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Australian Government

**Department of Infrastructure,
Transport, Regional Development,
Communications, Sport and the Arts**



**Future
Workplace
Canberra**

Proposed Fitout of New Leased Premises at
7 London Circuit, Canberra City

Department of Infrastructure, Transport, Regional Development,
Communications, Sport and the Arts

Future Workplace Canberra Project

1.0 Public Submission to Public Works Committee

July 2025

Table of Contents

1.	Executive Summary.....	4
1.1.	Introduction	4
1.2.	Consultation and Workplace Design.....	5
1.3.	Project Costs / Value for Money	5
2.	Identification of Need	7
2.1.	Background Existing Accommodation	7
2.2.	The Need for the Works.....	7
2.3.	Details of the Existing Accommodation	7
2.4.	Key Project Objectives	9
2.5.	Benefits of the Precinct Model	10
3.	Options Considered.....	10
3.1.	Options.....	10
3.2.	Market Testing	10
3.3.	Approach to Market.....	11
3.4.	Preferred Respondent.....	11
3.5.	Lease Negotiations.....	12
4.	Consultation	13
4.1.	Stakeholder Consultation and Briefing	13
4.2.	Workplace Strategy.....	14
4.3.	Indigenous Consultation and Engagement	14
4.4.	Union Consultation and Engagement	15
4.5.	Scope of Works	16
5.	Proposed Accommodation	19
5.1.	7 London Circuit, Canberra City	19
6.	7 London Circuit – Building Technical Assessment	22
6.1.	Site Visual	22
6.2.	Base Building Performance	23
6.3.	Codes and Standards.....	23
7.	Environmental Sustainability	24
7.1.	Base Building NABERS Energy Rating.....	24
7.2.	Heritage and Geographical Considerations	24
7.3.	Environmental Impact Assessment.....	24
7.4.	Local Impact Assessment	25
8.	Key Provisions	26

8.1.	Public Transport	26
8.2.	Local Road and Traffic Concerns	26
8.3.	Provisions for People with Disabilities	26
8.4.	Inclusivity	27
8.5.	Childcare Provisions	27
8.6.	Workplace Health and Safety Measures	27
8.7.	Pandemic Provisions	27
9.	Project Delivery	28
9.1.	Project Team	28
9.2.	Fitout Procurement	28
9.3.	Project Costs / Value for Money	28
9.4.	Revenue Derived from the Project	29
9.5.	Construction program	29
9.6.	Plans and Drawings	30
	Annexure A – Stakeholder Consultation Road Map	i
	Annexure B – Cox Concept Design	ii

We acknowledge the Traditional Owners and Custodians of Country throughout Australia and their continuing connection to land, waters and community. We pay our respects to them, their cultures, and Elders past and present.

1. Executive Summary

1.1. Introduction

1.1.1. This submission seeks to inform the Public Works Committee (PWC) of the Department of Infrastructure, Transport, Regional Development, Communication, Sport and the Arts (the Department) proposal to fitout leased premises at 7 London Circuit, Canberra City at an estimated cost of **\$2,413 per sqm (ex GST)**, the total fitout construction cost estimate is **\$23.4 million (ex GST)**.

1.1.2. It is noted that a breakdown of the project total out turn cost estimate at **\$3,347 per sqm (ex GST)** and total out turn estimate at **\$32.5 million (ex GST)** is detailed in the confidential cost submission issued separately to the PWC committee members.

1.1.3. The Department assessed its long-term accommodation needs as two of its four current leases are set to expire mid-2026. This initiative is known as the Future Workplace Canberra Project (“the Project or the Department”). Office details are provided in the table below:

Site	Dept	NLA (m2)	Leased Carparks	Lease Expiry
62 Northbourne Avenue, CITY	DITRDCA	10,218	109	30 June 2026
111 Alinga Street CITY		16,382	199	30 June 2026
Narellan Street, CITY		4,075	9	25 May 2027
Nishi, 2 Phillip Law Street, ACTON		8,478	59 +	14 Dec 2027
	Austrade*	3,854	0	14 Dec 2027
TOTAL NLA (m2)		43,007	0	
TOTAL NLA (m2) Excluding Austrade		39,153	376	

* Austrade occupies space within Nishi under a Memorandum of Understanding with the Department, aligned with the Head Lease term. Austrade is currently exploring long-term property options.

1.1.4. The Commonwealth Property Management Framework (RMG500) states that 14sqm is the government’s target for the amount of useable office area per occupied work point. The Department through stakeholder consultation and workplace strategy review, identified an opportunity to reduce its office accommodation from 39,153 sqm (**excluding Austrade**) to approximately 23,500 sqm of Net Lettable Area (NLA) whilst meeting the RMG500 target.

1.1.5. A precinct model consisting of two (2) existing buildings close to each other is the only option that will address the two leases expiring in 2026 due to limited availability of existing A-grade buildings. This model removes the risk of extending leases at 111 Alinga Street and 64 Northbourne Avenue, which would trigger four-year renewals.

1.1.6. The precinct model presents the lowest risk and cost, meets critical lease end dates, and supports the Department’s long-term strategy. Although this model does create some duplication, this is outweighed with the Department’s ability to flex and adapt to emerging government priorities. The precinct model was, endorsed by the Department’s Executive

Leadership Team on 4 September 2024 with the lease proposal for 7 London Circuit, Canberra City being endorsed by the Department of Finance (Finance) through the lease endorsement process on 10 April 2025.

- 1.1.7. The Department's strategy has resulted in a two-stage approach, whereby the lease and fitout of two separate buildings will each require a PWC submission.
- 1.1.8. The focus of this submission, stage 1, is 7 London Circuit, Canberra City (Building 1), which provides 9,716 sqm across levels 1-4 and part of level 5. Stage 1 takes priority due to the critical lease end dates of 30 June 2026 at 111 Alinga Street and 62 Northbourne Avenue.
- 1.1.9. Stage 2 (Building 2) will provide the remaining 13,500-15,000 sqm required to meet the Nishi lease expiry date of December 2027 and will be addressed in a separate submission.
- 1.1.10. The proposed accommodation will conform to all relevant building codes and practices. The Department has conducted due diligence and will continue to assess compliance with workplace health, safety, diversity, inclusion, and environmental standards.
- 1.1.11. Occupying this building will stimulate growth in the Canberra CBD and enhance the use of the light rail corridor due to its proximity to the future London Circuit light rail stop. The landlord has confirmed they will fully electrify the building to meet the APS Net Zero Emissions by 2030 and included in the lease to comply with Energy Efficiency in Government Operations (EEGO) targets.

1.2. Consultation and Workplace Design

- 1.2.1. Since 2022, the Department has been working with That Works, a specialist consultancy in workplace and change management, to evaluate and assist with the streamlining of business operations. This partnership has provided strategic recommendations on future capabilities and new ways of working that will contribute to the reduction of the Department's accommodation footprint.
- 1.2.2. As part of this initiative, the Department has undertaken, and continues to undertake, a comprehensive consultation process in collaboration with That Works. This process actively engages staff and key stakeholders through intranet updates, staff forums, a consultative committee, consultation design groups, and union briefings.
- 1.2.3. As a result, the Department adopted a 7 to 10 ratio allocation to minimise space and maximise collaboration, based on successful strategies from other Commonwealth departments.
- 1.2.4. The proposed fitout design will target a work point density of approximately 11.9 per sqm per work point, which will exceed the RMG500 target of 14 per sqm for useable office area per occupied work point.
- 1.2.5. Staff will continue to be engaged through forums, working groups, and other activities. Feedback from earlier consultations informed the current workplace strategy. Future engagement will include virtual workplace experiences, with staff input guiding the refinement of the concept design.

1.3. Project Costs / Value for Money

- 1.3.1. The project cost estimate, prepared by TSA Riley (Cost Planner) based on 30% design and base building documentation, reflects professional judgement and has been benchmarked against comparable Commonwealth projects.

- 1.3.2. Stage 1 project total out turn cost estimate is **\$3,347 per sqm (ex GST)**, and the total out turn estimate is **\$32.5 million (ex GST)**, this is detailed in the confidential cost submission issued separately to PWC committee members.
- 1.3.3. Stage 1 fitout construction cost estimate is **\$2,413 per sqm (ex GST)**, the total fitout construction cost estimate is **\$23.4 million (ex GST)**. This is considered mid-range for commercial office fitouts in the ACT. The landlord's incentive is structured to fully offset the cost of the fitout as part of the lease agreement.
- 1.3.4. According to the PWC Procedure Manual (Version 9.6, December 2022), standard fitout construction costs in metropolitan areas typically range from \$1,500 to \$2,000 per sqm. The higher estimated costs for this project align with the Committee's expectations for high-specification developments, reflecting the building's premium-grade classification, larger scale, elevated Canberra market rates, and the inclusion of flexible, agile workspaces with specialised ICT and enhanced Zone 3 and 4 security systems required by the Department.
- 1.3.5. The landlord will provide access from 1 September 2025 for tenant fitout works and staff relocation, with rent commencing on 1 July 2026. The 111 Alinga Street and 62 Northbourne Avenue lease will be terminated on expiry of 30 June 2026 avoiding double rent payable by the Department.
- 1.3.6. All procurement activities have been and will continue to be conducted in full compliance with the Commonwealth Procurement Rules (CPRs), ensuring transparency and value for money for the Commonwealth. Supported by internal procurement and external probity oversight, the project adopted a cost-effective, standardised fitout approach designed to last the full lease term.
- 1.3.7. The workplace strategy, informed by a detailed review of staff numbers and operational requirements, has facilitated a strategic reduction in the overall footprint in accommodation from 39,153 sqm to approximately 23,500 sqm. This represents a 40% decrease in overall footprint. This reduction supports long-term cost savings and aligns with the Department's efficiency objectives. Stage 1 of the project will deliver 9,716 sqm at 7 London Circuit.
- 1.3.8. As the fitout for 7 London Circuit is considered Public Works under the *Public Works Committee Act 1969*, this submission is brought before the Committee for consideration.

