

Consolidated Mitigation Measures for Review of Environmental Factors

Department of Education Projects - Newington Public School Upgrade

Determination Date – 30 June 2026

For Information

Document Control

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Version History

Version	Date	Description	Prepared by	Approved by
1	22/06/2026	REF Appendix 1 V7 Note: * represents a Bespoke MM identified, in addition to the Standard MMs, to manage a project-specific impact. Strikethrough text is part of a Standard MM that does not apply to this project. <u>Underlined</u> text has been added to a Standard MM to capture project-specific elements and considerations for that measure.	-	-
2	30/06/2026	Consolidated Mitigations - Post Determination (additions and amendments in <u>bold underline text</u>)	Sasa Takagi	Prajna Shetty

Consolidated Mitigation Measures are for information only. The REF Decision Statement and Appendix 1 – Mitigation Measures should be used in the first instance.

Part 5 Mitigation Measures

ID	MM Name	Mitigation Measure	Timing
General			
G1	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
G2	Australian Standards	All works must comply with the relevant National Construction Code and Australian Standards.	During Construction
G3	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 commencement of Construction
G4	Landowners Consent	Not used.	
G5	Preschools	<i>Not used.</i>	
Community Engagement			
CE1	Work Commencement 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 commencement of construction for the project. The notice must outline the works to be undertaken, and the proposed commencement date and expected completion date of construction works.	Minimum of 48 hours prior to commencement of Construction
CE2	Site Notice Board	A site notice board must be installed at eye level at the entrance or other appropriate, prominent and public facing location at the site. The site notice must be displayed throughout the construction period, be durable, weatherproof and include the following information: (a) 24-hour contact person for the site (b) telephone number and email address of the contact person for the site (c) site works and timeframes (d) details of where accessible project information can be sourced.	Prior to commencement of Construction
CE3	Complaints Handling	All complaints must be managed in accordance with DoE's Stakeholder and Community Participation Plan.	During Construction

ID	MM Name	Mitigation Measure	Timing
Planning Compliance			
PC1	Mitigation Measures Induction	All contractors and their subcontractors must be made aware of these Mitigation Measures, any construction management plans required by these Mitigation Measures, and the requirement to undertake the activity as per these Mitigation Measures. Evidence of this must be recorded in a Site Induction Register.	During Construction
PC2	Non-compliance Notification	As soon as practicable after becoming aware of a non-compliance, all non-compliances with a Mitigation Measure must be notified in writing to the Accountable Lead and DoE's Post Approval and Compliance Team using DoE's Non-Compliance Notification Form.	During Construction
PC3	Incident notification	Any pollution incident must be notified immediately in writing to the Accountable Lead and DoE's Post Approval and Compliance Team using DoE's Incident Notification Form. Anyone engaged in an activity that results in a pollution incident has a duty to report it under the <i>Protection of the Environment Operations Act, 1997</i> .	During Construction
PC4	Independent Audit Program	A risk-based program of independent audits must be developed by the independent auditor for the work, having regard to the <i>AS/NZS ISO 19001-2019 Guidelines for Auditing Management Systems</i> . The timing of construction audits is to be twelve (12) weeks after the commencement of construction and every twenty-six (26) weeks thereafter until construction has been completed. The independent audit program is to be provided to the Accountable Lead and DoE's Post Approval and Compliance Team.	Prior to commencement of Construction
PC5	Independent Audits	The Independent Audits must be carried out in accordance with the approved audit program (PC4) and undertaken by suitably qualified personnel independent to the works. Audits must be documented in an Audit Report which: (a) Assesses how the Mitigation Measures are being satisfied (b) Outlines the adequacy of any documents required under the Mitigation Measures (c) Outlines the performance of the works with respect to any impacts on the surrounding environment and local community (d) Recommends any measures or actions to improve the performance of the works, if deemed required. Each Audit Report must be finalised within four (4) weeks from the auditor's site inspection or where an alternative timeframe is agreed to by DoE's Post Approval and Compliance Team. Each Audit Report is to be provided to the Accountable Lead and DoE's Post Approval and Compliance Team within seven (7) days of completion of the report.	During Construction
PC6	REF Compliance	The Accountable Lead must submit a REF Compliance Status Report to DoE's Post Approvals and Compliance Team demonstrating compliance with the Mitigation Measures and identifying all	Minimum 48 hours prior to

