



Australian Broadcasting Corporation

Sydney Accommodation Project

700 HARRIS STREET

ULTIMO, SYDNEY

SUBMISSION TO THE PARLIAMENTARY

STANDING COMMITTEE ON PUBLIC WORKS

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EXECUTIVE SUMMARY

About the Australian Broadcasting Corporation

The Australian Broadcasting Corporation (ABC) provides independent high-impact news and information, which covers local, state, and national news, and maintains its own network of region correspondents particularly in Asia and the Pacific. The ABC is a statutory authority constituted and operating under the provisions of the *Australian Broadcasting Corporation Act 1983*. Under the Australian Broadcasting Corporation Act 1983, the ABC is responsible for:

- a) Providing innovative and comprehensive broadcasting services of a high standard as part of the Australian broadcasting system consisting of national, commercial, community sectors, and cultural diversity of the Australian community.
- b) Transmitting to countries outside Australia broadcasting programs of news, current affairs entertainment, and cultural enrichment.
- c) Providing digital media services.
- d) Encourage and promote the musical, dramatic, and other performing arts in Australia.

About the Sydney Accommodation Project

The Sydney Accommodation Project offers the opportunity for the ABC to be even more connected, relevant and engaged with communities across Sydney. The project is the latest step in the ABC's journey to modernising its property portfolio to support its broadcasting needs into the future.

Following a competitive procurement process and an approach to the market, the ABC has entered into a Heads of Agreement to lease a new office in the Parramatta Square precinct. As part of the project, the ABC will relocate news and content production to Parramatta. This relocation is in line with the ABC's Five-Year Plan commitment to have more than 75% of content makers working outside of the ABC's Ultimo Office by 2025.

The objectives of the Sydney Accommodation Project are two fold;

- The delivery of a new Parramatta facility (including movement of staff); and
- The modernisation and refurbishment of the Ultimo facility.

Reinvestment in the Ultimo site will improve the working environment and facilities available to remaining teams and importantly will provide an opportunity for the ABC to sub-lease some of its facilities and gain an ongoing revenue stream. There will be nil additional cost to the taxpayer in delivery of the project, as the costs for delivery are supported via the sale of aging assets and the sub-leasing of 7 floors of the ABC's Ultimo facility.

Modernising the ABC's facilities

The ABC's Five-Year Plan set out the ABC's intent for regional centres and greater engagement with local communities – a move of some ABC functions to Parramatta embeds the ABC in the recognised second CBD of Sydney. The move also recognises the need for timely access across Greater Sydney for content makers.

Funding from the divestment of the ABC's facilities in Artarmon, coupled with ongoing revenue from the proposed sub-lease of sections of the ABC's Ultimo holdings (once vacated) will allow the ABC to reinvest in modern and improved production studios and office facilities in Parramatta and Ultimo.

Modernising the ABC's operations



Operating production spaces from the heart of Parramatta, while retaining facilities in Ultimo, will allow the ABC to make the most of opportunities to deliver services across Sydney. Retaining a substantial presence in Ultimo of 56,724sqm (not including space leased to tenants) to house approximately 1,700 staff and production facilities, while improving the workplace to meet modern contemporary design standards and guidelines, ensures that the ABC continues to meet the needs of its key stakeholders.

Of the near 2,100 staff currently located in Ultimo, approximately 300 will relocate to the Parramatta site. The proposed Parramatta site, within the newly developed Parramatta Square development, is highly accessible to Greater Sydney with rail, light rail, ferry, bus and pedestrian ways located adjacent or close to the site making it a highly accessible new home for the ABC.

Key Points

- The ABC is seeking Parliamentary approval to commence fit out of a new office building in Parramatta Square, and significant uplift of the capability and fit out of the ABC's Ultimo holdings.
- The delivery of this project is the next step in the ABC's journey to modernise its property portfolio to support its broadcasting needs into the future.
- The project will require no additional taxpayer funding to deliver, and significantly increase the ABC's operating opportunities.
- It is anticipated, subject to Parliamentary approval, that fit out works at Parramatta will commence in early 2023, with the new property holdings operational by 2024.
- It is anticipated, subject to Parliamentary approval, that the uplift of the ABC's current Ultimo holdings will commence in early 2023, with spaces becoming progressively available for sub-lease. It is anticipated this portion of the project will be completed mid 2025.

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1. Purpose of the Works

1.1. Purpose and objective

- 1.1.1. The purpose of the proposed works is to:
- Fit out 3,106sqm of studio and office space to establish the ABC presence in Parramatta.
 - Refurbishment of 15,622sqm of existing office space in the Ultimo Headquarters (Headquarters) to support greater utilisation and densification of working space. This will include the introduction of Activity Based Working at a reduced desk ratio of c. 80% for remaining staff in Ultimo coupled with an increase in hybrid working arrangements. This supports the opportunity to lease vacated space across seven floors.
 - Ensure that the existing Ultimo Headquarters accommodates future workforce demand of the ABC, as well as continuing to achieve value for money for the ABC and the Commonwealth through the more efficient and effective use of owned office space.
 - Align the architectural designs for both facilities with contemporary workplace design principles and activity based working fit out model to provide increased flexibility and amenities for staff.
 - Optimise long-term workplace effectiveness and sustainable operation of ABC environments, this will be achieved through a standard set of principles and processes for consistency of workspace for staff and visitors across the national portfolio.

1.2. Need for Works

- 1.2.1. The fit out at the ABC's Ultimo HQ is at the end of its useful life and requires refurbishment and uplift to meet modern workplace standards, requirements and expectations.
- 1.2.2. In 2020 the ABC published a Five-Year Plan. This plan included a commitment to have more than 75% of content makers working outside of the ABC's Ultimo Office by 2025.
- 1.2.3. The ABC is seeking to establish a suburban presence in Sydney and maximise the efficiency of its office holdings at its Ultimo HQ.
- Approximately 300 staff will be located in the Parramatta office. The preferred location is a new commercial office building which requires fit out of the office and promenade space to support the ABC's operations and content delivery.
 - As a result of the staff relocating to Parramatta, an opportunity presents itself to refurbish components of the Ultimo HQ to drive greater utilisation of space, increase the occupational density of the space, and, through re-stacking of ABC through the building, allows vacating and sub-leasing of up to 7 floors in the centrally located ABC high rise building. These floors cannot be vacated without the refurbishment and establishment of contemporary working space in the remainder of the Ultimo HQ.
 - The relocation of approximately 300 staff to Parramatta, coupled with the refurbishment of some of the Ultimo building, allows for the exploration of leasing options of the remaining Ultimo high rise floors.
- 1.2.4. The ABC's establishment of a presence in western Sydney supports the ABC's aim of ensuring that the ABC become increasingly relevant to a larger proportion of Australians and, in accordance with its five-year plan, supports the ABC in sourcing more content across regional and outer-suburban areas. This ensures greater engagement with the local communities the ABC aims to serve through increased diversity in people and opinions.

2. Details of the Work

2.1. Property Details

- 2.1.1. This submission covers two locations which include:
- 6-8 Parramatta Square: This is a new A grade building comprising of 55 commercial floors and 5 of basement parking across a total of 124,000sqm. The building is owned by

Walker Group and was built to support 4,200 staff. The site will accommodate approximately 300 staff that move from the existing ABC Ultimo Centre.

- b. The ABC Ultimo Centre at 700 Harris Street, Ultimo NSW was purpose built in two sections with the Tower A constructed in 1988 and Tower B in 2002 for the ABC and currently accommodates approximately 2,000 staff across 14 floors which includes studios, corporate services, event spaces, and office amenities including childcare and mail services.

2.2. Current Property Arrangements

- 2.2.1. The ABC owns the Ultimo site and is not subject to any tenancy arrangements.
- 2.2.2. This referral underpins the opportunity to lease some of this space subsequent to completing the refurbishment and fit out works. Once the works have been completed, the ABC will be able to sub-lease approx. 7,900 sqm of its Ultimo Headquarters to external tenants and generate an additional revenue stream.

2.3. Current Fit Out and Workplace Density

- 2.3.1. The current Ultimo space for ABC is largely in original condition and in some areas over 20 years old. It has reached the end of its useful life and is no longer fit for purpose. As a result, it is necessary that the existing space is refurbished in line with updated design principles and to meet the current and future requirements of the ABC.
- 2.3.2. A staged refurbishment of the Ultimo Headquarters will support greater densification of the working environment, supporting the vacation of 7 floors of space in the owned Ultimo HQ. This space is proposed to be sub-leased once vacated.
- 2.3.3. The tables below articulate the overall metrics of the ABC's Ultimo HQ and the key changes to the proposed fit out and workplace density ratio for the Ultimo facility.

Ultimo

NLA	SQM
Ultimo NLA	64,894
Ultimo NLA being refurbished under project ¹	15,622
NLA to be sub-leased post project	8,170

¹ Refurbished NLA calculated off the BEEC plans and includes all leasable space including Production Spaces, Circulation and Services Rooms. It excludes the core, service rooms, and shared spaces.

With regard to the Ultimo NLA being refurbished under the Project

Work Settings	Current Fit Out	Proposed Fit Out
Workstations	1,075	1,200
Open Individual and Group Work Seats	94	337
Total Work Seats	1,169	1,537
Workplace Density Ratio² (PWC Guideline paragraph 2.34 target is 14m ² of usable office space per occupied work point)	13.3m² per workpoint	10.2m² per workpoint
Enclosed Meeting, Focus Rooms and Phone Booths	39	207
Lockers	64	408

² Workplace Density Ratio calculated by dividing Ultimo NLA to be refurbished by total work seats.