2. Identification of Need

2.1. Background Existing Accommodation

- 2.1.1. The Department's current office accommodation is within four separate leased buildings within the Canberra CBD listed as follows:
- 111 Alinga Street (expires 30 June 2026);
 - 62 Northbourne Avenue (expires 30 June 2026);
 - 2 Phillip Law Street (expires 14 December 2027); and
 - 26 Narellan Street - Memorandum of Understanding (MoU) with the Australian Taxation Office (ATO) (expires 25 May 2027).
- 2.1.2. The 111 Alinga St and 62 Northbourne Avenue buildings were constructed in 1987 and 1990 respectively and are at the end of their economic lives. Whilst the fitouts were refurbished in 2010, they are also at the end of their economic life and no longer meet contemporary office accommodation standards. Replacement of these two buildings in a modern A Grade building with new fitouts which meet current standards and provide a flexible work environment is key to the Department's long-term accommodation strategy.
- 2.1.3. Failure to vacate these buildings by their lease expiry dates on 30 June 2026 will necessitate the Department entering into short-term leases for buildings that do meet the requirements set out in RMG 500 and would be unlikely to achieve favourable commercial terms.

2.2. The Need for the Works

- 2.2.1. The fitout of 7 London Circuit is required to enable the Department to vacate its office accommodation in 111 Alinga St and 62 Northbourne Avenue by 30 June 2026. It will also reduce the office footprint from approximately 27,000 sqm to 9,716 sqm.
- 2.2.2. Fitout of 7 London Circuit will ensure continuity of operations, support a more efficient and sustainable workplace, and align with long-term strategic goals, including the APS Net Zero 2037 target.

2.3. Details of the Existing Accommodation

- 2.3.1. The Department operates across four office sites in Canberra, three located centrally within the CBD and one in Acton, which is situated on the western edge of the CBD and lies within a short 10–15-minute walk. Office details are provided in the table below.

Site	Dept	NLA (m2)	Leased Carparks	Lease Expiry
62 Northbourne Avenue, CITY	DITRDCSA	10,218	109	30 June 2026
111 Alinga Street CITY		16,382	199	30 June 2026
Narellan Street, CITY		4,075	9	25 May 2027
Nishi, 2 Phillip Law Street, ACTON		8,478	59 +	14 Dec 2027
	Austrade*	3,854	0	14 Dec 2027
TOTAL NLA (m2)		43,007	0	
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* Austrade occupies space within Nishi under a Memorandum of Understanding with the Department, aligned with the Head Lease term. Austrade is currently exploring long-term property options.

2.3.2. Deficiencies in Current Facilities

2.3.3. **62 Northbourne Avenue, Canberra City**

2.3.4. This site is located on the eastern side of Northbourne Avenue, a major thoroughfare in Canberra's CBD and has additional frontage to Mort Street at the rear.

2.3.5. The building is 7 storeys with 6 levels of office space and provides 10,218 sqm of Net Lettable Area and 109 basement carparks. The building was completed in 1990 and has been occupied by the Commonwealth throughout its life.

2.3.6. The base building and fitout were refurbished in 2009/10.

2.3.7. Both the building and fitout have reached the end of economic life and are unable to supply the amenity that is available from a modern building and fitout. Refurbishment of the base building to meet current Building Codes and Standards with the Department in occupation is neither feasible nor economic

2.3.8. **111 Alinga Street, Canberra City**

2.3.9. This site is in the Canberra CBD. The building was constructed in 1987 and refurbished in 2009. It provides 16,382 sqm of Net Lettable Area.

2.3.10. The building faces the same challenges as 62 Northbourne Avenue in that it is a dated building that is not able to supply the amenity that is available from a more modern building and does not reflect contemporary ways of working. The fitout and base building services are at the end of economic life necessitating a major refurbishment.

2.3.11. Consideration was given to combining 111 Alinga Street and 62 Northbourne in a campus style arrangement but the combined NLA does not meet the Department's needs and would involve substantial staging/relocation of staff and potential disturbance whilst the construction works are undertaken.

2.3.12. **Nishi Building, New Acton**

2.3.13. This is the third site currently leased by the Department. Austrade is also housed at Nishi renting 3,854 square metres under a MoU with the Department.

2.3.14. The Nishi Building, constructed in 2015, is a mixed-use development comprising retail spaces, commercial offices, apartments, and a hotel. It offers A-grade office space for several tenants. While the building currently meets an acceptable standard, it requires upgrades to align with current standards, the Department's requirements and to comply with net zero policy.

2.4. Key Project Objectives

- 2.4.1. The objective of the Project is for the Department to reduce its current leased office space footprint to meet the RMG500 - Commonwealth Property Management Framework, reduce overall leasing and operational costs and provide accommodation that is designed to enhance capability across all areas of business.
- 2.4.2. The proposed office accommodation will also assist towards improving internal and external collaboration and provide a higher level of overall amenity to staff. These effects will be largely achieved through the provision of a modern purpose-built flexible fitout, which will facilitate greater agility and internal collaboration within the department.
- 2.4.3. The following long-term accommodation objectives and benefits are being sought through the Project:
- Supporting flexible working and fostering an adaptable, diverse, inclusive, and healthy workforce;
 - Supporting increased workforce productivity;
 - Enable evolution of the workplace and promote cultural transformation;
 - Provide flexibility and adaptability to support emerging functional requirements and a capability to surge if needed;
 - Reduce Department leased office NLA and consolidate its current four holdings into a precinct model across two buildings;
 - Stronger economic basis by minimising property operating costs through a reduction in total leased space and less two (2) premises;
 - An ability to plan for and meet the longer-term organisational needs consistent with the RGM500 density target of 14sqm per occupied work point;
 - Improved floor area efficiencies across the Department through increased workspace density in buildings with large floor plates and designed to facilitate open plan environments;
 - Flexibility, adaptability and responsiveness to support organisational growth, and any restructure, reconfigurations and taskforces;
 - More opportunities to work cooperatively, efficiently and more effectively if staff were in close proximity of buildings with the potential for increased productivity;
 - More efficient provision of Information and Communication Technology (ICT) support services which is expensive to establish and maintain in the current dispersed accommodation and is subject to protracted installation timeframes;
 - Lower cost of churn and support of organisation change with the use of common office fitout and furniture; and
 - Support for sustainability and environmental objectives.
 - Delivering a modern, contemporary fitout that aligns with Commonwealth standards and current best practice for office accommodation.
 - Plan to align the allocation of dedicated (partitioned) office space with Whole of Government intent whilst standardising the provisions across the department to reflect individual needs; and
 - Provide an office fitout that utilises energy efficient and environmentally friendly and sustainable materials, goods and services.

2.5. Benefits of the Precinct Model

- 2.5.1. A precinct model utilising two existing buildings located close to each other is the only option that will address the 111 Alinga St and 62 Northbourne Avenue leases expiring in 2026. As 7 London Circuit has been fully refurbished and is available for immediate fitout, it was selected as the centre piece for the two-building solution.
- 2.5.2. The workplace strategy, informed by a detailed review of staff numbers and operational requirements, has facilitated a strategic reduction in the overall (NLA) from 39,153 sqm to approximately 23,500sqm to 25,000sqm, subject to final lease negotiations, and meet the Department's desire to remain in Canberra's Central Business District (CBD).
- 2.5.3. This reduction is informed by an analysis of workforce needs, including the impact of flexible and hybrid work arrangements. The Department has adopted a 7:10 ratio work point allocation model, enabling more efficient use of space and addressing previous over-allocation in existing buildings.
- 2.5.4. Compared with other options, the precinct option presents the lowest risk, lowest cost and meets the current lease end dates, while still achieving the Department's need for a long-term lease strategy, beyond the current lease expiry dates.
- 2.5.5. The remaining 13,500–15,000 sqm required to address the Nishi lease expiry in December 2027 will be managed separately. As the Future Workplace Canberra project follows a two-stage approach involving two buildings under a precinct model, two PWC submissions will be prepared, one for each stage of the project.
- 2.5.6. The proposed works aim to deliver a high-quality, flexible, and secure office solution aligned with the Department's vision and Government requirements. Located in the Canberra CBD, it will support a sustainable, efficient workplace that meets staff needs for the next 15 years and beyond. While the model introduces some inefficiencies, these are outweighed by its flexibility to adapt to future Machinery of Government changes. It supports the department's ability to deliver responsive, innovative, and efficient services in line with stakeholder expectations.

3. Options Considered

3.1. Options

- 3.1.1. **Option 1** – Status Quo is not feasible. 111 Alinga Street and 62 Northbourne Avenue buildings are at the end of economic life and do not meet current codes and standards, precluding major fitout alterations.
- 3.1.2. **Option 2** – negotiate a new lease of both 111 Alinga Street and 62 Northbourne Avenue at an above market face rental rate to fund a major refurbishment of both buildings. The total NLA of 26,600sqm exceeds the Department's requirements. It would also require a staged fitout over two to three years. The above market rental rate will not be supported by market evidence and likely not endorsed by the Finance.
- 3.1.3. **Option 3** – Precinct Model – two existing buildings within proximity to each other in Canberra's CBD. This option brings forward the ability to substantially reduce the office footprint while providing a modern, flexible office environment.

3.2. Market Testing

- 3.2.1. The Department initiated a review of its accommodation due to the inefficiencies identified with offices being housed in four separate locations and the opportunity presented by the June 2026 expiry of two of its major leases.

- 3.2.2. The Commonwealth Property Management Framework requires property decisions to be based on the Commonwealth Property Management Principles.
- 3.2.3. Guided by these principles the Department in consultation with Finance and consistent with the Commonwealth Leasing Strategy conducted several market testing exercises as described below.

