of construction of the activity

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			DA25/0186- Excavation and disposal (Methodology 2) Prior to commencement of excavation work, a waste classification assessment must take place for the material to be excavated and removed from the site. The Environmental Consultant may complete a waste classification assessment using data presented in the DSI and SSI, but may also supplement the data with additional sampling and testing. The waste classification can also be undertaken on stockpiled fill soils, again utilising existing data as applicable. The waste classification must occur with regards to the NSW EPA Waste Classification Guidelines, Part 1: Classifying Waste (2014) and the NSW EPA Sampling Design Part 1 – Application (2022), refer Section 14. A waste classification report must be prepared and the receiving landfill facility should be contacted to obtain disposal approval. This waste classification documentation should be arranged at least 3-4 weeks prior commencement of disposal of soils.	
Utilities & Infrastructure	UIMM2	Services & Utilities	All services and utilities in the construction area must be appropriately disconnected and reconnected as	Prior to the commencement of construction of the

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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.	activity
Utilities & Infrastructure	UIMM3	No Obstruction of Public Way	Building materials, machinery, vehicles, refuse, skip bins or the like must not be stored or placed in the public way (outside of any approved construction works zone) under any circumstances.	Prior to the commencement of construction of the activity
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.	Prior to the commencement of construction of the activity
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	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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.	
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 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).	During Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			An Aboriginal Heritage Impact Permit (AHIP) would also need to be obtained to impact the site.	
Heritage	HMM3	Human Remains	If human remains are identified, work must cease and the area around where the remains are found must be protected from all disturbance. Finds are not to be displaced from the location where they are found. The DoE Heritage Team is to be notified and a specialist archaeologist engaged to assess the find. If human skeletal material less than 100 years old is discovered, the NSW Police are to be contacted in accordance with the <i>Coroners Act 2009</i>. Aboriginal burials (older than 100 years) are protected under the <i>National Parks and Wildlife Act 1974</i> and should not be disturbed. Should the skeletal material prove to be archaeological 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>.	During Construction
Heritage	HMM4	Aboriginal heritage	a. All personnel working on site will receive training to ensure awareness of Aboriginal	Prior to the commencement of construction of the

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			objects and relevant statutory responsibilities. b. All relevant staff and contractors should be made aware of their statutory obligations for heritage under the <i>National Parks and Wildlife Act 1974</i>, which may be implemented as a heritage induction.	activity
Heritage	HMM5	Non-Aboriginal heritage	Mitigation measures included in the Statement of Heritage Impact must be adhered to.	Throughout
Operational Management	OPMM1	Operation Waste	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 of the activity
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	Prior to the commencement of Operations of the activity

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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.	
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.	Prior to commencement of operation of the activity
Operational Management	OPMM4	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 of the activity
Operational Management	OPMM6	Noise emissions	The following recommendation regarding noise control as included in the Noise and Vibration Impact Assessment must be adhered to: Public address system - Limit times to daytime only (7am to 6pm). - Good practice design including directional speakers, facing inwards to the school away from residents, and focussing on required coverage area.	Prior to commencement of operation of the activity

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			c. Noise levels set and limited to the lowest level whilst still being audible and intelligible requirements for the coverage areas as defined by the EFSG section DG64 (communications). Mechanical plant a. Strategic selection and location of plant to ensure the cumulative noise contribution at the receiver boundary is achieved. b. Noise control measures to be put in place to minimise noise impacts such as: i. noise enclosures or barriers/screening as required ii. acoustic louvres as required iii. in-duct attenuation iv. sound absorptive panels.	
Operational Management	OPMM7	Restoration	Restore all paved, covered, grassed, and landscape areas to their original condition or as directed by the site superintendent on completion of works.	Prior to commencement of operation of the activity
Sustainability	SCMM2	Environmentally sustainable development	A NABERS Embodied Emissions Material form is required to be prepared by the quantity surveyor for the project and will be submitted as a stand alone document to the Crown Certifier prior to issue of the Crown Certificate.	Prior to the commencement of construction of the activity

Dictionary

Term	Definition
Aboriginal object	Has the same meaning as the definition of the term in Section 5 (Definitions) of the <i>National Parks and Wildlife Act 1974</i> .
Aboriginal place	Has the same meaning as the definition of the term in Section 5 (Definitions) of the <i>National Parks and Wildlife Act 1974</i> .
Bushfire prone land	Land mapped on a bushfire prone land map as being subject to bushfire hazard. If part but not all of a lot is mapped as being subject to bushfire hazard, only the specific part of the lot that is mapped as being subject to bushfire hazard is bushfire prone land.
Category 1 Remediation	Remediation work needing consent that is: (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 <u>Contaminated Land Management Act 1997</u> 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 <i>Environmental Planning and Assessment Act 1979</i> .
Construction	All physical work to enable operation including (unless specifically excluded by a Mitigation Measures) but not limited to the demolition and removal of buildings, the carrying out of works for the purposes of the activity, including bulk earthworks, and erection of buildings and other infrastructure permitted by this REF determination, but excluding:

	• 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.