Parramatta

Workspace	Promenade	Level 39	TOTAL
Parramatta NLA	750	2,356	3,106
Workstations	16	197	213
Open Individual and Group Work Seats	8	38	46
Total Work Seats	24	235	259
Workplace Density Ratio³ (PWC Guideline paragraph 2.34 target is 14m ² of usable office space per occupied work point)	NA⁴	10m² per workpoint	NA⁵
Enclosed Meeting, Focus Rooms and Phone Booths	1	14	15
Lockers*	18	99	117

³ Workplace Density Ratio calculated by dividing NLA by total work seats.

⁴ Workplace Density Ratio is not applicable for Promenade as this level is for broadcast operations.

⁵ Workplace Density Ratio is not applicable for the total Parramatta NLA as the NLA includes broadcast operations space.

3. Options Considered

3.1. New Lease Requirements

- 3.1.1. The ABC's requirement was to establish an office premise to support its day-to-day operations as well as a public facing and accessible premise for the ABC to interact directly with the Western Sydney community. Parramatta, as the second CBD of Sydney and the heart of Western Sydney, was the chosen location for this office.
- 3.1.2. The ABC has entered into a Heads of Agreement to lease 3,106sqm across two floors of 6-8 Parramatta Square, being a single floor for predominantly office space on level 39 and a presence on the ground floor, referred to as the Promenade, providing a publicly visible space for the ABC to engage with the local community.
- 3.1.3. The term of the lease agreement is an initial term of fifteen years, with two five-year options for extension exercisable by the ABC.

3.2. Market Search and Evaluation Process

- 3.2.1. The ABC engaged commercial real estate advisors Jones Lang LaSalle to undertake a market approach through a request for tender process to identify locations that may be suitable to support the relocation of approximately 300 staff from Ultimo to Parramatta.
- 3.2.2. The tender and subsequent evaluation process included the review of 21 facilities and a shortlist of 4 potential options for the ABC's new home in Western Sydney.
- 3.2.3. The four shortlisted options were:
- 6 - 8 Parramatta Square – Promenade and Level 39.
 - 60 Station Street – Part ground, Level 1, Level 18 & 19.
 - 2 - 12 Macquarie Street – Ground floor and Level 2.
 - 6 Hassall Street – Ground and Level 10 and 11.
- 3.2.4. Factors evaluated to determine the suitability of the proposed sites included:
- the ability to establish a public facing presence supporting community engagement activities,
 - sustainability credentials,
 - proximity to public transport,
 - proximity to amenities for staff, and
 - The overall commercial offering of each option.

- 3.2.5. After consideration of these factors and the various responses provided through the market approach, the ABC determined that 6-8 Parramatta Square was the preferred option and suitable to proceed to negotiation.
- 3.2.6. ABC preferred 6-8 Parramatta Square for the following reasons:
- Public facing: the premises enables ABC to have its broadcasting operations on the Parramatta Square promenade allowing the community to view 'on air' programs.
 - Sustainability: The premises has a 5.5 star NABERS energy rating and a 4 star NABERS water rating exceeding the Commonwealth Guideline.
 - Transport: The premises is adjoining the Parramatta rail station and has a direct underground link to the rail station and bus links. The premises is also in close proximity to the Parramatta light rail line that is currently under construction. The premises also offered ABC easy access and parking for its fleet vehicles that are critical to community news gathering.
 - Staff Amenities: The premises is located within the centre of Parramatta providing staff with immediate access to retail and professional services including Parramatta Westfield. The premises opens to Parramatta Square for staff break away from the internal environment. As the premises is a new building it offers staff new end of trip facilities.
 - Commercial offering: The lease commitments for the premises could be offset by the revenue received from the leasing out of 7 levels at ABC's Ultimo premises.

4. SCOPE OF WORKS

4.1. Description of Proposed Works

- 4.1.1. The new fit out at Parramatta Square will accommodate approximately 300 staff across 2 levels which include the promenade and level 39 of 6-8 Parramatta Square.
- 4.1.2. The fit out will include 259 work seats to ensure that the space is accommodation of the technical and corporate needs of the ABC, including:
- 15 meeting and focus rooms,
 - 46 open individual and group work settings and
 - 213 traditional work points.
- 4.1.3. The fit out density will be 1:12 square metres per work point to ensure the Commonwealth Government's 14 square metre work point density target is comfortably exceeded while enabling a tolerance for vacancy and flexible working arrangements.
- 4.1.4. The revised fit out at the Ultimo Headquarters will allow the ABC to consolidate staff into contemporary, flexible workspace that will allow the vacation of 7 floors for subsequent sub-leasing, thus creating a reliable revenue stream.
- 4.1.5. The future fit out will include enhanced meeting capability, breakout facilities and office amenity facilities. In addition, the space will be supported by an element of unfixed furniture to maximise flexibility of the space to reduce initial construction costs, future costs of maintenance and replacement, and minimise disruption to response of changing requirements for the office. A significant uplift of the fit out at the Ultimo HQ has not been completed in many years, with the current fit out at end of useful life.

4.2. Planning and Design Concepts

- 4.2.1. The proposed fit out work will enable transition toward a modern, flexible open plan Activity Based Working (ABW) environment. This is in line with the ABC's workplace model that includes the ABC's Workplace Flex guidelines and workspace principles. The new workplace seeks to address the following design requirements under the new Workplace Flex model:
- Workforce Strategy:** How we enable workers to operate more flexibly.

- b. **Workplace Design:** How we design our physical workspace to support new ways of working.
- c. **Workspace Flex:** How we operate within our workspace to support a hybrid workforce.
- d. **Workspace Tech:** Providing the required technology to enable and support a hybrid workforce.

- 4.2.2. These workplace design principles have been developed in line with best practice for ABW environments and in consultation with corporate and technical staff at ABC. It seeks to provide a new workplace that enables agile, bold, communal workspaces and allows staff to be creative, collaborative, and create content accessible and digestible for all Australians. *The ABC Workplace Flex Guidelines* document provides the design bases and structure for the future requirements of ABC office environments and includes a stakeholder consultation component and approach to change management for future workplace changes.
- 4.2.3. Adopting an ABW fit out will assist in modernising the ABC's operations and supports the ABC's approach to flexible working, particularly heightened in response to the COVID-19 pandemic.
- 4.2.4. The fit out within Parramatta and Ultimo will be designed with team neighbourhoods as a focal point of the build. These will be dedicated locations for teams that require high levels of collaboration and support from one another, ensuring minimal disruption to the office environment while supporting and enabling collaboration between key teams.
- 4.2.5. These neighbourhoods will include individual flexible work settings, focus booths for short term focus work, touchdown points which are short term open areas for people visiting of between meetings, and casual seating areas for more informal and collaborative meetings within teams.
- 4.2.6. Community spaces will be adjacent to neighbourhoods and will be larger spaces to support events, social hubs and tea facilities. These are flexible spaces that can be adapted for large presentation and events, as well as supporting staff with unfixed furniture and kitchen amenities. These spaces will also include an outdoor terrace where possible as a more informal relaxed setting for meetings and breaks for staff. Examples of these spaces are included within the Concept Plans within Annexure A.
- 4.2.7. Shared spaces will be located throughout the floor plan which are flexible configurable rooms that can be adapted to meet different business and work neighborhood requirements. The spaces will be used for small and large meetings, have VC capability, and training rooms to support the needs of the ABC.
- 4.2.8. In addition to the workspace and amenities outlined above for the workspace, the new fit out works will include changes to the infrastructure of the building including:
 - a. Air conditioning.
 - b. Lighting system enhancing sustainability.
 - c. Data cabling.
 - d. Security requirements (electronic access etc).
 - e. Fire service amendments.
 - f. Density requirements.
 - g. Diversity & Inclusion requirements.
- 4.2.9. The fit out will provide the ABC with the flexibility and operational requirements needed to conduct and fulfil its obligations under the *Australian Broadcasting Corporation Act 1983*, and through the workplace design principles articulated in section 4.1.1. including:
 - a. Work points which are easily accessible, configurable for different work styles and work types including focused work, as well as co-located with teams that require high levels of collaboration.

- b. Maximising use of the floor plate while meeting and exceeding work point density requirements, providing increased flexibility into the future to increase density (if required).
- c. Ensure that workspaces and collaboration zones are flexible and can be altered to address changing requirements.
- d. Building services and amenities are located to enable and support future changes in work point and office arrangements.

4.2.10. While the fit out will differ between the Ultimo and Parramatta offices, these design concepts and principles have been applied to both locations.

4.3. Site Details and Location

4.3.1. This project will involve two stages and sites, the initial move of approximately 300 staff to Parramatta and the consolidation and refurbishment of the existing office of the ABC in Ultimo. Descriptions and key elements of the sites include:

- a. 6-8 Parramatta Square: This is a PCA grade A building comprising of 55 commercial floors and 5 of basement parking across a total of 124,000sqm of office space. The building is built and owned by Walker Group and was built to support approximately 4,200 staff.
- b. The ABC Ultimo Centre at 700 Harris Street, Ultimo NSW currently accommodates approximately 2,100 staff across 14 floors which includes studios, corporate services, event spaces, and office amenities including childcare and mail services. The proposed stack for Ultimo is provided in Annexure B.