ID	MM Name	Mitigation Measure	Timing
	Status Report	Mitigation Measures that have not been closed and need ongoing compliance during Operations.	commencement of Operations
Construction			
C1	Preparation of Construction Environmental Management Plan	A Construction Environmental Management Plan (CEMP) must be prepared, having regard to the <i>Environmental Management Guidelines for Construction Procurement (Edition 4)</i>, and must include: (a) Details of: (i). hours of work (ii). 24-hour contact details of site manager (iii). all specific environmental construction Mitigation Measures detailed in the REF and Decision Statement (iv). any requirements outlined in any relevant approvals, permits, licences or landowner consents (v). community consultation and complaints handling process in line with DoE's Stakeholder and Community Participation Plan (vi). emergency management processes (vii). training and site induction requirements, including heritage site inductions under the <i>National Parks and Wildlife Act 1974</i> and <i>Heritage Act 1977</i> (where relevant) (b) Environmental Control Map, including, where relevant: (i). aerial Site Plan showing the location of works (ii). construction site access and egress (iii). site compound (iv). site worker parking (v). environmentally sensitive areas ('no go' areas for threatened species, endangered communities and tree protection zones) (vi). location of spill containment kit, chemical storage and refuelling area (vii). heritage items (viii). contamination areas. (c) The following Plans: (i). Erosion and Sediment Control (refer to Mitigation Measure SW1 for further details) (ii). Construction Traffic and Pedestrian Management (refer to Mitigation Measure TA2 for further details) (iii). Construction Noise and Vibration Management (refer to Mitigation Measure NV1 for further details) (iv). Construction Waste Management (including details on contaminated waste)	Prior to commencement of Construction

ID	MM Name	Mitigation Measure	Timing
		(v). Construction Air Quality and Dust Management (vi). Construction Soil and Water Management (vii). Construction Flood Management (viii). Aboriginal/Non-Aboriginal Heritage Management (ix). Biodiversity Management Plan (x). Construction Tree Protection Plan (d) Unexpected finds protocol for Aboriginal and non-Aboriginal heritage (refer to Mitigation Measure H1, H2 and H3 for further details) (e) Unexpected finds protocol for contamination (refer to Mitigation Measure LC4 for further details)	
C2	Update and implementation of CEMP	The Construction Environmental Management Plan, and associated Plans, must be reviewed every 6 months, updated if necessary and implemented.	During Construction
C3	Construction Fencing	Construction site fencing is to be installed around the site. Construction vehicle and pedestrian access points to and from the site are to be clearly designated, signposted and controlled for authorised access only.	Prior to commencement of Construction
C4	Use and storage of Hazardous Materials	The use and storage of hazardous materials and dangerous goods, including petroleum, distillate and other chemicals, must be in accordance with the relevant legislation including, but not limited to: • <i>Protection of the Environment Operations Act 1997</i>; • Work Health and Safety Regulation 2017; • AS 1940:2017 The Storage and Handling of Flammable and Combustible Liquids; and • Safe Work NSW Code of Practice – Managing Risks of Hazardous Chemicals in the Workplace.	During Construction
C5	Spill Kits	Not used.	
C6	Construction Materials and Waste	All construction 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. All waste must be classified in accordance with the <i>Waste Classification Guidelines: Part 1 Classifying Wastes (EPA 2014)</i> and transported to a suitably licensed waste facility.	During Construction
C7	Designated Washout	Building methods such as brick cutting, mixing mortar and the washing of tools, paint brushes, form-work and concrete trucks must be undertaken in the construction site at a designated washout area located to prevent air, land or water pollution.	During Construction

