



**Property
NSW**



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NSW Government Fitout Design Principles (Office Workplace Accommodation)

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Vision

To deliver modern, dynamic, efficient, flexible, and agile workplaces that are consistent across the whole of Government that supports service delivery, encourages collaboration and allows for individual Agency accommodation requirements to flex up and down.

1. Purpose

This document articulates the required workplace fitout principles for new or upgraded Government commercial office accommodation in response to the Whole of Government Office Accommodation Policy approved by Government on 31 May 2018.

Property NSW (PNSW) on behalf of the Minister for Finance, Services and Property will seek to ensure that accommodation usage across the government sector supports wider government objectives and complies with the accommodation standards.

Agency and/or Departments (refer to as Agency within this document), are to apply these Design Principles to all new or upgraded office workplace accommodation, unless demonstrated and otherwise agreed by PNSW.

2. Government Priority & Objectives

The NSW Government's clear direction is to create consistent, efficient, flexible, agile and dynamic workplaces across the whole of Government. This document will support:

- Premier's Priority of improving government services;
- State Priority of delivering strong budgets;
- Government's commitment to making all government sector roles flexible on an "if not, why not" basis by 2019;
- Government policies relating to accommodation and real property including the Whole of Government Office Accommodation Policy.

Government workplace strategies are designed to see staff working across fewer workplaces (locations) and creating workspaces that are contemporary, flexible and encourage collaboration. Best practice is achieved by providing inspiring work environments that enables our people to work effectively, and continue to deliver quality services for the people of NSW.

Flexible accommodation is about choice – a flexible workplace is about providing a great environment that enables people to work in a way that suits them, their organisation and the task they are undertaking. Creating a working culture that embraces flexibility and mobility in the way people go about their work will empower teams. It supports employee collaboration, learning, interaction, and ensures that workspaces operate at maximum effectiveness delivering the needs of government, the Agency and the individual.

New office accommodation is to target a PCA Grade A building as measured by the Property Council of Australia as a benchmark; regionally this will be assessed on a case by case basis.

3. Accommodation & Fitout Principles

All new leases and renewals of existing leases, for office accommodation is managed by PNSW and must comply with all relevant government policies, including:

- Efficient utilisation of government owned and leased assets:
 - All new fit-outs for office accommodation must not exceed the Workplace density of 12m² per workpoint.
 - PNSW will consider ways to drive whole of government cost savings across the portfolio and align with Whole of Government key performance indicators, when responding to agency accommodation requests.

- Decade of decentralisation: Location of office accommodation must consider the Government target to reduce Government agencies CBD office space by at least 100,000m² by 2021.
- Accommodation: Agencies must as a minimum comply with Government policies relating to property, such as PM2012-20, Property Infrastructure Policy, Community Use Policy, Whole of Government Office Accommodation Policy.
- Active living principles: Decisions on the location and fit-out of office accommodation must comply with the government's active living principles.
- Sustainability: Office accommodation must comply with NSW government's resource efficiency policy February 2019 (GREP) in relation to specific environment and sustainability targets.
- Car parking: Spaces will only be provided for official government vehicles, unless approved by the Secretary of the relevant Agency. Car parking provision must be in line with the Motor Vehicle Policy for NSW Government Agencies.
- Activity based working / flexible working arrangements: Agencies must actively pursue and develop plans for office accommodation that is suitable for activity based working and flexible working arrangements.
- Co-location: All agencies will co-locate with other agencies into Hub buildings (Hubs) within key centres to drive efficiencies and take advantage of economies of scale and shared facilities (unless functions are unable to co-locate and/or share office space with other agencies where there is a statutory, legal or government policy to prohibit co-location of agency accommodation with other agencies).
- Sharing of common facilities: Common generic office building facilities (e.g. training rooms, meeting rooms, reception, security etc) within Hubs to be shared by all government occupants.
- Accessibility: Align with Government's paper "Jobs for people with disability: A plan for the NSW public sector" - an implementation plan for the NSW public sector to create more inclusive and accessible workplaces to improve retention and reduce exit rate of employees with disability.
- Hubs: A multi-agency tenanted government owned or leased premises which includes the provision of shared common office building facilities (e.g. meeting rooms, reception etc) for government occupants to share.

