



Beyond the Commute

Designing End-of-Trip Facilities for
Commercial, Logistics and Industrial Spaces





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INTRODUCTION

With eCommerce revenue in Australia projected to reach \$37.10 billion in 2024 and expand at an annual growth rate of 9.36% to \$58.03 billion by 2029,¹ the demand for efficient warehousing solutions continues to surge. Similarly, Australia's logistics sector is set to grow at a CAGR of 4.6% through 2026, driven by rapid infrastructural development.² As these industries expand, the emphasis shifts beyond operational efficiency to creating workplaces that attract and retain talent, foster productivity, and accommodate modern needs.

This trend extends beyond the logistics and warehousing sectors, reflecting a broader evolution across all industries. Workplace design has undergone significant transformation, shaped by social, economic, and technological forces that influence how we live and work. Today, there is a growing focus on health and wellness, with employees demanding higher-quality work environments that prioritise comfort, functionality, and sustainability. End-of-trip facilities are a vital part of this equation.

The adoption of end-of-trip facilities is becoming a standard feature in modern building projects. Providing features like showers, lockers and bike storage not only promotes a healthier, more active lifestyle for employees but also elevates the overall corporate image. It also enables projects to achieve higher Green Star ratings, boosting property value and marketability in a competitive landscape.

This whitepaper explores the role of end-of-trip facilities in industrial, logistics, and commercial settings, delving into their benefits for both employers and employees. This paper offers insights for architects, developers, and facility managers aiming to create spaces that go beyond functionality to foster a more sustainable and engaging workplace culture.

A CHANGING WORK LANDSCAPE

The future of the workplace is being shaped by a fundamental shift in employee expectations. Despite predictions from some business leaders about a return to full-time office culture, many employees remain resistant to this transition. Instead, they are demanding workplaces that align with their values and priorities, including health, wellbeing, and work-life balance. This has driven a transformation in office design, where spaces must now offer more than just functionality—they need to actively enhance employee experience and wellness.

Research by JLL underscores this shift, revealing that 75% of employees now prioritise work-life balance and expect their employers to support their health, wellbeing, and nutrition over a comfortable salary.³ This highlights a significant departure from traditional workplace priorities, with employees valuing environments that facilitate better living. Businesses are responding with investments in

wellness-focused amenities, including end-of-trip facilities, to attract and retain talent.

Hybrid working has further accelerated the need for workplaces to adapt. With employees now splitting their time between home and the office, the latter must provide compelling reasons to return. Offices that offer health-focused amenities, flexible spaces, and support for active commuting are more likely to attract employees back.

Government initiatives promoting cycling and walking to work reinforce the importance of end-of-trip facilities, which enable these environmentally and physically beneficial forms of commuting.⁴ Encouraging active commuting—whether by cycling, walking, or running—offers environmental and economic benefits. It reduces dependency on cars, cutting carbon emissions and aligning with broader sustainability goals.

BUSINESS CASE FOR END-OF-TRIP FACILITIES

End-of-trip facilities (EOTFs) are becoming an essential feature for modern commercial and industrial properties by offering compelling health, environmental, and economic benefits. EOTFs play a critical role in supporting employees' health and wellbeing. Studies consistently demonstrate that active commuting has significant population-level health benefits, contributing to reduced morbidity and mortality rates.⁵ By investing in EOTFs, businesses can promote a more active workforce, which in turn leads to reduced absenteeism and increased productivity.

EOTFs are not only good for health but also practical for enhancing commuter experiences. According to recent studies, more than 50% of respondents said the availability of EOTFs influenced their decision to ride to work, even in adverse weather conditions.⁶ The City of Sydney's Active Transport Survey revealed that 19% of cyclists rode more regularly because their workplace provided facilities that made active commuting easier.⁷

These statistics highlight how EOTFs can directly impact employee behaviour, fostering a shift away from car dependency. By reducing the reliance on vehicles,

businesses can lower the need for car parking spaces, free up valuable real estate, and contribute to reduced carbon footprints. Some regions, such as Queensland, have even mandated the inclusion of EOTFs in new office buildings and major developments, reflecting their growing importance in urban planning.

