Employee Travel Plan

City of Hobart

02 August 2017

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Issue and Revision Record

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C	03/02/2017	LL	RM	RM	Incorporated minor comments
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G	25/05/2017	LL	RM	RM	Minor amendments following employee consultation
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Contents

Executive summary

Purpose

The origins of this strategy are based on the foundation principles of travel demand management. This plan provides a strategy for supporting the City of Hobart (CoH) to manage the travel demand of its employees. It is a package of practical suggestions developed after an extensive consultation exercise and full site audit. It aims to improve access by all modes of travel and improve travel choices for all employees to the CoH work sites.

The emphasis of this plan is to minimise the number of Single Occupancy Vehicle (SOV) trips generated in the AM and PM peak by encouraging any of the following:

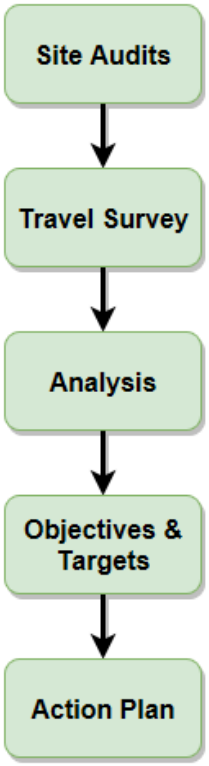
- A shift in travel to outside of the peak hours.
- A shift to more active modes of transport.
- A shift to public transport.
- A reduction in travel where possible.
- Increased car sharing to work by employees.

This plan provides a framework of activity, objectives and targets for the CoH to be guided by.

Methodology

The approach undertaken to develop this plan involved the following steps:

1. **Site Audits:** Site visits to each CoH location were undertaken to determine the travel accessibility and transport facilities, including access opportunities by each travel mode and bicycle parking provision.
2. **Travel Survey:** Employees were surveyed about their current and potential travel behaviour, including key factors they value for their commute, their propensity to change and a range of other factors. The survey achieved a response rate of 43%, capturing 292 out of 677 employees, and was found to be statistically significant for the purposes of the study.
3. **Analysis:** The findings from the survey and site audits were assessed to determine the opportunities and constraints in relation to travel demand. Key focus areas were identified where travel demand could be best managed to reduce congestion.
4. **Objectives and Targets:** Data from the analysis was used to develop objectives and targets for the CoH based on the reported capability and likelihood of change from the survey responses. The objectives and targets were based on the 4Rs.
5. **Action Plan:** Finally, an action plan was developed for the CoH to provide a set of specific measures to achieve the objectives and targets. The actions were categorised based on timeframe and give the CoH a structured approach to implementing the plan.



Key Findings

The analysis indicated that there is significant propensity for employees to reduce the private car trips made. Key findings included the following:

- Car sharing represents a significant opportunity, with many employees indicating they would consider car sharing and would like assistance in finding car share partners.
- Many employees would travel outside of peak hours if flexible working times are implemented or work from home if they are able and allowed to do so.
- Improvements to public transport services (reliability, travel times) would greatly encourage a large number of employees to use public transport instead of driving to work.

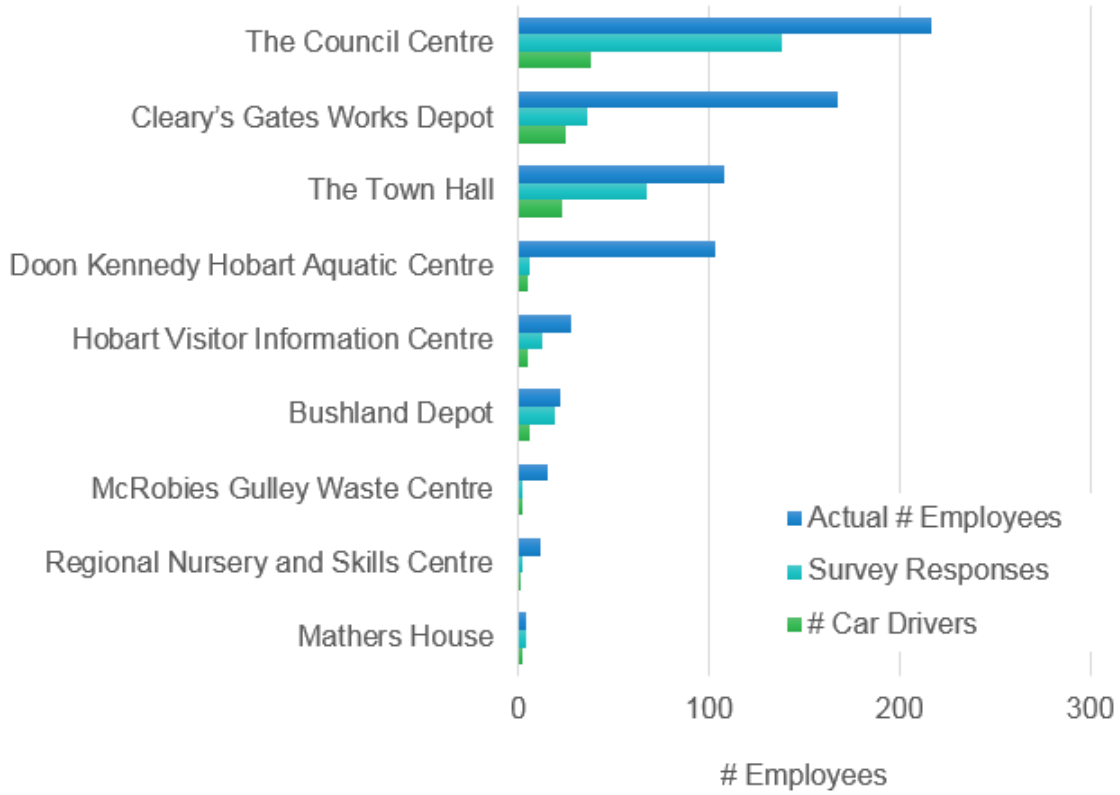
1 Introduction

1.1 Overview of the City of Hobart

The CoH is one of the largest and most diverse employers in Hobart, with roles of its employees including administration staff, outside workforce and elected officials among many others. Due to the spread of its locations and roles of the CoH staff, it draws in employees from a wide geographical area spanning the Greater Hobart region.

The CoH has 9 key sites as well as car parks and other satellite sites. The sites consist of different types of workers – for example Cleary's Gates Works Depot contains an outside workforce with employees typically starting early in the morning and leaving mid-afternoon. The Town Hall and Council Centre predominantly consist of an inside workforce with employees working typical 9-5 days. The distribution of employees and survey responses received is presented in Figure 1.1.

Figure 1.1: Location of Workplace



The data indicates that most staff work at the following locations:

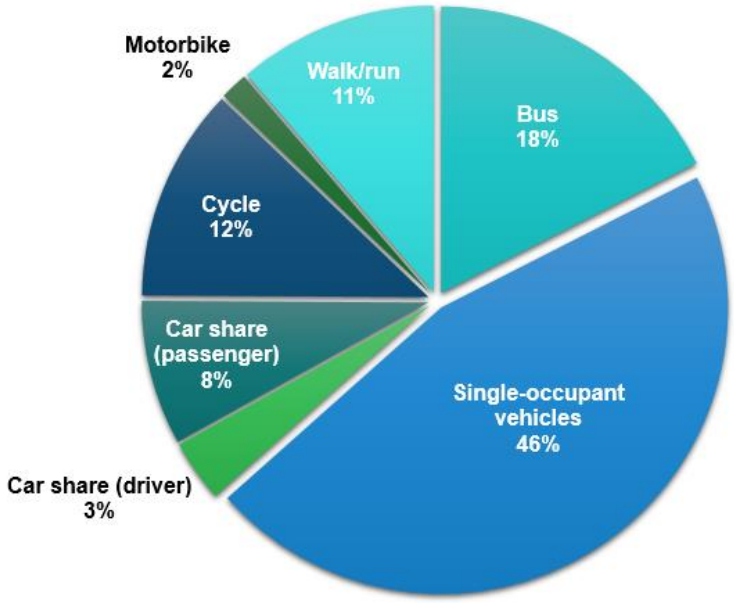
1. The Council Centre.
2. Cleary's Gates Works Depot.
3. The Town Hall.

The data in Figure 1.1 indicates that there are limitations to the analysis due to the small numbers of responses at some sites. The number of responses received are not adequate to be statistically significant at the minor sites except the Bushland Depot where 86% of employees responded. However, the top 3 sites as stated above received a high number of responses and much of the analysis was therefore focused on these locations to enact the greatest influence as well as present statistically significant results, although observations relating to other sites were also accounted for.

1.2 Current Travel Characteristics

Current travel characteristics for the CoH are presented below and were obtained from the travel survey (refer to section 3). The main mode of travel to work for all employees is presented in Figure 1.2.

Figure 1.2: Mode of Travel



The diagram indicates that single-occupant vehicles (SOVs) make up the highest proportion of travel mode (46%). Active transport represents a significant proportion of responses (23%), with the remaining modes mostly comprised of bus (18%) and car share options (11%).

It is noted that this encompasses employees at all sites and is not necessarily true for individual sites. More detailed analysis is presented in section 3.

1.3 Benefits to the City of Hobart

This plan will focus on addressing the congestion issues within Hobart. The main benefits you can expect from implementing this plan are as follows:

- Maximising the access to your workplace by all forms of transport, providing employees with more options.
- Reducing congestion from car traffic on the surrounding roads.
- Increased health benefits to employees by increasing opportunities for active commutes.
- Managing demand for transport in the peak periods.

1.4 The "Four Rs" Framework

The aim of this plan is to give people at the CoH a travel option that works for them, and so we have developed the "Four Rs" (4Rs) to help us achieve this, this way they are provided with choices and alternatives that are right for them. The 4Rs are:

1. **Remode:** Refers to a change in travel modes, for example from driving to cycling.
2. **Retime:** Refers to a shift of travel to outside the network peak hours.
3. **Reduce:** Refers to a reduction in travel, for example working from home or a teleconference.
4. **Reroute:** Refers to a change in travel route – typically to alleviate congestion on busy routes where alternatives are available.

This framework is used throughout the plan to assess the opportunities and constraints facing the CoH and to develop the action plan based on the survey responses. This ensures that every suggestion and recommendation is plausible or relevant in some way to some employees. We recognise that it may not be possible for some employees to remode for example, however there may be an opportunity to retime instead.

1.5 Travel Plan Structure

The remainder of this plan is structured as follows:

- **Section 2:** Site and Accessibility Audit – provides the existing conditions at the CoH sites in relation to the transport network and site facilities.
- **Section 3:** Travel Plan Survey **–** presents the key findings of the 2016 employee travel survey.
- **Section 4**: Travel Plan Objectives and Targets – proposes the initial objectives and targets that have been developed as part of this plan because of the analysis.
- **Section 5:** Action Plan – presents the recommended actions to be undertaken to improve how employees travel to work.
- **Section 6:** Travel Plan Marketing – details how the Travel Plan will be marketed to make employees aware of the plan and assist in taking action.
- **Section 7:** Travel Plan Monitoring and Evaluation – details how the Travel Plan will be monitored and evaluated against the objectives and targets going forward to ensure its effectiveness.
- **Section 8:** Conclusions – provides a summary of the key findings and recommendations of the plan.

2 Site and Accessibility Audit

This section presents an analysis of the CoH site facilities and accessibility. Desktop studies and site visits were undertaken to inform the analysis and understand the existing conditions.

2.1 Procedure

The site visits were undertaken in person over the period of a day. This included a tour of each site, investigating the available transport access and facilities including the following:

- On-site and off-site parking provision, including observed demand.
- Bicycle parking provision and observed demand.
- End-of-trip facilities available.
- Public transport availability and wayfinding.

Desktop studies utilised publicly available information using sources such as Google, bus operator maps/timetables and the CoH website.

2.2 Site Access

Due to the range of locations and employment provided by the CoH, it draws in employees from a wide geographical area spanning the Greater Hobart region. The accessibility of each site by travel mode was assessed, with the results presented in Table 2.1.

Table 2.1: Site Accessibility by Mode

Site	Bus	Cycling	Walking
The Town Hall	Yes	Yes	Yes
The Council Centre	Yes	Yes	Yes
Mathers House	Yes	Accessible via mixed traffic conditions	Yes
Hobart Visitor Information Centre	Yes	Yes	Yes
Cleary's Gates Works Depot	No – bus stops nearby but no pedestrian access	Accessible via low-safety mixed traffic conditions	Poor
Doone Kennedy Hobart Aquatic Centre	Yes	Yes	Yes
McRobies Gulley Waste Centre	No	Yes	Poor
Bushland Depot	Yes	Accessible via mixed traffic conditions	Poor
Regional Nursery and Skills Centre	Yes	Accessible via mixed traffic conditions	Yes

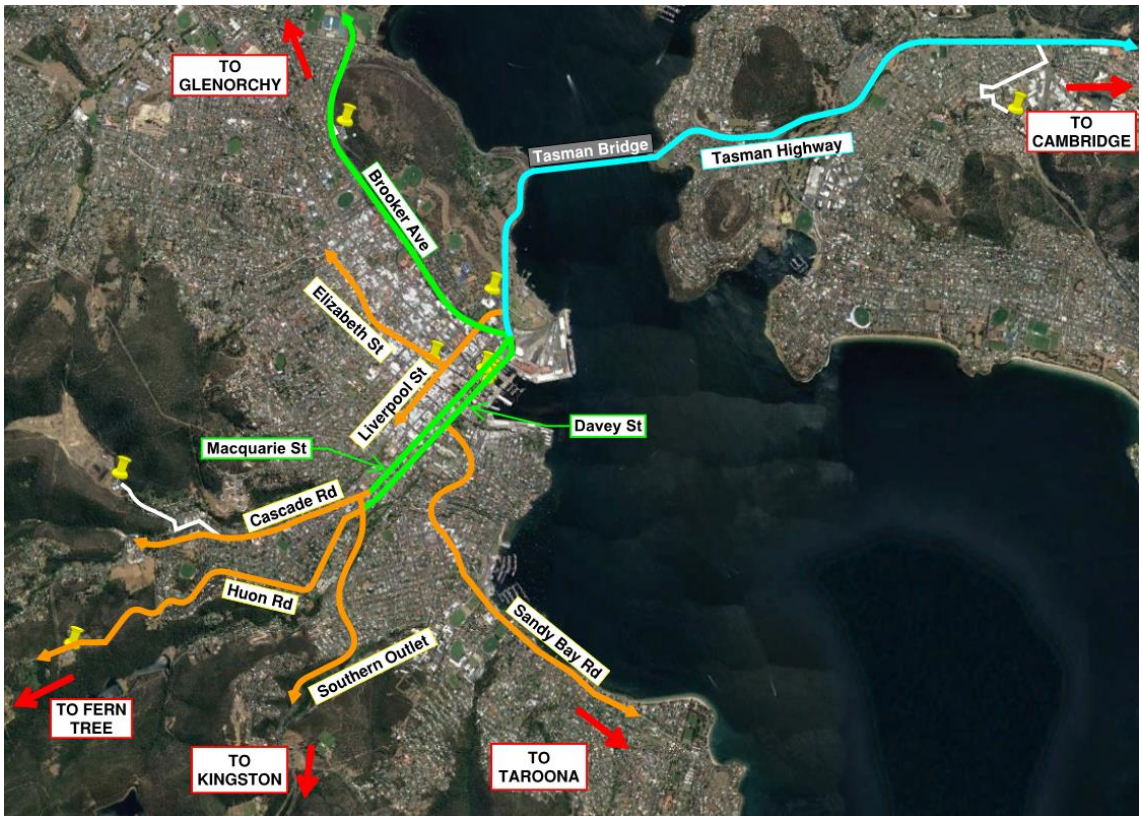
Yes: Indicates that access by this mode is available to a high extent
No: Indicates that safe access by this mode is unavailable

The analysis indicates that the key sites (Council Centre, Town Hall) are relatively accessible by public and active transport, while some of the satellite sites have little or no access by non-car modes (Cleary's Gates Works Depot, McRobies Gulley Waste Centre).