ID	MM Name	Mitigation Measure	Timing
C8	Construction Lighting	All construction lighting must not cause a nuisance to adjoining neighbours and comply with <i>AS/NZS 4282:2019 Control of the Obtrusive Effects of Outdoor Lighting</i> .	During Construction
C9	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. Vehicle movements must be managed to prevent early arrivals and associated noise impacts on surrounding sensitive receivers. Heavy vehicles must not idle, queue, or be parked near the site outside these construction hours. 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: (d) Mondays to Friday inclusive: Between 6:00pm to 7:00pm; and (e) Saturday: Between 1:00pm to 6:00pm. Construction work may be undertaken outside of the standard and additional work hours, but only if notification has been given to the occupiers of any land within a minimum of 80 metres of the site boundaries before undertaking the work or as soon as is practical afterwards, and only if it is strictly required: (f) By the police or a public authority for the delivery of vehicles, plant or materials; or (g) In an emergency to avoid the loss of life, damage to property or to prevent environmental harm; or a) Where the works are completely inaudible at the nearest sensitive receiver; or (h) 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 (7) days prior to the works; or (i) 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 construction hours; or (j) Accountable Lead approves the Contractor's justified request for public infrastructure works where works are outside the standard work hours and is supported by the affected community to shorten the length of construction works; or (k) where it is demonstrated and justified for the need to work outside the standard construction hours.	During Construction

ID	MM Name	Mitigation Measure	Timing
		Except in emergencies, these circumstances are not to be interpreted as an endorsement of work outside the recommended standard hours and must be justified in each case. Work schedule convenience or project expedience is not considered sufficient justification.	
C10	Construction Hours for Noise-intensive Works	Use of any rock excavation machinery, sheet piling, pile driving or jack-hammering and the like is restricted to the following hours: (a) Monday to Friday inclusive: 9:00am to 12:00pm; (b) Monday to Friday inclusive: 2:00pm to 5:00pm; (c) Saturday: 9:00am to 12:00pm; and (d) Sunday: no work permitted. If frequent noise exceedance is required, then additional respite periods during the school day to limit impacts to student learning should be agreed with the school.	During Construction
C11*	Waste Collection and Skip Exchange	The contractor is to ensure that all construction and demolition vehicle movements, including waste collection and skip exchange, do not occur during school drop-off and pick-up periods (8:00–9:30 am and 2:30–4:00 pm) for the duration of works.	During Construction and Demolition
C12*	Construction and Demolition Waste	All construction and demolition waste is to be managed in accordance with the approved Construction and Demolition Waste Management Plan, including the implementation of appropriate waste recovery and recycling strategies identified for each waste stream.	During Construction and Demolition
Utilities and Infrastructure			
UI1	Pre-Construction Dilapidation Report	A Pre-Construction Dilapidation Report must be prepared by a suitably qualified person and submitted to Council DoE's Heritage Team , relevant asset/service infrastructure owners and the Accountable Lead. The report must provide an accurate record of the existing condition of adjoining private properties and asset/ service infrastructure that are likely to be impacted by the works (and that have agreed to an offer for a dilapidation survey). Where works may affect a heritage item(s), the report must provide an accurate record of the condition of fabric for the heritage item(s).	Prior to commencement of Construction
UI2	Post-Construction Dilapidation Report	A Post-Construction Dilapidation Report must be prepared by a suitably qualified person and submitted to Council, DoE's Heritage Team , relevant asset/service infrastructure owners and the Accountable 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 that has occurred as a result of construction works, the damage must be repaired or the full cost of repairs covered, within a timeline agreed with the property owner.	
UI3	Dial Before You	"Before You Dig Australia" must be used to obtain a Service Diagram to identify the location of	Prior to

ID	MM Name	Mitigation Measure	Timing
	Dig	underground utilities at the site.	commencement of Construction
UI4	Service and Utility Disconnection	All services and utilities in the construction area must be appropriately disconnected and reconnected as required, in consultation with the relevant authorities.	During Construction
UI5	Service and Utility Augmentation	Where existing 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.	During Construction
UI6	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.	During Construction
UI7*	Sydney Metro Consultation & Review	Consult with Sydney Metro and provide for their review the technical documentation sought in their submission to the activity (dated 24 April 2026) to ensure the appropriate management and mitigation of potential impacts on the Sydney Metro West rail corridor and the activity itself, subject of these MMs, is suitably addressed. <u>During the detailed design and construction phases of the project, the consultation should continue to ensure that impacts are appropriately managed when updating design or construction methods applicable to underground corridor.</u>	Prior to commencement of construction <u>/During construction/ Design</u>
Traffic and Access			
TA1	School Transport Plan	A School Transport Plan (STP) must be prepared to the satisfaction of DoE's Transport Planning Team. If the school already has a School Transport Plan, the existing plan is to be reviewed and updated to reflect the impacts of the REF Activity, to the satisfaction of DoE's Transport Planning Team A copy of the School Transport Plan is to be provided to the Accountable Lead and DoE's Transport Planning Team for implementation during Operations. The STP must include: (a) Regular communication and reminders to the school community on available public transport (b) Regular monitoring of school operations and traffic conditions around the site. (c) Regular data collection and monitoring of transport strategy progress (d) Publishing a Travel Access Guide (e) Maintaining a governance framework between SINSW, Council, and TfNSW.	Prior to commencement of Operations

