

Culture in Construction Standard – Supplier Guide

Demonstrating compliance in RFx responses

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1.0 Introduction

The ACT Government is committed to implementing the Culture Standard for the Construction Industry (Culture Standard) into procurement requirements to improve the culture in Territory-funded construction projects. The Culture Standard will form part of the RFX for all **construction-related procurements where the procuring entity is Infrastructure Canberra (iCBR)**, but the requirements will differ depending on the value of the procurement.

The Culture Standard aims to:

- Ensure the industry can attract and retain a diverse range of workers;
- Prioritise the mental health and wellbeing of its workforce; and
- Ensure the workforce receives adequate time to rest and pursue non-work activities.

The Culture Standard is underpinned by three main pillars:

1. **Time for Life** - promoting work-life balance through reduced hours and five-day work weeks, improving safety, morale, and productivity without increasing costs.
2. **Wellbeing** - focusing on mental health and psychological safety, with proactive measures to reduce stress, fatigue, and burnout.
3. **Diversity and Inclusion** - supporting a safer, more innovative workforce through inclusive amenities, flexible work, and pathways for underrepresented groups.

The Culture Standard should be embedded in how suppliers do business and underpin the entire response to a RFX with the Territory.

The requirements will vary according to the estimated value of the procurement. Mandatory requirements have been embedded in existing criterion, response schedules and compliance and reporting activities where possible, including the:

- Labour Relations Training and Workplace Equity Plan (LRTWEP);
- Work Health and Safety (WHS) weighted criterion;
- Responses to the Statement of Requirements (SOR)/methodology/project schedule, and,
- Active Certification Policy.

The following information provides guidance on how to reflect your commitment to the Culture Standard in your response to an approach to market and meet contract reporting and compliance obligations. Suppliers should note that while there are some mandatory components, the Culture Standard is largely not prescriptive in nature, and the examples provided throughout this document may not be exhaustive. Suppliers should consider

implementing the approaches that work best for their business and the approach to market being responded to.

This staged implementation approach based on estimated tender value is intended to support suppliers to progressively build their capability and align their business practices with the Culture Standard, enabling them to tender for higher-value works in the future and prepare for broader implementation of the Standard across ACT Government procurement.

Always read the RFX documents: This guide provides general guidance. The requirements for a particular procurement will be set out in the relevant RFX documents and, where applicable, the resulting contract. If there is any inconsistency, the RFX and contract documents take precedence.

2.0 A snapshot of the requirements

Applicability	The <i>Culture in Construction Standard</i> applies to iCBR construction procurements.
Commencement date	Phase 2.1 commencing on 1 October 2026.
Impacted stakeholders	All Suppliers for iCBR construction procurements. Subcontractors may be required to support the head contractor where subcontractor reporting, or flow-down obligations apply.
Less than \$200,000	A commitment statement will continue to be included in RFX documentation where suppliers are encouraged to demonstrate their commitment and alignment to the Culture Standard as part of their tender response. No additional Culture Standard response is mandatory for procurements valued at less than \$200,000, unless the RFX states otherwise.

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3.0 Requirements for procurements with an estimated value of less than \$200,000

Suppliers providing construction related services to iCBR, with estimated value of less than \$200,000, are encouraged to demonstrate their commitment and alignment to the Culture Standard as part of their tender response.

Suppliers are encouraged to briefly describe existing or planned practices that support Time for Life, Wellbeing, and Diversity and Inclusion. This may include relevant workplace policies, site practices, training, flexible work arrangements or wellbeing initiatives.

Suppliers tendering for work less than \$200,000, in particular those suppliers who are small to medium enterprises, are not expected to have every practice fully implemented immediately but should be able to demonstrate genuine commitment and progressive improvement appropriate to the size and nature of their business.

4.0 Requirements for procurements with an estimated value of less than \$200,000

For procurements valued at \$200,000 to less than \$5 million, suppliers must address the applicable Culture Standard requirements through the existing LRTWEP and WHS response identified in the RFx. Suppliers are also encouraged to demonstrate alignment with the three pillars throughout their broader tender response where relevant.

Suppliers will agree as part of the Tenderer declaration to commit to ensuring the *Period Products and Facilities (Access) Act 2023* is complied with and for no offensive materials to be on site.

4.1 What a strong Culture Standard response looks like

Where to demonstrate compliance:

- LRTWEP
- Response to the SOR through the proposed methodology and project schedule
- Response to the WHS weighted criterion

How to respond:

The following examples show types of evidence and commitments that could support a strong response. Suppliers should tailor their response to the size, risk and delivery model of the project.