2.3 Road Network

The road network in Hobart carries most transport trips due to the lack of alternative public transport modes (no rail of any type is available) or continuous cycling infrastructure. The road network includes several tiers of roads to carry traffic, relying on a small number of key roads to act as movement corridors in and around the city centre. The key road network is presented in Figure 2.1.

Figure 2.1: Key Road Network



Source: Google Earth 2016

The main roads identified which are relevant to the City of Hobart sites include the following:

- **Macquarie Street and Davey Street:** These roads form the core road thoroughfares in the City Centre and are designated as one-way routes. These roads carry large volumes of traffic and act as the key corridor through the CBD, connecting North and South Hobart and feeding into the Tasman Highway to access the eastern shore. The main CoH sites are located on Davey Street, including the Council Centre, Hobart Visitor and Information Centre and the Town Hall.
- **Elizabeth Street and Liverpool Street:** These provide the next tier of access through the City Centre, reaching areas further west of the CBD and providing access to Mathers House. Many bus routes travel along Elizabeth street to and from northwest Hobart.
- **The Tasman Bridge:** The Tasman Bridge spans the River Derwent linking Rosny Park and other suburbs to the City Centre. This offers access to the Regional Nursery and Skills Centre via a range of roads branching off the Tasman Highway, and is effectively the only access route across the river.

- **Brooker Avenue:** Brooker Avenue is an arterial road leading from the City Centre north-west towards Glenorchy, and forms the main corridor for suburbs north of Hobart. Brooker Avenue provides access to Cleary's Gates Works Deport in the southbound direction only.
- **Sandy Bay Road, the Southern Outlet, Huon Road and Cascade Road:** These roads are key connections to the south. Cascade Road leads towards the McRobies Gulley Waste Centre and is the only viable corridor for access to this worksite. Huon Road provides access to the Bush land Depot and is also the only viable corridor for this worksite.

Due to the predominantly one-way arrangement of the city centre, the road network generally performs well in normal conditions. However, it is sensitive to network disruptions as traffic is forced to re-route in inefficient ways if the key routes are congested. This often leads to the network operating at capacity in the case of incidents or construction works.

2.4 Car Parking

Public car parking options available in Hobart include off-street car parking and short-term on-street car parking. Car parks are located throughout the CBD, with major car parks close to the CoH sites including the following:

- Argyle Street Car Park (Council owned and operated)
- Market Place Car Park (private)
- The Hobart Central Car Park (Council owned and operated)
- Centrepoint Shopping Centre Car Park (Council owned and operated)

Motorbike parking is also provided free of charge in a number of locations, and at cheaper rates than other vehicles at Council owned and operated car parks.

Refer to Appendix A for a CBD Mobility Map which provides further detail on parking in the city centre.

Parking provision at the CoH sites varies between each location, and details are presented in Table 2.3.

2.5 Public Transport

Public transport in Hobart is solely comprised of buses, with a range of services available including suburban, express and 'turn up and go' routes. "Turn up and go' services are aggregated high-frequency routes serving key corridors to Hobart City. These operate with services every 10 minutes from 7am – 7pm Monday – Friday, with some routes operating less frequently on weekends. Express bus services are fast services with fewer stops, providing relatively efficient access to Greater Hobart. Suburban services provide access to a wide range of suburbs to maximise the catchment and opportunities available to users.

Bus routes have good coverage but frequency and travel times discourage many employees from catching them for work trips.

Macquarie Street and Davey Street form the key circulation routes for many bus services within the Hobart CBD. The operations of these roads are crucial due to the one-way nature and reliance of all bus routes on these roads. The Hobart – Glenorchy corridor forms a key transit corridor, composed of Elizabeth Street, New Town Road and Main Road. This provides a main source of public transport access for areas north of Hobart to the City Centre. Other key

corridors include the Tasman Highway connecting to the eastern shore, and the Southern Outlet and Sandy Bay Road connecting to South Hobart.

The bus services operating in the vicinity of each site of the CoH were analysed to determine the existing public transport accessibility. The typical number of bus routes available and the service frequencies for each site are presented in Table 2.2.

Table 2.2: Bus Service Characteristics

Site	Number of Routes Available	Typical Peak Service Frequency (Buses/hr)	Typical Off-Peak Service Frequency (Buses/hr)
The Town Hall	24	1-8	1-6
The Council Centre	24	1-8	1-6
Mathers House	24	1-8	1-6
Hobart Visitor Information Centre	24	1-8	1-6
Cleary's Gates Works Depot	N/A	N/A	N/A
Doone Kennedy Hobart Aquatic Centre	22	1-5	1-6
McRobies Gulley Waste Centre	N/A	N/A	N/A
Bush land Depot	1	1	1
Regional Nursery and Skills Centre	3	2	1

Source: Metro Tasmania 2016

Refer to Appendix B for the bus route maps which provide further detail on each bus route.

2.6 Active Transport

2.6.1 Walking

The footpath network in Hobart is high quality within and around the CBD, with footpaths provided on most streets and shared paths leading around the foreshore to the north-east.

In relation to the CoH, the overall walkability is high for most of the sites, with the exception of the Cleary's Gates Works Depot, McRobies Gulley Waste Centre and Bushland Depot. These sites have poor walking access due to the lack of pedestrian infrastructure. Despite this, a high proportion of CoH employees are able to walk to work since the Council Centre and Town Hall employ a large number of employees and are located in the CBD.

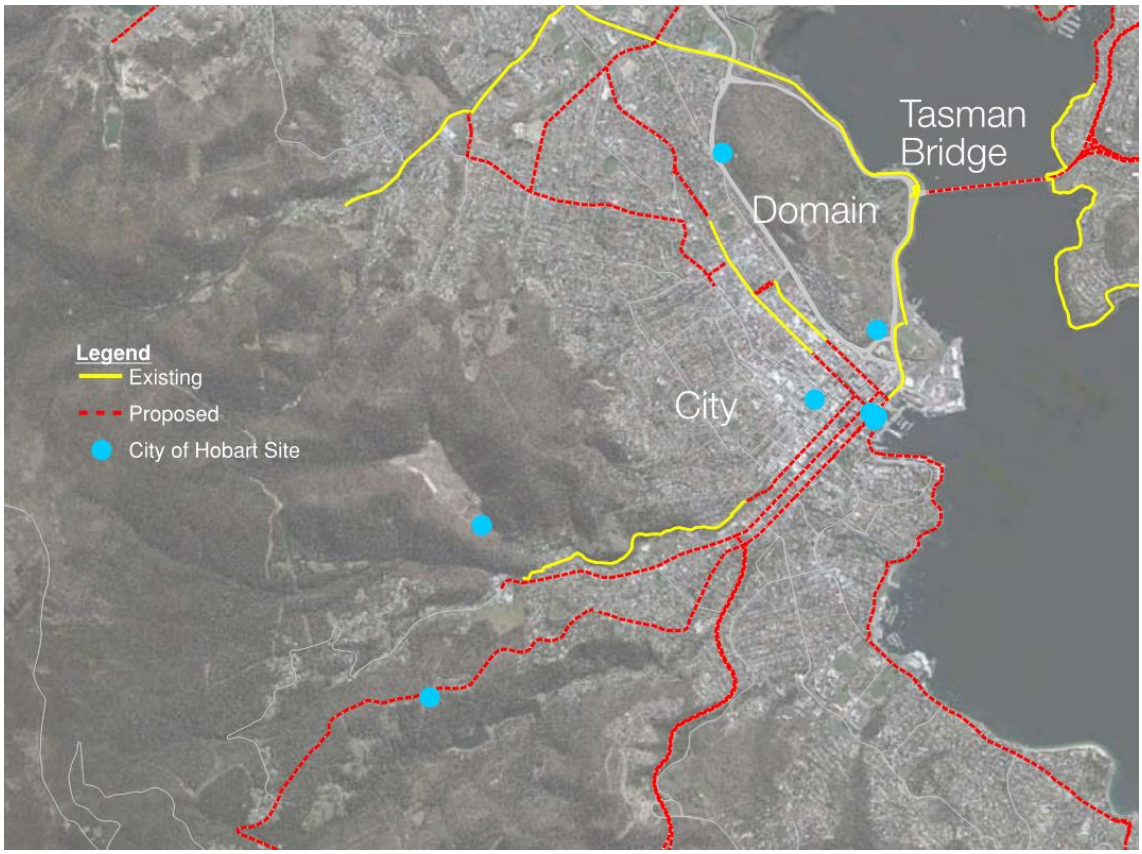
2.6.2 Cycling

The existing cycle network in Hobart consists of a limited arterial and urban network of shared paths and on-road cycle facilities. The shared path network is predominantly composed of a foreshore route along the River Derwent with connections to Glenorchy and across the Tasman Bridge to Rosny Park and other suburbs on the eastern shore. The urban network generally consists of mixed traffic conditions on the more cycle-friendly roads in Greater Hobart.

The Hobart Regional Arterial Bicycle Network Plan (2009) proposes future cycle routes throughout Hobart to extend the arterial cycling network. The implementation of these routes would help connect existing cycleways and address current gaps in infrastructure, which would also increase safety for cyclists.

The existing and proposed cycle network is presented in Figure 2.2.

Figure 2.2: Existing and Recommended Cycle Network



Source: Hobart Regional Arterial Bicycle Network Plan (CyclingSouth, 2009)

Public bicycle parking in the Hobart City Centre is provided through locked cages in the Salamanca Square and Argyle Street car parks and 36 hoops throughout the CBD. The facilities at the Argyle Street car park include swipe card access and CCTV to provide safe and secure bike parking. Private bicycle parking is also provided in various buildings throughout Hobart for specific businesses.

The public bicycle parking facilities in Hobart demonstrate that there is room for improvement to increase supply and accommodate potential future cycling demand.

2.7 Site Facilities

Site audits were undertaken to assess the existing facilities for employees available at each site and typical demand. Key findings are presented in Table 2.3.

Table 2.3: Site Facilities for Employees

Site	On-Site Car Parking		On-Site Bicycle Parking		
	Capacity (spaces)	Typical Occupancy	Capacity (spaces)	Typical Occupancy	End-of-trip Facilities
The Town Hall	0	N/A	7	100%	None[2]
The Council Centre	0	N/A	32	80%	Yes – high quality
Mathers House	0	N/A	4	0%	Yes
Hobart Visitor Information Centre	2	100%	Informal	N/A	Yes – low quality[1]
Cleary's Gates Works Depot	70[1]	50%	Informal	N/A	Yes
Doone Kennedy Hobart Aquatic Centre	0	N/A	24[1]	10%	Yes[1]
McRobies Gulley Waste Centre	16	40%	Informal	N/A	Yes
Bush land Depot	30	50% - 100%	4	25% - 100%	Yes – high quality
Regional Nursery and Skills Centre	35	Unknown	Unknown	Unknown	Unknown

[1]shared with the public
[2]end-of-trip facilities are available at the Council Centre across the road

The CoH should consider providing more bicycle parking at CoH sites and throughout Hobart. This would encourage cycling and allow for greater demand, as many parking options are full and well used.

Off-site parking was typically unavailable or very limited, with the exception of Cleary's Gates Works Depot providing approximately 70 on-street car parking spaces. Bicycle parking was provided in the form of stands with some sites providing secured bicycle parking.

The site audit indicates that several sites have significant gaps in provision which may be limiting the travel choices for employees. Most sites have the ability to improve their facilities through increased bicycle parking provision in order to encourage cycling.

2.8 Key Findings

Key findings of the desktop studies and site audits include the following:

- Some CoH sites have limited access opportunities, particularly the Cleary's Gates Works Depot which does not have public transport access and has limited cycling access. This suggests car sharing is a key focus for this site which is further explored later in the plan.
- There is currently a lack of cycling infrastructure throughout Hobart, although improvements are proposed through the Regional Arterial Bicycle Network Plan. The CoH could improve infrastructure for a 'quick win' and encourage people to cycle, which would be influential as stated by the survey responses (refer to section 3).
- Many bus routes are available but service frequencies range significantly and access to the more distant CoH sites is limited or unavailable.
- Wayfinding to public transport is not visible from some CoH sites and could be improved to promote the use of public transport.

Cycling and public transport access should be key focus areas for the CoH to improve mode choice for employees.

- The CoH sites within the city centre are readily accessible via walking from public transport hubs and surrounding residential areas, but some of the more distant sites cannot be accessed via footpaths.
- Bicycle parking is limited or unavailable at some sites, with a couple of sites reaching full occupancy at times. Improvements to bicycle parking would increase the cycling mode share.
- End-of-trip facilities are provided at most sites, but could be improved with the addition of lockers. Dedicated facilities would be beneficial at the Town Hall so employees don't need to go to the Council Centre.

The key problems and solutions identified are the following, which are further detailed in the remainder of the plan:

- − Congestion during the AM and PM peak hours in the city centre is the core problem.
- − Travel is concentrated during the peak hours and results in highly peaking temporal profiles.
- \+ A high number of staff are willing and able to work different hours or work from home.
- \+ A high number of employees are willing and able to use public transport if service improvements were made.
- \+ There is latent demand for cycling that could be addressed with improvements in facilities.