The business case for EOTFs extends beyond health and sustainability to broader economic benefits. Green-certified buildings enjoy a competitive advantage in the real estate market. Green buildings have the capability to positively influence employee satisfaction and productivity.⁸ According to the World Green Building Council, green-certified buildings can command price premiums of up to 30%, translating to higher rental income or resale values.⁹

Green Star, an internationally recognised rating system, awards points for the inclusion of EOTFs in new builds. Level 4 Green Star certifications mandate a specific number of lockers to encourage active commuting, while Levels 5 and 6 include credits for sustainability through the use of certified materials.

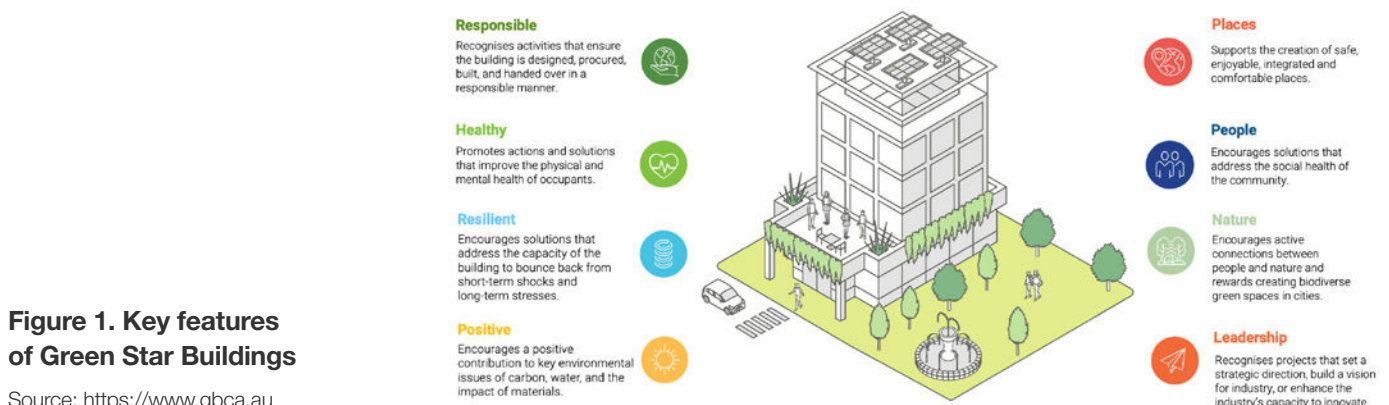


Figure 1. Key features of Green Star Buildings

Source: <https://www.gbca.au>

DESIGN CONSIDERATIONS FOR EOTFS

While the benefits of EOTFs are clear, their successful implementation requires a strategic approach to design. Designing effective EOTFs requires a careful balance between functionality, aesthetics, and compliance.

Efficient space utilisation is paramount, as these facilities must accommodate a variety of amenities, including showers, changing rooms, lockers and bike storage. Thoughtful layout planning ensures that the space is user-friendly, with smooth circulation to prevent overcrowding. Strategic placement of amenities maximises usability while maintaining a comfortable experience for all users. Adequate ventilation systems reduce humidity and odours, contributing to better indoor air quality.

Accessibility and **convenience** are critical factors in EOTF design. Facilities should be easily reachable and inclusive of individuals with disabilities or mobility challenges. Features such as ramps, wide doorways,

grab rails, and dedicated parking spaces should be integrated to meet Australian accessibility standards (i.e., the AS 1428 suite) and provide equal access for all. Locating the facilities near entrances, parking areas, or key access points ensures they are practical and convenient for regular use.

To learn more about accessibility standards for public toilet and shower cubicles, contact DuraCube to book DuraCube's "Understanding Public Cubicle Standards" CPD module.

Security is another essential consideration. Publicly accessible EOTFs require robust measures to protect both users and their belongings. Installing surveillance systems, access control systems, and secure lockers helps deter theft and vandalism. Proper lighting further enhances security by improving visibility, preventing accidents, and ensuring ease of use throughout the facility.

EXAMPLE 1. SPACE UTILISATION

Project: 121 Marcus Clarke End of Trip Facility, Canberra

Builder: Colliers International **Architect:** Capezio Copeland



Open pathways: The clear, unobstructed corridors allow easy navigation, ensuring users can move through the space without congestion or bottlenecks.

Strategic placement of facilities: Amenities such as lockers, towel bins, and changing areas are positioned along walls, which maintains sufficient central walking space.