3.3. Approach to Market

- 3.3.1. In April 2024, the Department commenced an approach to market through a Request for Expression of Interest (REOI) for approximately 29,000sqm and identified five suitable options. Most of the responses were for precommitment leases under which construction of the new building would not be completed until 2027.
- 3.3.2. During the process, Austrade elected to proceed with its own market testing for its long-term accommodation needs thereby reducing the space required by approximately 3,000 sqm. Following further investigations into staff numbers and associated office space requirements, the Department was able to reduce its total space required to approximately 23,500 - 25,000 sqm.
- 3.3.3. A precinct model comprising two existing buildings in proximity of each other was identified during the market research as the only option available to meet the 111 Alinga St and 62 Northbourne Avenue expiries and reduce the exposure to the Nishi lease expiry of December 2027 by delaying the lease of the second building.
- 3.3.4. Following consultation with the Department of Finance, Property and Construction Division, the precinct model was endorsed by the Department's Executive Leadership Team (ELT) on 4 September 2024.
- 3.3.5. On 10 September 2024, after reassessing space requirements and considering market research and probity advice, the Department decided to cease the open market approach and directly approach the landlords of a preferred office accommodation solution. The direct approach to landlords is in line with the Commonwealth Procurement Rules.
- 3.3.6. In September 2024, the Department established an Evaluation Committee to identify potential landlords of a preferred office accommodation solution. This process was undertaken in accordance with the Commonwealth Procurement Rules, and the key requirement that there must be a value-for-money outcome to any such procurement process. Considering previously described market testing and probity advice, it was considered appropriate to engage in a select tender approach.
- 3.3.7. The Committee identified 7 London Circuit as the preferred accommodation solution for a select tender approach. The Department prepared and managed the Request for Proposal (RFP) with assistance of other technical advisors including legal, procurement, property and probity advice.
- 3.3.8. On the 30 September 2024, a Request for Proposal (RFP) was released to the landlord of 7 London Circuit, the Industry Superannuation Property Trust (ISPT) and closed on the 25 October 2024.
- 3.3.9. On the 24 October 2024, the RFP Response was received from ISPT for 7 London Circuit.

3.4. Preferred Respondent

- 3.4.1. Whilst not competitively assessed against another RFP submission, the assessment of ISPT's response was informed by properties put forward in the previous approaches to market. ISPT's response deemed to provide value for money to the Commonwealth and held reasonable qualitative and quantitative assessment including:

- 7 London Circuit is a high-quality A-Grade building with shared facilities, strong energy ratings, and modern security, including End-of-Trip amenities and flexible meeting spaces.
- The landlord has committed to full electrification to meet APS Net Zero 2030 targets
- Low development risk – the majority of the refurbishments is complete, with further security works due by August 2025.
- Proximity to existing offices offers benefits in design, compliance, performance, and secure accommodation.
- Operational savings expected from A-Grade performance in energy, security, and cleaning.
- Seamless staff relocation will minimise business disruption.
- Attractive landlord incentives support securing a long-term anchor tenancy.

3.4.2. Subsequently, The Department entered negotiations with ISPT to identify commercial terms that would be agreeable to both parties.

3.5. Lease Negotiations

3.5.1. ISPT was identified as the preferred proponent for approximately 9,716sqm of office accommodation, subject to successful commercial negotiations and required Government approvals.

3.5.2. All financial approvals, including those under the Public Governance, Performance and Accountability Act 2013 (PGPA Act), have been secured. The Minister for Finance has endorsed the lease, and all commercial terms have been agreed upon in an executed Commonwealth National Lease.

3.5.3. The Department will enter into a 15-year gross lease with a five-year renewal option. The fitout construction cost is estimated to be \$23.4 million (ex GST) which will be fully covered by the landlord incentive.

4. Consultation

4.1. Stakeholder Consultation and Briefing

- 4.1.1. The Department has engaged That Works, a workplace design consultancy, to support the development of a modern, adaptive, and human-centred work environment. The approach prioritises early and ongoing staff consultation and, engagement throughout planning, design, and implementation.
- 4.1.2. Stakeholder Consultation plays a pivotal role in the success of the Department's new workplace strategy, it ensures the workplace is not only functional but also inclusive, future-ready, and aligned with staff needs.
- 4.1.3. The Department follows a structured consultation process, progressing through defined consultation phases including:
- **Discovery Phase:** Gathered deep insights through surveys, interviews, observations, and global benchmarking to inform the Functional Design Brief.
 - **Engagement & Experience Phase:** Ongoing collaboration with staff through workshops, virtual walkthroughs, and feedback sessions.
 - **Transition & Outcomes Phases** (upcoming): Will support staff adaptation and evaluate project impact for continuous improvement.
- 4.1.4. Governance and representation for the project are structured through key decision-making bodies and inclusive staff committees to ensure broad input and effective oversight. Governance Bodies include:
- Project Advisory Board
 - Project Working Group
 - Executive Leadership Team
 - Project Control Group
 - SES Monthly meeting
 - Departmental Consultative Committee (DCC)
- 4.1.5. DCC Representation include:
- All divisions and corporate branches
 - Networks: Disability, Neurodiversity and Allies Network, Pride and Allies Network, First Nations Network, Cultural and Linguistic Diversity Network and the Community and Public Sector Union
- 4.1.6. Design and implementation are being guided by staff feedback, with early concepts already developed and ongoing consultation shaping the detailed design of the future workplace, in close collaboration with operational teams including IT, WHS, HR, Security, and Property.
- 4.1.7. Refer to the department's consultation road map and a detailed breakdown of consultation activities at Annexure A, which further demonstrates the department's focus on consultation with staff and stakeholders, including work already carried out and work proposed subject to PWC approval.

4.2. Workplace Strategy

- 4.2.1. The Department views this project as a key opportunity to enhance workplace culture and attract talent, with success relying on a strategic plan that meets future needs and engages staff and visitors.
- 4.2.2. In 2022, the Department commissioned a workplace strategy report including a survey of all staff. The report was prepared by Dexus and Cox Architecture and issued to the Department in 2023.
- 4.2.3. The Department in collaboration with That Works, has diligently considered the workplace strategy reports, surveys, studies and consultation and the workplace strategy and design solution will consider the following:
- The Department would provide a work point for 70% of staff (7 work points provided for every 10 FTE staff), which will exceed the Property Management Framework (RMG500) density targets. The approach also properly considers the expectation that staff will continue to work several hours per week from home.
 - SES staff would be provided with access to a dedicated office.
 - All other staff would have access to a work point (work point management system). The work point, depending on the employee's preference (and proposed work to be undertaken) maybe in a high focus area (quiet areas, small workstation pods or small focus rooms) or lower focus areas (open plan workstation, collaboration areas) where more verbal integration and team-based approach is expected.
- 4.2.4. The 7:10 ratio was a decision made by the Department's executive leadership team for 7 London Circuit. The decision was informed by the more flexible working options available to staff and ensuring a contemporary, fit for purpose workplace that caters to the department's current needs, with the flexibility to adapt as those needs evolve.
- 4.2.5. The ratio was also informed by other organisations that have transitioned to a non-allocated desking arrangement, including Department of Health, Disability and Ageing and Department of Agriculture, Fisheries and Forestry.
- 4.2.6. The move to a non-allocated desking environment and less allocated offices will be a new concept for staff and as such the transition is being carefully managed.
- 4.2.7. The executive believes the 7:10 ratio for 7 London Circuit provides the right balance between moving to an agile environment, accommodating a portion of staff that may work from home on a given day, while still retaining an "anchor" in a particular work area.

4.3. Indigenous Consultation and Engagement

- 4.3.1. The Future Workplace Project, Canberra is a journey for all DITRDCA staff. We acknowledge and respect all cultures and the diversity in our workplace. On entering our new accommodation our aim is for everyone to have a sense of belonging, inclusion, respect and comfort through the interior design and in recognition of our First Nations people and their connection to Country, their insights and engagement with the previous iterations of this project have informed the requirements for the Future Workplace Project, Canberra.
- 4.3.2. The Department engaged First Nations consultant Djinjama to facilitate First Nations consultation activities to ensure that the design respectfully considers how to integrate First Nations themes/design to reflect the importance of the Ngunnawal people regarding the land the building is constructed on.

4.3.3. Djinjama have completed the First Nations Design Brief in consultation with representatives from the First Nations Network, the Department's Executives and Consultation Committees. The First Nations Brief has informed the Future Workplace Project Concept Design.

4.3.4. The Department will continue to engage with Djinjama during detailed design phase to ensure the themes and brief are achieved.

4.4. Union Consultation and Engagement

4.4.1. The Department has provided multiple opportunities for direct one-on-one consultation with the Unions and has kept them informed throughout the lifecycle of the project.

4.4.2. It is understood the Unions were aware of this project, through these consultation attempts and through the Department's other consultation networks.

4.4.3. Formal consultations with the Unions commenced on 28 May 2025. No major concerns were raised during these initial discussions. The Department has also implemented a structured consultation schedule with the Unions to ensure ongoing engagement and will continue to provide opportunities for input and keep the Unions informed as the project progresses.