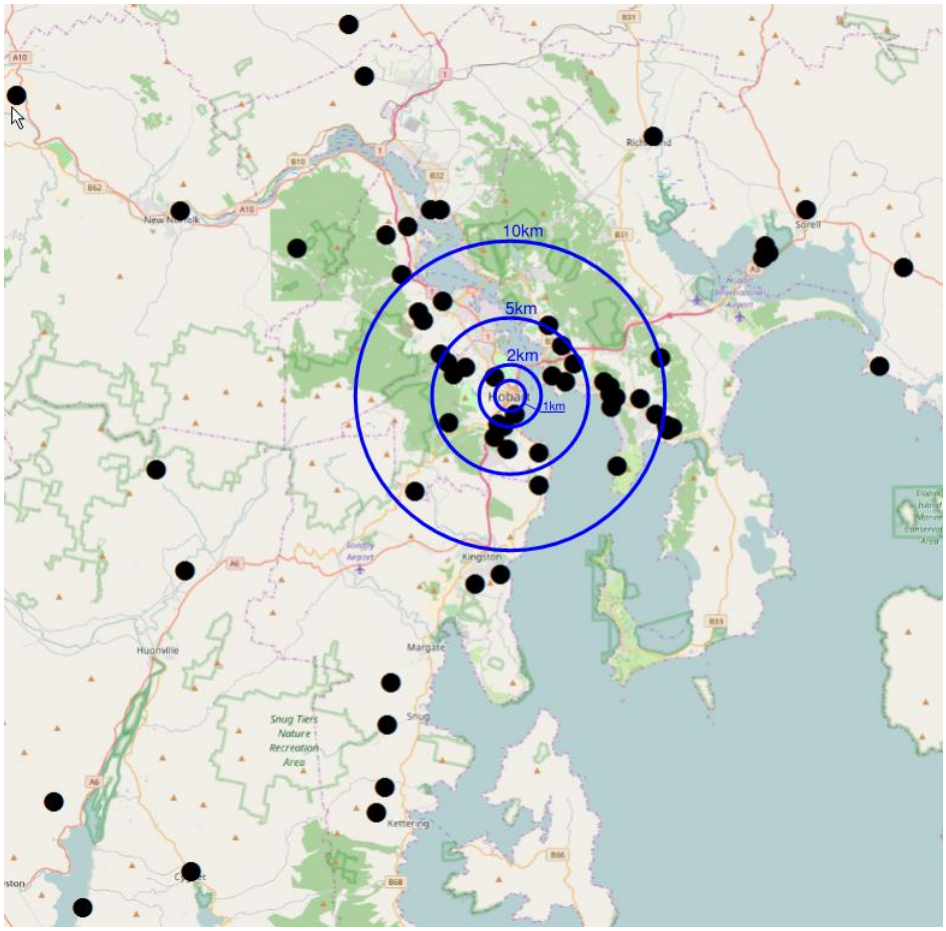
3 Travel Plan Survey Results

This section presents the results and key findings of the employee travel survey. The purpose was to determine the travel characteristics of CoH employees and their propensity to adopt one of the 4 Rs to allow us to create a strong action plan based on their preferences.

The presentation of results is separated into three sections corresponding to the top 3 sites by number of employees. Refer to section 1.1 for details relating to the number of employees at each site and the number of responses received.

An overview of the location of origin of employees is presented in Figure 3.1. This is filtered for car drivers who work at either the Town Hall, Council Centre or Cleary's Gates Works Depot to focus on the ability to change modes or car share. The locations are approximate as responses were limited to street name and suburb only to protect privacy.

Figure 3.1: Location of Origin



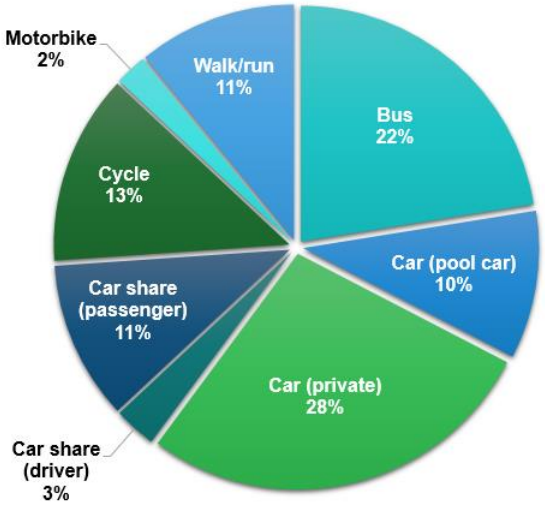
The map indicates that there is clustering close to the city centre, and many car drivers live along the same routes to the city centre. This demonstrates that there is potential for car drivers to either change modes or car share, which is further explored in the following sections.

3.1 The Council Centre

3.1.1 Mode Share

Mode share characteristics for the Council Centre are presented in Figure 3.2.

Figure 3.2: Mode Share – Council Centre



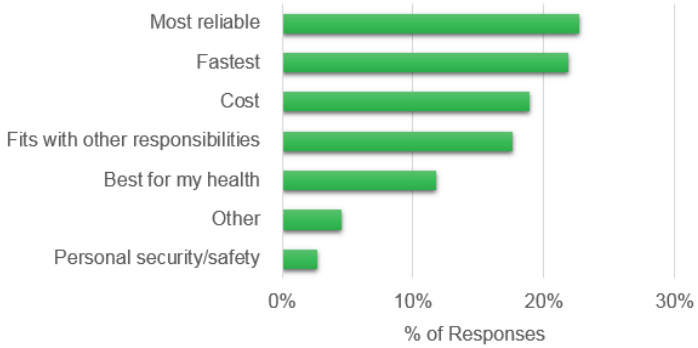
The results indicate that private vehicles make up the largest mode share at 28% of all trips, although there is a reasonably diverse mix of travel modes. Active and public transport is significantly utilised (46% when combined) and car sharing also comprises 14% of all trips.

The reasons for the choice of travel mode are presented in Figure 3.3.

The data indicates that the key factors driving mode choice are the following:

1. Reliability.
2. Travel Time.
3. Cost.
4. Fit with other responsibilities.

Figure 3.3: Reasons for Mode Choice – Council Centre

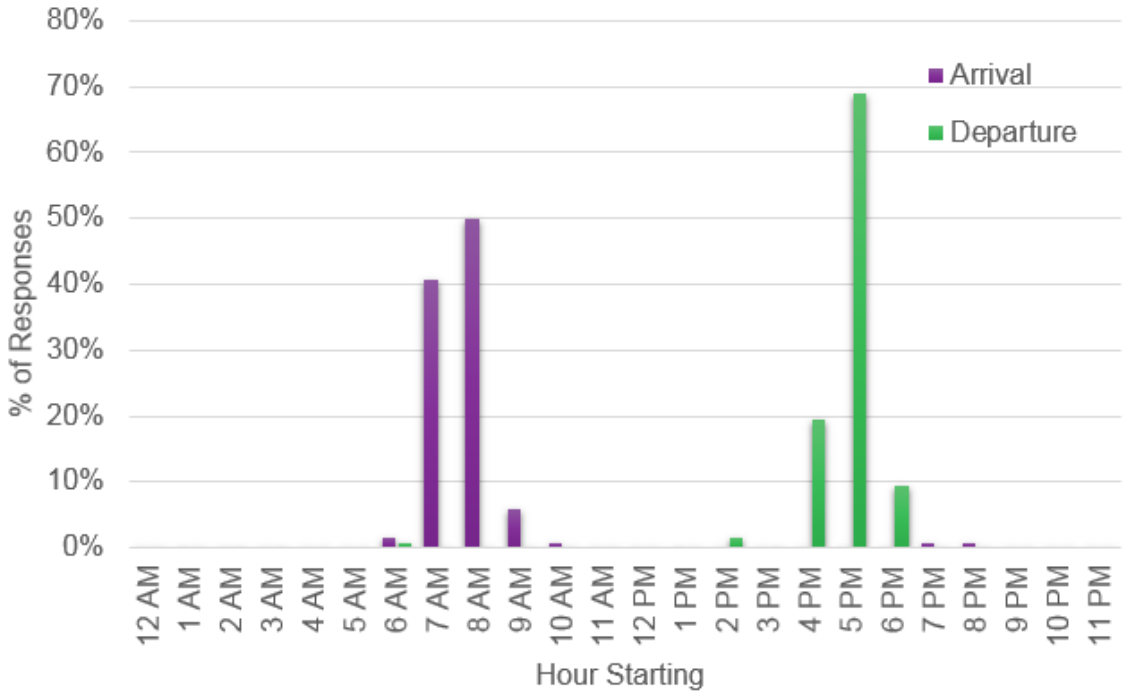


Improving reliability and speed of public transport services will encourage employees to use buses.

3.1.2 Arrival and Departure Profiles

Arrival and departure times of employees were analysed to determine the degree of travel during peak periods and the ability to re-time to off-peak periods. The results are presented in Figure 3.4.

Figure 3.4: Arrival and Departure Profiles – Council Centre



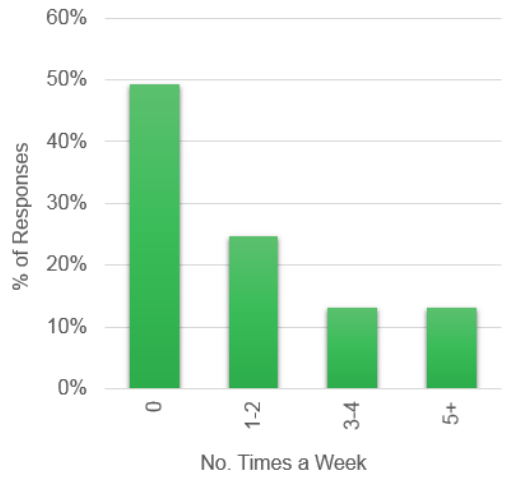
The data indicates that the vast majority of travel occurs within network peak hours (8 – 9am, 4:30 – 5:30pm) and suggests that a significant opportunity to re-time peak travel exists.

3.1.3 Business Trips

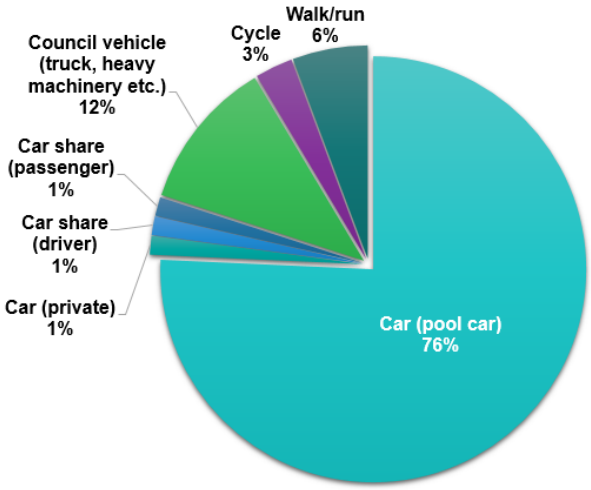
The characteristics of business trips were explored to determine the existing travel behaviour and potential for change. The results are presented in Figure 3.5.

Figure 3.5: Business Trip Characteristics – Council Centre

Frequency



Mode Share



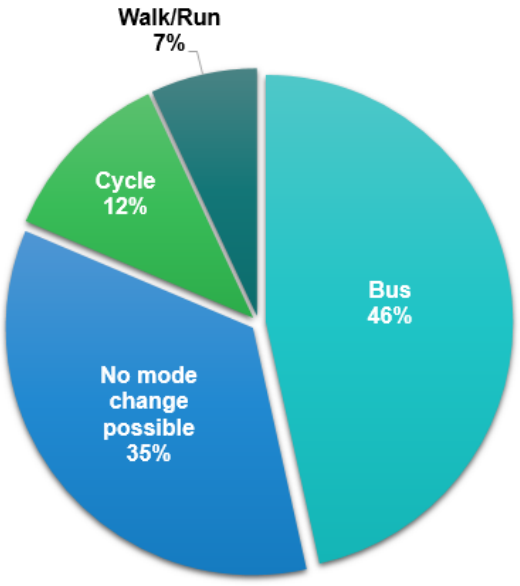
The results indicate that a significant number of business trips are generated throughout the week, with approximately half of all staff making at least one business trip per week.

Most business trips were found to utilise a pool car or other Council vehicle for travel. Business trip destinations were also found to be scattered throughout Hobart and surrounding areas, which suggests difficulty influencing travel behaviour for this purpose. However, the use of pool cars and distribution of business trips throughout the day indicates that these trips have a relatively small impact on other users of the road network.

3.1.4 Ability to Change Modes

Employees were asked if they were able to change their travel mode to determine the initial propensity to change. The results are presented in Figure 3.6, filtered for private car drivers only.

Figure 3.6: Ability to Change Modes (Private Car Drivers Only) – Council Centre



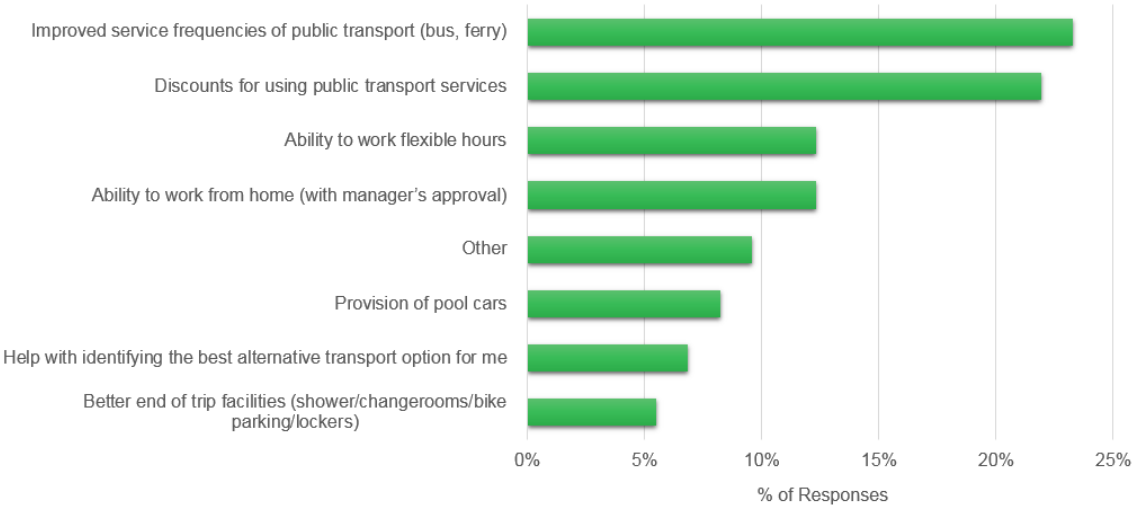
The responses indicate that the majority of private car drivers (65%) said that they are able to change modes, which suggests that there is substantial potential to influence travel behaviour.

