

Mitigation Measures for Review of Environmental Factors

Department of Education Projects – Dalmeny Public School Upgrade

April 2025

DOC25/425584

Part 5 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	GMM2	Preschools	<p>These Mitigation Measures do not remove the obligation to obtain all approvals or certificates under the <i>Education and Care Services National Regulations 2011</i> for all preschool works.</p> <p>For enquiries on requirements please contact the NSW ECEC Regulatory Authority on ECECD@det.nsw.edu.au</p>	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 construction on that land

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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	<p>A site notice board must be located at eye level at the entrance or other appropriate location at the site in a prominent position for the benefit of the community. The site notice must be displayed throughout the entire construction period, be A1 sized, durable, weatherproof and include the following information:</p> <ul style="list-style-type: none"> (a) 24-hour contact person for the site; (b) Telephone and email addresses; (c) Site works and timeframes; and (d) Details of where accessible project information can be sourced. 	Prior to the commencement of construction
General	CEMM3	Complaints Handling	All complaints must be managed in accordance with DoE's Stakeholder and Community Participation Plan.	Throughout

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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
Compliance	PACMM3	Independent Audits	A risk-based program of independent audits must be prepared for the work, having regard to the <i>AS/NZS ISO 19011-2019 Guidelines for Auditing Management Systems</i> . Audits are to be undertaken by suitably qualified personnel independent to the	Throughout

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			<p>works and documented in an audit report which:</p> <ul style="list-style-type: none"> (a) Assesses how the Mitigation Measures are being satisfied; (b) Outlines the adequacy of any documents required under the Mitigation Measures; (c) Outlines the performance of the works with respect to any impacts on the surrounding environment including the local community; and (d) Recommends any measures or actions to improve the performance of the works, if deemed required. <p>The independent audit program is to be provided to the relevant DoE Project Lead and DoE Post Approval and Compliance Team for agreement.</p>	
Compliance	PACMM4	Independent Audits	<p>The Independent Audits must be carried out in accordance with the approved audit program.</p> <p>Each Independent Audit Report is to be finalised within four weeks from the auditor's site inspection or where an alternative timeframe is agreed to by the Post Approval and Compliance Team.</p> <p>Each Independent Audit Report is to be provided to the relevant DoE Project Lead and DoE Post Approval and Compliance Team</p>	Throughout

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			within 7 days of completion of the report.	
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"> (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; 	Construction

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			<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> <ul style="list-style-type: none"> (i). Construction Traffic and Pedestrian Management; (ii). Construction Worker Transport Strategy (iii).Construction Noise and Vibration Management; (iv).Construction Waste Management (including details on contaminated waste); (v). Construction Air Quality and Dust Management; (vi).Construction Soil and Water Management; (vii). Construction Flood Management; (viii). Aboriginal/Non-Aboriginal Heritage Management; and (ix).Demolition Work Plan <p>(d) Construction Tree Protection Plan;</p> <p>(e) Erosion and Sediment Control Plan;</p>	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			(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 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: <ul style="list-style-type: none"> • <i>Protection of the Environment Operations Act 1997</i>; • <i>Work Health and Safety Regulation 2017</i>; • <i>AS 1940:2017 The Storage and Handling of Flammable and Combustible Liquids</i>; and • <i>Safe Work NSW Code of Practice – Managing Risks of Hazardous Chemicals in the Workplace</i>. 	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Construction	CMM5	Construction Hazardous Materials	A spill containment kit must be available at all times on the construction site. All personnel must be made aware of the location of the kit and trained in its effective deployment.	Construction
Construction	CMM6	Construction Materials	All materials must be wholly contained within the construction site. The requirements of the <i>Protection of the Environment Operations Act 1997</i> are to be complied with when placing and stockpiling construction and waste materials, when disposing of waste products and during any other works likely to pollute drains or watercourses.	Construction
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	No vehicle maintenance is permitted in the construction areas except in emergencies.	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
		Maintenance		
Construction	CMM11	Construction Waste	The work site is to be left tidy and rubbish free each day prior to leaving the site and at the completion of works.	Construction
Construction	CMM12	Construction Lighting	All construction lighting shall not cause a nuisance to adjoining neighbours and comply with <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"> (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. <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"> (d) Mondays to Friday inclusive: Between 6:00pm to 7:00pm; and 	Construction