4.4. Zoning and Approvals

4.4.1. Approval for all works will be sought from relevant authorities as required. It is expected that the fit out will require Building Approval and Certificate of Design Compliance as well as compliance with the Australian Building and Construction Commission (ABCC) building code as required. This will be for the refurbishment to an ABW environment for the existing Ultimo office and for fit out requirements at the new Parramatta site.

4.4.2. It is not envisaged that the works at Ultimo will require development approval as the refurbishment and capital works are internal only and will not affect the external façade of the building. Parts of the Parramatta fit out will require Development Approval from Parramatta City Council.

4.5. Conceptual Floor Plans and Drawings

4.5.1. The Conceptual Floor Plans are attached at Annexure A.

4.6. Materials and Furnishings

4.6.1. Materials and furnishings used will be selected for appearance, durability, functionality, and ease of maintenance and cleaning.

4.6.2. Typical materials and finishes will include reuse of existing items wherever possible as well as new finishes. The new finishes will include:

Ultimo

4.6.3. Floor Finishes: Carpet tiles for the general office space and resilient floor finish such as vinyl for the kitchenettes and feature areas

- 4.6.4.** Wall Finishes: Generally, walls will be painted throughout. Whiteboards and Acoustic wall linings will be applied in the meeting rooms and specialist areas. Wayfinding, Graphics and Artwork will be applied to feature wall areas and for compliance.
- 4.6.5.** Ceiling Finishes: Generally, new ceiling tiles will be installed to match existing. Mix of metal pan and mineral fiber ceilings. Feature Ceiling, timber batten or similar, to minimal specialist area only.
- 4.6.6.** Joinery: Generally, vertical surfaces will be finished in a coloured or timber-look laminate product. Kitchen and specialist benchtops will be in a solid-surface material.

Parramatta

- 4.6.7.** Floor Finishes: The existing base building carpet tile will be retained to the open office space on Level 39. New Carpet tiles for the general office space on Promenade will be provided. Resilient floor finish such as vinyl for the kitchenettes and feature areas.
- 4.6.8.** Wall Finishes: Generally, walls will be painted throughout. Whiteboards and Acoustic wall linings will be applied in the meeting rooms and specialist areas. Wayfinding, Graphics and Artwork will be applied to feature wall areas and for compliance.
- 4.6.9.** Ceiling Finishes: Existing base-building ceiling tiles will be reused in the open office area on Level 39. Existing base-building ceiling tiles will be re-used and re-formatted in the meeting rooms to suit the room orientation, this will include a plasterboard margin. Ceiling to the main circulation will be removed, exposing the soffit and spraying/painting. Feature Ceiling over specialist areas (e.g.: Kitchen) such as timber batten or grid.
- 4.6.10.** Joinery: Generally, vertical surfaces will be finished in a coloured or timber-look laminate product. Kitchen and specialist benchtops will be in a solid-surface material.

4.7. Mechanical Services

- 4.7.1.** Mechanical Engineering Services will be based on the following principles:
- Minimum noise and vibration characteristics;
 - Reasonable maintenance costs;
 - Proven design;
 - Reliability;
 - Durability;
 - Ease of maintenance without entry to tenant areas where possible;
 - Efficiency of operation including maintaining the relevant building energy initiatives;
 - Environmentally sustainable principles throughout all designs; and
 - Provide comfort in environment for the users.

4.8. Hydraulic Services

- 4.8.1.** Hydraulic Engineering Service requirements will include the following provisions:
- Domestic cold water reticulation serving all fixtures and required back flow prevention where required;
 - Domestic hot water with energy efficient pre heat systems where possible;
 - Suspended sanitary drainage to all wet areas;
 - Metering of incoming water supplies where required; and
 - Water efficient tap ware and flushing devices.
- 4.8.2.** Each Kitchen / Staff Hub will be designed to accommodate wheelchair access to sinks and fixtures to further enhance disability access.

4.9. Electrical Services

- 4.9.1. The electrical installation includes electrical supply, metering, distribution, lighting and special purpose power in compliance with Statutory Regulations.
- 4.9.2. The new Parramatta tenancy will employ tenancy sub-metering; a highly efficient automated lighting system with use of the existing and new UPS/Generator backup power systems.
- 4.9.3. Specialist services to studio spaces will be considered on a user requirement basis with infrastructure services (power, data etc) will be provided to facilitate these spaces functions.
- 4.9.4. Vertical power and data distribution is provided through riser ducts and enclosed tray where possible.
- 4.9.5. Battery operated self-contained emergency lights and exit signs connected to a wireless central monitoring system. The coverage of these lights and exit signs include toilets, switch rooms, office area, amenities and car park.
- 4.9.6. Emergency warning intercommunication system with accessibility catering for hearing impaired requirements.

4.10. Acoustics

- 4.10.1. The fit out design incorporates measures to reduce noise in the work environment including insulated glazed partitions, acoustic ceiling tiles and panels meeting rooms, fabric panelling and carpeted floors. Attention will also be paid to air-conditioning detailing to reduce noise from moving air and mechanical
- 4.10.2. Acoustic performance criteria have been incorporated into the fit out brief to ensure adequate noise insulation between meeting rooms, training rooms, and other workspaces.
- 4.10.3. Design criteria and building performance for ambient noise ratings shall be in accordance with the requirements and recommendations of AS1055 Acoustics.
- 4.10.4. In anticipated high work focus areas, noise masking has been considered including white noise simulators.
- 4.10.5. Acoustic treatment to the building services will be considered to reduce noise to the spaces and increase user comfort and privacy.

4.11. Environmental Sustainability Considerations

- 4.11.1. The environmental sustainability considerations below provide an overview and information for both the new office at 6-8 Parramatta Square and the relevant elements of the existing ABC Ultimo Centre undergoing refurbishment.
- 4.11.2. The Parramatta site will comply with and exceed the Commonwealth guidelines related to energy efficient buildings to continuing to meet a 5-star NABERS rating. The new site and fit out will:
 - a. Have no significant impact on the natural or human environment;
 - b. Encourage improved utilisation of existing public facilities, transport infrastructure and local area developments;
 - c. Make use of the existing engineering services including water, sewage, and storm water via the building; and
 - d. Have a positive effect on the local economy through the creation of jobs for construction of the fit out as well as ongoing economic stimulus through staff being located at the new site.

- 4.11.3.** Further detail on the environmental initiatives being incorporated into the base build for the Parramatta Square site can be provided, including relevant ratings being targeted by the developer as part of the base build.
- 4.11.4.** To support the ABW fit out the ABC has developed a compatible Information Technology (IT) solution. This includes replacing computer monitors with flat screen LED monitors that use significantly less power and generation of heat, replacing desk phones and desktop computers with mobile devices. This creates a significantly lower heat load on the air-conditioning system with resultant lower energy consumption and costs.
- 4.11.5.** Water usage reduction measures are provided in the existing building services design including:
- Dual flush low volume cisterns for all toilets;
 - Use of grey water for flushing of toilets and urinals;
 - Flow restriction devices to be fitted to all fixtures; and
 - Auto flushing urinals.
- 4.11.6.** The Ultimo site will embrace many of the modern improvements seen through updated fit out and workforce enabling infrastructure and ICT investment, but given the age of the base building, is not expected to see the same energy and sustainability improvements as Parramatta. The design will incorporate sustainability elements to enhance the sustainability performance of the building.
- 4.11.7.** The Lessor will retain the responsibility for ongoing environmental management of the building as specified in the lease.

4.12. Master and Site Planning

- 4.12.1.** Given the focus of the project, there are currently no future planned works for either site that need consideration alongside this proposal.

4.13. Accessibility Provisions

- 4.13.1.** The existing ABC Ultimo Centre at 700 Harris Street, will maintain the accessibility provisions to support people with disabilities including compliance with AS1428.2 and mandatory provisions of the Building Code of Australia (BCA), provision for disabled parking and accessibility requirements including:
- AS1428.1-2001 Design for access and mobility, general requirements for access – new building work.
 - AS1428.2-1992 Design for access and mobility, enhanced and additional requirements – buildings and facilities.
 - AS1428.3-1992 Design for access and mobility, requirements for children and adolescents with physical disabilities.
 - AS1428.4 – 2002 External landscaping and layout to ensure wheelchair access is available to main entry.
- 4.13.2.** The fit out design and specifications for the new office accommodation at 6-8 Parramatta square will adhere to all applicable standards and codes, including those related to access and provision of services. This will include appropriate design of access points to the building, office areas, door widths and heights, lift access, parking and amenities to support wheelchair access.
- 4.13.3.** The base building and fit out design will comply with legislative requirements as per the
- Disability Discrimination Act 1992.*
 - Disability (Access to Premises – Buildings) Standards 2010.
 - National Construction Code.

4.14. Childcare Provisions

- 4.14.1. For the existing ABC Ultimo Centre child-care arrangements will not be disrupted as staff will remain at the location and proposed works for the site do not include changes to childcare facilities.
- 4.14.2. The new Parramatta site at 6-8 Parramatta square will have easily accessible childcare arrangements at the commercial building adjacent to the site. There are multiple childcare providers within easy reach of the Parramatta location.