ID	MM Name	Mitigation Measure	Timing
TA2	Construction Traffic and Pedestrian Management	A Construction Traffic and Pedestrian Management Plan (CTPMP) must be prepared to: (a) ensure heavy vehicle movements are safe and minimise disruption to the school and surrounding areas (b) outline strategies and measures to manage how construction workers access the site	Prior to commencement of Construction
TA3	Pedestrian Access	Safe pedestrian access around the construction site must 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 must be implemented.	During Construction
TA4	Design of Road Safety Measures	Not used.	
TA5	Implementation of Road Safety Measures	Not used.	
TA6*	Bicycle Parking Provision	Provide additional 50 bicycle parking spaces for students and 6 bicycle parking spaces for staff members.	Design
Noise and Vibration			
NV1	Construction Noise and Vibration	A Construction Noise and Vibration Management Plan must be implemented in accordance with the NSW EPA Interim Construction Noise Guideline (2009).	During Construction
NV2	Vibration During Construction	Vibration levels induced by demolition activities, or other vibration intensive activities such as rock hammering, must be in accordance with the <i>AS2436 – 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> .	During Construction
NV3	Operational Noise	A suitably qualified acoustic engineer must demonstrate that noise associated with the operation of mechanical plant or machinery installed does not exceed the relevant project noise trigger	Prior to commencement

ID	MM Name	Mitigation Measure	Timing
		levels.	of Operations
NV4*	Classroom Glazing Acoustic Performance	Glazing systems for classrooms must be selected to achieve a minimum RW rating to meet EFSG internal noise criteria as specified in Section 7 of the Acoustic Assessment Report.	Design
NV5*	Air Conditioning Plant Acoustic Enclosure	Air conditioning plant room must be enclosed with acoustic louvres providing minimum octave-band insertion loss as specified in Section 6.1 of the Acoustic Assessment Report.	Design and During Operations
NV6*	PA and School Bell System Design	The PA and school bell system must be designed to minimise noise spill through use of directional speakers, appropriate speaker quantity and placement, noise limiter, and short announcement duration in accordance with Section 6.2 of the Acoustic Assessment Report.	Design and During Operations
NV7*	Construction Noise and Vibration Management Plan	A Construction Noise and Vibration Management Plan must be developed and implemented, incorporating construction noise criteria, equipment usage schedules, community consultation processes and complaints management procedures as detailed in Section 5.3.1 of the Acoustic Assessment Report.	Prior to Commencement of Construction and During Construction
NV8*	Stakeholder Consultation and Notification	Stakeholder consultation and notification must be undertaken for nearby residents on Heidelberg Ave, O'Neill Ave and Devitt Ave prior to commencement of works. A complaints register must be maintained throughout construction.	Prior to Commencement of Construction and During Construction
NV9*	Work Programming and Scheduling	High-noise activities must be scheduled within standard working hours. Respite periods must be considered for high-noise tasks in accordance with Section 5.3.3 of the Acoustic Assessment Report.	During Construction
NV10*	Truck Movements and Site Access	Truck movements and site access points must be located away from residences where feasible, in accordance with Section 5.3.4 of the Acoustic Assessment Report.	During Construction
NV11*	Construction Site Management	Noisy plant must be located away from residences where feasible. Site management measures must include utilising shielding, reducing reversing alarms, and shutting down idle equipment in accordance with Section 5.3.5 of the Acoustic Assessment Report.	During Construction
NV12*	Equipment Management	Construction equipment management must include selection of low-noise plant, proper maintenance, use of mufflers/silencers, and minimised power output in accordance with Section	During Construction