Most employees are able to change modes.

3.1.5 Motivating Factors for Mode Change

Factors which would encourage employees to change modes was obtained to determine the best incentives for alternative options and the areas the CoH should focus time and resources on addressing. The results are presented in Figure 3.7.

Figure 3.7: Factors Influencing Potential Mode Change – Council Centre



The responses indicated that the most influential factors to encourage a change in travel mode were the following:

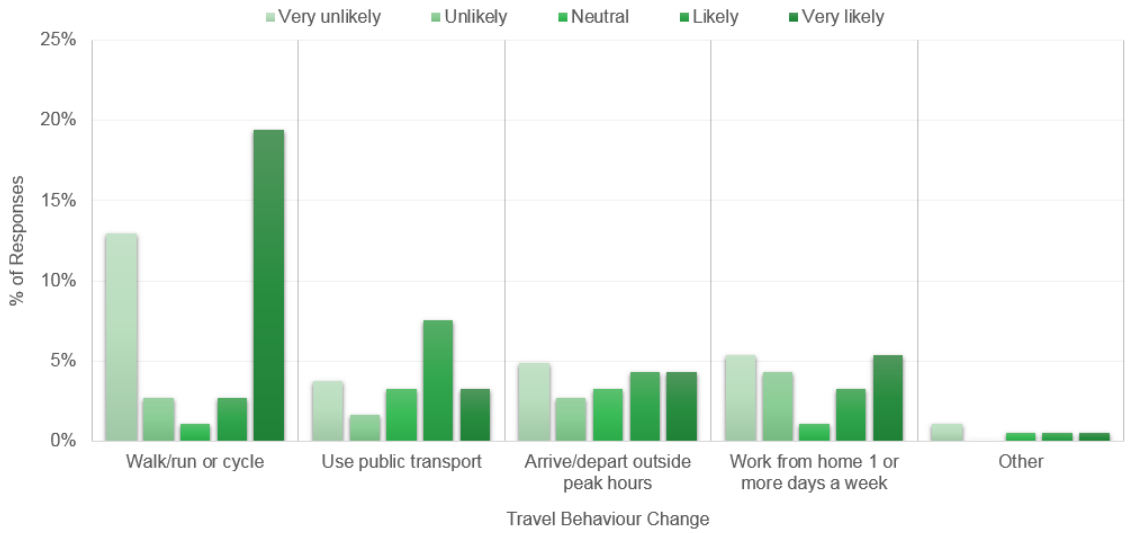
1. Improved service frequencies of public transport.
2. Discounts for using public transport services.
3. Ability to work flexible hours or work from home.

The results suggest in particular that employees are willing to use public transport if services are improved, which aligns with the top factors influencing travel mode found earlier (reliability and travel time – refer to section 3.1.1).

3.1.6 Likelihood of Travel Behaviour Change

The likelihood of travel behaviour change assuming employees' valued factors were implemented is presented in Figure 3.8. This is filtered for private car drivers only to focus on the potential to reduce single-occupancy vehicle trips.

Figure 3.8: Likelihood of Travel Behaviour Change (Private Car Drivers Only) – Council Centre



If the suggested improvements were made, it's likely employees will remode, retime outside of peak hours and reduce travel by working from home.

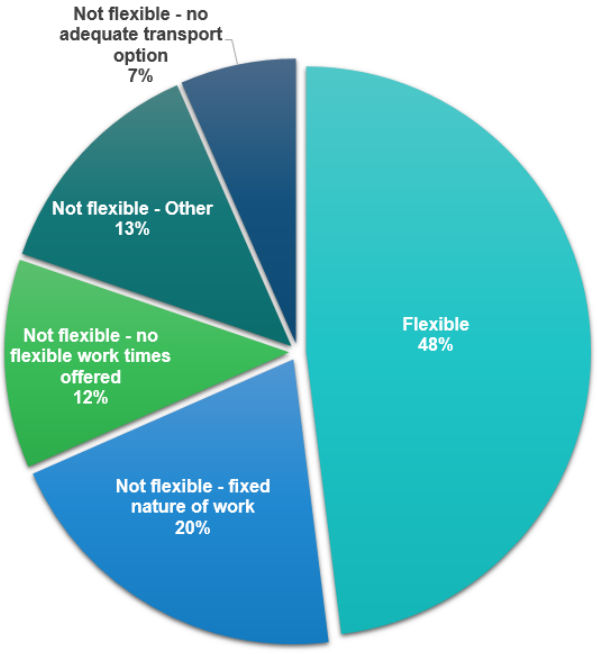
The data indicates that although some employees are not likely to change, a large number of employees are likely to change travel behaviour if actions are implemented to address their issues. This is particularly true for mode change to walking or cycling and public transport. There are also a number of employees who would be likely to travel outside peak hours or work from home.

3.1.7 Work Time Flexibility

Flexibility of working times was analysed with the results presented in Figure 3.9.

The results indicate that approximately half of private car drivers have flexibility in terms of arrival or departure times. The top reason for inflexibility is a fixed nature of work.

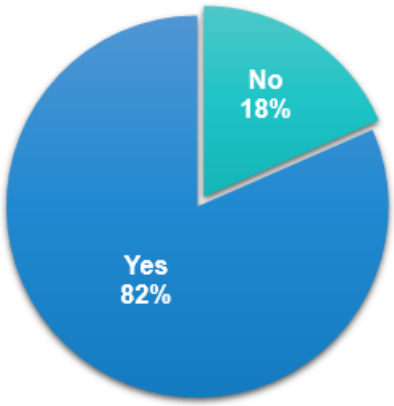
Figure 3.9: Arrival or Departure Flexibility – Council Centre



3.1.8 Car Share Consideration

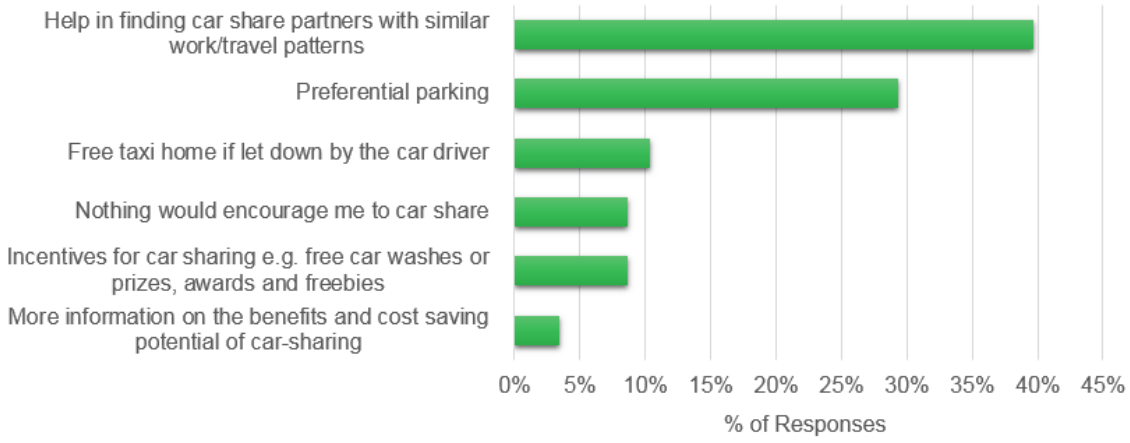
The willingness of employees to consider car sharing is presented in Figure 3.10.

Figure 3.10: Car Share Consideration – Council Centre



The responses indicate that most drivers are willing to consider car sharing. The key factors which would encourage car sharing are presented in Figure 3.11.

Figure 3.11: Key Responses to Car Sharing – Council Centre



The results indicate that the top factors which would encourage drivers to car share are the following:

1. Help in finding car share partners with similar work/travel patterns.
2. Preferential parking.

Combined with the fact that 82% of drivers would consider car sharing, the responses suggest that the implementation of these factors would result in a shift from single-occupant-vehicle travel to car sharing.

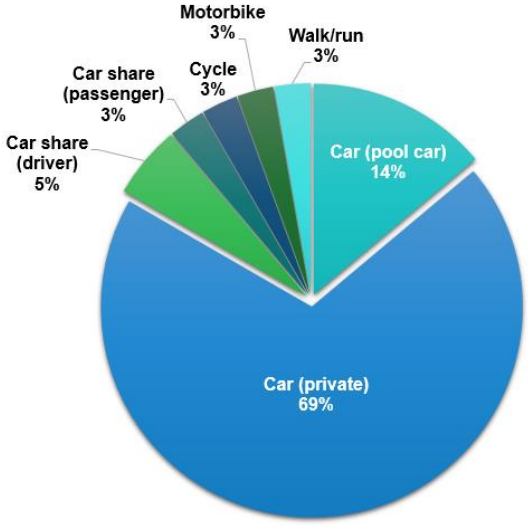
A car share system to match employees would greatly encourage and facilitate car sharing.

3.2 Cleary's Gates Works Depot

3.2.1 Mode Share

Mode share characteristics for Cleary's Gates Works Depot (Cleary's Gates) are presented in Figure 3.12.

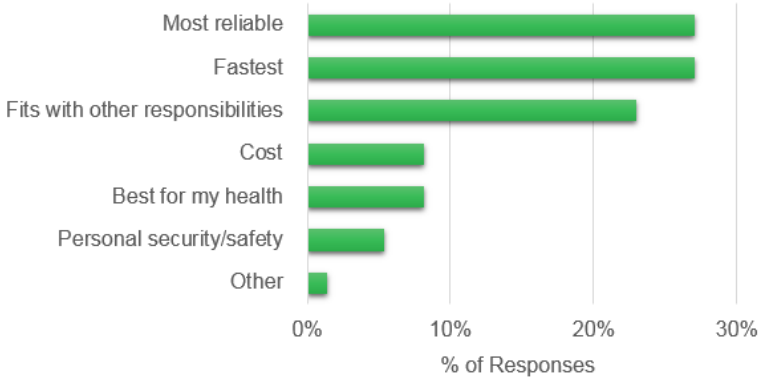
Figure 3.12: Mode Share – Cleary's Gates



The results indicate that private vehicles make up most trips (69%). Active transport comprises a low mode share (6%) while no trips are made using public transport. This reflects the lack of infrastructure surrounding the site and poor access by these modes.

The reasons for the choice of travel mode are presented in Figure 3.3.

Figure 3.13: Reasons for Mode Choice – Cleary's Gates



The data indicates that the key factors driving mode choice are the following:

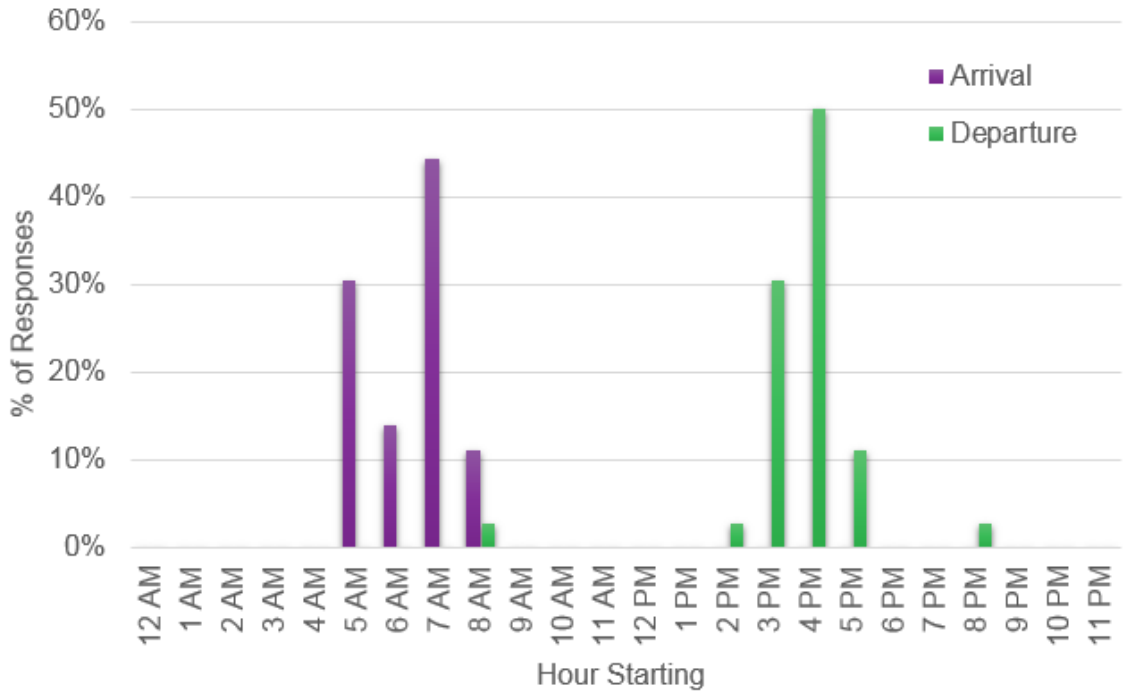
1. Reliability.
2. Travel Time.
3. Fit with other responsibilities.

Several responses also specifically indicated that the lack of public transport options prevents them utilising buses to travel to work.

3.2.2 Arrival and Departure Profiles

Arrival and departure times of employees were analysed to determine the degree of travel during peak periods and the ability to re-time to off-peak periods. The results are presented in Figure 3.14.

Figure 3.14: Arrival and Departure Profiles – Cleary's Gates



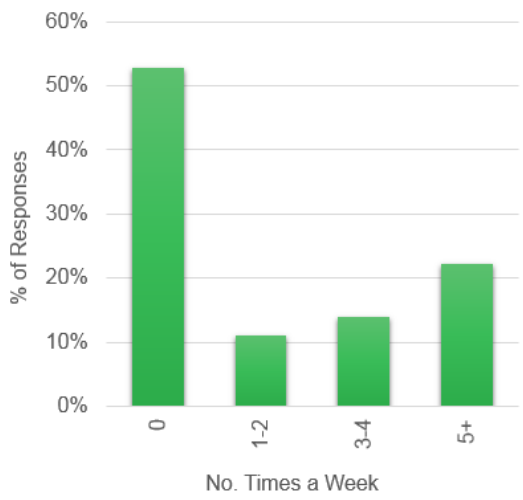
The data indicates that most workers travel earlier than typical employees as expected, although a significant proportion still travels during the network peak hours. Unfortunately the nature of work poses a constraint to changing travel behaviour for many employees at Cleary's Gates.