4.5. Scope of Works

- 4.5.1. Functional Design Brief (Fitout Works)
- 4.5.2. Through the briefing phase and collection of data, feedback and comments with stakeholder groups identified above, the project team developed a detailed Function Design Brief (FDB), to be utilised and inform the development of the design.
- 4.5.3. The FDB also captured the requirement for the design to maximise flexibility of the design to actively respond to future Machinery of Government (MoG), surges in requirements and contraction/expansion of the Departments. This will be achieved through:
 - Work points that can easily and quickly be reconfigured without disturbing productivity;
 - Maximising the use of open plan areas and locating these within the centre area of the building;
 - Ensuring the enclosed areas are capable of being altered easily to allow for future change, e.g. the utilisation of modular meeting room design so that two small meeting rooms will also satisfy the requirements of one large meeting room with minimal additional building works;
 - Building services that are located to allow for repositioning of walls, work point layouts and accommodation changes in technology; and
 - A robust security system that protects the Departments' information, people, assets and operations.
- 4.5.4. A focus of the brief and design solution is to deliver a workplace solution that also activates the building throughout and encourages integration and harmony between business areas within every floor.
- 4.5.5. The fitout design is predominantly open plan with modular workstations supported by enhanced meeting capacity, breakout areas and support facilities. offices and formal meeting areas will be in the core of the building to maximise the use of natural light or staff.
- 4.5.6. The Department has adopted a universal space planning approach. This is a holistic, inclusive, and strategic approach to designing and managing office environments that are accessible, flexible, standardised, cost-effective, and sustainable that align with the whole of government policies and legislative requirements. These design principles will provide flexibility across the fitout which will enable creative working spaces when required by each Department, including quiet meeting rooms, project rooms, and collaboration hubs.
- 4.5.7. Tenant fitout will be undertaken to conform to the Departments' operational requirements including physical and electronic security. These include door hardware and electronic access control at the main entrances, other entrances, exits, vehicle access points and internal areas with higher security needs;
- 4.5.8. A Security Design Brief has been developed by a SCEC- consultant (Forcefield Services), with all measures designed to comply with the PSPF, Information Security Manual, ASIO Technical Notes, and ACT Crime Prevention Guidelines.
- 4.5.9. High security zones, required by the Department to perform its role, would be designed that are accessible by the Department's executive and in an area requiring minimal reconfiguration of the base building.

4.5.10. Security services would include physical and electronic security in accordance with the Security Advisors design and advice. This would also include a security alarm system, security races on ground floor lobby and an electronic access control system.

4.5.11. The fitout will also include:

- Secure lift lobbies to each floor;
- Standardised office sizes and modules have considered future reuse of the space including modularity of design (i.e. SES offices can be converted to meeting room or two quiet rooms;
- A variety of workstation settings that reflect different styles of working and respect neurotypical, neurodiverse, inclusive and accessible needs. Effort has also been made to place workstations with good solar access, reduce built zone on window line whilst maintaining a good level of privacy for all users;
- Offices and meeting rooms will be mostly constructed in the central cores so as not to limit natural light from external windows;
- Breakout spaces, kitchens, quiet rooms and casual meeting space will be provided throughout the tenancy whilst ensuring that acoustic treatments are suitable to enable all staff to work effectively;
- One communication room per floor is required which minimise the cost of infrastructure and non-habitable spaces;
- Storage facilities would be provided in the basement;
- First Aid, multi faith and multipurpose rooms;
- Equality of access for people with disability and mobility impaired; and
- Environment sustainability including 4 Star Green Star certified fitout.

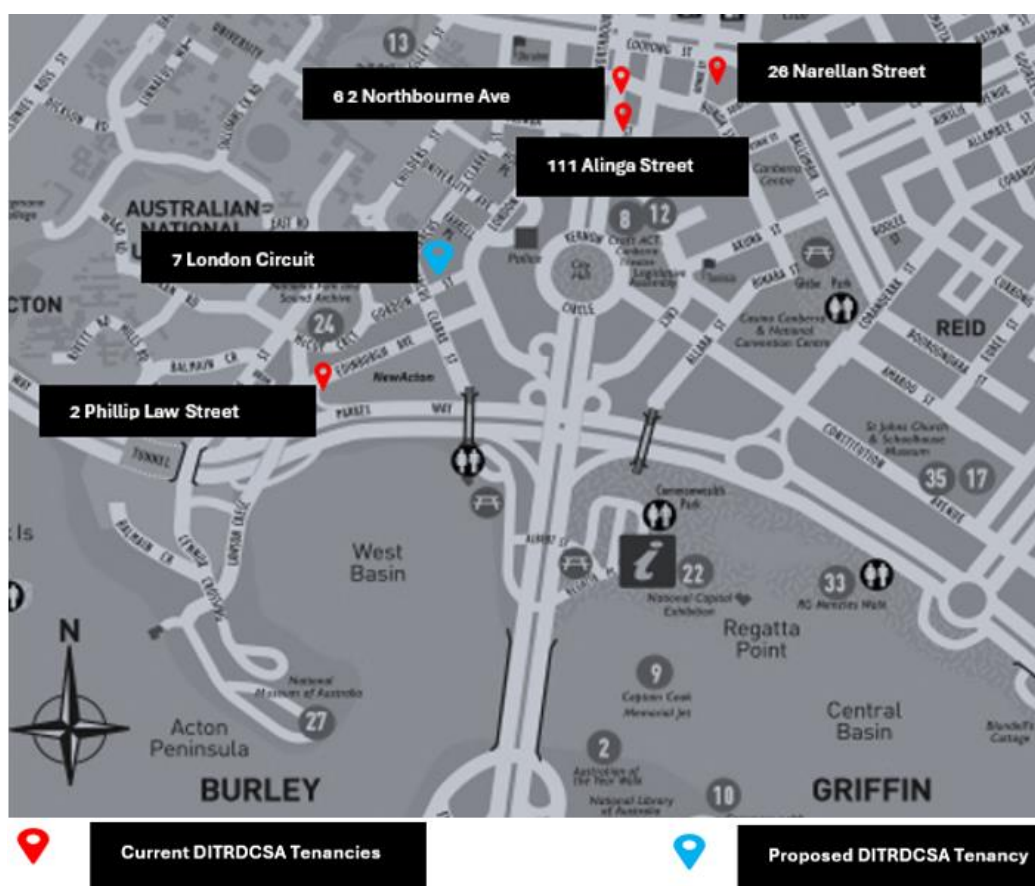
Project DNA and Areas in Detail
Space Brief

		Level 1	Level 2	Level 3	Level 4	Level 5	Total Achieved
	→ NLA	2163	2092	2097	2148	1216	9716
	↓ Space Type						
Individual Settings	SES B3 work room [SESB 3]	-	-	1	1	-	2
	Executive Office [SESB 1 & 2]	11	9	9	9	5	43
	Enclosed Focus Room [1-2p]	9	7	7	9	4	36
	Single Workpoint	156	150	150	155	88	699
Meeting Settings	Small Meeting	13	12	12	12	6	55
	Medium Meeting	3	3	3	3	5	17
	Large Meeting	2	1	2	2	1	8
	Project Space	1	-	-	1	-	2
Kitchen Settings	Kitchen Hub	-	1	-	1	-	2
	Kitchenette	3	1	3	1	2	10
Support Settings	Print Hub Avenue [standard]	2	2	2	2	1	9
	Print Hub Avenue [large]	-	1	-	-	-	1
	All gender toilet	1	1	1	1	1	5
	Secure Area - Zone 4 Reading Room, Comms & Meeting room	-	-	1	-	-	1
	Store room	1	1	1	1	-	4
	Cleaner's Lunch Room	-	-	-	-	1	1
	Cleaner's room	1	1	1	1	1	5
Specialty Settings	Multifaith Room	-	1	-	-	-	1
	Parent's Facilities	-	1	-	-	-	1
	First Aid Room	-	1	-	-	-	1
	IT Hub Tech Bar Service Counter	-	1	-	-	-	1
	IT Store	-	1	-	-	-	1
	Primary Comms Room [PCR]	-	-	1	-	-	1
	Comms	1	1	-	1	1	4

- 4.5.12. The Department employs **around 2,100 staff and contractors** within the ACT. Based on the RGM500 target of 14 sqm of usable office area per occupied work point, the total Net Lettable Area (NLA) required **would be 29,400 sqm**.
- 4.5.13. It is anticipated **950 staff and contractors** will be based at 7 London Circuit, which offers **9,276 of usable NLA**. This results in an **occupational density of 9.8 sqm per person**.
- 4.5.14. Under the Department's Workplace Strategy, **adopting a 7:10 occupancy ratio** for open-plan workstations (with SES and EA/EO staff at 1:1) and a two-building precinct model across Stages 1 and 2, the required NLA has been **reduced to approximately 23,500 sqm**.
- 4.5.15. With consideration to the above space brief, the project has planned for **780 works points across 9,276 of usable NLA**. This results in a work point density of approximately **11.9 sqm per work point**.
- 4.5.16. The above indicates an efficient use of usable space compared to the RGM500 benchmark of 14sqm per person.

5. Proposed Accommodation

5.1. 7 London Circuit, Canberra City



- 5.1.1. 7 London Circuit is located within Canberra City West on a site bounded by London Circuit, Gordon Street, William Clements St and Farrell Place. It is well served by public transport, roads, parking, pedestrian and cycle paths. There are restaurants and food outlets in nearby buildings and 7 London Circuit has several retail outlets on the ground floor.
- 5.1.2. London Circuit is situated in Canberra's City West; it is a short distance from Parliament House and several other Canberra landmarks. It is in close proximity to other Commonwealth agencies and close to the Department's existing office accommodation.
- 5.1.3. 7 London Circuit is owned by ISPT which is a major property investment company in Australia, managing a diverse portfolio of properties across the country.
- 5.1.4. Known as Pathway Place, 7 London Circuit offers a range of amenities including a ground floor café, a business lounge, a wellness centre, and state-of-the-art end-of-trip facilities. The building also includes a shared pedestrian laneway with greenspaces, seating, and a multi-use pavilion. Pathway Place is designed to foster partnerships and collaboration, making it a dynamic and sought-after workplace in Canberra.
- 5.1.5. The building was originally built in 2007 under a precommitment lease agreement with the Commonwealth and underwent significant refurbishment in 2022 to enhance its facilities and amenities. The building features five levels of office accommodation and two levels of parking. It has a contemporary design with large, flexible floor plates and floor-to-ceiling windows that provide ample natural light and extensive views across City Hill and the CBD.