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			<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"> (f) By the police or a public authority for the delivery of vehicles, plant or materials; or (g) In an emergency to avoid the loss of life, damage to property or to prevent environmental harm; or (h) Where the works are completely inaudible at the nearest sensitive receiver; or (i) For the delivery, setup and removal of construction cranes, where notice of the crane related works is provided to Council and affected residents at least seven days prior to the works; or (j) Maintenance and repair of public infrastructure where disruption to essential services, required system conditions (such as low-flow conditions for sewers) and/or considerations of worker safety do not allow work within standard hours; or (k) Public infrastructure works where work outside the recommended standard hours is supported by the 	

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			<p>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> <p>(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.</p>	Construction
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</p>	Construction

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			<p>transmission of vibration nuisance or damage to other premises.</p> <p>Prior to commencement of vibration-generating activities, a specific vibration monitor must be set up either at the property boundary or nearest sensitive receiver to monitor and record the vibration levels affecting buildings on adjacent land using the <i>Assessing Vibration: A Technical Guide (DECC, 2009)</i>.</p> <p>Any departures from this Mitigation Measure must be notified to the Post Approvals and Compliance Team.</p>	
Construction	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> <ul style="list-style-type: none"> (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. 	Construction
Soil & Water	SWMM1	Erosion and Sediment Control	An Erosion and Sediment Control Plan must be implemented in accordance with the Landcom/Department of Housing <i>Managing</i>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<i>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.	
Soil & Water	SWMM2	Imported Fill Material	<p>Imported fill must be compatible with the existing soil characteristics of the site and limited to the following:</p> <ul style="list-style-type: none"> (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 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>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</p>	Construction

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			works.	
Soil & Water	SWMM3	Imported Mulch	Any imported mulch must comply with the <i>Resource Recovery Order under Part 9, Clause 93 of the Protection of the Environment Operations (Waste) Regulation 2014</i> and the <i>Mulch Order 2016</i> recognised by the NSW Environment Protection Authority as being “fit for purpose” with respect to the works under the REF. Mulch must not include physical or chemical contaminants and minimise harm to the environment through the introduction, spread or increase in any weed, disease or pest. A written statement provided by the supplier confirming compliance with the <i>Resource Recovery Mulch Order 2016</i> is to be provided to the relevant DoE Project Lead prior to importing the mulch.	Construction
Soil & Water	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	The operational stormwater management system must be designed by a suitably qualified civil engineer. The system must: <ul style="list-style-type: none"> (a) Ensure that the system capacity has been designed in accordance with the relevant Australian Standards; and 	Design

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			(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	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
Trees	TMM1	Tree Protection	Trees not approved to be pruned or removed are to be protected and 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.	Construction
Trees	TMM2	Tree Protection	Project Arborist to oversee tree protection measures as set out in Appendix 8 of the Arborist Report prepared by L&Co (Appendix 15 to this REF) and ensure compliance.	Prior to works commencing During construction works
Trees	TMM3	Tree Protection	Tree removal works is to be carried out by a practising arborist. The practising arborist should hold a minimum qualification	During construction works

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			<p>equivalent (using Australian Qualifications Framework) of Level 3 or above in arboriculture or its recognised equivalent.</p> <p>The practising arborist should have a minimum of 3 years of practical experience. Removal works should be undertaken in accordance with the Australian Standard 4373: Pruning of Amenity Trees (2007), Safe Work Australia Guide for Managing Risks of Tree Trimming and Removal Work (2016) and other applicable legislation and codes.</p>	
Trees	TMM4	Tree Protection	<p>TPZ fencing should be installed parallel to the proposed building line prior to any site works (including demolition) and remain in place for the duration of the construction. Coir logs should be installed inside of the TPZ fencing to prevent material runoff into the TPZ.</p> <p>Materials, waste storage and temporary services should not be located within the TPZ fenced area. If works are required within the TPZ fenced area, then they should be supervised by the Project Arborist.</p> <p>The tree protection measures must be inspected by the Project Arborist prior to the start of site works, including demolition.</p>	<p>Prior to works commencing</p> <p>During construction works</p>