3.2.3 Business Trips

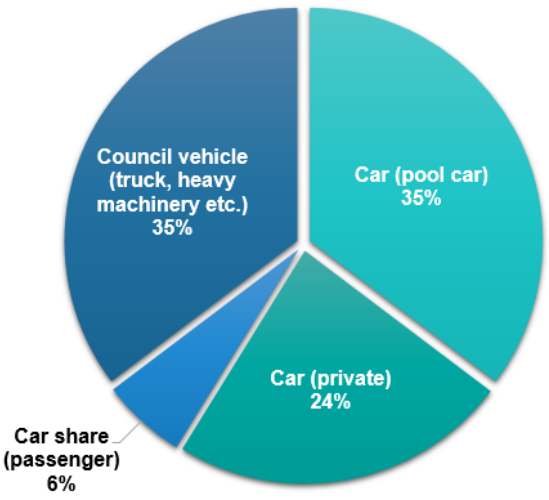
The characteristics of business trips were explored to determine the existing travel behaviour and potential for change. The results are presented in Figure 3.5.

Figure 3.15: Business Trip Characteristics – Cleary's Gates

Frequency



Mode Share



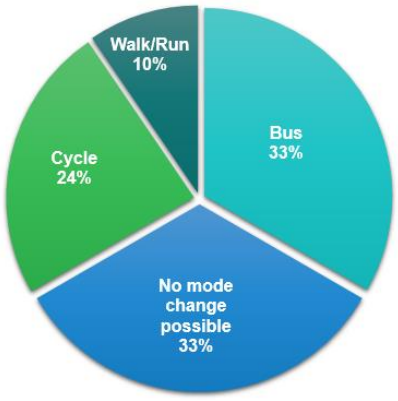
The results indicate that a large number of business trips are generated throughout the week, with approximately half of all staff making at least one business trip per week. Although about half of employees reported not making any business trips, this may be a result of the interpretation of 'business trip' when answering the survey. It is expected that the vast majority of workers at Cleary's Gates make numerous trips throughout the week for work purposes.

Most business trips were found to utilise a pool car or other Council vehicle for travel, although private vehicles comprised about a quarter of all business trips. This may be due to the convenience of private vehicles, although a couple of responses specifically raised a request for additional pool cars which may present an opportunity to decrease reliance on private vehicles.

3.2.4 Ability to Change Modes

Employees were asked if they were able to change their travel mode to determine the initial propensity to change. The results are presented in Figure 3.6, filtered for private car drivers only.

Figure 3.16: Ability to Change Modes (Private Car Drivers Only) – Cleary's Gates



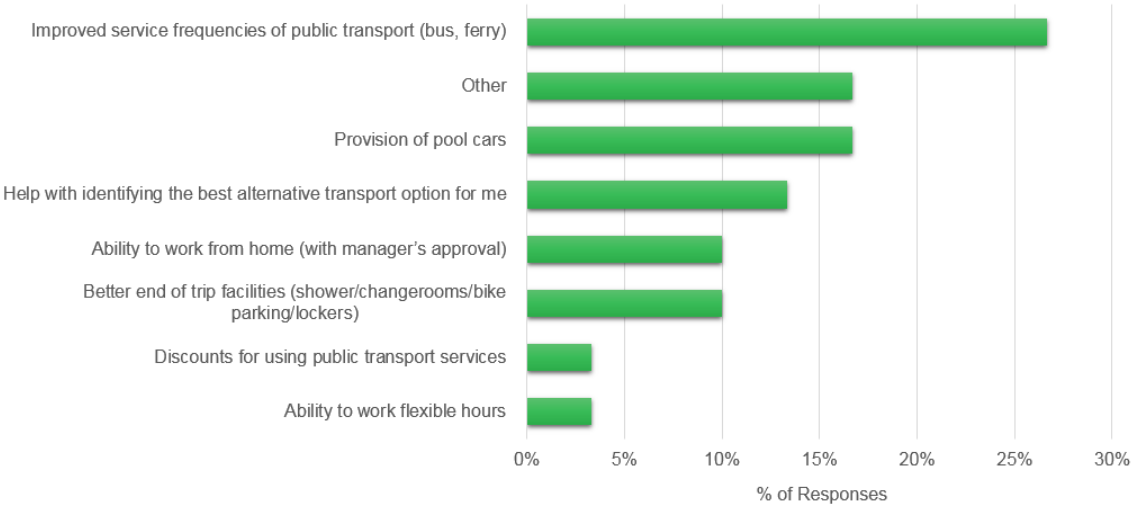
The responses indicate that the majority of private car drivers (67%) said that they are able to change modes, despite the poor access by public and active transport. This suggests that driving is simply the fastest and most reliable option (based on the results found in section 3.2.1).

The majority of employees are able to change modes.

3.2.5 Motivating Factors for Mode Change

Factors which would encourage employees to change modes was obtained to determine the best incentives for alternative options and the areas the CoH should focus time and resources on addressing. The results are presented in Figure 3.17.

Figure 3.17: Factors Influencing Potential Mode Change – Cleary's Gates



The responses indicated that the most influential factors to encourage a change in travel mode were the following:

1. Improved service frequencies of public transport.
2. Provision of pool cars.
3. Help with identifying the best alternative transport option.

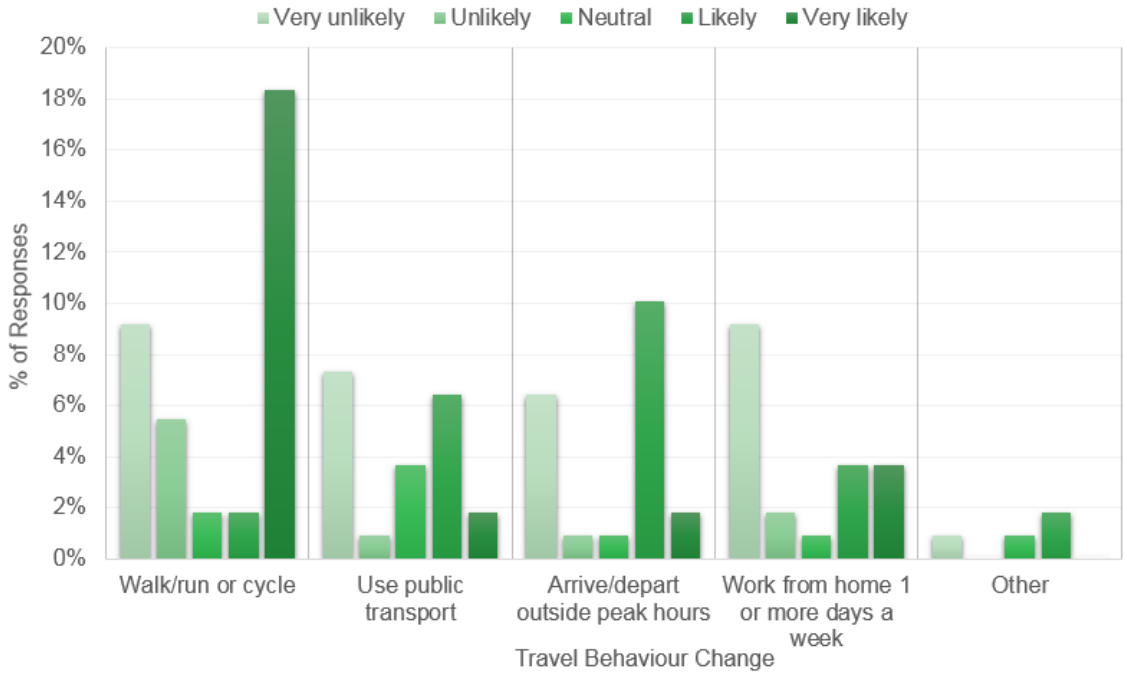
The results suggest in particular that employees are willing to use public transport if services are improved, which aligns with the top factors influencing travel mode found earlier (reliability and travel time – refer to section 3.2.1).

A response of 'Other' also ranked highly but was found to predominantly overlap with the other categories.

3.2.6 Likelihood of Travel Behaviour Change

The likelihood of travel behaviour change assuming employees' valued factors were implemented is presented in Figure 3.18. This is filtered for private car drivers only to focus on the potential to reduce single-occupancy vehicle trips.

Figure 3.18: Likelihood of Travel Behaviour Change (Private Car Drivers Only) – Cleary's Gates



If the suggested improvements were made, it's likely employees will remode, retime outside of peak hours and reduce travel by working from home.

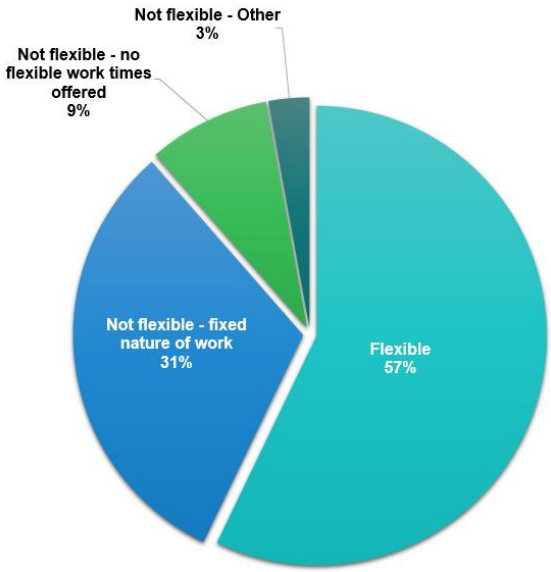
The data indicates that a large proportion of employees are likely to change travel behaviour if actions are implemented to address their issues. This includes mode change to walking or cycling and public transport, retiming to outside peak hours and working from home. There are also a significant number of employees who are very unlikely to change their travel behaviour, which reflects the nature of work at Cleary's Gates and the constraints facing many employees.

3.2.7 Work Time Flexibility

Flexibility of working times was analysed with the results presented in Figure 3.19.

The results indicate that more than half of private car drivers have flexibility in terms of arrival or departure times. The top reason for inflexibility is a fixed nature of work.

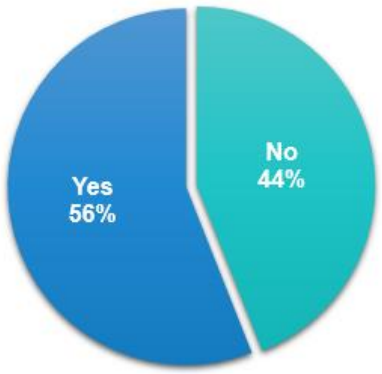
Figure 3.19: Arrival or Departure Flexibility – Cleary's Gates



3.2.8 Car Share Consideration

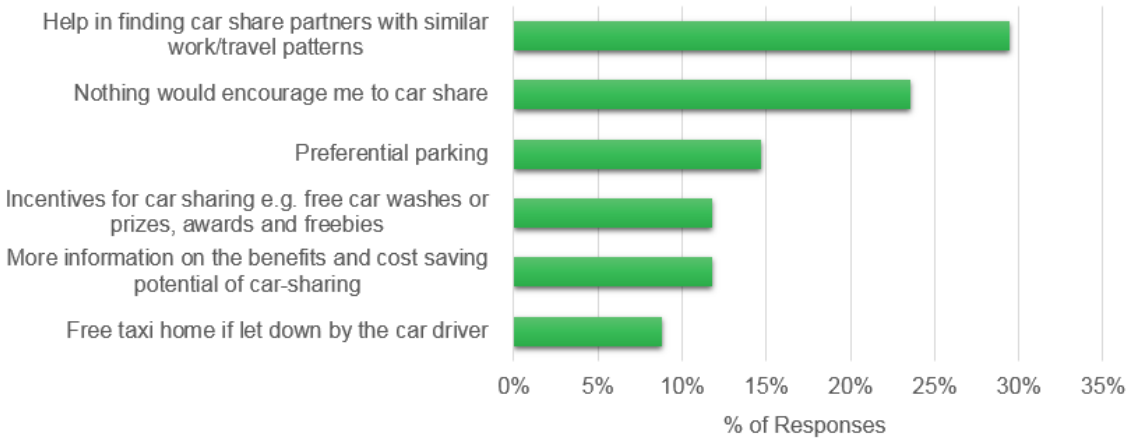
The willingness of employees to consider car sharing is presented in Figure 3.20.

Figure 3.20: Car Share Consideration – Cleary's Gates



The responses indicate that the majority of drivers are willing to consider car sharing. The key factors which would encourage car sharing are presented in Figure 3.21.

Figure 3.21: Key Responses to Car Sharing – Cleary's Gates



The results indicate that the top factors which would encourage drivers to car share are the following:

1. Help in finding car share partners with similar work/travel patterns.
2. Preferential parking.

As with the Council Centre, the responses suggest that the implementation of these factors would result in a shift from single-occupant-vehicle travel to car sharing.

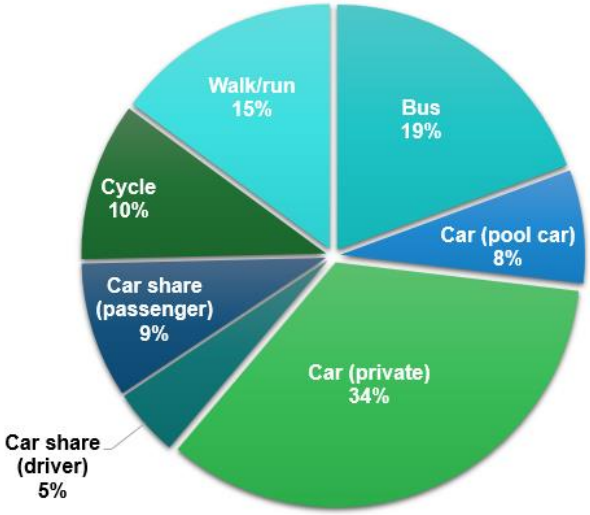
A car share system to match employees would greatly encourage and facilitate car sharing.

3.3 The Town Hall

3.3.1 Mode Share

Mode share characteristics for the Town Hall are presented in Figure 3.22.