- 5.1.6. 7 London Circuit is in close proximity to retail outlets and a mix of food, beverage and general services outlets. This will support suitable services to the numerous office workers within the building and surrounding precincts including staff working in the nearby Courts precinct and New Acton. The site is well located with surrounding development comprising mostly commercial offices, apartments, and retail.
- 5.1.7. 7 London Circuit is conveniently located on the through-site link to City Hill, in easy access to the Parliamentary Triangle and just 10 minutes to the Canberra Airport. The site is well serviced by public transport. It is positioned close to the bus interchange and the light rail. The Light Rail Stage 2A (under construction) will also be walking distance to the building.
- 5.1.8. In addition, the building is approximately:
- 150m (2-3 min walk) from the future Edinburgh Avenue Light Rail Stop
 - 400m (5 min walk) to City West Marcus Clarke St bus interchange servicing Bus Routes R2 Belconnen/Fyshwick, R3 Spence/Airport, R4 Belconnen/Tuggeranong, R6 Barton/Woden, R7 Western Creek, R10 Molonglo Valley/Denman Prospect and 53 Dickson.
 - 500m (6-7 min walk) to the existing Alinga Street Light Rail Stop, running from City to Gungahlin.
 - 7 min drive to the Barton Parliamentary Triangle and just 10 minutes' drive to Canberra Airport.
- 5.1.9. The primary advantage of 7 London Circuit is that the majority of the agreed base building refurbishment works are already complete. The remaining works are scheduled for completion no later than August 2025. Subject to PWC approval, this timeline would enable the Department's fitout works to commence as early as September 2025, ensuring completion prior to the expiry of existing leases. Consequently, the Department could occupy the new premises by 30 June 2026 or earlier.
- 5.1.10. 7 London Circuit is home to several key government departments and agencies. Among its prominent tenants is the Commonwealth Superannuation Corporation (CSC), Climate Change Authority and the Office of the Commonwealth Ombudsman.
- 5.1.11. 7 London Circuit was redeveloped to support efficient, accessible, and collaborative operations. This building will provide an A Grade commercial building that will contribute to meeting the Department's accommodation needs as Stage 1 of the precinct model and support the growth of the department over the next 15 years. The building will comprise a single building with basement parking and serviced via five separate core areas.
- 5.1.12. The proposed building NLA schedule is as follows. This excludes ancillary areas such as cleaner's room, plant level storerooms and UPS rooms.

Description	Estimated NLA (m2)
Basement (56 secure parking bays plus 2 EV Charging Points (58))	N/A
Ground / Lobby	
Level 1	2,163

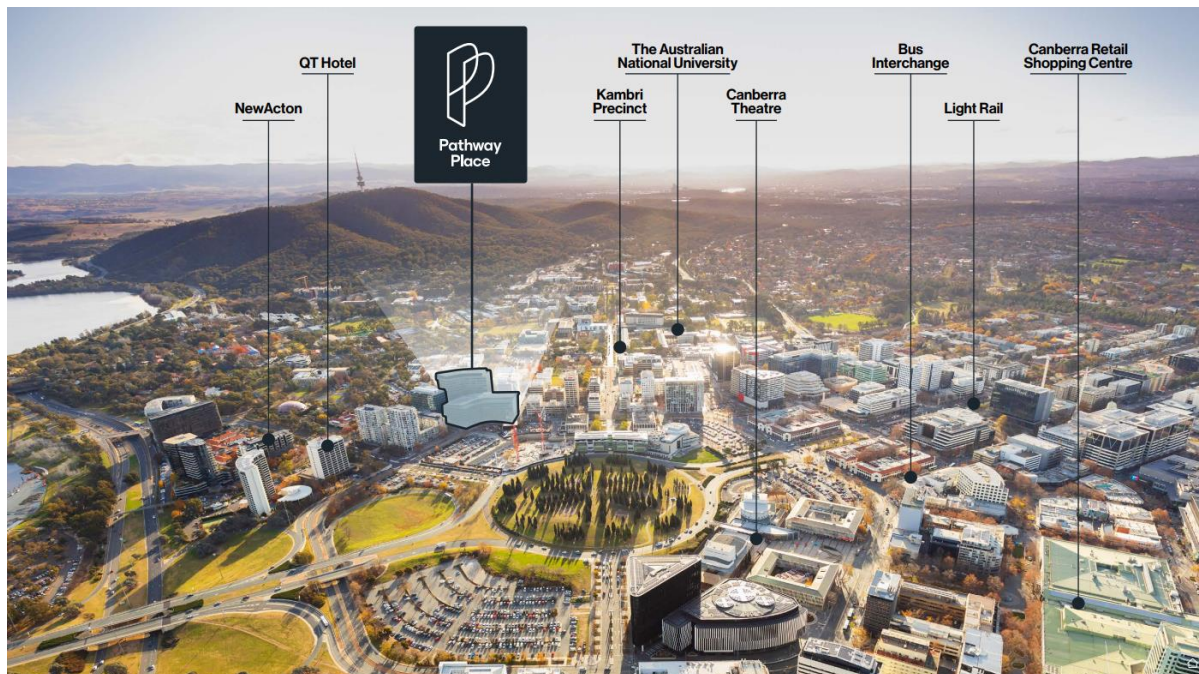
Level 2	2,092
Level 3	2,097
Level 4	2,148
Level 5	1,216
TOTAL	9,716

5.1.13. Additionally, the building boasts large floor plates of 2,100m² NLA, offering significant flexibility and efficiency in fitout design. The wide column spacing and generous ceiling heights contribute to an open and productive work environment. The potential for connectivity between levels further enhances the building's functionality, making it an ideal choice for modern office requirements. These features collectively ensure that 7 London Circuit will be a highly efficient and adaptable space, perfectly suited to meet the Department's needs.

6. 7 London Circuit – Building Technical Assessment

6.1. Site Visual

6.1.1. Below are some visuals of 7 London Circuit (Pathway Place) provided by the Landlord:



6.2. Base Building Performance

- 6.2.1. The Landlord will provide building services to meet the Department’s Building Performance Standards. A summary of base building performance as follows:

Building Component	Performance Criteria
Base Building	All base building services including lighting, fire services, mechanical will be reconfigured to suit the proposed fitout floor plans. All engineering design, compliance and certification will be in accordance with the relevant building codes.
Electrical & Data	Each floor features four tenant distribution boards with separate metering, exceeding PCA A Grade power requirement. New LED lighting and emergency lighting will be installed to meet NCC and AS2293 standards. There is currently no standby power system on site, and this is not required by the Department.
Hydraulics	The hydraulic installation will include new breakout spaces and tea points. Specific fit-out Hydraulic Engineering Service installations will be in accordance with requirements of the National Plumbing Code AS/NZS 3500.
Mechanical	The building’s cooling and heating systems are on the roof and in fair condition. A new chiller is being added for better efficiency. Most ventilation systems meets standards. There is ample space on the roof for additional tenant plant equipment if needed
Fire Protection	The building’s fire protection systems are in good condition and compliant with relevant Australian Standards. These include an automatic fire sprinkler system, a fire detection and alarm system with EWIS, a fire hydrant system, and a fire hose reel system. All installed systems are well maintained, with service tags confirming adherence to AS1851.
Acoustics	All intertenancy walls will be constructed with Zone 2 security standards and as such the acoustic treatment is considered acceptable.
Landscape/Civil	The civil infrastructure such as pedestrian and cycle paths, electrical power, water supplies, stormwater and sewerage are well established to service the development.
Building Security	Physical security features will include layered security zones (Zones 2 to 4) with turnstiles and barriers, continuous physical barriers that prevent unauthorised access, and systems such as speed gates, CCTV, intruder alarms, and intercoms. A dedicated guarding at the Security Concierge Desk will be constructed in the public lobby, where Department staff and visitors will be required to sign in and escort all visitors. These works will be constructed and paid for by the Landlord.

6.3. Codes and Standards

- 6.3.1. All works will comply with all statutory requirements including National Construction Code (NCC), Disability Discrimination Act 1992 and other relevant Australian Standards. The

Department will ensure that all relevant codes and standards are included in design and building briefs, including the National Code of Practice for the Construction Industry, and the guidelines from the Office of the Federal Safety Commissioner.

7. Environmental Sustainability

7.1. Base Building NABERS Energy Rating

7.1.1. The base building and proposed fitout of 7 London Circuit will meet the EEGO Policy. The EEGO requires National Australian Built Environment Rating System (NABERS) rating of at least 4.5 Stars.

7.1.2. 7 London Circuit holds a 5-Star NABERS Energy Rating and is targeting a 5.5 Star NABERS Energy Rating the landlord is confident this will be achieved through planned base building improvements. 7 London Circuit holds the following NABERS energy ratings:

- NABERS Energy – 5.0 stars
- NABERS Water – 5.0 stars
- NABERS Indoor Environment – 6.0 stars
- NABERS Waste – 2.5 stars

7.1.3. In addition to NABERS ratings the landlord has demonstrated commitment to the Net Zero APS Policy through the following sustainability measures:

- The site has a 99kw solar PV system which has been installed at the site since 2018.
- 7 London Circuit base buildings electricity is supplied with 100% renewable electricity via a Power Purchasing Agreement (PPA).
- ISPT is also certified carbon neutral through Climate Active's Carbon Neutral certification scheme for the base building operations on all ISPT owned and operated properties, as well as our corporate offices.
- ISPT have incorporated strategies to meet The National Waste Policy 2018 in emphasises reducing waste, promoting recycling, and building a circular economy.

7.1.4. The fitout will maximise the use of environmentally sustainable and recyclable materials wherever possible, and includes the following initiatives to reduce consumption, costs and environmental impact:

- Dedicated end of trip facilities including bicycle racks, showers and lockers to encourage staff to walk, run or cycle to work.
- Direct access to Canberra public transport including buses and the light rail.

7.1.5. **Green Star Compliance**

7.1.6. In accordance with the Net Zero initiatives, a Commonwealth lease executed after 1 July 2026, are required to achieve a Green Star fitout rating of 4 Stars. Whilst the lease at 7 London Circuit was executed prior to this, the Department wishes to demonstrate best practise in green star design and has engaged a Green Star consultant to support this process.