Compartmentalisation: Dedicated zones for specific functions, such as showers, changing rooms, and storage, reduce overlap of activities.

Integrated storage solutions: Built-in shelves and recessed features, like towel drop bins and foldable ironing stations, make the best use of available wall space.

Optimised lighting and visibility: Bright, well-lit spaces ensure all areas are easily visible.

EXAMPLE 2. SECURE LOCKERS AND BESPOKE ELEMENTS

Project: 95 Grenfell Street, Adelaide **Builder:** Intermain **Architect:** MPH Architects

Products: DuraCube Locker Systems, Floor Mount – Ceiling Fixed (FCF) Toilet Partitions, Bench Seating, Compact Laminate Cut To Size



DuraCube's Electronic Touch Pad Locks, featuring straightforward 4-digit code functionality, operate independently without the need for a central system connection.

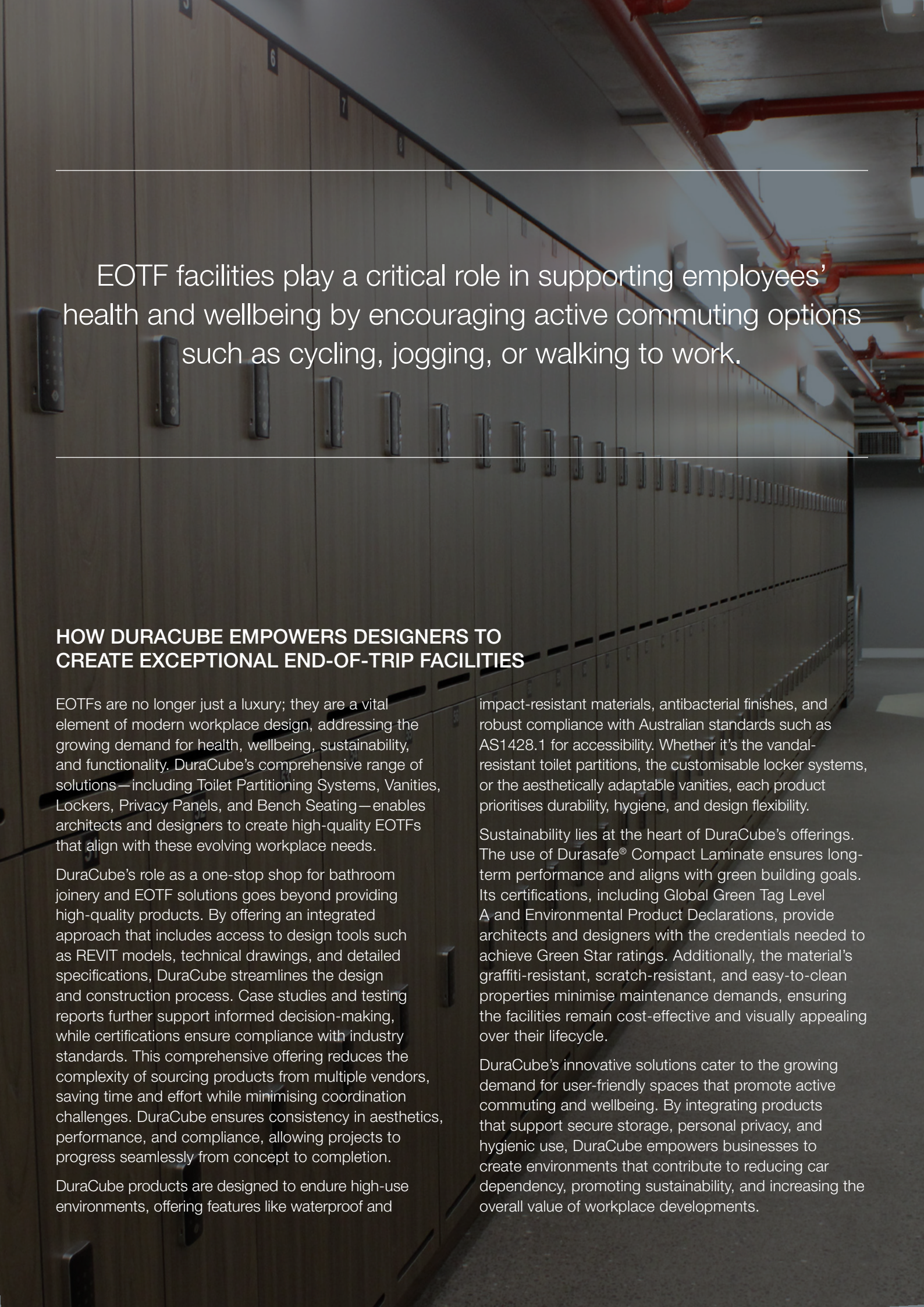
To achieve a warm and welcoming atmosphere with bespoke elements, DuraCube's extensive customisation expertise and in-house manufacturing capabilities were invaluable. They crafted custom joinery pieces that perfectly matched the chosen colour palette and finish of the standard range, creating a seamless and sophisticated environment.