4.15. Security Measures

- 4.15.1. A security risk assessment will be conducted during the design stage, and the fit out will match the outcomes of the assessment. A security design brief will be developed by a SCEC Approved Security Consultant.
- 4.15.2. All staff are provided with security passes which will interface with electronic proximity card readers at specified locations at the perimeter of the premises to control access. Electronic access control points include:
- a. Loading area and after-hours access doors; and
 - b. Entry to the building through security racers.
- 4.15.3. The fit out will be designed to perform to a Zone 2 specification, in line with ASIO T4 technical specifications.
- 4.15.4. ABC will continue to consult appropriate security experts with regard to the development of additional security requirements for the building in line with the ABCs operational needs.

4.16. Fire and Bushfire Protection

- 4.16.1. The base building brief for tenancy fit outs, alterations and modifications requires provision of fire services in accordance with BCA (Building Code of Australia) and local fire brigade requirements, including:
- a. Fire protection, detection, smoke hazard management and fire egress travel distances in accordance with the NCC and relevant Australian Standards;
 - b. Fire suppression systems in alignment with the base building design and requirements;
 - c. Portable fire extinguishers with the ability for ABC to modify systems on respective tenanted floors to suit tenancy layout;
 - d. Hydrant system in accordance with NCC and relevant Australian Standards
 - e. Fire hose reel system in accordance with NCC and relevant Australian Standards, and Building Surveyors report; and
 - f. Sub fire indicator panel and emergency control panel linked into site wide networked fire alarm system.

4.17. Workplace Health and Safety

Consultation

- 4.17.1. The ABC will meet consultation obligations under the WHS Act 2011, including consulting with affected workers and their health and safety representatives (HSRs) regarding matters that may affect their health and safety.

Design

- 4.17.2. The ABC will follow the ABC Workplace Design Principles which will

- a. Enable a healthy focus on people's wellbeing and the environment.
- b. Create flexible, adaptable, and functional spaces.
- c. Support the evolving ways of working.
- d. Foster a thriving creative community.
- e. The fit out will meet the requirements of relevant Work Health and Safety Codes of Practice and Australian Standards.

- 4.17.3.** The ABC will consult with architects, designers, internal subject matter experts, and employees (and their representatives) regarding the design, functional requirements, and purpose of the workspaces to ensure the new workspaces are safe, improve wellbeing, and are fit for purpose for all ABC employees.
- 4.17.4.** The fit out will meet the requirements of relevant Work Health and Safety Codes of Practice and Australian Standards

Ergonomics

- 4.17.5.** The ABC will test proof of concept ergonomic and workstation features with employees and their representatives in the Ultimo office. The focus of the proof of concept will be on the Workplace Design Principles to increase physical movement in the office. Feedback through consultation with employees will be used to improve the design concept. The aim is to reduce the risk of ergonomic injury and improve physical and mental wellness from a 'flex' workspace.

5. OTHER ISSUES

5.1. Key Legislation Applicability

- 5.1.1.** Under this submission there is no key legislation applicable or required to be addressed with this proposal.

5.2. Heritage or Geographical Considerations

- 5.2.1.** There are no known heritage issues that are required to be addressed with this proposal.
- 5.2.2.** The existing building and the associated works will conform to the requirements of the *Environmental Protection Biodiversity Conservation Amendment Act 2003* and any other geographical Act requirements.

5.3. Local Community Impact and Mitigation

- 5.3.1.** The project is expected to have a positive impact on the local communities for both Parramatta and Ultimo, this has been identified due to derived benefits from:
- a. Creation of employment opportunities during construction and fit out works (consultants, construction works, suppliers, and related services) for both the Ultimo and Parramatta office sites;
 - b. Use of locally sourced materials during construction (where possible and cost effective);
 - c. Ongoing support for local trades and services through future maintenance and supply requirements at both Ultimo and Parramatta sites;
 - d. Support of local retail and hospitality businesses which will be frequented by ABC staff and visitors to the new site in Parramatta as well as the sub-leased building in Ultimo maintaining support for local retail and hospitality businesses. In addition, minimal traffic impact is envisioned for the locations as staff numbers will remain consistent at Ultimo due to the sub-leasing activity and staff numbers within the new Parramatta office will not increase on existing numbers; and



- e. Additional revenue will be realised by the ABC through sub-leasing activities at Ultimo. These funds will offset the lease costs of the Parramatta site, and any surplus will be reinvested into the ABC.

5.4. Internal Consultation

- 5.4.1. The ABC has commenced consultation with staff regarding both the proposed move of approximately 300 staff to the proposed new site in Parramatta, and the proposed refurbishment of the current ABC Ultimo offices. Consultation has already taken place, and this process is expected to continue over the coming months in keeping with the ABC's obligations to staff under Part L of the ABC Enterprise Agreement 2019-2022.
- 5.4.2. To date, feedback from staff has been considered in design considerations for future fit out works. The ABC will continue to give prompt and genuine consideration to the feedback of relevant staff on the proposed change.
- 5.4.3. In addition, the ABC has provided updates to both Community and Public Sector Union (CPSU) and the Media, Entertainment and Arts Alliance (MEAA) regarding the proposed change.

5.5. External Consultation

- 5.5.1. The ABC has consulted with a number of external parties in order to receive expert advice in relation to various aspects of the proposed work, including the detailed evaluation of tenders and the value for money assessment.
- 5.5.2. The following agencies and businesses have been consulted to date:
 - a. Department of Finance;
 - b. Jones Lang LaSalle (Property Leasing - Parramatta);
 - c. PricewaterhouseCoopers (Project Director – Sydney Accommodation Project);
 - d. Woods Bagot Pty Ltd (Architect);
 - e. WT Partnership Pty Ltd (Quantity Surveyor);
 - f. Bastion Transform (Content and production consultants);
 - g. Walker Group (Developer, Parramatta); and
 - h. Parramatta City Council.
- 5.5.3. No issues of concern were raised by the above stakeholders.

5.6. Future Consultation

- 5.6.1. During the Design Development phase of the project, the ABC will undertake interactive design sessions with the ABC's business areas and affected staff from within these areas. This will allow the ABC to understand the operational requirements of affected teams and how best to accommodate for these throughout the design process. Preliminary discussions regarding this have already occurred, and this consultation will continue throughout the design development phase and the remainder of the project.
- 5.6.2. The ABC will continue to engage with both the CPSU and the MEAA regarding the proposed change.

5.7. COVID-19

- 5.7.1. The ABC and its team of consultants and experts will continue to consider the impacts of the COVID-19 pandemic on the Sydney Accommodation Project, including through considering the latest health and safety advice on office fit out and operational considerations (for example, social distancing, density of work points and office and shared space capacities).
- 5.7.2. The ABC will ensure compatibility of fit out designs and COVID-19 considerations with its existing policies and procedures relating to the COVID-19 pandemic and its ongoing operations.

6. ESTIMATED COST AND DELIVERY

6.1. Cost Effectiveness

Forecasted Project Cost and Budget

- 6.1.1. The forecast total cost of the Sydney Accommodation Project is \$43.6m (GST exclusive) based on the conceptual design and forecast advice from the Quantity Surveyor.
- 6.1.2. Funding for the Project will come from within the ABC's existing funding envelope.
- 6.1.3. The table below articulates the workplace fitout cost per square metre (pursuant to PWC Guidelines paragraphs 2.34 – 2.37).

Parameter	Ultimo	Parramatta Level 39 ¹
NLA	15,622	2,356
Fitout cost per sqm ²	\$1,747	\$3,513

1. The fitout cost ratio is not relevant to the Parramatta Promenade as this level is for broadcast operations.

2. Fitout costs excludes staff relocations.

- 6.1.4. The Parramatta Level 39 fitout rate in the table above is higher than general 'standard office fit-outs' within the PWC Guidelines. The primary reasons for this are:
 - a. Parramatta Level 39 consists of workstations for staff as well as media production and broadcast spaces including an open hosting position for live broadcasting a live to air radio broadcasting facility and 12 audio production and video editing suites. The media and production spaces require a high specification of build including acoustic isolation from the balance of activities on Level 39 and isolation from building structure itself.
 - b. Recent market conditions have seen the cost of building and fitout works increase and escalation rates have trended higher. These increases have been incorporated into the fitout cost estimates via a Risk Model prepared by a quantity surveyor.
- 6.1.5. The Parramatta Level 39 workstations/office area will be designed and finished to a similar standard as the Ultimo workstations/office area.
- 6.1.6. A further breakdown of the project cost estimate is detailed in the ABC's confidential submission.

6.2. Project Delivery

- 6.2.1. The ABC has engaged PricewaterhouseCoopers as Project Director to work alongside the ABC property team and the ABC's specialist consultants to deliver the overall Sydney Accommodation Project to a high standard and coordinate stakeholders throughout the project.
- 6.2.2. Woods Bagot Architects have been engaged to complete the concept and detailed design.
- 6.2.3. WT Partnerships have been engaged as a quantity surveyor. Throughout the life of the project, the quantity surveyor will review and assess fit-out costs, with a predominant focus on construction costs to ensure the ABC are charged fair and reasonable rates based on current market conditions.
- 6.2.4. For delivery, the ABC intends to engage an experienced building contractor to undertake the fit out works. The ABC intends to leverage a quantity surveyor to validate all pricing to ensure the ABC is receiving value for money.