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Trees	TMM5	Tree Protection	Where possible, electrical trenching should be conducted manually within TPZ area with conduits placed around large structural roots.	During construction works
Trees	TMM6	Tree Protection	<p>Replacement tree planting should be provided when trees are removed. Replacement trees should be supplied as advanced size stock to help offset the loss of amenity resultant from the tree removals.</p> <p>Replacement planting should be supplied in accordance with Australian Standard 2303: Tree Stock for Landscape Use (2015).</p>	Prior to Occupation
Visual & Amenity	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 DesignAndInfrastructureStandards@det.nsw.edu.au.</p>	Design
Land Contamination	LCMM4	Unexpected Site Contamination	During construction works, should any unexpected contamination information or contaminants be identified which have the potential to alter previous site contamination assessments, conclusions and	Construction

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			<p>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 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>.</p>	
Land Contamination	LCMM5	Unexpected Site Contamination	A Construction Environmental Management Plan (CEMP) including an unexpected finds protocol should be developed and	Prior to works commencing

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			followed during the proposed development works.	During construction works
Land Contamination	LCMM7	Unexpected Site Contamination	The Department of Education Asbestos Management Plan (AMP) for NSW Government Schools shall continue to be followed after the development works.	Ongoing Operation
Utilities & Infrastructure	UIMM1	Pre-Construction Dilapidation Report	A Pre-Construction Dilapidation Report must be prepared by a suitably qualified expert and submitted to the relevant DoE Project Lead. The report must provide an accurate record of the existing condition of adjoining private properties that are likely to be impacted by the works (and that have agreed to an offer for a dilapidation survey.	Prior to the commencement of construction
Utilities & Infrastructure	UIMM2	Services & Utilities	All services and utilities in the construction area must be appropriately disconnected and reconnected as required, in consultation with the relevant authorities to determine disconnection and reconnection requirements. Where services or utilities are found not to be adequate to support the works, appropriate augmentation must be undertaken, subject to obtaining any required approvals or permits.	Construction
Utilities &	UIMM3	No Obstruction of	Building materials, machinery, vehicles, refuse, skip bins or the	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Infrastructure		Public Way	like must not be stored or placed in the public way (outside of any approved construction works zone) under any circumstances.	
Utilities & Infrastructure	UIMM4	Pedestrian Access	Safe pedestrian access in and around the site shall remain unimpeded at all times. Required informative signage and directional information must be provided in appropriate locations ensuring pedestrian safety. Where necessary, traffic control measures will be implemented.	Construction
Utilities & Infrastructure	UIMM5	Post-Construction Dilapidation Report	A Post-Construction Dilapidation Report must be prepared by a suitably qualified expert and submitted to the relevant DoE Project Lead. The report must determine whether the construction work has resulted in any structural damage to items assessed in the Pre-Construction Dilapidation Report. If the report determines that there is damage as a result of construction works the identified damage must be repaired or pay the full costs associated with repairing any damage within an agreed timeline between the owner of the identified property.	Prior to the commencement of Operations
Heritage	HMM1	Non-Aboriginal Heritage	If any unexpected archaeological relic (or potential relic) of heritage significance is discovered during any construction work, all work in the vicinity must cease and the area must be appropriately protected. Materials should not be removed from the ground wherever possible. The DoE Heritage Team is to be	Construction

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			<p>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.</p>	
Heritage	HMM2	Aboriginal Heritage	<p>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). An Aboriginal Heritage Impact Permit (AHIP) would also need to be obtained to impact the site.</p>	Construction
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</p>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>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>.</p>	
Heritage	HMM3	Aboriginal Heritage	<p>All Aboriginal objects and Places are protected under the NSW National Parks and Wildlife Act 1974 (NPW Act 1974). It is an offence to knowingly disturb an Aboriginal object or Place without consent permit issued by the Department of Climate Change, Energy, Environment and Water (DCCEEW) under the NPW Act 1974.</p> <p>Should any Aboriginal objects be encountered during works associated with this activity, works must cease immediately, and the find should not be moved until assessed by a qualified</p>	During Construction