Integrating **sustainable features**, such as environmentally friendly and non-toxic materials, energy-efficient lighting, and water-saving fixtures, aligns the facility with workplace environmental goals. When specifying products, look for sustainable material certifications, such as Global Green Tag Green Rate Level A. These features not only reduce the environmental footprint of the facilities but also appeal to eco-conscious tenants and employees.

Aesthetic design should harmonise with the building's overall architecture. High-quality materials and surface finishes not only elevate the look and feel of the facilities but also convey a professional and forward-thinking impression of the workplace. Designers may choose

to create a 'sanctuary-like' through the use of biophilic elements, such as woodgrain finishes.

Facilities must adhere to **Australian standards**, building codes, and relevant regulations to ensure long-term usability. For example, to be eligible for the Green Star point for end-of-trip facilities, the Green Star certification system mandates that bike parking must be designed according to Australian Standards. Specifically, Green Star relies on AS 2890.3 to define the requirements for compliant bicycle parking facilities. Failure to adhere to these guidelines can lead to development approval delays, the necessity to allocate additional space for bike parking, or the requirement to replace non-compliant installations.



EOTF facilities play a critical role in supporting employees' health and wellbeing by encouraging active commuting options such as cycling, jogging, or walking to work.

HOW DURACUBE EMPOWERS DESIGNERS TO CREATE EXCEPTIONAL END-OF-TRIP FACILITIES

EOTFs are no longer just a luxury; they are a vital element of modern workplace design, addressing the growing demand for health, wellbeing, sustainability, and functionality. DuraCube's comprehensive range of solutions—including Toilet Partitioning Systems, Vanities, Lockers, Privacy Panels, and Bench Seating—enables architects and designers to create high-quality EOTFs that align with these evolving workplace needs.

DuraCube's role as a one-stop shop for bathroom joinery and EOTF solutions goes beyond providing high-quality products. By offering an integrated approach that includes access to design tools such as REVIT models, technical drawings, and detailed specifications, DuraCube streamlines the design and construction process. Case studies and testing reports further support informed decision-making, while certifications ensure compliance with industry standards. This comprehensive offering reduces the complexity of sourcing products from multiple vendors, saving time and effort while minimising coordination challenges. DuraCube ensures consistency in aesthetics, performance, and compliance, allowing projects to progress seamlessly from concept to completion.

DuraCube products are designed to endure high-use environments, offering features like waterproof and

impact-resistant materials, antibacterial finishes, and robust compliance with Australian standards such as AS1428.1 for accessibility. Whether it's the vandal-resistant toilet partitions, the customisable locker systems, or the aesthetically adaptable vanities, each product prioritises durability, hygiene, and design flexibility.

Sustainability lies at the heart of DuraCube's offerings. The use of Durasafe® Compact Laminate ensures long-term performance and aligns with green building goals. Its certifications, including Global Green Tag Level A and Environmental Product Declarations, provide architects and designers with the credentials needed to achieve Green Star ratings. Additionally, the material's graffiti-resistant, scratch-resistant, and easy-to-clean properties minimise maintenance demands, ensuring the facilities remain cost-effective and visually appealing over their lifecycle.

DuraCube's innovative solutions cater to the growing demand for user-friendly spaces that promote active commuting and wellbeing. By integrating products that support secure storage, personal privacy, and hygienic use, DuraCube empowers businesses to create environments that contribute to reducing car dependency, promoting sustainability, and increasing the overall value of workplace developments.



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All information provided correct as of December 2024