6.3. Project Schedule

6.3.1. The below table outlines the indicative project schedule:

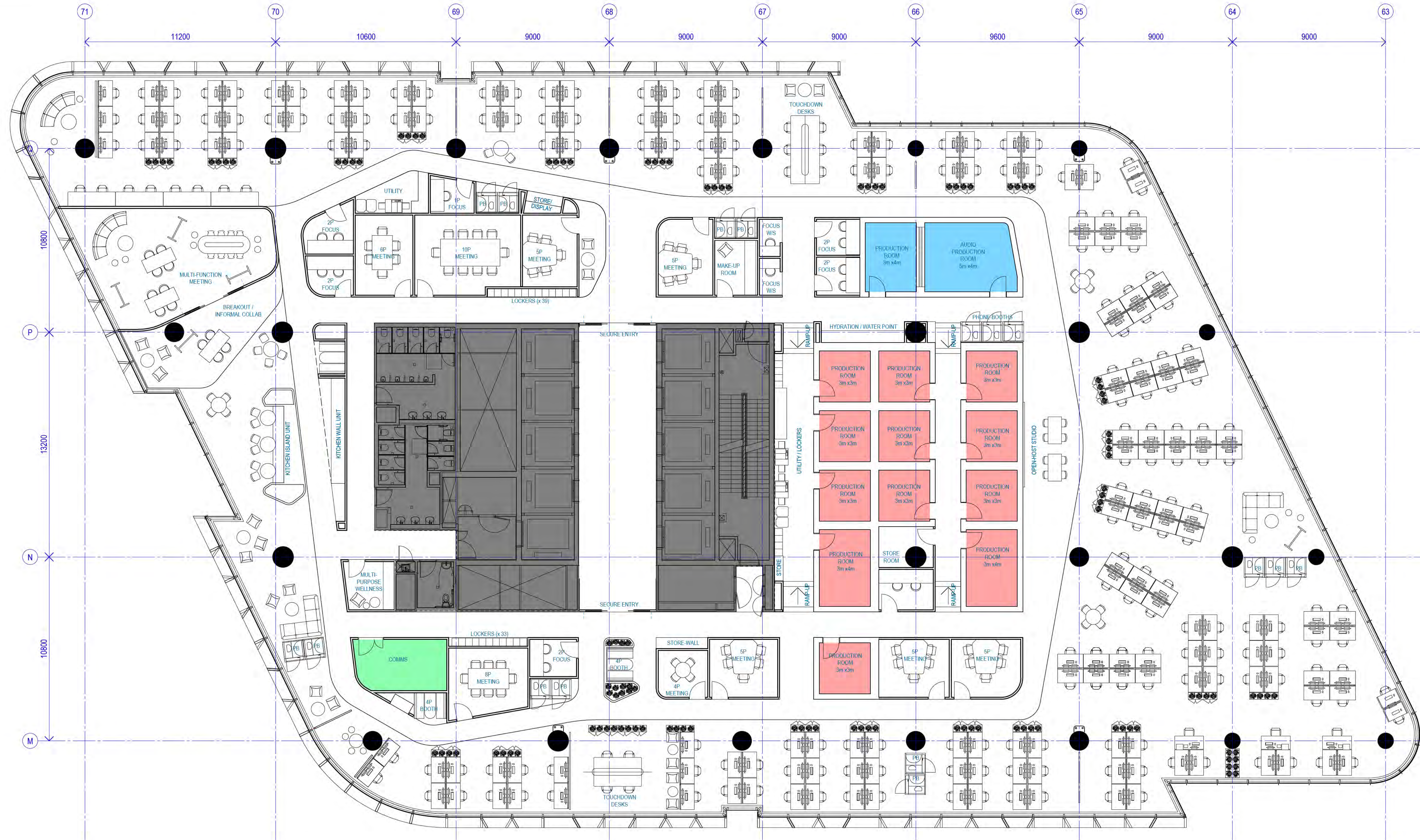
Activity	Indicative Timeframes
Detailed Design Phase – Sydney Accommodation Project	September – November 2022
Procurement of Head Contractor	November 2022 – February 2023
Consultation with Staff	Ongoing
Fit Out and Commissioning - Parramatta	February 2023 – February 2024
Refurbishment – Ultimo	February 2023 – July 2025
Parramatta Office - Practical Completion	March 2024
Commence Use – Ultimo	Staged in phases between July 2023 – July 2025
Commence Use - Parramatta	March – April 2024
Space Ready for Sub Lease	Staged from early 2023 as floors are vacated

6.4. Public Value

6.4.1. The public value associated with the Works includes:

- a. Improvement in operational efficiencies derived from an uplift in accommodation operations and adoption of modern ways of working, including greater support for flexible working arrangements.
- b. Efficiencies from higher density and a reduction in work point ratios across the ABC's Sydney office holdings.
- c. An additional ongoing opportunity to lease space in the Ultimo Headquarters for other public entities or private sector businesses.
- d. An overall value for money solution, including through the value management of the project actively throughout final design and contracting.
- e. Use of existing transport and ancillary services by ABC staff once offices are operational.
- f. A long-term commitment to the establishment of ABC operations in Parramatta.
- g. Generation of economic activity and local jobs in delivery of the works across both sites.
- h. A step toward achievement of the ABC's Five Year Plan and the embedding of ABC operations in regional locations with added operational efficiency in delivery of services across Sydney.

7. ANNEXURE A: CONCEPT PLANS



Recent revision history		
#	Status	Description
A	INFORMATION	PRELIMINARY GA
B	INFORMATION	PRELIMINARY L39 GA
C	PRELIMINARY	PRELIMINARY COSTING
D	PRELIMINARY	PRELIMINARY COSTING
E	INFORMATION	PWC SUBMISSION
F	INFORMATION	PWC SUBMISSION Rev B

Notes		
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Project
ABC PARRAMATTA

Client
ABC

Issuer
W-B
WOODS BAGOT

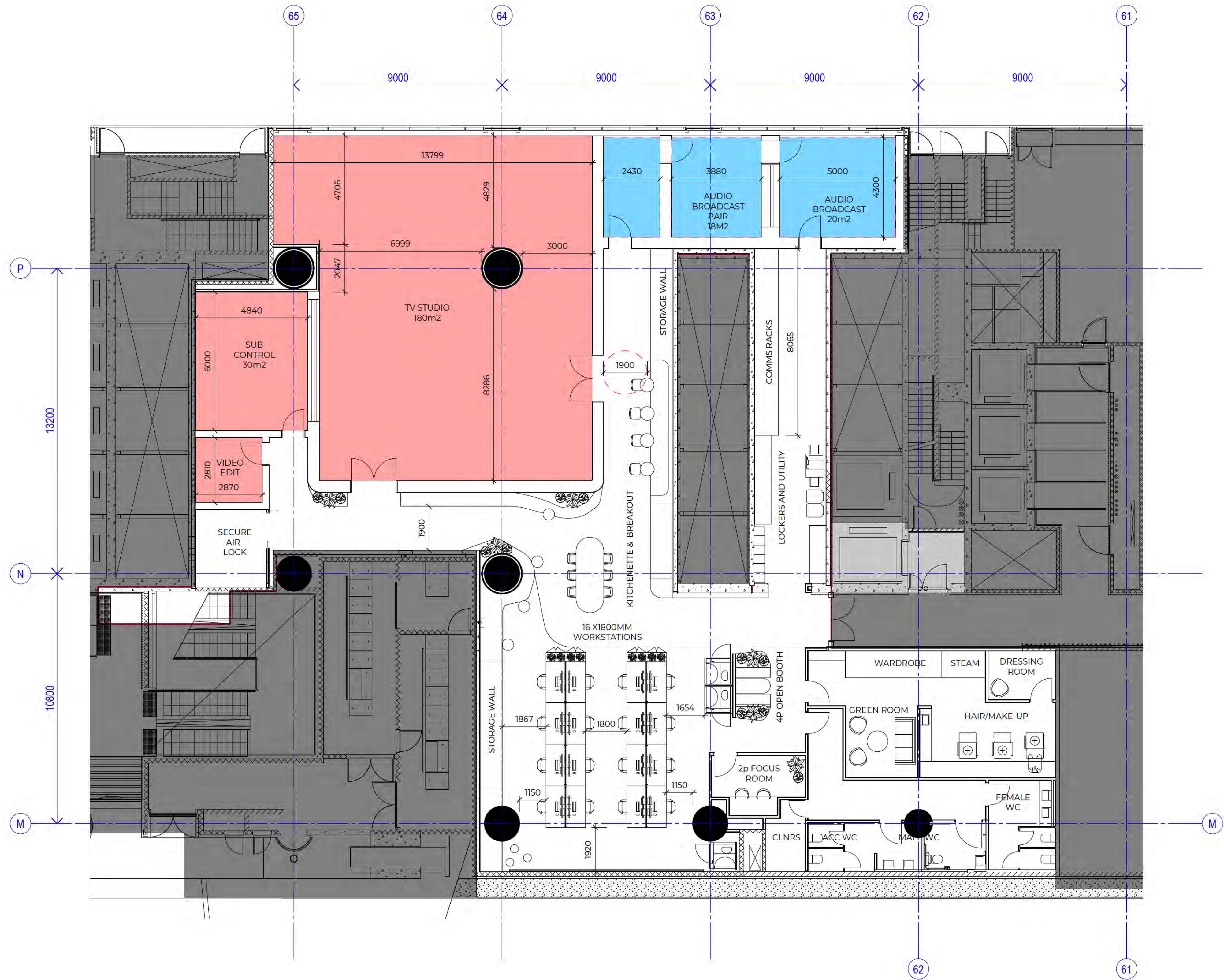
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Sheet title
General Arrangement
Level 39 Floor Plan