LRTWEP

Section E

You can refer and provide evidence of your WHS policies and programs that address occupational health and mental wellbeing. For example:

- rehabilitation,
- safety training,
- provision of Employee Assistance Program (EAP) services,
- fatigue management tracking,
- training for mental health first aid officers,
- peer-to-peer support workers and networks,
- mental health strategy,
- wellbeing surveys,
- resilience training.

Section F

You can refer and provide evidence of policies and practices that support better working hours and flexible working arrangements for your staff. For example:

- flexible work policies,
- Additional leave arrangements available to staff (e.g. Cultural Leave).

You can refer and provide evidence of policies and practices that support diversity and inclusion and action to address the gender pay gap and women participation. For example:

- targeted traineeships/apprenticeships for women within your business,
- your current participation rates of women across your business,
- recruitment practices that reduce unconscious bias,
- gender pay gap analysis and strategies,
- completion of the Culture Standard Culture Maturity Scorecard and ranking,

- training or support for staff (i.e. literacy and numeracy training, cultural awareness policies or training, LGBTQI awareness policies or training, domestic violence awareness training or supported leave),
- outlining how you will ensure the project is free from offensive material including processes for workers to report the presence of offensive material in a stigma-free way and the timely removal of offensive material.

SOR Response

Provide commentary of wellbeing considerations that informed the development of the project methodology and project schedule. For example:

- managing workload pressures through timing and resource allocation in the schedule,
- ensuring sufficient recovery opportunities and fatigue management strategies in designing the schedule.

Identify opportunities to ensure diversity in the project team. For example:

- undertaking a project workforce assessment to identify opportunities for increasing workforce diversity and female representation across critical workforce segments,
- including trade roles and occupations where women are traditionally underrepresented,
- setting targets and/ or committee to minimum numbers for women's participation in leadership and delivery roles for the project.

WHS Weighted Criterion

In your response, detail how you will support mental health and wellbeing. In your WHS Management Plan, provide evidence of assessment, mitigation and controls of the occupational health risks of the project, including mental health and psychosocial risks. Identify the use of mental health firms

4.2 Compliance and reporting

For contracts where the WHS Active Certification Policy applies (contract with a value of \$250,000 or more and a contract term of at least 13 weeks) compliance with the following is required:

- The ACT *Period Products and Facilities (Access) Act 2023*; and
- no offensive materials on site.

These will be monitored as part of Active Certification Audits to ensure ongoing compliance. Please refer to [Appendix A](#) for specific details on what you will need to do to comply.

5.0 Additional requirements for procurements with an estimated value of \$5 million or more

In addition to the obligations for procurements below \$5 million, suppliers for construction-related procurements over \$5 million must ensure that the submitted project schedules align with the Time for Life pillar.

This must include, but is not limited to, the details in item 5.1 below.

5.1 Schedule requirements

Suppliers must develop and submit a response to project scheduling and project methodology as part of their tender response that supports, promotes and implements flexibility for all workers including:

- schedules that ensure individuals work **no more than five in seven days**, including access to two consecutive days of rest with an ideal Monday to Friday operational period;
- a target that all workers work **less than 50 hours per week**; and
- ensure that no workers work more than **55 hours per week**.

5.2 Compliance and reporting

Suppliers are required to report on their adherence with the project scheduling requirements at least quarterly, aligning with the reporting cycle for LRTWEP. The template for this report will be provided by the relevant Contract Manager for the project.

6.0 Further resources

Construction Industry Culture Taskforce resources and case studies

[Culture Standard | Construction Industry Culture Taskforce](#)

Culture Maturity Scorecard

https://cict.mymedia.delivery/wp-content/uploads/2023/04/Culture-Maturity-Scorecard_Consultation-Paper_October-2021.pdf

Labour Relations Training and Workplace Equity Plan & WHS Guidance

<https://www.procurement.act.gov.au/secure-local-jobs/resources>

<https://www.act.gov.au/infrastructurecanberra/supplying-to-government/work-health-and-safety>

Period Products and Facilities (Access) Act 2023

[Period Products and Facilities \(Access\) Act 2023 | Acts](#)

National Association of Women in Construction (NAWIC)

<https://nawic.com.au/Site/Site/Default.aspx?hkey=be55fef5-48e3-4d15-8a7b-28efb983b05a>