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			archaeologist. If the find is determined to be an Aboriginal object, the archaeologist will provide further recommendations. These may include notifying the DCCEEW and Registered Aboriginal Parties, details provided in Section 8.	
Operational Management	OPMM1	Operation Waste Management Plan	Prior to the commencement of operations, any operational waste management measures shall be detailed in an Operational Waste Management Plan. This Plan must outline how waste will be minimised, handled, stored and disposed of appropriately, in accordance with any relevant guidelines. A copy of the Operational Waste Management Plan is to be provided to the relevant DoE Project Lead for implementation during operations.	Prior to the commencement of Operations
Operational Management	OPMM2	Operation Stormwater Management Plan	<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"> (a) Maintenance schedule of all stormwater quality treatment devices; (b) Record and reporting details; and (c) Work Health and Safety requirements. <p>A copy of the Stormwater Operation and Maintenance Plan is also to be provided to the relevant DoE Project Lead for</p>	Prior to the commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			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.	During Operations
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
Operational Management	OPMM5	Landscaping	<p>Landscaping at the site associated with the works must be maintained. This includes the undertaking of:</p> <ul style="list-style-type: none"> (a) Mulching (b) Concrete/paving maintenance and replacement (c) Outdoor furniture maintenance and replacement (d) Turf replacement (e) Planting and tree replacement (f) Planting and tree maintenance (trimming) (g) Watering (h) Irrigation maintenance 	During Operations

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			(i) Mowing (j) Spraying and pest treatment	
Operational Management	OPMM6	Operation Plant and Machinery	Mechanical plant operational only during daytime (7:00 am – 6:00pm).	Ongoing Operation
Sustainability	SCMM1	Green Star Building Certification	Green Star Building certification must be obtained demonstrating that the activity achieves a minimum 5 star rating. Evidence of the certification must be provided to the DoE Sustainability Team. For enquiries on requirements please contact the DoE Sustainability Team on Sustainability.ESD@det.nsw.edu.au.	Within 12 months of commencement of Operations
Ecology	E1	Ecology	Tree protection fencing is established around any proposed trees to be retained within the vicinity of the proposed buildings to be constructed and / or removed. Pre-clearance surveys of potential habitat (e.g. trees for nesting birds / arboreal mammals) prior to removal. Supplement removal of native vegetation through planting of locally native canopy species in landscaping plans.	Prior to works commencing & during construction works
Ecology	E2	Ecology	Sediment and erosion control plan is required prior to removal of vegetation or on ground works.	Prior to works commencing & during construction works

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Ecology	E3	Ecology	Soil and weed controls are required to prevent the introduction of soil pathogens or weed propagules into the study area, in accordance with Table 4 of the Flora and Fauna Assessment Report prepared by Eco Logical (Appendix 16).	Ongoing Operation
Transport	TAP1	Transport	<p>Signage is to be placed on the school fencing opposite the DOPU area to enforce the intended function, and restrictions of the DOPU area.</p> <p>The school is to issue correspondence to the school community reinforcing the restrictions of the DOPU areas.</p>	<p>Prior to Occupation</p> <p>Ongoing Operation</p>
Transport	TAP2	Transport	<p>Signage is to be placed on the school fencing opposite the DOPU area to enforce traffic rules.</p> <p>A duty officer is to be appointed by the school and be present during DOPU periods to supervise parents' adherence to the DOPU zone restrictions.</p>	<p>Prior to Occupation</p> <p>Ongoing Operation</p>
Transport	TAP3	Transport	The school is to actively promote walking and/or riding to school by announcements in assemblies and parental social media correspondence or similar.	<p>Prior to Occupation</p> <p>Ongoing Operation</p>
Construction	CTM1	Construction Traffic	Construction vehicle access and on-site car parking for workers is to be appropriately defined.	Prior to Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
		Management		During Construction
Construction	CTM2	Construction Traffic Management	Truck movements to and from the school are to occur outside of the morning and afternoon drop off and pick up periods.	During Construction
Construction	CTM3	Construction Traffic Management	Ensure roads are kept in a clean a serviceable state during the course of construction.	During Construction
Construction	CNV1	Construction Noise and Vibration	Combined sound pressure levels for the mechanical plant is not to exceed max value as per Table 13 of the NVIA prepared by NDY, dated 06.03.25.	Prior to Construction Ongoing Operation
Construction	CNV2	Construction Noise and Vibration	If mechanical plant sections exceed values at table 13, acoustic louvres (as per Table 15) / solid noise barriers are required and noise attenuators (as per table 16) of the NVIA prepared by NDY, dated 06.03.25 and acoustically lined ductwork for fans.	Prior to Construction Ongoing Operation
Construction	CNV3	Construction Noise and Vibration	Electrical substation should generate a max. noise of 58 dBA (SWL). If noise levels are higher, acoustic louvers will be needed around substation.	Prior to Construction Ongoing Operation
Construction	CNV4	Construction Noise and	Due to the sensitive nature of all receivers (residential and school buildings) a Construction Noise and Vibration Management plan is	Prior to Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
		Vibration	required once construction methodologies and programme are finalized prior to construction certificate. The CNVMP need to include an updated construction equipment list as per section 7.1 and an updated assessment as per sections 7.2, 7.3 and 7.4 of the NVIA prepared by NDY, dated 06.03.25.	
Construction	CNV5	Construction Noise and Vibration	<p>Construction hours will only be during day-time (from 7 am – 6 pm).</p> <p>Equipment time management per construction phase need to be as per Table 19 of the NVIA prepared by NDY, dated 06.03.25.</p> <p>A construction perimeter hoarding will need to be built (min height 2 m, min construction 12-15 kg/m2 dense). As per Figure 11 of the NVIA prepared by NDY, dated 06.03.25.</p> <p>No vibratory piling.</p> <p>Best practices on construction noise and vibration management are as per section 7.4 of the NVIA prepared by NDY, dated 06.03.25.</p>	Prior to Construction
Hydrology, Flooding and Water Quality	HFW1	Flooding	Site emergency plans are to be reviewed and updated prior to occupation.	Prior to Occupation