Sheet number
2239
Status
FOR INFORMATION

Revision
F



Recent revision history			Notes
#	Status	Description	Date
A	INFORMATION	PRELIMINARY GA	22/05/20
B	PRELIMINARY	PRELIMINARY COSTING	22/08/09
C	PRELIMINARY	PRELIMINARY COSTING	22/08/10
D	INFORMATION	PWC SUBMISSION	22/08/12
E	INFORMATION	PWC SUBMISSION Rev B	22/08/16

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Project
ABC PARRAMATTA

Client
ABC

Issuer
W-B
WOODS BAGOT

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121633

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CD

Approved
ES

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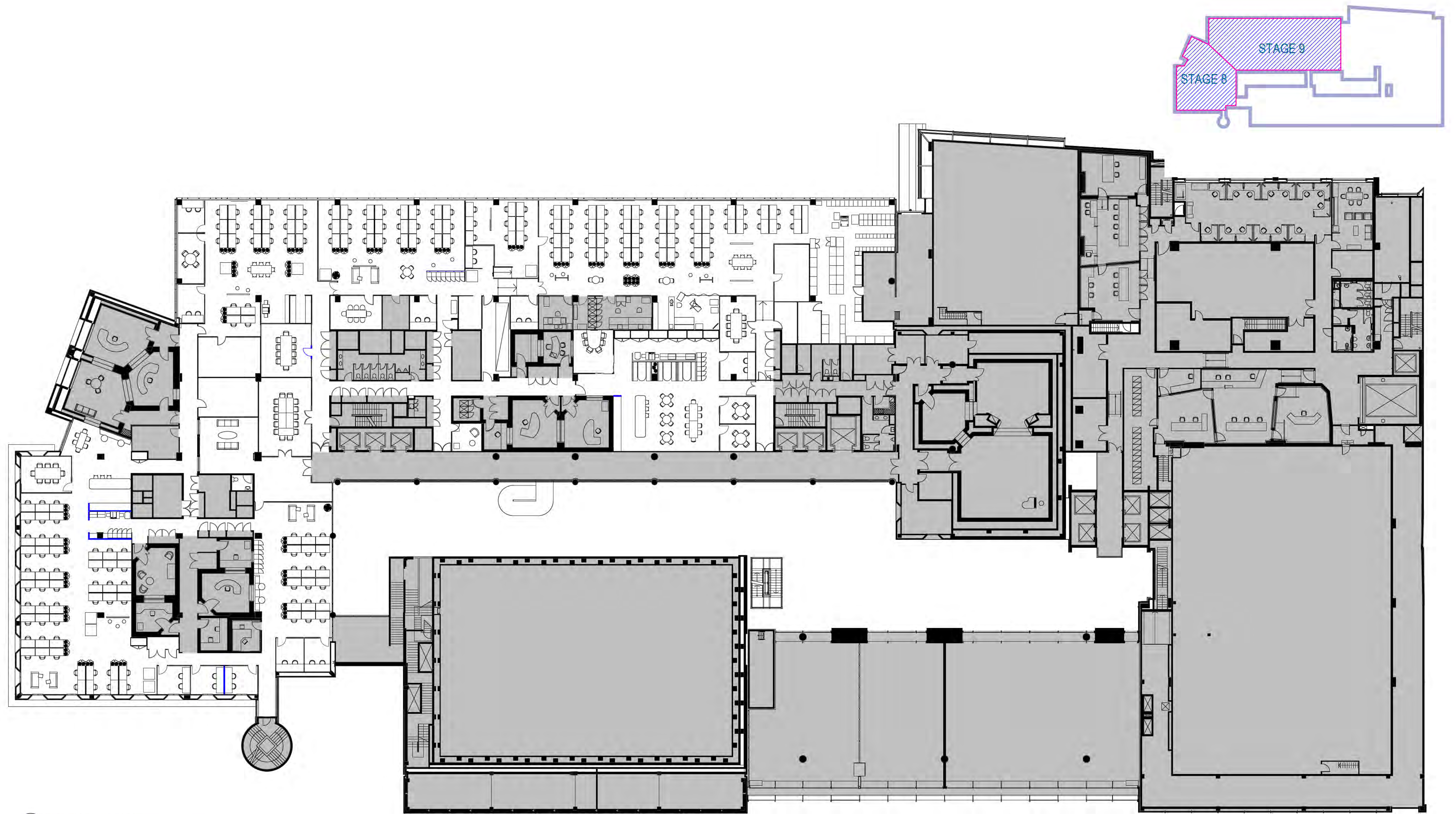
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General Arrangement
Promenade Floor Plan

Sheet number
2200

Status
FOR INFORMATION

Revision
E



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Recent revision history			Notes
#	Status	Description	Date
A	PRELIMINARY	Preliminary test file	22/08/01
B	PRELIMINARY	Preliminary issue	22/08/10
C	PRELIMINARY	Preliminary issue	22/08/10
D	INFORMATION	PWC for information	22/08/12

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Project
ABC 700 Harris St, Ultimo

Client
Australian Broadcasting Corporation

Issuer
W-B
WOODS BAGOT

Project number
121633

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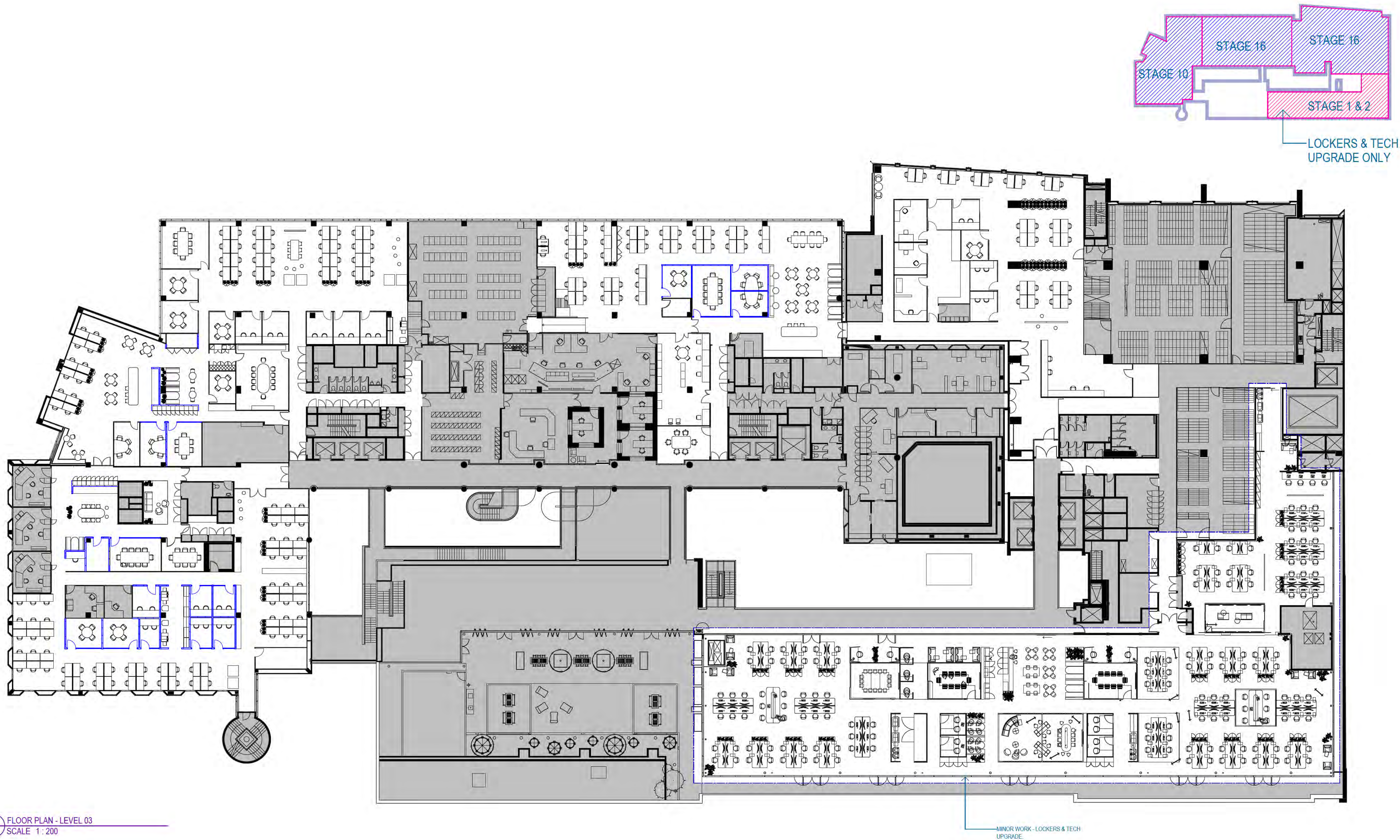
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Sheet number
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Revision
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Status
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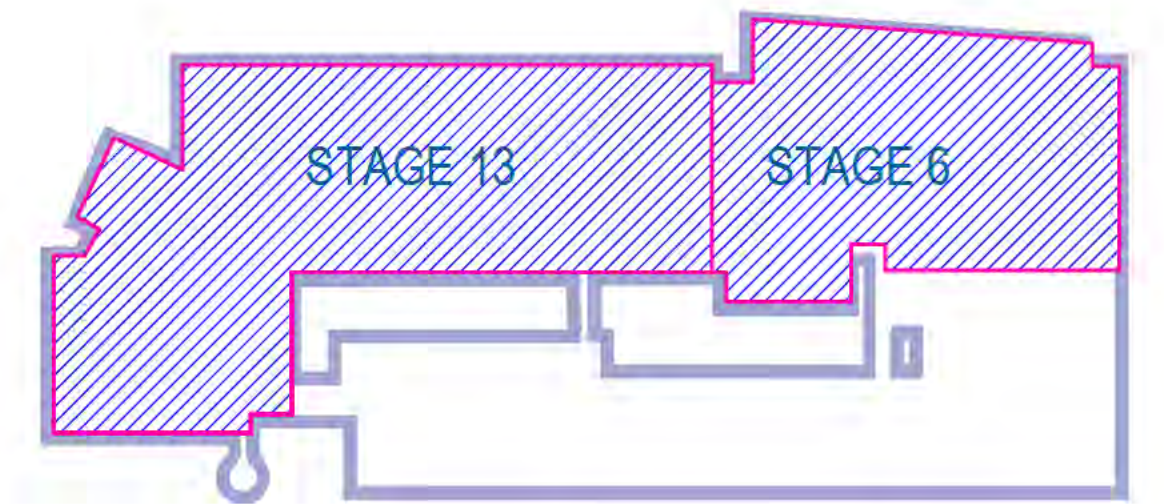