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		5.3.6 of the Acoustic Assessment Report.	
NV13*	Vibration Management	Smaller vibration intensive equipment must be used when working near site boundaries. Minimum working distances must be complied with. Vibration monitoring must be conducted if works are proposed within minimum working distance limits, in accordance with Section 5.2 of the Acoustic Assessment Report.	During Construction
NV14*	Air Conditioning Plant Acoustic Screening	Air conditioning plant room must be enclosed with acoustic louvres or solid barrier screening providing minimum octave-band insertion loss as specified in Table 29 of the Acoustic Assessment Report. Screening to extend minimum 300 mm above plant height with minimum mass of 12 kg/m ² and internal absorptive lining (minimum NRC 0.6).	Design
NV15*	Mechanical Services Design	Mechanical services systems must be designed in accordance with acoustic treatments specified in Table 27 of the Acoustic Assessment Report, including appropriate duct velocities (Table 32, Table 33), lined ductwork, cross-talk mitigation, and attenuated air transfer paths (Table 30).	Design
NV16*	Acoustic Partition Construction	Partitions must be constructed to achieve specified acoustic separation ratings (Rw 40 to Rw 60) as detailed in Table 14 of the Acoustic Assessment Report, with appropriate ceiling treatments, insulation, and sealing in accordance with Section 3.2 of the Acoustic Assessment Report.	Design
NV17*	Acoustic Doors	Acoustic doors must be installed with specified ratings (Rw 25 to Rw 35) including high-quality seals and dropdown seals as detailed in Table 21 of the Acoustic Assessment Report.	Design
NV18*	Reverberation Control	Reverberation control treatments must be provided including acoustic ceiling tiles (minimum NRC 0.7-0.8 for learning spaces per Table 23 of the Acoustic Assessment Report) and wall panels (Table 26) to achieve reverberation times specified in Table 9 of the Acoustic Assessment Report.	Design
NV19*	Hydraulic Services Isolation	Hydraulic services must be isolated in accordance with Section 4.2 of the Acoustic Assessment Report, including use of isolated partition construction (Rw 60 equivalent), resilient pipe mounting, acoustic lagging of soil and waste pipes, and separation from normally occupied areas.	Design
NV20*	Operational Noise Management	Operational noise measures must be implemented to control noise from outdoor play areas and school activities to meet criteria specified in Table 12 and Table 13 of the Acoustic Assessment Report for surrounding residential receivers.	During Operations
NV21*	Glazing Systems	Glazing systems must meet specified acoustic ratings (Rw 36 to Rw 40 per Table 19 of the Acoustic Assessment Report) with high-quality perimeter seals	Design
NV22*	Rain Noise Control	Roof and ceiling construction must be designed to control rain noise ingress to learning areas, incorporating treatments specified in Section 3.13.1 of the Acoustic Assessment Report.	Design

ID	MM Name	Mitigation Measure	Timing
Land Contamination			
LC1	Remediation and Site Auditor Requirements	Not used.	
LC2	Category 2 Remediation	Not used.	
LC3	Asbestos Handling and Removal	Where asbestos or asbestos-containing material is to be disturbed or uncovered, compliance with SafeWork NSW requirements must be adhered to. Asbestos must be removed by a suitably qualified and experienced contractor, licensed by SafeWork NSW. The removal of such material must be carried out in accordance with the <i>Department of Education Asbestos Management Plan</i> and <i>Asbestos Management Procedures</i> as well as 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'.	During Construction
LC4	Unexpected Site Contamination	Should any unexpected contamination information or contaminants be identified which have the potential to alter previous site contamination assessments, conclusions and recommendations, the Accountable 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 Clearance Certification from the contamination consultant must be submitted to the Accountable 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 Validation Report, and an Environmental Management Plan (if applicable), are 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 Accountable 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>.	During Construction

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Soil and Water			
SW1	Erosion and Sediment Control	The Erosion and Sediment Control Plan required by Mitigation Measure C1 must be developed in accordance with the Landcom/Department of Housing <i>Managing Urban Stormwater, Soils and Construction Guidelines</i> (Blue Book). The controls must be in place, inspected and managed until the works are complete and all exposed erodible materials are stable relevant to each construction stage. Inspection records must be kept and provided to the Post Approval and Compliance Team on request.	During Construction
SW2	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 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 Accountable Lead prior to filling works.	During Construction
SW3	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 Accountable Lead prior to importing the mulch.	During Construction
SW4	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> .	During Construction
SW5	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 is designed in accordance with the relevant Australian Standards; and	Design