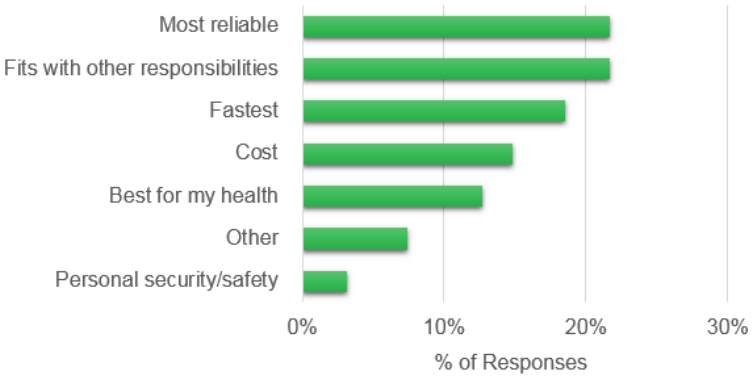
Figure 3.22: Mode Share – Town Hall



The results indicate that private vehicles make up the largest mode share at 34% of all trips, although similarly to the Council Centre there is a reasonably diverse mix of travel modes. Active and public transport is significantly utilised (44% when combined) and car sharing also comprises 14% of all trips.

The reasons for the choice of travel mode are presented in Figure 3.23.

Figure 3.23: Reasons for Mode Choice – Town Hall



The data indicates that the key factors driving mode choice are the following:

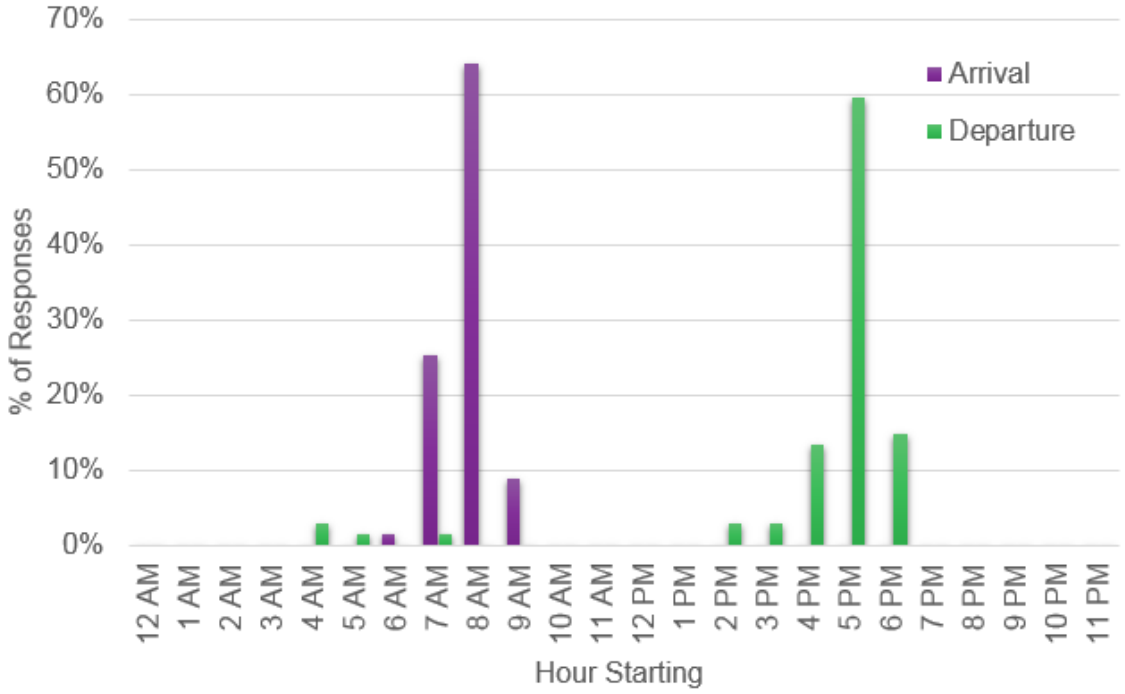
1. Reliability.
2. Fit with other responsibilities.
3. Travel Time.
4. Cost.

Improving reliability and speed of public transport services will encourage employees to use buses.

3.3.2 Arrival and Departure Profiles

Arrival and departure times of employees were analysed to determine the degree of travel during peak periods and the ability to re-time to off-peak periods. The results are presented in Figure 3.24.

Figure 3.24: Arrival and Departure Profiles – Town Hall



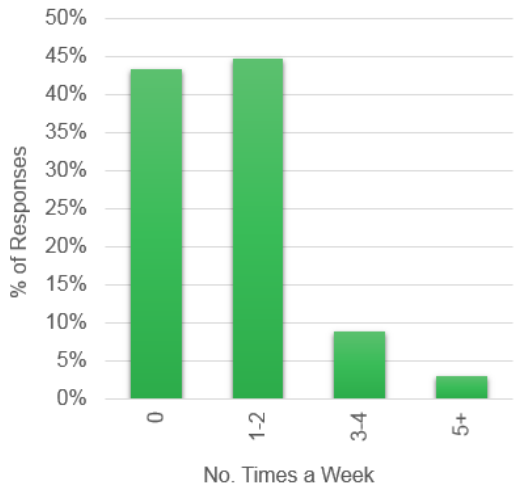
The data indicates, similarly to the Council Centre, that the majority of travel occurs within network peak hours (8 – 9am, 4:30 – 5:30pm) and suggests that a significant opportunity to re-time peak travel exists.

3.3.3 Business Trips

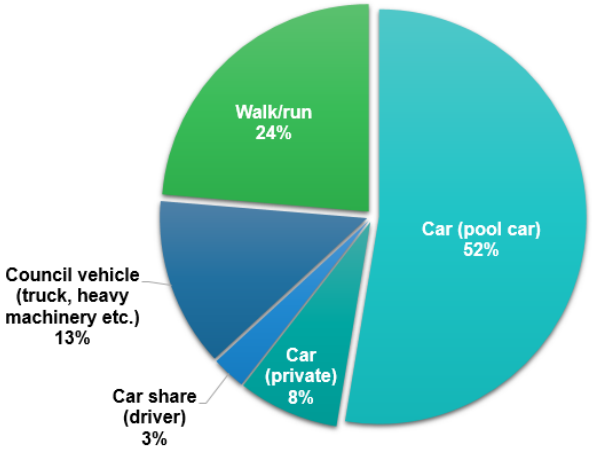
The characteristics of business trips were explored to determine the existing travel behaviour and potential for change. The results are presented in Figure 3.25.

Figure 3.25: Business Trip Characteristics – Town Hall

Frequency



Mode Share



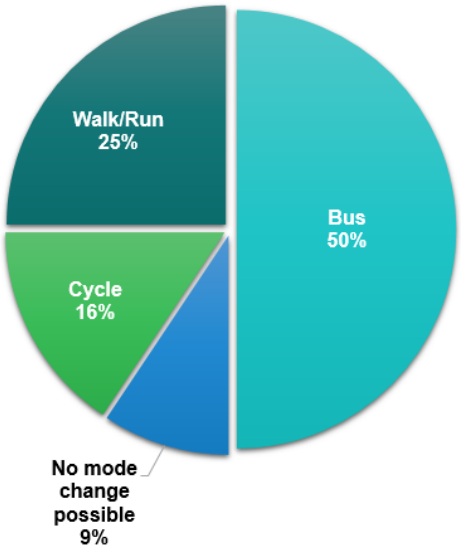
The results indicate that a number of business trips are generated throughout the week, with more than half of all staff making at least one business trip per week. However, most employees who make business trips only make 1-2 per week.

Most business trips were found to utilise a pool car or other Council vehicle for travel, with about a quarter walking. Private cars only comprised 8% of business trips, suggesting that there is a low propensity to change these trips.

3.3.4 Ability to Change Modes

Employees were asked if they were able to change their travel mode to determine the initial propensity to change. The results are presented in Figure 3.26, filtered for private car drivers only.

Figure 3.26: Ability to Change Modes (Private Car Drivers Only) – Town Hall



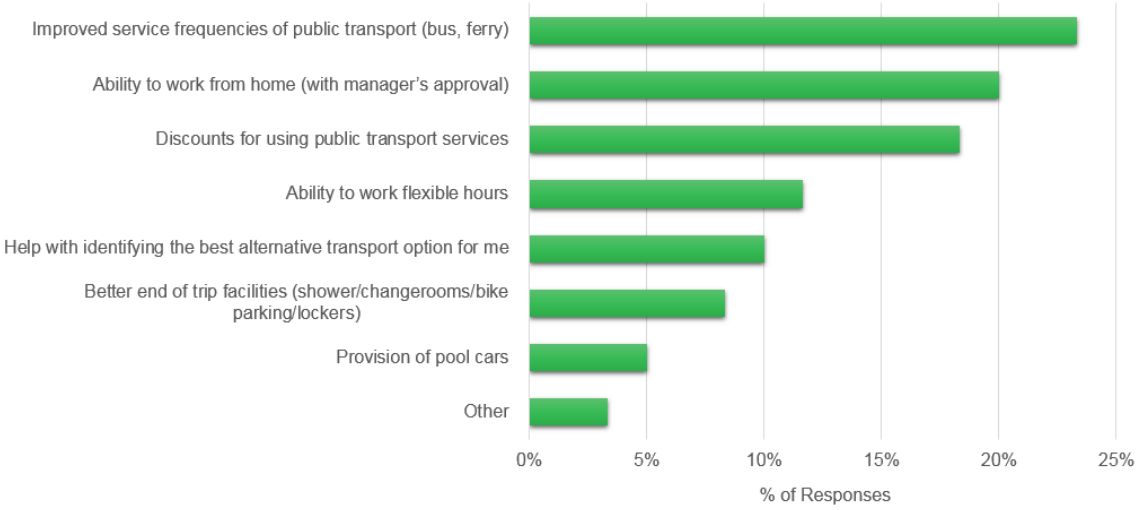
The responses indicate that most private car drivers (91%) said that they are able to change modes, which suggests that there is substantial potential to influence travel behaviour.

Most employees are able to change modes.

3.3.5 Motivating Factors for Mode Change

Factors which would encourage employees to change modes was obtained to determine the best incentives for alternative options and the areas the CoH should focus time and resources on addressing. The results are presented in Figure 3.27.

Figure 3.27: Factors Influencing Potential Mode Change – Town Hall



The responses indicated that the most influential factors to encourage a change in travel mode were the following:

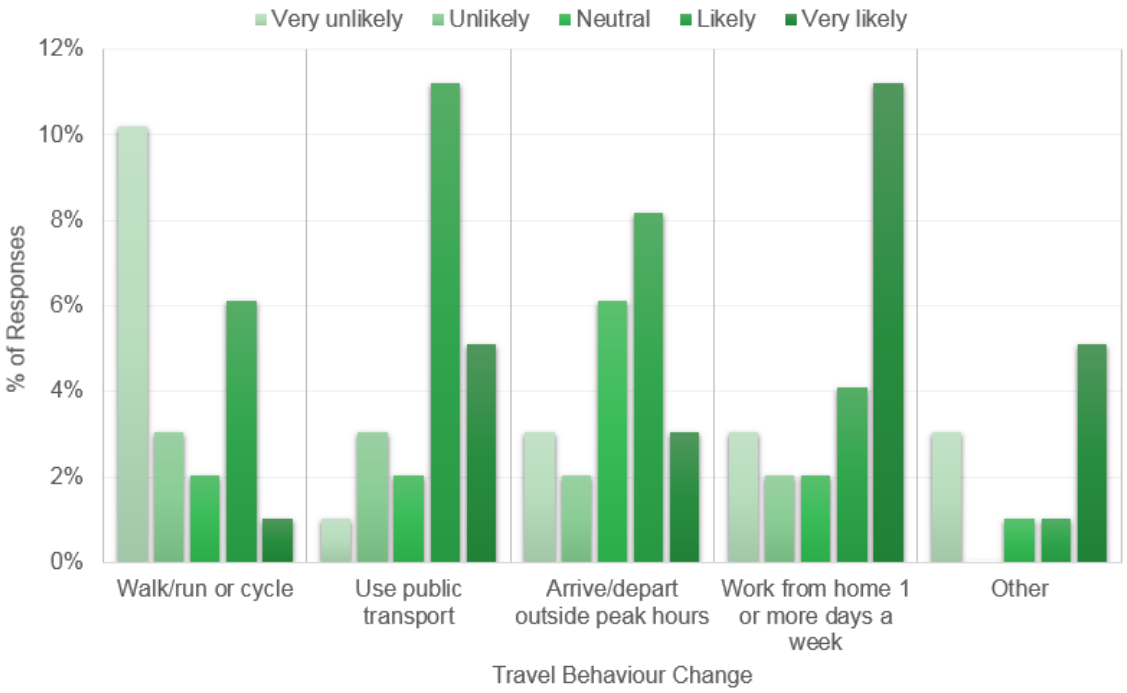
1. Improved service frequencies of public transport.
2. Ability to work from home.
3. Discounts for using public transport services.

The results suggest in particular that employees are willing to use public transport if services are improved, which aligns with findings in section 3.3.1.

3.3.6 Likelihood of Travel Behaviour Change

The likelihood of travel behaviour change assuming employees' valued factors were implemented is presented in Figure 3.28. This is filtered for private car drivers only to focus on the potential to reduce single-occupancy vehicle trips.

Figure 3.28: Likelihood of Travel Behaviour Change (Private Car Drivers Only) – Town Hall



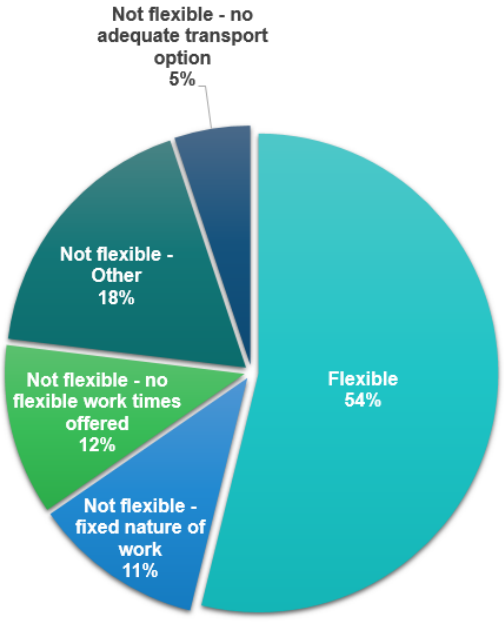
If the suggested improvements were made, it's likely employees will remode, retime outside of peak hours and reduce travel by working from home.

The data indicates a huge propensity to change travel behaviour since many employees are very likely to alter their travel if actions are implemented to address their issues. This includes mode change, retiming and working from home.