Dictionary

Term	Definition
Aboriginal object	Has the same meaning as the definition of the term in Section 5 (Definitions) of the <i>National Parks and Wildlife Act 1974</i> .
Aboriginal place	Has the same meaning as the definition of the term in Section 5 (Definitions) of the <i>National Parks and Wildlife Act 1974</i> .
Bushfire prone land	Land mapped on a bushfire prone land map as being subject to bushfire hazard. If part but not all of a lot is mapped as being subject to bushfire hazard, only the specific part of the lot that is mapped as being subject to bushfire hazard is bushfire prone land.
Category 1 Remediation	Remediation work needing consent that is: <ul style="list-style-type: none">(a) designated development, or(b) carried out or to be carried out on land declared to be a critical habitat, or(c) likely to have a significant effect on a critical habitat or a threatened species, population or ecological community, or(d) development for which another State environmental planning policy or a regional environmental plan requires development consent, or

	<p>(e) carried out or to be carried out in an area or zone to which any classifications to the following effect apply under an environmental planning instrument:</p> <ul style="list-style-type: none"> (i) coastal protection, (ii) conservation or heritage conservation, (iii) habitat area, habitat protection area, habitat or wildlife corridor, (iv) environment protection, (v) escarpment, escarpment protection or escarpment preservation, or escarpment preservation, (vi) floodway, (vii) littoral rainforest, (viii) nature reserve, (ix) scenic area or scenic protection, (x) wetland, or <p>(f) carried out or to be carried out on any land in a manner that does not comply with a policy made under the contaminated land planning guidelines by the council for any local government area in which the land is situated (or if the land is within the unincorporated area, the Minister).</p>
Category 2 Remediation	Remediation work not needing consent that is:

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

	<ul style="list-style-type: none"> • Building and road dilapidation surveys; • Investigative drilling or investigative excavation; • Archaeological Salvage; • Establishing temporary site offices (in locations identified by the Mitigation Measures of this REF determination); • Installation of environmental impact mitigation measures, fencing, enabling works; and • Minor adjustments to services or utilities.
Demolition	The deconstruction and removal of buildings, sheds and other structures on the site.
DoE	Department of Education
Environment	Includes all aspects of the surroundings of humans, whether affecting any human as an individual or in his or her social groupings.
Green Star	The building sustainability rating scheme management by the Green Building Council of Australia.
Post Approval and Compliance	To contact the Post Approval and Compliance Team email postapproval@det.nsw.edu.au
Gross Floor Area	Refer to the National Construction Code 'Gross Floor Area' definition.
Project Lead	The DoE primary contact for the project i.e. Project Director or Asset Manager.

Reasonable	Means applying judgement in arriving at a decision, considering mitigation, benefits, costs of mitigation versus benefits provided, community views, and the nature and extent of potential improvements.
REF	Review of Environmental Factors
Suitably qualified person	A professional with the necessary qualifications having regard to the nature of their technical services.