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B	PRELIMINARY	Preliminary issue	22/08/10
C	PRELIMINARY	Preliminary issue	22/08/10
D	INFORMATION	PWC for information	22/08/12

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Client Australian Broadcasting Corporation		Project number 121633		Sheet number 2203	
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				Revision D	



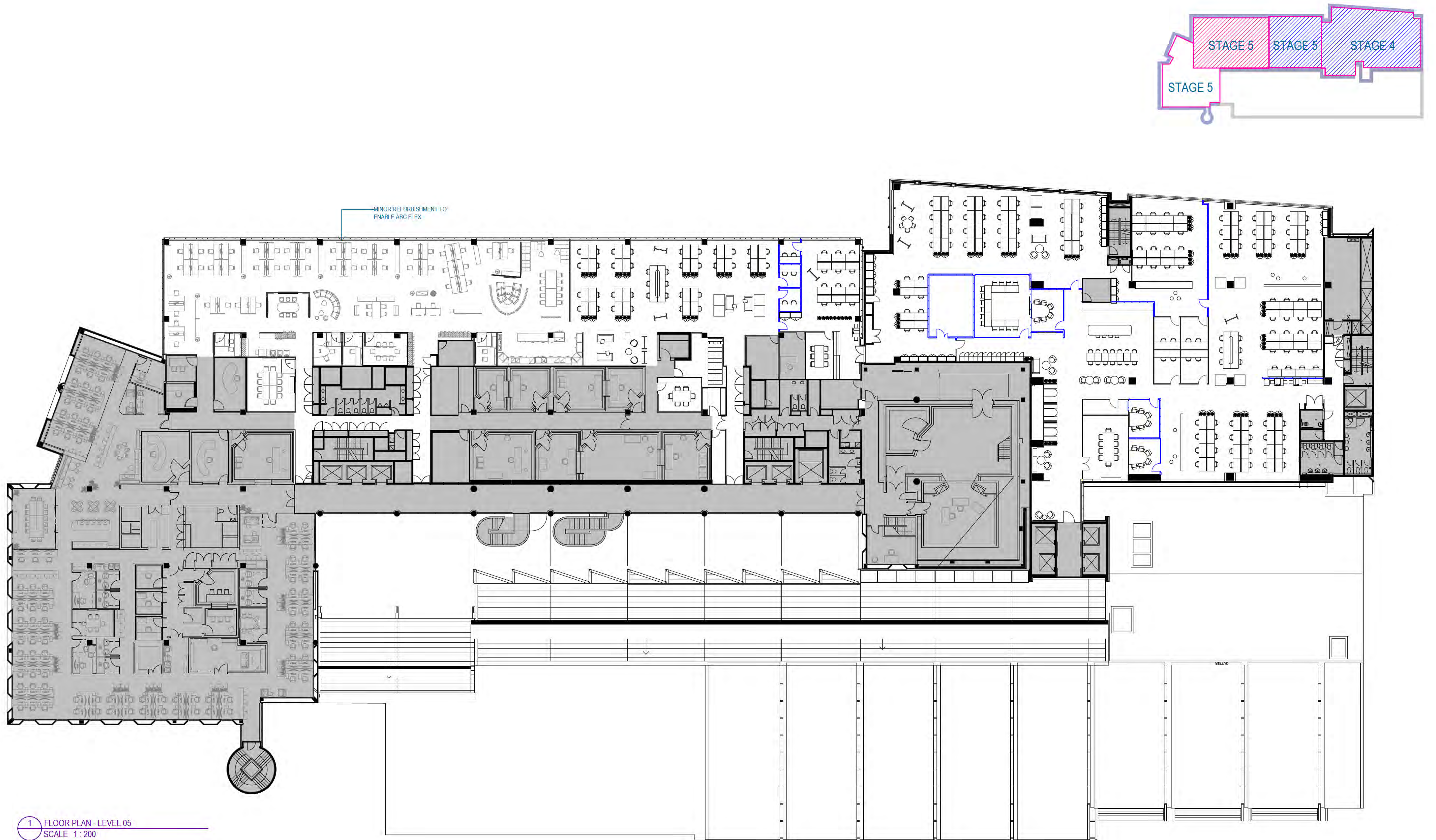
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B	PRELIMINARY	Preliminary issue	22/08/10
C	PRELIMINARY	Preliminary issue	22/09/10
D	INFORMATION	PWC for information	22/08/12

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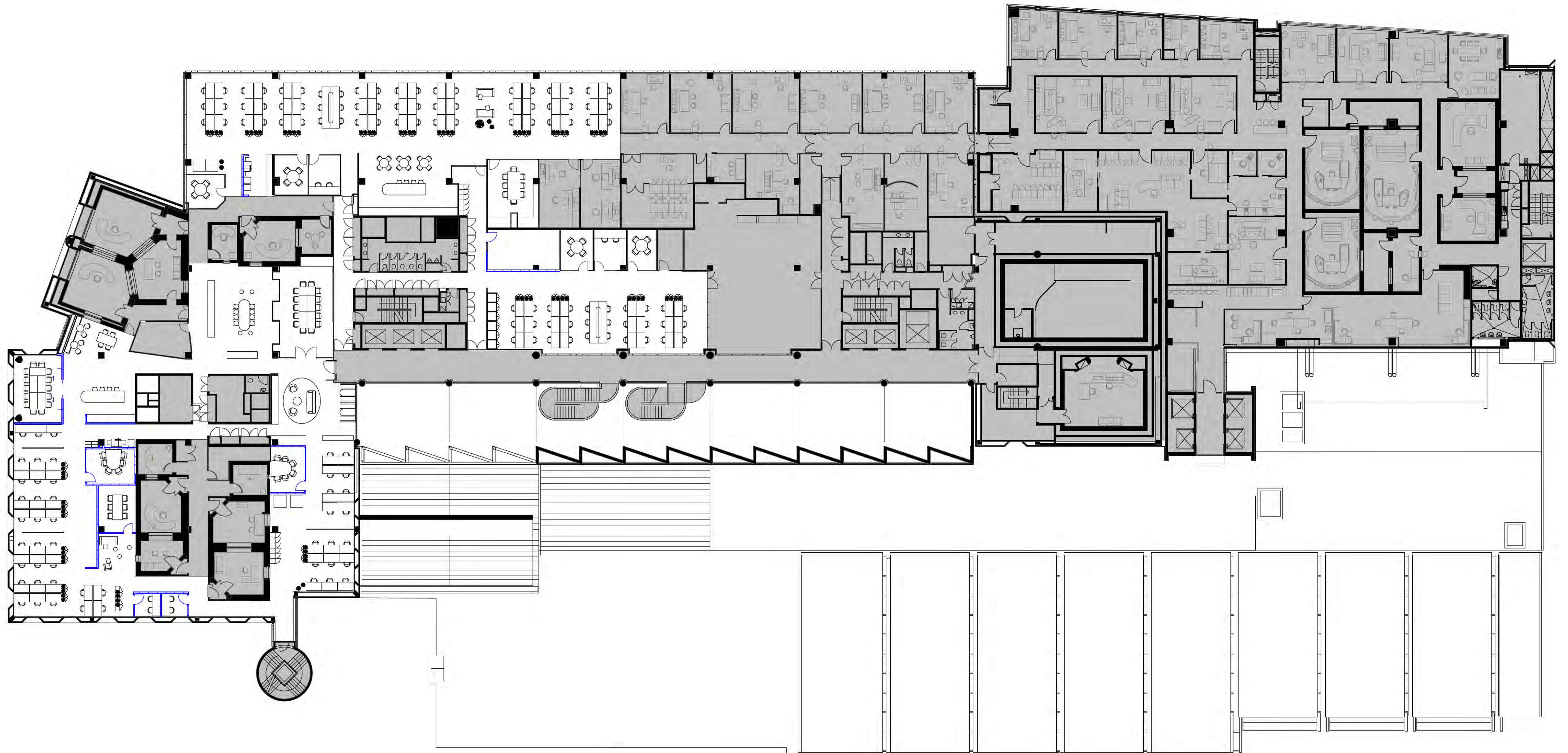
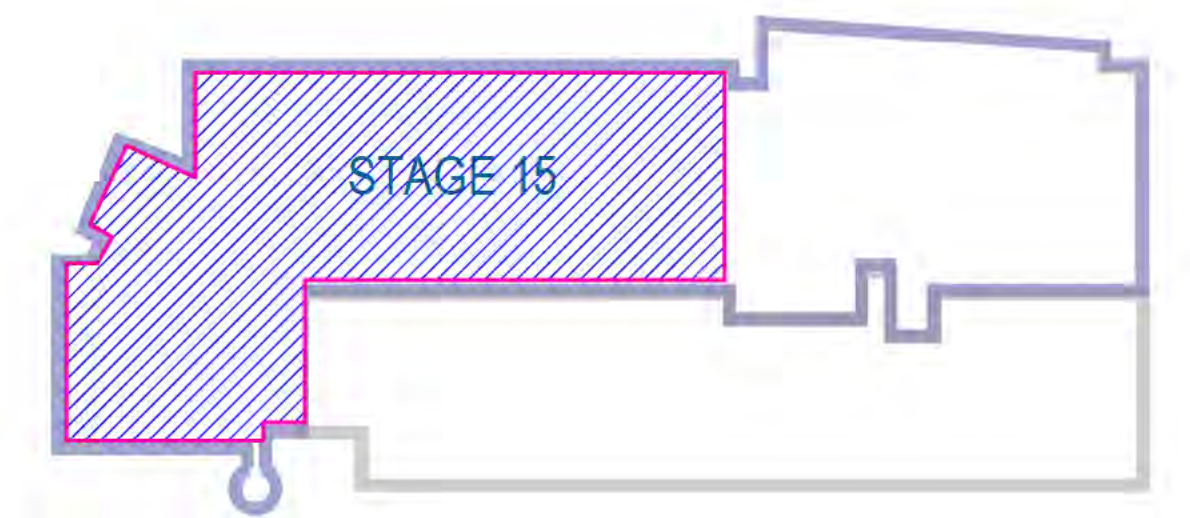
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B	PRELIMINARY	Preliminary issue	22/08/10
C	PRELIMINARY	Preliminary issue	22/08/10
D	INFORMATION	PWC for information	22/08/12