Consistency of accommodation across Government is key and is reflected in a number of principles that should be adopted within all workplace accommodation projects.

- Fitout design to ensure ability for future flexibility of a changing Agency business and/or co-locating with other Agencies, thus minimising fitout churn.
- The use of technology including teleconferencing enabled phone systems is key as it allows for the reduction of personal travel.
- Enclosed offices are not supported and should only be provided for a specific operational requirement (with other open plan office arrangements/configurations being fully tested first), otherwise layout is to be open plan.
- Flexible workspace/desk sharing is encouraged.
- Adoption of environmental good practice is a requirement of all workplaces.
- End of journey facilities for staff using non-motorised transport to be provided.
- All agencies should use off-site archiving instead of storing locally – this is in line with the State Standard's principles regarding archiving and document storage, specifically:
 - Records are stored in authorised areas and facilities
 - Security, Identification and control
 - Digitisation of documents is strongly encouraged.

Other fitout considerations include:

- Indoor air quality
- Thermal comfort
- Use of natural light
- Lighting
- Acoustics
- IT/Wi-Fi connectivity
- Breakout space
- Collaboration
- Group project work
- Quiet space
- Amenity
- Low toxicity finishes
- Energy management
- Waste and recycling systems
- Use of recyclable materials
- Water management systems
- Records and information management

All fitouts, material changes to fitouts, and make good of premises undertaken by Agencies must comply with all government policies on fitouts.

All fitout works will require prior approval by PNSW.

4. Appropriate Space Planning Models

In seeking to respond to Agency needs for flexibility, responsiveness, and collaboration, all new Government accommodation projects will adopt Activity based planning – customised but shared modular workplace. Depending on the choice of the individual agency, each staff member may or may not have their own permanent workspace/workpoint.

Other important considerations when planning spaces are:

- Collaboration hubs – project and cross business work
- Bookable and non-bookable space & ad-hoc project rooms – specific project war room
- Touch down work-point – for those only need a short term stay
- Primary circulation routes should ideally be 1.5m wide, with a single circulation route between the core and perimeter preferred for greater efficiency
- Open plan individual work places should have access to daylight and aspect
- Informal meeting areas should be centrally located to encourage interaction across the floor
- Acoustic treatment to surfaces
- Enclosed areas are to be located centrally
- Ensuites are not to be provided in any circumstance
- Layouts must support quiet areas, interaction, collaboration and concentrated work
- Layouts must be adaptable over time and suitable for a variety of different business lines
- All work points should be considered as being available for use by others when not occupied
- Consideration of grouping visitor meeting facilities in a single location

5. Team Work Settings

Item	Description
Collaboration hub	Centrally located, multi-use space for working, socialising, eating and holding meetings.
Open meeting table	Gathering space with screening to create a sense of privacy
Enclosed small meeting room	Bookable or non-bookable meeting room for up to 4 people. Can be used to hold teleconferences and interviews.
Enclosed medium meeting room	Bookable or non-bookable meeting room for up to 10 people. Can be used for client meetings.
Enclosed large meeting room	Typically bookable large meeting room to accommodate 15-20 people. Used for presentations or meetings. Consider operable walls if very large function spaces are required
Ad-hoc room	Typically used for short periods of time for activities that require privacy. Discreetly screened to avoid visual distraction. These include religious rooms, or first aid room.
Whole of Government Flexible Work Spaces	Reserved for staff visiting the office on a short term basis. They must be left empty when vacated.
Utility area	A local support space that provides access to copying, faxing, printing, layout/collation and recycling. Typically located with collaboration hubs to promote ad-hoc interaction.

Another group of work settings exist, being the public interface areas such as reception, shopfronts, training, meeting and hospitality spaces. A suggested benchmark is that this should not account for more than 20% of the overall area occupied by the Agency (excluding shopfronts).

6. Security and Access Control

The level of security and access control required by each Agency will vary according to the specific service delivery factors. These may include location, times of operation, nature of the business conducted, amount of public interface and sensitivity of the data held by the organisation.