3.3.7 Work Time Flexibility

Flexibility of working times was analysed with the results presented in Figure 3.29.

Figure 3.29: Arrival or Departure Flexibility – Town Hall

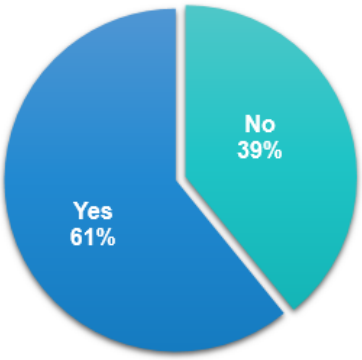


The results indicate that more than half of private car drivers have flexibility in terms of arrival or departure times. 12% of drivers have not been offered flexible work times, which suggests that some trips have the potential to be retimed.

3.3.8 Car Share Consideration

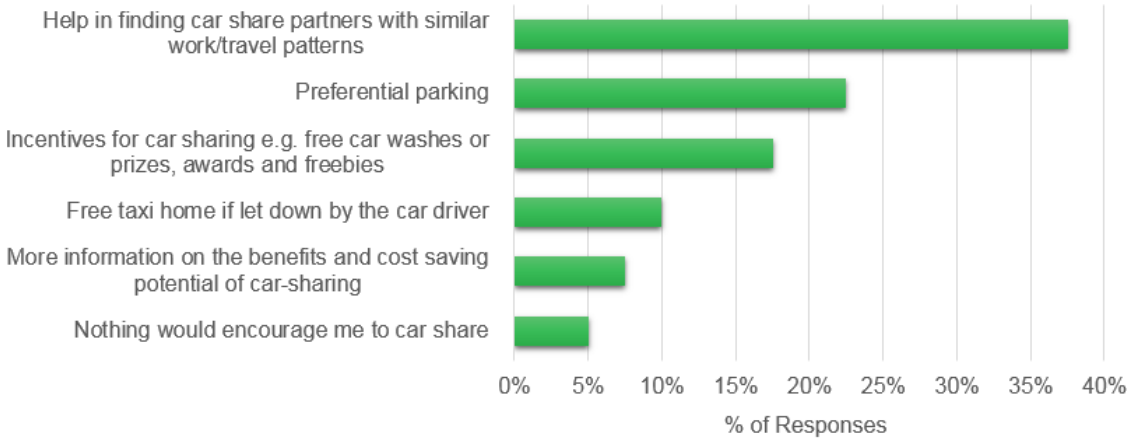
The willingness of employees to consider car sharing is presented in Figure 3.30.

Figure 3.30: Car Share Consideration – Town Hall



The responses indicate that the majority of drivers are willing to consider car sharing. The key factors which would encourage car sharing are presented in Figure 3.31.

Figure 3.31: Key Responses to Car Sharing – Town Hall



The results indicate that the top factors which would encourage drivers to car share are the following:

1. Help in finding car share partners with similar work/travel patterns.
2. Preferential parking.
3. Incentives for car sharing e.g. free car washes or prizes, awards.

As with the other sites, the responses suggest that the implementation of these factors would result in a shift from single-occupant-vehicle travel to car sharing.

A car share system to match employees would greatly encourage and facilitate car sharing.

3.4 Additional Observations

Additional observations to the key findings presented above include the following:

- Several responses specifically indicated that the reported lower performance of public transport (service frequency, reliability, areas serviced) influenced their mode choice and limited their ability to change modes.
- Some responses also indicated that other responsibilities (such as dropping off/picking up kids) dictated their travel behaviour and presented a constraint to using alternative options.
- Safety concerns were raised at the Doone Kennedy Hobart Aquatic Centre concerning employees finishing late and having to walk through the Domain to access a parked car at night.
- Some responses indicated that safety when cycling and the lack of dedicated cycling infrastructure posed an issue and discouraged them from cycling to work.

3.5 Key Findings

The key findings of the travel survey are presented as opportunities and constraints in Table 3.1. This is assessed within the framework of the Four Rs as described in section 1.4.

Table 3.1: Opportunities and Constraints

Remode		Retime	
+	The majority of private car drivers would consider car sharing	+	Most staff travel during peak periods but have indicated a willingness and ability to re-time
+	Assisting employees to find car share partners and providing preferential parking would encourage them to car share	+	Employees indicated that the introduction of flexible work times would encourage them to retime
+	Many employees would remode to public transport if services were made more reliable and faster	–	Some employees are unable to re-time due to the nature of their work or other external commitments
–	Some employees would not change modes to walking or cycling, even if their key issues were addressed		
–	The largest factor which would encourage mode change is an improvement in public transport services, which is outside Council's direct control		
–	Public transport access is very limited at Cleary's Gates Works Depot		
–	Employees are scattered throughout Hobart and surrounds and finding appropriate car share partners may be difficult		
Reduce		**Reroute**	
+	Many employees indicated they were likely to work from home if their motivating factors were addressed	–	This is largely not applicable due to the nature of the study and the one-way road system in the city centre
+	Some employees indicated they would be able to work from home if provided with adequate equipment and technology		
–	Some employees are unable to reduce their travel due to the nature of their work		

3.6 Focus Areas

Based on the analysis, key focus areas to help CoH employees include the following:

- Promoting and assisting car sharing, which will particularly help for the Cleary's Gates Works Depot.
- Encouraging travel outside of peak hours and facilitating flexible working times.
- Allowing and supporting working from home where appropriate.
- Working with government and public transport operators to improve public transport services.

4 Travel Plan Objectives and Targets

This section presents the objectives and targets of the plan. These are designed to be quantifiable and measurable over time to act as means of assessing the success of the measures implemented. They are ambitious enough to provide the CoH with the incentive to make every effort to achieving significant changes in travel patterns, yet are realistic and achievable.

4.1 Travel Plan Objectives

The objectives set below are broad and focus on the overarching principles of the plan. Objectives set by this plan recommend that the CoH should aim to:

- Increase the proportion of travel by sustainable modes including walking, cycling and public transport and to reduce trips made by car (particularly lone car trips).
- Shift travel outside of the peak hours.
- Reduce the total travel generated by its employees.
- Work with state government and partners to support the sustainable transport policy and implementation of congestion alleviation.

4.2 Travel Plan Targets

With these objectives in mind, proposed targets based on the travel survey results are presented in the following sections. It is proposed that staff surveys are undertaken regularly and the targets are reviewed in the future to ensure they are realistic and are constantly updated and improved.

We believe that these targets are attainable based on the responses received from the survey. The CoH should review the action plan in section 5 and work in association with HR to explore opportunities to achieve these targets and investigate the extent to which the proposed actions can occur.

These targets are set for the CoH as a whole and it should be recognised that the different sites will have varying capabilities to achieve these targets. Sites such as the Town Hall are already close to achieving these, while sites such as Cleary's Gates have constraints which may make progress towards these difficult. Regardless, each site contains opportunities and should focus on the areas with the most propensity for change. Sites such as the Town Hall should aim to exceed these targets while other sites may wish to reduce these to more realistic and attainable values, however the targets across the whole CoH should still aim for those presented in the following sections.

4.2.1 Mode Share

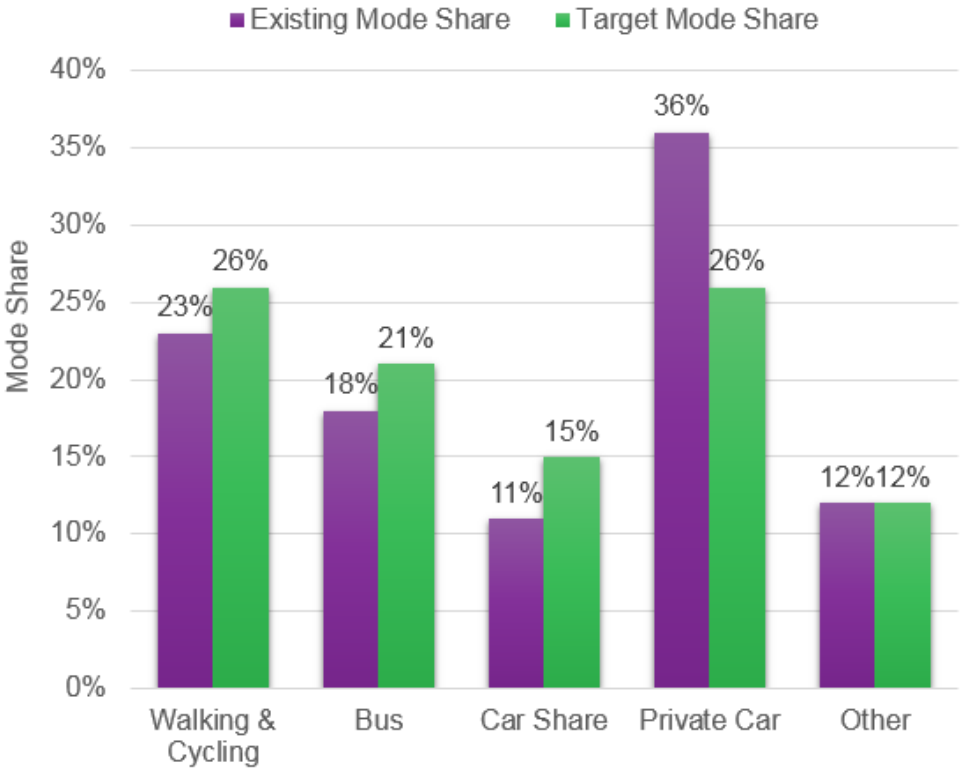
Mode share targets are presented in Table 4.1. These were calculated based on the reported ability and willingness of staff to change modes.

Table 4.1: Mode Share Targets

Mode	Existing Mode Share	Target Mode Share	Target Change
Walking/Cycling	23%	26%	+3%
Bus	18%	21%	+3%
Car Share	11%	15%	+4%
Private Car	36%	26%	-10%
Other	12%	12%	-

The targets are presented graphically in Figure 4.1.

Figure 4.1: Mode Share Targets



4.2.2 Time Employees Travel

Targets for the proportion of travel during peak periods are presented in Table 4.2. These were calculated based on the flexibility of working hours and the likelihood of behaviour change. The peak periods are taken as 8am – 9am for the AM peak and 4:30pm – 5:30pm for the PM peak.

Table 4.2: Peak Travel Targets

Peak Period	Existing Travel During Peak	2021 Target Travel During Peak	Target Change
AM	85%	64%	-21%
PM	80%	60%	-20%

4.2.3 Working From Home

Potential targets for the proportion of employees working from home one or more days a week are presented in Table 4.3. These are based on the willingness and ability of employees to work

from home and reported likelihood of behaviour change. It is recommended that the CoH investigates the ability to allow some employees to work from home where their role allows, although it is understood that this may not be possible due to various constraints. The extent to which this is implemented should be explored in conjunction with HR to refine and apply this target. Achieving this target will help to reduce the total amount of travel generated by the CoH but will need further workplace and HR input to ascertain if this is a feasible target to adopt.

Table 4.3: Targets for Working From Home

Proportion of Employees Working from Home	Target Proportion	Change
0%	12%	+12%

5 Action Plan

This section presents a simple plan of recommended actions to be taken as a result of the survey findings. The action plan is presented in Table 5.1, which organises actions into categories based on their expected timeframe of implementation. The progress column allows for the percentage completion of each task to be input and modified over time as the actions are implemented so progress can be monitored.

Table 5.1: Action Plan

Action	Responsibility	Progress
Continuous		
Promote the Health Benefits of Walking & Cycling The advantages of walking and cycling to be promoted to staff to encourage employees to walk and cycle to work.	TPT	
Promote Public Transport Options Promote public transport options to staff and encourage them to obtain Greencards.	TPT	
Promote Sustainable Transport Initiatives Promote initiatives and events such as Ride2Work Day and Walk to Work Day to encourage sustainable transport and incorporate a sustainable approach into the organisational culture.	TPT	
Immediate		
Establish a Travel Plan Team (TPT) Establish a Travel Plan Team to assist with the delivery and implementation of the Travel Plan.	Deputy General Manager (DGM)	
Distribute the Travel Plan Distribute the Travel Plan to employees.	TPT	
Short-Term		
Distribute Bicycle Route and Parking Information Distribute information to staff relating to bicycle routes to CoH sites and bicycle parking options at Council workplaces.	TPT	
Bicycles for Business Trips Review the current policy.	DCI	
Promote End of Trip Facilities Promote information relating to end of trip facilities currently provided at Council workplaces to staff.	TPT	
Provide Pool Greencards for Public Transport Trial in the City Infrastructure Division the use of Greencards for communal use for business trips.	Director City Infrastructure (DCI)	
Investigate initiatives to promote the use of public transport by employees including Greencards	CoH	
Review and Promote the Flexible Working Policy Undertake a review of the flexible working and related policies to ensure flexible work times and working from home options are included and promoted.	DGM	
Pool Car Booking System Promote the information which is available to assist staff to book pool cars.	Director Parks and City Amenity (DP&CA)	
Support the use of technology to facilitate communication, work and meetings without the need for travel Provide and monitor the use of Technology including laptops, collaboration tools and communication software (e.g. Skype for Business) for relevant employees to enable them to work without travel where appropriate – for example, video conferencing facilities.	DGM/Manager Information and Communication Technology	

Action	Responsibility	Progress
	(MICT)	
Promote Car Share/Car Pool Systems for journey to work Promote www.coolpooltas.com.au/ and any other appropriate car pooling systems to staff.	TPT	
New Employee Information Packs Incorporate a range of public and active transport materials into the information provided to new employees.	Manager Human Resource Operations (MHRO)	
Medium-Term		
Promote Bicycle Training Courses Promote bicycle training courses to employees on the basics and safe methods of cycling to encourage less experienced or non-cyclists to cycle to work.	TPT	
Supply Bicycle Parking at CoH sites Supply and promote bicycle parking at CoH sites and actively monitor/review use in order to meet any increases in demand.	DGM	
Continue to Develop Bicycle Infrastructure and Strategies Bicycle plans and strategies be reviewed and updated to formulate effective strategies for improving bicycle connectivity and safety. Infrastructure be developed in line with these strategies to deliver a high quality bicycle network and encourage cycling as a travel mode.	DCI	
Work with State Government and Public Transport Operators to Improve Public Transport Services Continue to consult with State Government and public transport operators to improve service frequency, reliability and speed.	DCI/ Government/ Public Transport Operators	
Vehicle Availability at Cleary's Gates Depot Implement a booking system for work related usage of light vehicles located at the Cleary's Gates Depot.	DP&CA	
Investigate a reward and recognition scheme for people who walk, cycle, bus and car pool	TPT	
Long-Term		
Undertake Future Surveys to Assess Changes in Travel Behaviour Future surveys and an update of the Action Plan will be undertaken every two years to determine changes in travel behaviour and progress against the targets.	TPT	

6 Travel Plan Marketing

This section presents recommended methods for promoting and making employees aware of the plan.