7.2. Heritage and Geographical Considerations

7.2.1. There are no known heritage or geographical considerations for this site.

7.3. Environmental Impact Assessment

7.3.1. There are no known issues for this site.

7.4. Local Impact Assessment

- 7.4.1. While the Department is relocating from its current tenancies, the move is within proximity of its current leases, ensuring continued access to the Canberra CBD and minimal disruption to staff, stakeholders, and local engagement. There is no major impact to local businesses anticipated and the Department would provide sufficient notice to the existing landlords regarding the intention to relocate.

8. Key Provisions

8.1. Public Transport

- 8.1.1. 7 London Circuit provides strong transport connectivity, making it a convenient and future-ready location for the department. The site is well-serviced by public transport and parking, supporting both staff and visitors. While driving remains common in Canberra, there is a growing shift toward public and active transport, aligning with broader commuting trends and the site's accessibility advantages.
- 8.1.2. **Light Rail**
- 8.1.3. The expansion of Canberra's light rail network will significantly improve sustainable transport access to 7 London Circuit. A new stop at Edinburgh Avenue—just 300 metres from the building—will connect staff and visitors to Gungahlin and, once Stage 2B is complete, to Woden. This north-south corridor supports a shift away from car dependency, helping reduce emissions, ease congestion, and promote greener commuting. Until then, the nearby Alinga Street stop ensures continued access to public transport.
- 8.1.4. **Buses**
- 8.1.5. The city is the major destination and interchange for bus routes allowing transportation of employees to almost every area of Canberra. There are more than 10 stops located within walking distance of 7 London Circuit including the major Alinga Street terminus. The Jolimont Centre is also only a 10-minute walk away, providing coach travel connections to Sydney and Melbourne.

8.2. Local Road and Traffic Concerns

- 8.2.1. There are currently some traffic implications around 7 London Circuit due to ongoing construction projects, including the Raising London Circuit and light rail extension to Woden. The entire western side of London Circuit is closed to regular traffic, with limited movement allowed through specific routes.
- 8.2.2. These closures and diversions are expected to continue until 2026. It is important to note the anticipated lease start date for this building is 1 July 2026 and traffic management is currently in place to manage local traffic. Roads ACT engages with residents and businesses to address any concerns. There are no significant risks anticipated at this stage.

8.3. Provisions for People with Disabilities

- 8.3.1. The Department is committed to creating and maintaining an accessible workplace, from a physical environment perspective and an inclusive culture. The designs have been purposefully created to be accessible for current and future staff; therefore, it will decrease the amount of future user-specific workplace modifications required to meet the needs of those with disability.
- 8.3.2. The fitout brief factors in the accessibility and inclusion feedback from the Department's Disability, Neurodiversity, Carers and Allies Network.
- 8.3.3. 7 London Circuit is designed to be compliant with the Disability Discrimination Act (DDA), the relevant technical requirements of the National Construction Code, Disability (Access to Premises – Buildings) Standards 2010 (Premise Standards) and associated Australian Standards to ensure safe and equitable access for all building occupants.
- 8.3.4. Accessible bathrooms are included on every office level in the building. In addition, two accessible bathrooms are included as part of the End of Trip facilities, as well as accessible showers, change rooms, drying facilities and lockers.

- 8.3.5. The building has been designed with accessibility in mind, ensuring that all entrances and exits are accessible to individuals with disabilities. It includes elevators and ramps for easy movement between floors, accessible restrooms, and clearly marked signage to support wayfinding. Additionally, designated accessible parking spaces are provided near the building entrance to enhance convenience and inclusivity.

8.4. Inclusivity

- 8.4.1. 7 London Circuit and the Department aspire to be a market-leading inclusive workplace. The fitout will provide a range of working arrangement that cater to various needs, accessible facilities as well as gender neutral bathrooms to each floor of the tenancy.
- 8.4.2. These measures will provide an inclusive workplace that will cater for and attract a highly diverse workforce.

8.5. Childcare Provisions

- 8.5.1. There are no childcare facilities at 7 London Circuit although there are 11 centres within a 2km radius. The leasing of this site will enable Departmental staff, currently accommodated in the Canberra CBD, to continue to utilise existing childcare arrangements.

8.6. Workplace Health and Safety Measures

- 8.6.1. In accordance with the requirements of the Work Health and Safety (WHS) Act 2011, the design phase for the fitout works will include safety in design workshops which will review the design to identify any risks associated with safety during the construction phase and safety during the operational phase.
- 8.6.2. The Fitout Construction Contract will require all contractors and subcontractors comply with WHS legislation appropriate to the building site.
- 8.6.3. The Landlord has not identified any hazards (specifically asbestos and combustible cladding) present on the site. No specific WHS concerns have been raised in respect of 7 London Circuit.

8.7. Pandemic Provisions

- 8.7.1. The Department will collaborate with its specialists to ensure that the fitout design considers health advice and lessons learnt from the global COVID-19 pandemic.

9. Project Delivery

9.1. Project Team

- 9.1.1. The Departments have engaged a project team to manage the interests of the Department.
- 9.1.2. The Department has engaged TSA Riley (international Project Management and Advisory business), who will act as the Department's project advisor, cost planner and project manager throughout the entire process.
- 9.1.3. TSA Riley has engaged a range of technical experts including That Works (Change Management), Relocation Laws (Relocation Management), Forcefield (Security Consultant), Acor (Building Services Engineering design) Djinjama (First Nations Consultant) and a range of other technical consultants.
- 9.1.4. The Department has engaged Cox Architecture (Cox) a prominent design-focused contemporary architectural practice to provide architectural workplace design services and lead design consultant. Cox have experience with the delivery of similar projects across Australia.
- 9.1.5. Cox have engaged Lit (Fire Engineering), TTW (Structural Engineer) and LCI (Building Services Engineer) as part of their technical design team.

9.2. Fitout Procurement

- 9.2.1. The Department will use the Home Affairs Head Contractor Panel for its fitout procurement. This panel is part of the Australian Government's procurement framework, managed through AusTender, and is designed to facilitate the procurement of goods and services by government agencies.
- 9.2.2. The head contractor contract for this project will be structured as a lump sum contract, which involves a single, fixed price for all specified work.
- 9.2.3. This approach offers This approach offers cost certainty, simplifies project management, and shifts the risk of overruns to the contractor. Clear scope definitions reduce misunderstandings, while the lump sum model incentivises efficient and timely delivery.
- 9.2.4. By opting for a lump sum contract, the Department aims to ensure financial predictability, streamlined project management, and efficient execution of the fitout procurement. The Department has sufficient time to progress the detailed documentation for the works to ensure greater cost and time certainty as well as clear understanding of the quality of the fitout that would be achieved.
- 9.2.5. The Department will also extend invitations to several Indigenous organisations to participate in the tender process for the Head Contractor role. This initiative aligns with our commitment to fostering inclusive procurement practices and supporting Indigenous businesses, ensuring a diverse and equitable approach to the project.

9.3. Project Costs / Value for Money

- 9.3.1. **Project Costs**
- 9.3.2. Stage 1 project total out turn cost estimate is **\$3,347 per sqm (ex GST)**, and the total out turn estimate is **\$32.5 million (ex GST)**, this is detailed in the confidential cost submission issued separately to PWC committee members.
- 9.3.3. Stage 1 fitout construction cost estimate is **\$2,413 per sqm (ex GST)**, the total fitout construction cost estimate is **\$23.4 million (ex GST)**. This is considered mid-range for

commercial office fitouts in the ACT. The landlord's incentive is structured to fully offset the cost of the fitout as part of the lease agreement.

- 9.3.4. According to the PWC Procedure Manual (Version 9.6, December 2022), standard fitout construction costs in metropolitan areas typically range from \$1,500 to \$2,000 per sqm. The higher estimated costs for this project align with the Committee's expectations for high-specification developments, reflecting the building's premium-grade classification, larger scale, elevated Canberra market rates, and the inclusion of flexible, activity-based workspaces with specialised ICT and enhanced Zone 3 and 4 security systems required by the Department.
- 9.3.5. The landlord will provide access from 1 September 2025 for tenant fitout works and staff relocation, with rent commencing on 1 July 2026. The 111 Alinga Street and 62 Northbourne Avenue lease will be terminated on expiry of 30 June 2026 avoiding double rent payable by the Department.
- 9.3.6. **Value for Money**
- 9.3.7. All procurement activities associated with the project were undertaken in full compliance with the Commonwealth Procurement Rules (CPRs), ensuring transparency, accountability, and value for money for the Commonwealth. To maintain the integrity of the procurement process, all goods and services were competitively tendered, with oversight provided by both the Department's internal procurement team and an independent external probity advisor. This dual-assurance framework ensured that procurement decisions were fair, equitable, and defensible.
- 9.3.8. The project leveraged existing market offerings by adopting a generic and standardised fitout approach to maximise efficiency and cost-effectiveness. This medium-complexity delivery model was specifically designed to ensure the fitout remained functional and fit-for-purpose throughout the full term of the lease, thereby avoiding the need for costly mid-lease refurbishments.
- 9.3.9. A key driver of value for money was the significant reduction in the Department's accommodation footprint. Through the adoption of a precinct model, NLA requirement has reduced from **approximately 39,153 sqm to approximately 23,500 sqm, representing an overall 40% reduction in footprint**. This reduction supports long-term cost savings and aligns with the Department's efficiency objectives.
- 9.3.10. Stage 1 of the project will deliver 9,716 sqm at 7 London Circuit. This strategic consolidation will not only deliver substantial long-term cost savings but also aligned with the Department's broader objectives of operational efficiency and sustainability.

9.4. Revenue Derived from the Project

- 9.4.1. The operating cost benefits from the reduction in NLA also contribute to the overall savings. There is no direct revenue from this project.
- 9.4.2. The Department will be responsible for the full lease of the building, should any areas be sublet in the future the Department will be reimbursed rent and operating costs for that portion occupied by others under a Memorandum of Understanding.