A general principle is to adopt three levels of secure access based upon the following:

1. Public Space is accessible to all staff, visitors and general members of the public without passing through security. Public areas typically include a reception desk zone and lobby/waiting areas. These areas should provide an intuitive entry from the street, an inviting and comfortable, professional lobby/reception space and security provisions as appropriate for the facility.
2. Invited space is accessible to staff and invited visitors only when accompanied by staff. These areas typically include a consolidated set of meeting spaces suitable for meeting with external visitors or clients without giving access to the private workspace itself. This space is an opportunity to focus design attention on a concentrated series of spaces that will regularly be used by visitors to create a managed experience for visitors.
3. Private space is accessible only to staff members and is physically secure from Public and Invited spaces (by way of proximity card security access points or similar). The general workspace areas, including most individual work points, internal meeting spaces, breakout spaces and kitchen/lunch rooms will exist within the secure Private space. Once inside the secure perimeter of this space, staff should be able to move as freely as possible throughout the workplace without additional security access points or any other unnecessary physical barriers, to allow maximum accessibility and transparency across the organisation. In large,

multi-story workplaces, this freedom of movement should include ease of vertical movement between floors by eliminating physical/security barriers at each level, providing open and accessible stairs as well as lifts, and creating visual connections between floors wherever possible.

Typical areas that should be secured include perimeter doors, main computer rooms and unique security facility rooms.

The Agency security and access system is to be compatible and integrated into the base building system allowing for effective and flexible coverage whilst maintaining control.

7. Mandatory Requirements

Under the PCA Office Quality Grade Matrix and government policies and standards, the following fitout metrics must be adopted:

Workplace Requirement	Compliance	Notes
Funding, procurement & management of fitout activities	Property NSW will be responsible for leading the capital funding bid for office fit-outs of all Hubs.	Agencies are to fund, procure and manage their fitout activities in non-Hub buildings.
ICT program	The Building Information and communication technology (ICT) infrastructure will be designed and provided with future flexibility as a priority. This will be achieved by installation of both a flexible uniform structured cabling system throughout the floors, and a secure Wi-Fi network. All vertical and horizontal cabling will be multi-platform compatible. As such, this will support the varying IT platforms across Agencies. Relocation or expansion of Agencies within the building will be possible without extensive, evasive, or operational limiting changes to the existing building cabling. Active Information and Communications Technology equipment such as the networks, servers, computers, etc. are to be provided by the agency.	Ensuring Agency's ICT systems and hardware are aligned with current industry practice is a 'Business As Usual' refresh process. Agency's ICT program is a separate activity to fitout work.
FTE Utilisation	10m ² /FTE.	Accommodation planning (preparing office accommodation strategies) is to be undertaken at a rate of 10m ² for each full-time

Workplace Requirement	Compliance	Notes
		employee to occupy generic office space. Specialist operational space, if required, is to be provided in addition to generic office space. This space is to be separately defined/justified and accounted for within the accommodation planning process.
Workplace density	12m ² /workpoint. Desk utilisation survey must be undertaken to inform brief.	Target 11m ² /workpoint and provide workpoints for 80% to 90% of total FTEs.
Space Planning Model	Activity based planning	Generic office space is to be designed based upon activity based planning principles. Operation space is to be designed based upon specific specialised functional requirements.
Sustainability Ratings (applies to both base building & tenancy) Comply with current GREP requirements.	NABERS – Sydney, Newcastle, Wollongong: 5 stars for energy (without Greenpower) and 4 stars for water. Rest of NSW: 4.5 stars for energy (without Greenpower) and 4 stars for water. Green Star – Sydney, Newcastle, Wollongong: 5 stars Rest of NSW: 4 stars.	Applies where government occupy >1000m ² NLA, all new and renewed leases and will include green lease schedule outlining broader targets and deliverable over the lease term. Landlords (developers) and tenants are required to sign a NABERS Energy and Water commitment agreement for these targets.
Lighting Design (applicable to new fitouts and if scope requires a lighting upgrade)	Nominal lighting power density should be below 5 W/m ² or 1.5W/ 100 lux while meeting Australian standard illuminance requirements for nominated use. All lighting should be sensor integrated LED luminaire with at least 5 and preferably 10 years product warranties and at least 3 years labour warranties.	Regional buildings will be assessed on a case by case basis.
Electrical Appliances	Refer to GREP Guidance Note – Electrical Appliances (E3)	Minimum Standards
Water fittings and fixtures	Refer to GREP Guidance Note – Water Appliances (W3)	Minimum Standards
Volatile Organic Compounds (VOCs)	Refer to GREP Guidance Note – VOCs (A2)	Minimum Standards
Waste Management	There should not be any desk bins in the fitout. Source segregation bin islands should be setup at convenient locations throughout the floor plate. Minimum three streams	Regional buildings will be assessed on a case by case basis. This will be based on the type of waste recovery facilities available in these regions.

