

Communication from VIDA

No. 3/2026

Integrity and conduct controls

VIDA, together with the Suburban Rail Loop Authority and the Department of Transport and Planning, has developed a number of initiatives to further strengthen integrity and conduct controls on its projects.

These initiatives serve to enhance existing integrity and conduct controls in place on VIDA projects, and will be incorporated through requirements in new VIDA contracts and procurements.

The controls are summarised below:

- **Fraud and integrity management plan:** requirement to develop and implement a detailed management plan for fraud and integrity matters.
- **Reporting of criminal and unlawful conduct:** requirements for compliance with the Victorian Government's *Reporting Criminal and Unlawful Conduct on Public Construction Projects Policy*.
- **Broadened conflict of interest (COI) requirements:** requirements for key project personnel (whether contractor personnel or employed by subcontractors) to undertake COI declarations, and for contractors to administer COI requirements in accordance with minimum requirements.
- **Broadened restrictions on gifts, benefits and hospitality (GBH):** restrictions on the provision and receipt of GBH among project personnel, and requirement for contractors to maintain a GBH register for key project personnel (whether contractor personnel or employed by subcontractors).
- **Site Conduct Rules:** on-site conduct requirements enshrined in a common set of Site Conduct Rules, to be displayed as a condition of site entry.
- **Drug and alcohol testing and reporting:** reinforcement of requirements relating to drug and alcohol testing on site and reporting to VIDA.
- **Site access security:** requirement for contractors to install robust security access arrangements at sites.

- **Minimum requirements for timesheet systems:** requirement for contractors to ensure that robust and auditable timesheet systems are used for on-site personnel including use of electronic timesheets unless otherwise approved.
- **Records of Health and Safety Representative (HSR) appointments:** requirement for contractors to maintain and provide details of the appointment of HSRs working on each project on request.
- **Supply chain transparency:** requirement for contractors to provide a register of subcontractors and suppliers engaged on the relevant project, where the subcontract is valued over \$50,000.

VIDA will also be in touch with contractors, where relevant, about meeting these requirements on existing contracts.

VIDA reiterates its strong expectation that the highest standards of conduct are maintained across all projects.

Importantly, our collective work to create a positive culture of reporting illegal or unacceptable conduct is leading to increased action from law enforcement and industry regulators.

Increased reporting reflects strengthened controls and a changing culture where people feel safe to speak up – which is vital to enabling law enforcement and regulators to do their important work.

Since July 2024, investigators have charged 25 individuals with over 90 offences because of Taskforce Hawk operations examining behaviour in the construction industry.

The Labour Hire Authority has cancelled more than 150 licences in the construction sector and refused 49 licence applications.

VIDA's industry integrity and conduct controls are a further opportunity to enhance the current settings and promote continued improvement.

For any enquiries regarding this VIDA Communication No. 3/2026, please contact IndustryReporting@vida.vic.gov.au.