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		(b) Ensure that the system is designed in accordance with the <i>Australian Rainfall and Runoff (Engineers Australia, 2016)</i> and <i>Managing Urban Stormwater: Soil and Construction (Blue Book. 4th Edition, 2022)</i> .	
SW6	Acid Sulfate Soils	The management of potential and actual acid sulfate soils must be conducted in accordance with <i>the Acid Sulfate Soil Assessment Guidelines (NSW Acid Sulfate Soils Management Advisory Committee, August 1998)</i> .	During Construction
SW7	Water Quality	Following the removal of any temporary erosion and sediment control measures, permanent water quality treatment measures, designed by a suitably qualified expert as part of water-sensitive urban design, must be implemented.	Design and During Operations
SW8*	Waste Water	In relation to waste water servicing, an overflow gully shall be provided for the building to reduce the risk of sewage entering the building in the event of a blockage or surcharge within the internal sewer system.	Design, During Construction
SW9*	Potable Water Supply	For the submeter connected to the backup potable supply for the rainwater reuse system and fitted with a backflow prevention device, its relief drain outlet is to be located at least 300 mm above the designated flood level.	Design and During Construction
SW10*	Rainwater Reuse and Filtration	For the rainwater reuse pump and filtration system, ensure all electrical components are installed above the designated flood level and comply with the relevant electrical requirements.	Design and During Construction
SW11*	Acid Sulfate Soils	Acid sulfate soils are not likely to occur in areas where ground surface elevation is lower than RL 5.0m AHD or if proposed works do not involve the lowering of groundwater, however, if excavations exceed 1.0m in depth in areas where ground surface elevation is lower than RL 5.0m AHD (eastern portion of the site), then sampling and testing is required to ascertain if earthworks are to be carried out in accordance with an Acid Sulphate Soil Management Plan to manage impacts from acid sulphate soils or potential acid sulphate soils.	Design and During Construction
SW12*	Flooding and stormwater impacts	Survey and confirm the existing on-site detention (OSD) tank capacity and compliance with approved design requirements.	Design and During Construction
SW13*	Stormwater quality	Incorporate WSUD measures including rain gardens, GPTs, and water quality treatment devices in accordance with Parramatta City Council's WSUD Guidelines: 85% reduction in Gross Pollutants, 45% reduction in Total Suspended Solids (TSS), 65% reduction in Total Phosphorus (TP), 45% reduction in Total Nitrogen (TN)	Design and During Construction
SW14*	Water reuse	Confirm rainwater tank sizing, overflow configuration, and hydraulic connections to ensure	Design

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		compatibility with the overall site drainage design. Tanks must be designed to operate effectively under both reuse and storm events without increasing peak discharge or adversely impacting the performance of the existing drainage system.	
SW15*	Flood risk	Verify that all finished floor levels are set above the 1% AEP flood level and PMF, as applicable.	Design
SW16*	Ongoing asset performance	Establish and implement an asset maintenance schedule for all WSUD and stormwater infrastructure in accordance with the City of Parramatta Council Water Sensitive Urban Design (WSUD) Strategy and Design Guidelines (2018), including recommended inspection frequencies, maintenance activities, and asset management responsibilities to ensure longterm performance.	During Construction and Operations
SW17*	Natural Ground Level	Cut down natural ground level to the southeast of the proposed building to provide additional flood storage and alleviate impacts on neighbouring properties, as per Figure 3.22 of Appendix B in the Flood Impact and Risk Assessment Report.	Design and During Construction
SW18*	Fence material	Any newly constructed fencing within the mapped PMF flood extents must be of an open style to allow for free passage of floodwaters.	Design
SW19*	Finished Floor Level	The finished floor levels of all new structures must be above the mapped PMF level at RL 5.60m AHD	Design
SW20*	Subsurface Materials	The designer must recognise variability in the thicknesses and depths to various types of subsurface materials (soils and bedrocks of varying strengths) to ascertain that the design of building is appropriate to actual foundation conditions and its impact on project design. The depth to appropriate foundation materials will need to be confirmed by inspections during the construction stage.	Design
SW21*	Soil Management Plan	The designer must recognise that the subsurface soils across the site are susceptible to erosion and therefore disturbance and excavation of soils across the site must be carried out in accordance with a Soil Management Plan (SMP) to be developed by the earthworks contractor in accordance with recommendations provided in Department of Housing Guidelines.	Design and During Construction
SW22*	Saline Soils	Earthworks, including disturbance and excavation of soils, during the proposed redevelopment work must be carried out in accordance with an appropriate Saline Soil Management Plan (SSMP) presented in Attachment C of the Geotechnical Investigation to manage and minimise impacts from saline soils to the proposed redevelopment works and vice versa. The designer must recognise that the subsurface soils at depths exceeding about 0.5m are saline..	Design and During Construction
SW23*	Ground Bearing Slabs	The designer must recognise that the subsurface soils across the site are reactive and therefore design of ground bearing slabs must be appropriate to the assessed site classification.	Design
SW24*	Stormwater	Ensure that stormwater runoff from retained demountable buildings and the existing OOSH facility	Design and