Workplace Requirement	Compliance	Notes
	Recycling/ Commingled, General/ Landfill and Paper should be set-up.	
Air Balancing	Conduct pre and post-fitout air balance measurements to ensure they are in line with overall building design.	Minimum Standards (to be signed off by Property NSW and/ or landlord representative).
Tenancy metering and utility account setup	NSW government has whole of government metering and utility contracts which are mandatory.	Landlords and tenants should Refer to Guidance Note – Key Whole of Government Contracts and setup services appropriately.
Equality of access (disability)	All workplaces are required to comply with AS 1428.2 & the requirements identified within the “Jobs for people with disability: A plan for the NSW public sector”.	
Workstation screen height	Not to exceed 1200mm above finished floor level.	Height allows for controlled line of sight when seated but retains an open plan environment and assists with air flow/air quality.
Enclosed offices (by exception)	Not permitted.	Open plan configuration is mandated. Appropriately located small meeting rooms to be used for confidential discussions.
Wellbeing	Health & wellbeing is to be integrated into the workplace.	Examples to be considered are: - adjustable/sit-to-stand desks - lean rails in meeting rooms - breakout lounge spaces.
WHS	Codes & legislation.	Consider as part of fitout design.
Storage	Limited paper storage to be provided.	Paper-lite program to be implemented. Electronic filing and centralised/shared storage, records management systems are encouraged to be adopted by agencies, refer NSW Digital Government Strategy. Business functions heavily reliant upon paper (e.g. Justice court functions) are to be considered for exemption from this requirement on a case by case basis.
End of journey facilities (min to Council’s DCP/LEP)	Maximum outcome under the Green Star building rating system is to be achieved.	Shared facilities, part of base building. Building selection criteria to include end of journey facilities.
Shared facilities	Maximise use	Reduces duplication. Shared facilities may include meeting/training rooms, reception, security, breakout space, etc.

Workplace Requirement	Compliance	Notes
Sundry rooms	Examples include prayer rooms.	Multi-use rooms where possible.
First Aid Room	First aid room (req'd when staff greater than 200), WH&S	
Security	CCTV - Main public areas, main lobbies, loading docks, goods lifts and all entry/exit points.	A security assessment should be undertaken.
Car parking	No personal car parking.	For fleet vehicles only.

Depending on the nature and size of the Agency, some other function specific rooms or spaces should be considered. It may be possible for some of these rooms to be multi-use rooms.

General operational usage includes:

- Conference rooms/boardrooms
- Training rooms (including computer related training)
- Kitchen and break room, storage, including individual lockers
- Additional toilet facilities (ie ratio of male-female staffing).

8. Sustainability

A workplace which integrates sustainability considerations in its planning, design and operation can result in reduced running cost, more efficient use of resources and a healthier working environment for its occupants. A growing body of research also shows that sustainable workplaces are associated with greater productivity and occupants' satisfaction. This includes better staff recruitment and retention, lower levels of sickness and absence, and higher quality work.

The Government Resource Efficiency Policy (GREP) outlines how the Government will lead by example in sustainable energy and water use, reducing greenhouse gas emissions, waste and fleet management and sustainable purchasing. The policy aims to reduce the operating costs of NSW Government agencies and ensure that they provide leadership in resource productivity.