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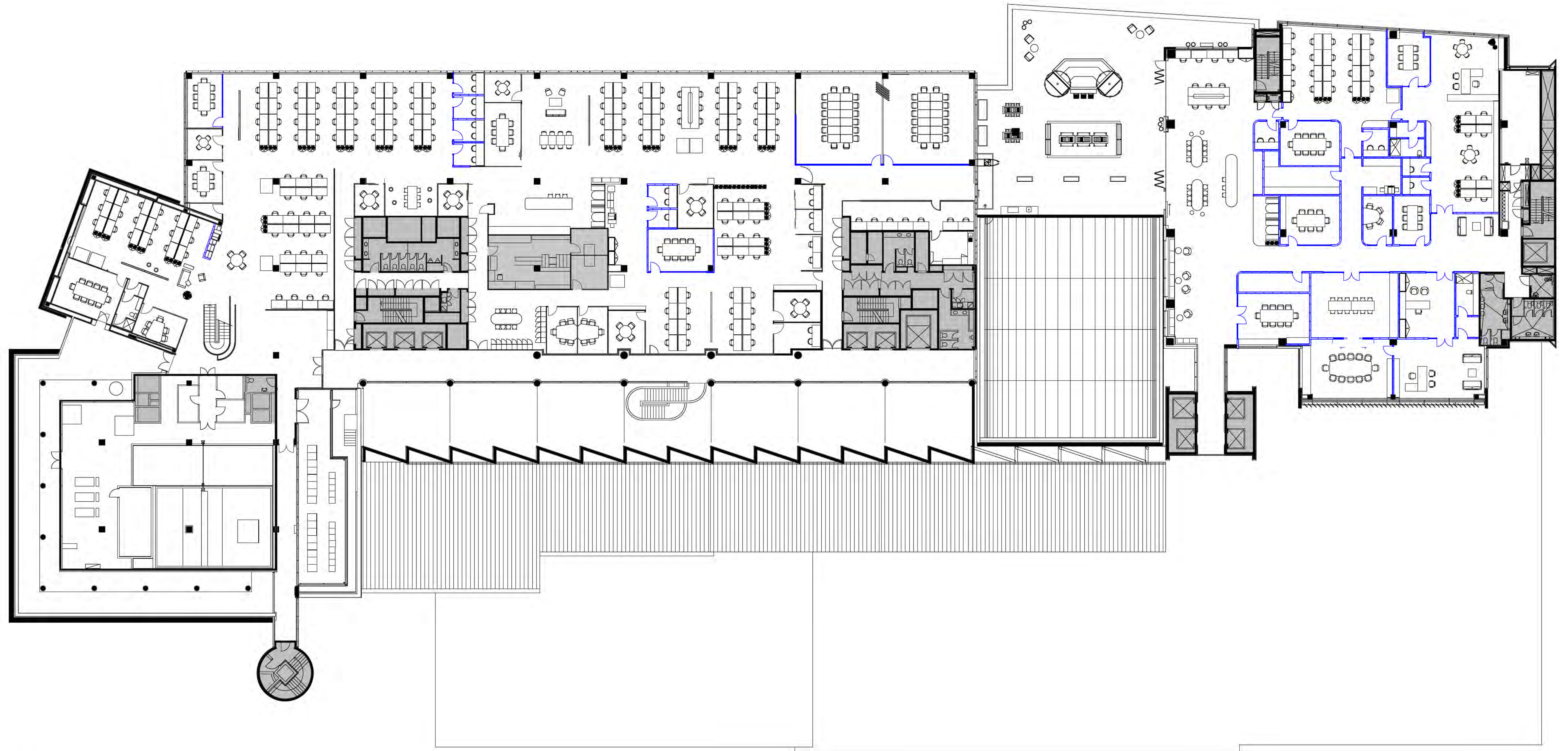
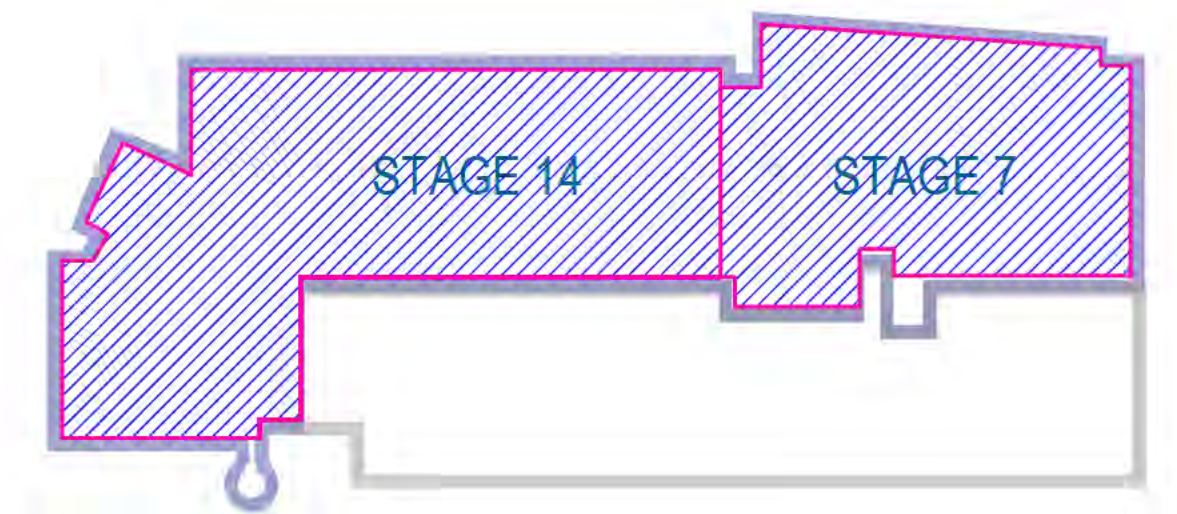
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B	PRELIMINARY	Preliminary issue	22/08/10
C	PRELIMINARY	Preliminary issue	22/08/10
D	INFORMATION	PWC for information	22/08/12

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Client Australian Broadcasting Corporation		Project number 121633	Size check 25mm	1	Sheet number 2206
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		Sheet size A1	Scale As indicated		Status Preliminary



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SCALE 1 : 200

Recent revision history			Notes
#	Status	Description	Date
A	PRELIMINARY	Preliminary test file	22/07/29
B	PRELIMINARY	Preliminary issue for costing	22/08/08
C	PRELIMINARY	Preliminary issue	22/08/10
D	PRELIMINARY	Preliminary issue	22/08/10
E	INFORMATION	PWC for information	22/08/12

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Client Australian Broadcasting Corporation		Project number 121633	Size check 25mm	1	Sheet number 2207
		Checked CD	Approved CD		Revision E
		Sheet size A1	Scale As indicated		Status Preliminary

8. ANNEXURE B: PROPOSED ULTIMO STACK

Proposed Ultimo Stack