9.5. Construction program

- 9.5.1. The critical date for the project is the expiration of the leases at 111 Alinga Street and 62 Northbourne Avenue on 30 June 2026. There are no make-good obligations under these leases, so no time allowance is required for make-good works.

- 9.5.2. The project's fitout works schedule has considered the critical timing of the existing lease expiry and has built in sufficient time contingency to enable the works to be completed, and security and IT works and relocations to occur prior to the lease expiry dates. The fitout works are expected to occur between September 2025 and April 2026, with final commissioning and relocation occurring in April to June 2026.
- 9.5.3. The project technical consultants have reviewed the construction program to verify it is feasible and that there is appropriate contingency to cover time over-runs. These milestones will form part of the Head Contractor RFT process.
- 9.5.4. TSA Riley will provide close supervision and verification of the fitout including monitoring the construction program to ensure that any potential program delays are identified at an early stage so that it does not impact the proposed completion date or lease expiry dates.

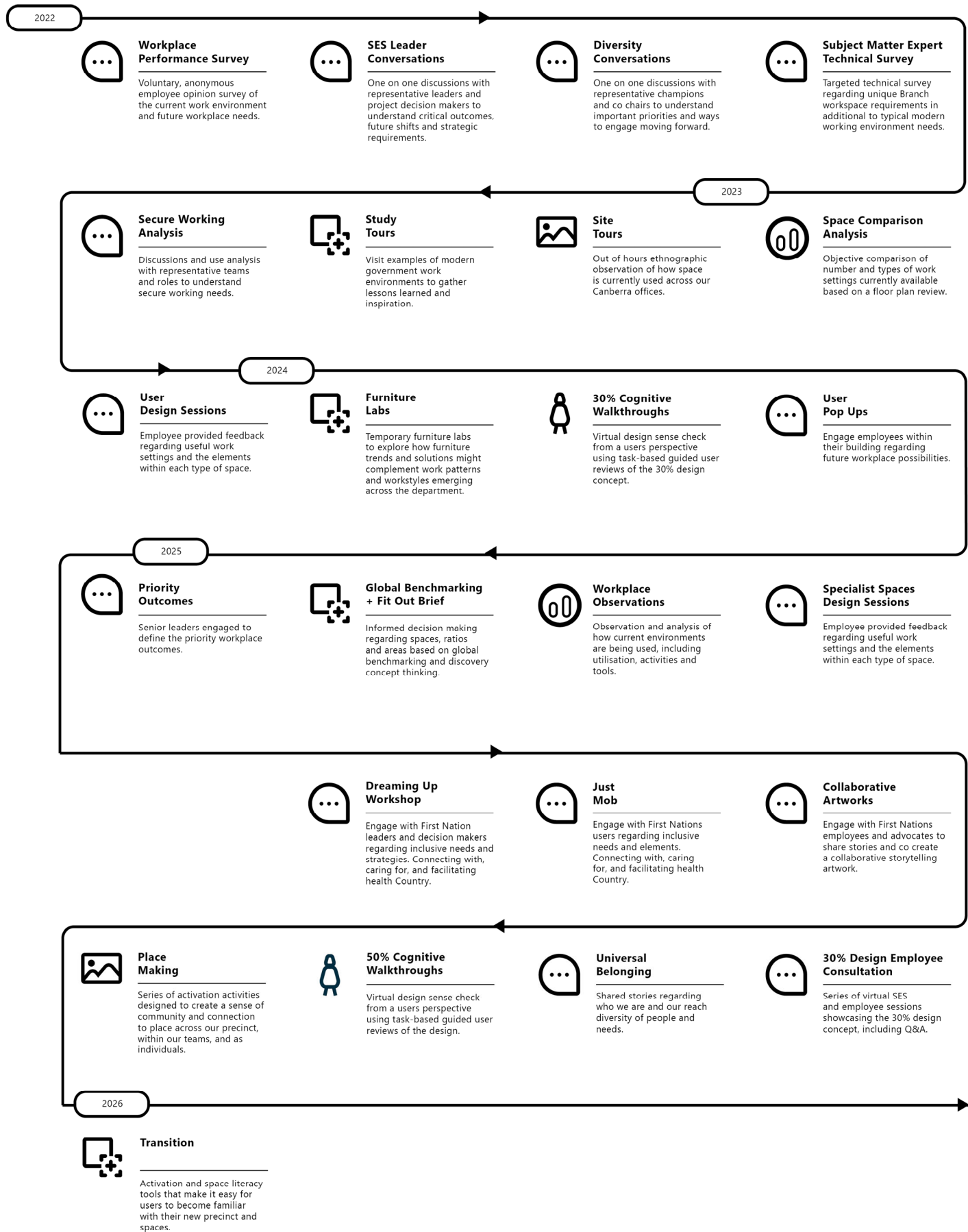
9.6. Plans and Drawings.

- 9.6.1. The concept fitout floor plans are attached at [Annexure B](#).

OFFICIAL

Annexure A – Stakeholder Consultation Road Map

Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts—Proposed Fit-out of
New Leased Premises at 7 London Circuit, Canberra City
Submission 1



Annexure B – Cox Concept Design

July 2025



Australian Government
Department of Infrastructure, Transport,
Regional Development, Communications, Sport and the Arts



DITRDCSA PWC Concept Design



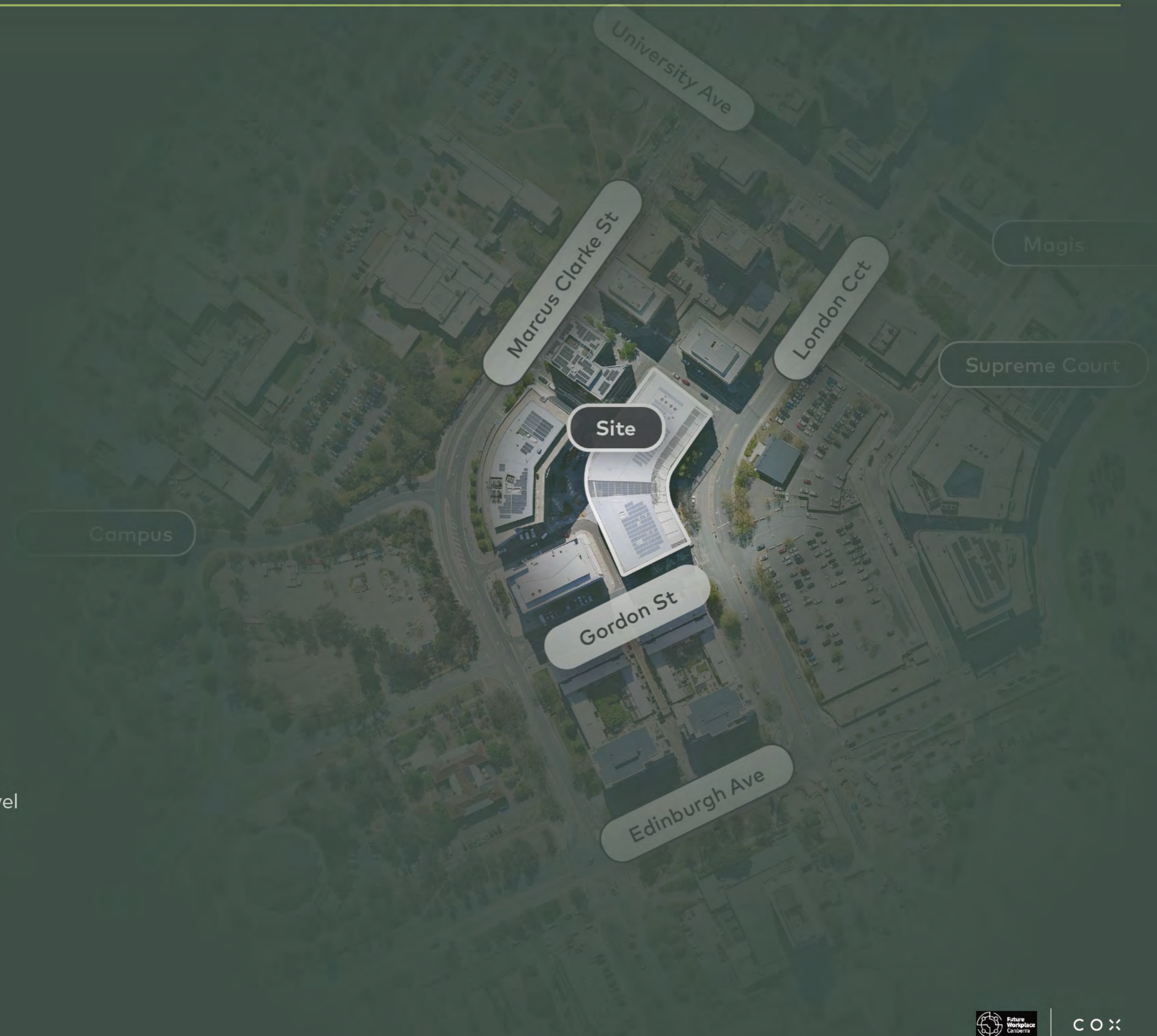
Existing + New Buildings

Legend	
01	Existing Building 01 - 2 Phillip Law St
02	Existing Building 02 - 111 Alinga Street
03	Existing Building 03 - Narellan Street
04	Existing Building 04 - 62 Northbourne Avenue
05	New Building 01 (Spoke) - 7 London Circuit
-	New Building 02 (Hub) - Future PWC Submission