The GREP policy requires Agencies to:

- incorporate resource-efficiency considerations in all major decisions
- focus on the challenge of rising costs for energy, water, clean air and waste management
- seek to leverage purchasing power for resource-efficient technology and services
- publish annual statements of their performance against the policy.

All tenancy fitouts in government owned or tenanted office buildings over 1,000m² are to achieve and maintain a NABERS 5 Star tenancy energy rating (without Greenpower) in Sydney, Newcastle and Wollongong regions with new buildings requiring a NABERS 5Star tenancy energy rating (without Greenpower). Regional tenancies to achieve 4.5 Star tenancy energy rating (without Greenpower).

Compliance with GREP is mandatory for all government Agencies on a whole-of-cluster basis, while local government, state-owned corporations, public trading enterprises and public financial enterprises are strongly encouraged to adopt the policy.

GREP replaces the NSW Government Sustainability Policy and supersedes the Waste Reduction and Purchasing Policy (WRAPP).

Agencies are to ensure the principles within the GREP are included in their detailed accommodation fitout brief and ongoing business management.

Recycled and recyclable materials to be considered as part of every design solution.

9. Space Use Types

Office	Space used for normal office functions. It would normally be occupied by workstations or desks, and could include reception areas, meeting rooms, conference rooms, amenities rooms, utility rooms and records/stationery areas where they are used by only the one agency, (i.e. space not shared with any other agency) in the course of its usual business. Office space includes space used for retail purposes where this is a minor function of the agency.
Operational Space	<p>An area used to carry out specialised (non-traditional Office type) functions as part of an agency's operational role. Examples that could be considered operational would be areas specially dedicated for use as:</p> <ul style="list-style-type: none">• A centre for directing/coordinating responses to emergency situations/crises• An extraordinary need for many interview rooms• A laboratory• Exhibition or function room space• Commercial catering kitchen (excludes normal Office kitchen facilities)• Large libraries• Secure interview rooms / Hearing rooms / Observation rooms• Specialised front counter / reception that provides dedicated customer facing services• Secure weapons storage <p>Normal meeting rooms and staff kitchens are not classified as operational space. If in any doubt please contact Property NSW.</p>
Storage	An area used for storage and generally in a basement or similar space. Where storage, e.g. stationery, is incorporated in Office space and is within the usual amounts associated with an Office function the space usage is regarded as Office.
Court Tribunal Room	An area which would otherwise be Office space but which has been converted either permanently or temporarily to a court / tribunal facility. The area will include ancillary areas associated with the court function, e.g. public waiting areas.
Minister's Suite	A Minister's office, ante rooms, en-suite, kitchen, which are not used as Office space in the general sense of the term, and which are not occupied by support staff. The area occupied by support staff adjacent to the Minister's suite is Office space.
Retail	Space used for retail purposes as the prime function of the agency. Where the sale of material is a minor function of the agency the usage should be recorded as office, e.g. some agencies provide an information service (including the sale of maps, books, etc.) as a relatively minor part of their overall operations. In this instance the space usage is Office rather than retail.

10. Reference Documents

- Whole of Government Office Accommodation Policy approved 31 May 2018
- Premiers Memorandum 2012-20
<http://arp.nsw.gov.au/m2012-20-government-property-nsw-previously-state-property-authority-and-government-property>
- NSW Premiers Active Living Principles <http://www.pcal.nsw.gov.au>
- Records Management Policy
- Travel Management Policy
- Government Resource Efficiency Policy 2019 (GREP)
<http://www.environment.nsw.gov.au/government/140567-resource-efficiency.htm>
- National Australian Built Environment Rating Scheme (NABERS)
www.nabers.com.au
- <https://www.records.nsw.gov.au/sites/default/files/Recordkeeping/Standard%20on%20the%20Physical%20Storage%20of%20State%20Records%20-%2025-02-2015.pdf>
- PNSW *Building Performance Brief*
- Property Council of Australia – A Guide to Office Building Quality 2nd Edition 2012
- Jobs for people with disability: A plan for the NSW public sector
<https://www.facs.nsw.gov.au/about/inclusion/disability/jobs/chapters/case-studies>
- Disability Access Standards AS1428
<http://www.disabilityaccessconsultants.com.au/australian-standards-as1428-suite/>