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	runoff associated with retained demountable buildings and OOSH facility	is appropriately captured and conveyed within the existing site drainage system. Verification of system capacity is to be undertaken to confirm no increase in peak discharge or adverse hydraulic impacts. Any required minor upgrades are to be incorporated during detailed design to maintain compliance.	During Construction
Heritage			
H1	Unexpected Archaeological Relics	If any unexpected archaeological relic (or potential relic) of heritage significance is discovered during any construction work, all work in the vicinity must cease and the area must be appropriately protected. Materials should not be removed from the ground wherever possible. The DoE Heritage Team is to be notified, and an archaeologist engaged to undertake a site inspection to ascertain whether the finds are significant relics. Construction works cannot recommence in that area until advised by the archaeologist, in consultation with DoE's Heritage Team. Should significant relics be identified, external approvals to impact the relics may be required.	During Construction
H2	Unexpected Aboriginal Heritage	If any unexpected Aboriginal object/s, site/s or place/s (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 DoE's Heritage Team. Should Aboriginal objects be identified, these are to be registered in the Aboriginal Heritage Information Management System (AHIMS). Impact to Aboriginal heritage sites would only proceed under an Aboriginal Heritage Impact Permit (AHIP).	During Construction
H3	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. 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> . The DoE Heritage Team is to be notified, and a specialist archaeologist engaged to assess the find. 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

ID	MM Name	Mitigation Measure	Timing
Ecology			
E1	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> . Tree protection must be approved by a Consulting Arborist AQF Level 5. Protections are to remain in place until the completion of all construction work in the vicinity of the protected trees.	During Construction
E2	Tree Removal or Pruning	Not used.	
E3	Pre-Clearance Survey	Not used.	
E4	Unexpected Native Fauna	If any unexpected native fauna is found on the site during any construction work, work in the vicinity must stop until an ecologist or similarly qualified person captures and relocates the fauna.	During Construction
E5	Weed and Pathogen Management	All footwear, personal protective equipment and other equipment must be thoroughly cleaned prior to commencement of works and when entering the site. Wash down procedures must be implemented for all construction vehicles prior to entering or exiting the site to limit weed or pathogen spread.	During Construction
E6	Replacement Planting	Not used.	
E7*	Myrtle rust	Protocols to prevent and manage introduction or spread of plant and animal disease pathogens such as Phytophthora, Myrtle Rust and Chytrid fungus must be implemented following the OEH Hygiene guidelines for the control of flora and fauna disease (DPIE 2020). In addition, general mitigation measures would include the following: a. follow hygiene protocol outlined in the standard MM E5 b. exclusion zones around retained areas of native vegetation.	During Construction
E8*	Designated Tree Protection Zone (TPZ)	Tree Nos. 11 to 15 (x16), as indicated on Tree Protection Plan in the Arboricultural Impact Assessment (AIA) prepared by McArdle Arboricultural Consultancy for the activity (dated 11 March 2026, Version 12), shall be protected with suitable tree protection fencing and other associated measures specified in the AIA. Protections are to remain in place until the completion of all construction work in the vicinity of the protected trees.	Prior to commencement of construction and during construction
Visual Amenity			
VA1	External Materials	The selection of external colours, materials or finishes of the building(s) should aim to minimise impacts on visual amenity and ensure there is no increase in impacts identified in the visual	Design