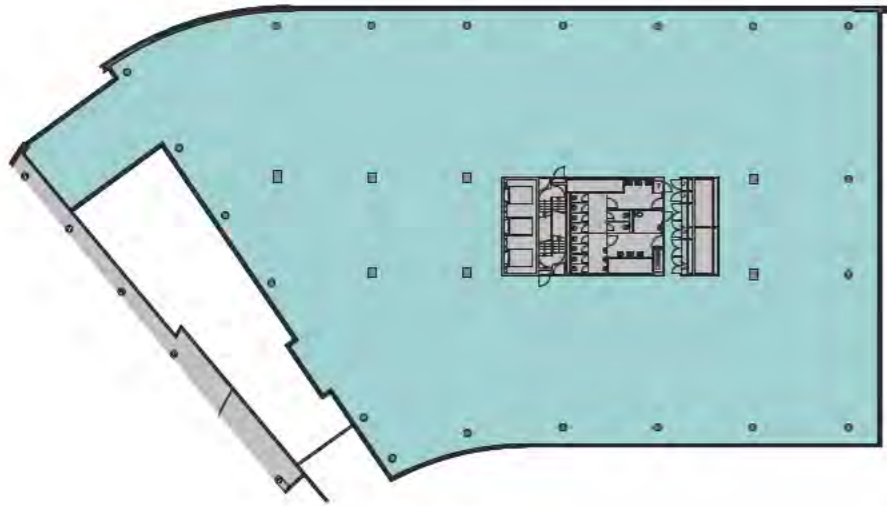


Building Location

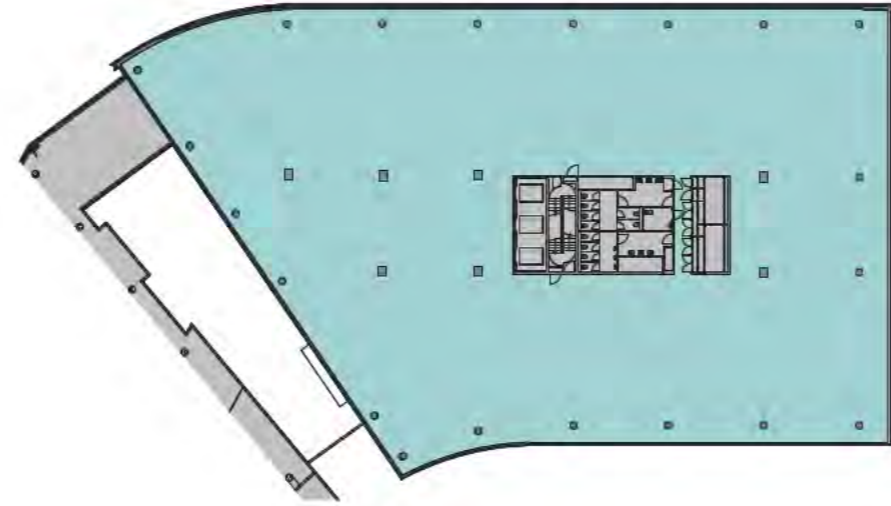
DITRD CSA will occupy full floors from Level 1 to Level 4, as well as half of Level 5 at 7 London Circuit. The remaining portion of Level 5 will be shared with another government department.



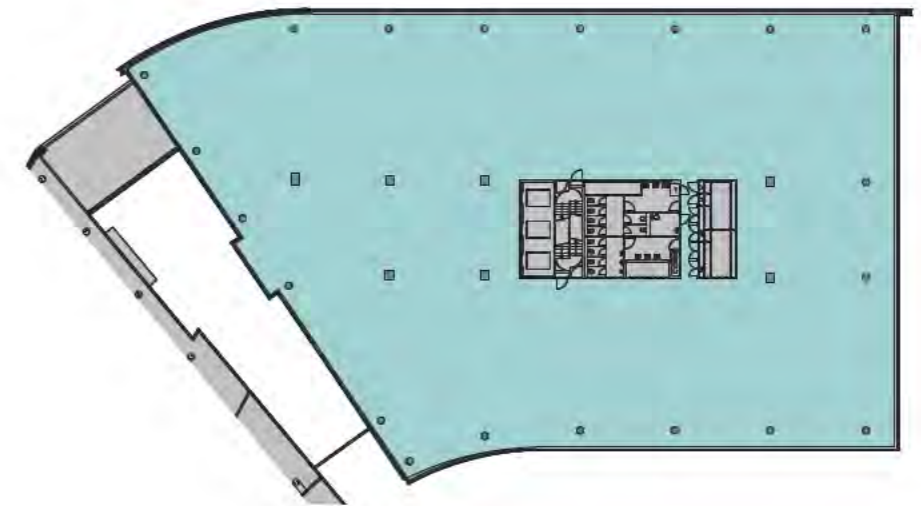
The New fitout NLA



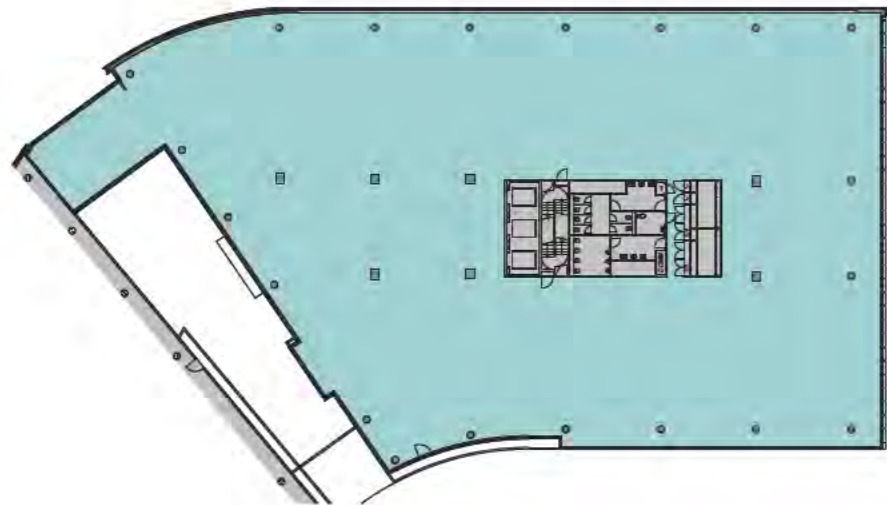
↑ Level 01 - 2163m²



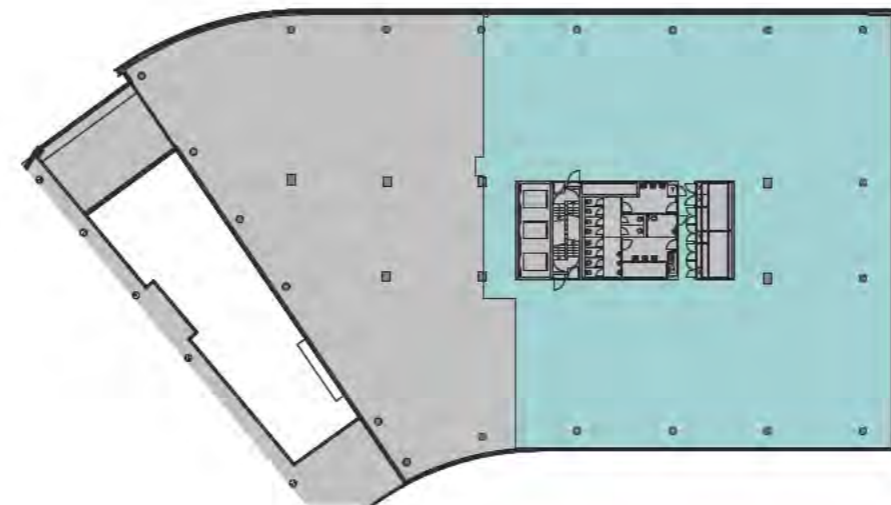
↑ Level 02 - 2092m²





↑ Level 03 - 2097m²



↑ Level 04 - 2148m²



↑ Level 05 - 1216m²

Legend	
	Net Lettable Area (NLA)
	Core / Other tenancy

Project DNA and Areas in Detail Space Brief

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Meeting Settings	Small Meeting	13	12	12	12	6	55
	Medium Meeting	3	3	3	3	5	17
	Large Meeting	2	1	2	2	1	8
	Project Space	1	-	-	1	-	2
Kitchen Settings	Kitchen Hub	-	1	-	1	-	2
	Kitchenette	3	1	3	1	2	10
Support Settings	Print Hub Avenue [standard]	2	2	2	2	1	9
	Print Hub Avenue [large]	-	1	-	-	-	1
	All gender toilet	1	1	1	1	1	5
	Secure Area - Zone 4 Reading Room, Comms & Meeting room	-	-	1	-	-	1
	Store room	1	1	1	1	-	4
	Cleaner's Lunch Room	-	-	-	-	1	1
	Cleaner's room	1	1	1	1	1	5
Specialty Settings	Multifaith Room	-	1	-	-	-	1
	Parent's Facilities	-	1	-	-	-	1
	First Aid Room	-	1	-	-	-	1
	IT Hub Tech Bar Service Counter	-	1	-	-	-	1
	IT Store	-	1	-	-	-	1
	Primary Comms Room [PCR]	-	-	1	-	-	1
	Comms	1	1	-	1	1	4

Typical Floor Plan

Legend

Core / Out of Scope

Individual Settings

SES B3 work room [SES 3]

Executive Office [SES 1 & 2]

Enclosed Focus Room [1-2p]

Single Workpoint

Meeting Settings

Small Meeting

Medium Meeting

Large Meeting

Project Space

Kitchen Settings

Kitchen Hub

Kitchenette

Support Settings

Print Hub Avenue [standard]

Print Hub Avenue [large]

All gender toilet

Secure Area

Store room

Cleaner's Lunch Room

Cleaner's room

Speciality Settings

Multifaith Room

Parent's Facilities

First Aid Room

IT Hub | Tech Bar | Service Counter

IT Store

Primary Comms Room [PCR]

Comms

Lockers



Accommodation Summary

Total NLA: 9,716m²

Useable NLA: 9,276m²

Workpoints: 780 no

Density: 11.9 m²/p

July 2025

DITRD
CSA
PWC



Australian Government
Department of Infrastructure, Transport,
Regional Development, Communications, Sport and the Arts



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