ID	MM Name	Mitigation Measure	Timing
		amenity assessment in the REF. Note: For clarification on the requirements please refer DoE's <i>School Infrastructure Pattern Book</i> and <i>Educational Facilities Standards and Guidelines (EFSG) Technical Standards</i> .	
Sustainability			
S1	Green Star Certification	Green Star Certification must be obtained demonstrating that the activity achieves a minimum 5 star rating. Evidence of the certification must be provided to DoE's Sustainability Team. For enquiries on requirements please contact the DoE's Sustainability Team on Sustainability.ESD@det.nsw.edu.au.	Within 12 months of commencement of Operations
Operational Management			
OM1	Operational Waste Management Plan	Operational waste management measures must be detailed in an Operational Waste Management Plan. This Plan must outline how waste will be minimised, handled, stored, recycled and disposed of appropriately, in accordance with any relevant guidelines. A copy of the Operational Waste Management Plan is to be provided to the Accountable Lead.	Prior to commencement of Operations
OM2	Operational Waste Management Plan	Waste must be maintained in accordance with the Operational Waste Management Plan.	During Operations
OM3	Operational Stormwater Management Plan	A Stormwater Operation and Maintenance Plan is to be prepared by a suitably qualified person and include the following: (a) Maintenance schedule of all stormwater quality treatment devices, On-Site Detention, drainage infrastructure and overland flow paths; (b) Record and reporting details; and (c) Work Health and Safety requirements. A copy of the Stormwater Operation and Maintenance Plan is to be provided to the Accountable Lead.	Prior to commencement of Operations
OM4	Operational Stormwater Management Plan	Stormwater must be maintained in accordance with the Operational Stormwater Management Plan.	During Operations
OM5	Flood Emergency	A Flood Emergency Response Plan (FERP) is to be prepared for incorporation within the School's Emergency Management Plan and include the following:	Prior to commencement

ID	MM Name	Mitigation Measure	Timing
	Response Plan	(a) Prioritise evacuation and avoid shelter-in-place by closing the school before the school day if flood events are forecasted and SES advises. (b) School administration must undertake annual evacuation preparations and an evacuation drill prior to the commencement of the wet season (typically November to April); (c) School administration to undertake responsibilities as set out in the FERP; and (d) Ensure that the Flood Warning Notice is maintained and permanently visible.	of Operations
OM6	Flood Emergency Response Plan	The Flood Emergency Response Plan must be implemented.	During Operations
OM7	Operational Plant and Machinery	All operational plant and equipment must be maintained and operated in a proper and efficient manner and in accordance with the user manual.	During Operations
OM8	Landscape Management	Landscaping at the site under the management of DoE must be maintained. This includes the undertaking of: (a) Mulching (b) Concrete/paving maintenance and replacement (c) Outdoor furniture maintenance and replacement (d) Turf replacement (e) Planting and tree replacement (f) Planting and tree maintenance (trimming) (g) Watering (h) Irrigation maintenance (i) Mowing (j) Spraying and pest treatment.	During Operations

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> .
Accountable Lead	The DoE primary contact for the project i.e. Project Director or Senior Group Leader.
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 development consent as defined by clause 4.8 of the State Environmental Planning Policy (Resilience and Hazards) 2021
Category 2 Remediation	Remediation work not needing development consent as defined by clause 4.11 of the State Environmental Planning Policy (Resilience and Hazards) 2021
Crown certificate	Certification under section 6.28(2) of the <i>Environmental Planning and Assessment Act 1979</i> .
Construction	All physical work to enable operation including, 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: • Dilapidation surveys • Investigative drilling or investigative excavation • Archaeological salvage • Establishing temporary site offices • Installation of environmental impact mitigation measures, fencing, enabling works • Minor adjustments to services or utilities.
Green Star	The building sustainability rating scheme managed by the Green Building Council of Australia.

Term	Definition
Pollution Incident	An occurrence or set of circumstances that causes, or threatens to cause material harm and which may or may not be, or cause, a non-compliance.
Material Harm	Material harm is harm that: a) Involves actual or potential harm to the health or safety of human beings or to the environment that is not trivial; or b) Results in actual or potential loss or property damage of an amount, or amounts in aggregate, exceeding \$10,000 (such loss includes the reasonable costs and expenses that would be incurred in taking all reasonable and practical measures to prevent, mitigate or make good harm to the environment. c) Consistent with the definition in the <i>Protection of the Environment Operations Act 1997</i> .
Suitably qualified person	A professional with the necessary qualifications having regard to the nature of the technical services.