Ongoing marketing of the plan is required to maintain the momentum of the plan and ensure that the effectiveness is maximised. Marketing of the plan should be continually undertaken to ensure that all employees:

- Are aware of the plan, objectives and targets and resulting actions.
- Are able to easily access relevant information and receive assistance.
- Are able to provide feedback about the plan.

Marketing of the plan is recommended to be undertaken through the following channels:

- A launch event including information about the plan and key findings.
- Advertisements on the CoH intranet, including a page containing the plan and related material.
- Emails at regular intervals (e.g. monthly) informing employees of updates and progress of actions, particularly for items like the car sharing system.
- Hard copy promotional material such as posters and flyers (particularly important for sites with limited internet access).
- A Travel Information Pack which can be distributed to current and future employees.
- Promotional events such as ‘Ride2Work day’.

7 Travel Plan Monitoring and Evaluation

This section provides recommended methods for monitoring and evaluating the performance of the plan to measure progress and adjust targets.

This methodology is designed to ensure that the plan is a 'living document', continually evolving in line with the latest data on mode share and travel habits. Generally, a period of 5 years is recommended for the plan to become firmly established and for impacts to become fully measurable. It is recommended that the plan is adapted over time to incorporate new opportunities and respond to employee feedback.

It is proposed that the progress of the plan towards achieving targets should be monitored on an annual basis. To this end, it is recommended that employee travel surveys are undertaken at the end of each year. This will allow progress against the targets set in section 4 to be measured, and targets to be modified if necessary to be realistic and achievable.

In addition to travel surveys, it is recommended that monitoring is also undertaken by:

- Providing an online travel feedback form to continually obtain feedback from employees.
- Monitoring availability and adequacy of bicycle parking and end of trip facilities.
- Monitoring the uptake of policies and promotions.

The main objective is to assist employees in their travel to work so the plan should be flexible and adapt to employee needs over time.

8 Conclusions

This section summarises the main points of the plan, particularly the outcomes of the survey and resulting objectives.

8.1 Key Findings

The key findings of the analysis include the following:

- There is room for improvements to bicycle parking and end-of-trip facilities at most sites.
- Bus services are not optimised for commuters and are typically slower and less reliable than driving.
- The majority of employees would consider car sharing and would welcome help in finding car share partners.
- Many employees are able and willing to travel outside of peak hours, and would make use of flexible working times.
- Some employees are able and willing to work from home, and would be facilitated by improvements in technology to allow this.
- A high proportion of employees value travel time and reliability and would be motivated to use public transport if services are improved in these areas.

8.2 Recommendations

Recommendations include the following:

- The objectives and targets stated in section 4 are adopted by the CoH and incorporated into the business policy and culture.
- The actions presented in section 5 are undertaken to help employees improve their travel to work.
- The plan is promoted according to the principles in section 6 to maximise the effectiveness and employee awareness.
- The plan is continually monitored and evaluated in line with section 7.

Appendices

A. CBD Mobility Map

City of Hobart CBD Mobility Map

a guide to access and facilities for people with limited mobility

Toilets

Accessible Toilets – open business hours

LINC State Library	A3
Australian Taxation Office	A5
Cat and Fiddle Arcade and Shopping Centre upper level	B3
Mathers House	B3
Centrepoint Shopping Centre	B4
Argyle Street Car Park	C2
Royal Hobart Hospital	C2
Trafalgar Place Arcade	C3
Service Tasmania	C4
Federal Court	C5
Civil Court	C5
Supreme Court	C5
Parliament House	C5
Youth Arts and Recreation Centre	D2
City Hall	D2
Market Place Car Park	D2
Franklin Square	D3
Tasmanian Museum and Art Gallery	D3
City of Hobart Town Hall	D3
Maritime Museum	D3
Hobart Council Centre	D4
Salamanca Square	D5
Salamanca Place	E5
Princes Wharf No 1	E5

Accessible Toilets – open all hours

St David's Park	C5

Public Toilets – non accessible

Harrington Street	A4

Parking

Multi Storey Car Parks

Hobart Central Car Park* A3
Car entry from Melville Street, pedestrian entry from Bathurst Street (10 accessible, 4 parent parking spaces)

Village Cinema Complex Car Park A5
Car and pedestrian entry from Collins Street (3 accessible parking spaces)

Centrepoint Car Park* B4
Car entry from Victoria Street, pedestrian entry from Murray Street (16 accessible, 12 parent parking spaces)

Argyle Street Car Park* C2
Car entry from Argyle Street, pedestrian entry from Wellington Court (9 accessible: 4 parent parking spaces: south side) (Accessible and parent parking spaces in Woolworths car park: north side)

Trafalgar Place Car Park C3
Car entry from Macquarie Street, pedestrian entry from Collins Street (4 accessible parking spaces)

Market Place Car Park D2
Car entry from Market Place, pedestrian entry from Collins Street (8 accessible parking spaces)

Salamanca Square Car Park D5
Car entry from Montpelier Retreat, pedestrian entry from Salamanca Square (3 accessible, 1 parent parking space)

Other Car Parks

Dunn Place Car Park D3
Car and pedestrian entry from Davey Street (2 accessible parking spaces)

Mures E3
Car and pedestrian entry from Davey Street and Franklin Wharf (4 accessible parking spaces)

Other Accessible Car Parking Spaces

LINC State Library (1 accessible parking space)	A3
Australian Tax Office (2 accessible parking spaces)	A3
Royal Hobart Hospital (short term parking with drop off/pick up)	C2
Conservatorium of Music (1 accessible parking space)	C5
Hobart Town Hall (1 accessible parking space)	D3
Parliament House (1 accessible parking space)	D5

* FIRST 90 MINUTES FREE PARKING IN COUNCIL CAR PARKS

Onstreet Accessible Car Parking Spaces

Victoria Street cul de sac	A4
Bathurst Street between Argyle and Elizabeth	B2
Watchorn Street half way up, right hand side	A3
Liverpool Street opposite Mathers Lane	B3
Liverpool Street near Watchorn St	B3
Murray Street near corner of Liverpool St	B3
Collins Street near Harrington Street	B4
Victoria Street near Macquarie Street	B4
Liverpool Street near Campbell Street	C1
Collins Street opposite Collins Court	C3
Collins Street outside Medicare, Trafalgar Place	C3
Purdy's Mart near Wellington Court	C3
Macquarie Street outside Service Tasmania	C4
Salamanca Place outside Parliament House	C5
Campbell Street near Royal Hobart Hospital	D2
Collins Street north of Campbell Street	D2
Macquarie Street outside Tasmanian Museum & Art Gallery	D3
Elizabeth Street outside Hobart Council Centre	D4
Elizabeth Street near Morrison Street, outside Ports Corporation Building	D4
Franklin Wharf, rear of Waterside Pavilion	D4
Hunter Street (2 spaces)	E2
Salamanca Place (2 spaces)	E5
Castray Esplanade (2 spaces)	E5

The City of Hobart operates a free wheelchair service for people wishing to shop in the CBD for a few hours. Enquiries: Argyle Street Car Park, phone **(03) 6238 2796.**

For further information and additional copies, please contact Customer Services, City of Hobart, corner Elizabeth and Davey Streets Hobart Tasmania 7000, phone **(03) 6238 2711.**

- Accessible parking
- Parking – major car parks
- Traffic direction
- Audio tactile traffic light controls
- Bus/Metro
- Taxi stand
- Accessible toilet (compliant with current Australian Standards)
- Public toilet (non-accessible)
- Baby change
- Pedestrian route
- Entry to major buildings
- Steep gradient – over 1 in 20
- Rest spot
- Public TTY payphone (Telephone TYpewriter)
- Mailbox
- Services information
- Tasmanian Travel and Information Centre
- Malls, arcades & shopping centres
- Parks & gardens

B. Bus Route Maps

Metro Hobart (east) Bus Network Map

Revised 3 February 2016

Map Legend

- Hospital
- Shopping centre
- Educational institution
- Railway
- Bus route
- Variant of route
- Multiple services on route
- X44 Bus route number
- X44 Bus route start/finish point
- Bus route start/finish point
- Bus interchange

0m 500m 1km

N

For timetables, maps, fares and tickets call the Information Hotline

13 22 01

or visit

www.metrotas.com.au

Refer to pages 1 & 2 for more route information.

694 Bus continues to Glenorchy
698 Bus continues to Bridgewater

Risdon Vale Linden Rd 695

Risdon Vale

Risdon

East Risdon Nature Reserve

Lutana

Geilston Bay Walana St 684 685

Geilston Bay

Lindisfarne

605 Bus continues to Glenorchy

New Town

Rose Bay

Rosny Park

Rosny Park Interchange 665 684 696 676 694

Montagu Bay

Glebe

Rosny Point

Hobart

Royal Hobart Hospital

Hobart City Interchange - Elizabeth St
606 X16 635 655 685
614 624 X44 664 695
615 625 X45 X64
X15 634 646 X65
616 X34 654 676

Battery Point

Dynnyrne

University Sandy Bay Campus 601

Sandy Bay

Lower Sandy Bay

Base map Tasmanian Government © 2016

TAFE Clarence Campus

Warrane

Mornington

Mornington Currajong St 654 655

Mornington Heights

South Arm Hwy services
X15 X16 X34 X44 X45

Shoreline Central 601 606 605

Bellerive

Bellerive Bluff

Howrah

Clarence St services
601 615 624 634 646
605 616 625 635

Turn up and GO
Shoreline Central to Hobart City
Routes combine to operate approximately every 10 MINS MONDAY–FRIDAY, 7am–7pm.

614 615 X15 616 X16
Buses continue to Camelot Park

Tranmere

Howrah Heights

Glebe Hill

Cambridge

Mount Rumney

Rokeby

Clarendon Vale Marston St 624 625

Oakdowns

Acton Park

Seven Mile Beach Surf Rd 635 X64 X65 664 665

Seven Mile Beach

Roches Beach

Lauderdale Roches Beach Rd 634 X34

Lauderdale

X44 X45 646
Buses continue to South Arm (see inset above)

634 Limited buses travel via Bayview Rd

South Arm inset

Joins main map below

Cremorne

Sandford

Opossum Bay Bangor Rd X44 646

Opossum Bay

Clifton Beach X45

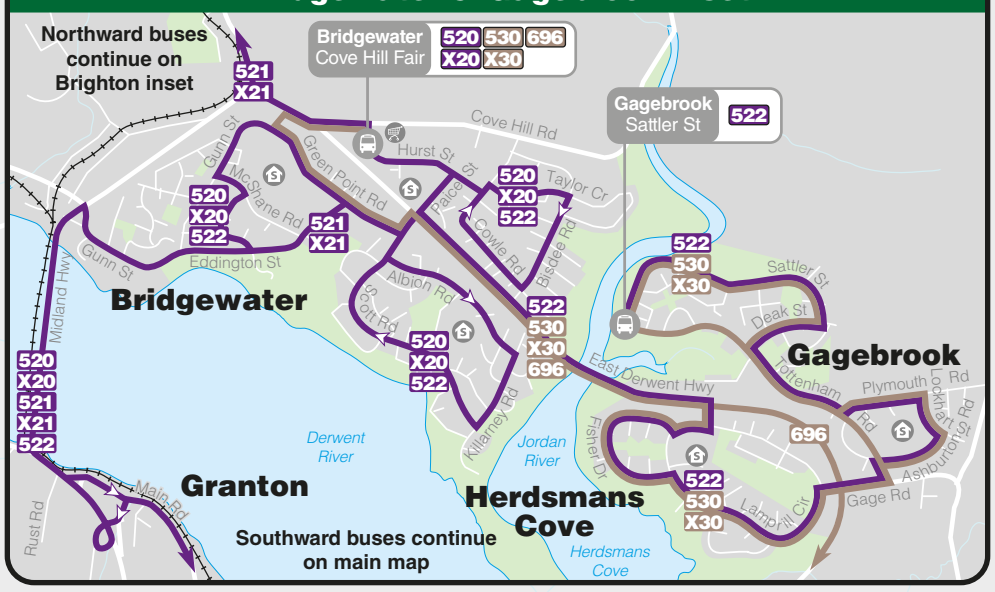
Clifton Beach

South Arm

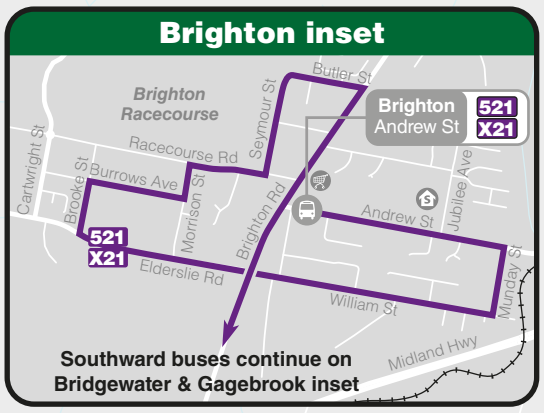
Metro Hobart (north) Bus Network Map

Effective 10 January 2016

Bridgewater & Gagebrook inset



Brighton inset



Northward buses continue on Bridgewater & Gagebrook inset

Granton
Granton Sharron Dr X10

Ten Mile Hill
Ten Mile Hill Arncliffe Rd 510

Abbotsfield

Claremont
Claremont Plaza Bilton St 511 X11
Claremont Cadbury Estate 512
TAFE & Claremont College

Windermere

Compton Downs

Old Beach

Austins Ferry

Chigwell
Chigwell Kanella Ave 513

Rosetta

Berriedale
Museum of Old and New Art

Montrose

Glenorchy
Glenorchy Jackson St 504
Glenorchy Tolosa St 503
Glenorchy Interchange
500 530 560
501 542 561
502 X42 605
X02 550 694
521 X50

Merton

West Moonah

Moonah

Springfield

Elwick

Goodwood
Metro Springfield Interchange 541 562 542

Lutana

Dowsing Point

Risdon
694 696 Buses continue to Rosny Park

Otago

Lenah Valley
Lenah Valley Brushy Creek Rd 551 553 552

Florence Heights

New Town

North Hobart

Mount Stuart
Mount Stuart Salier Cr 540

West Hobart

Glebe

Hobart

Refer to pages 1 & 2 for more route information.

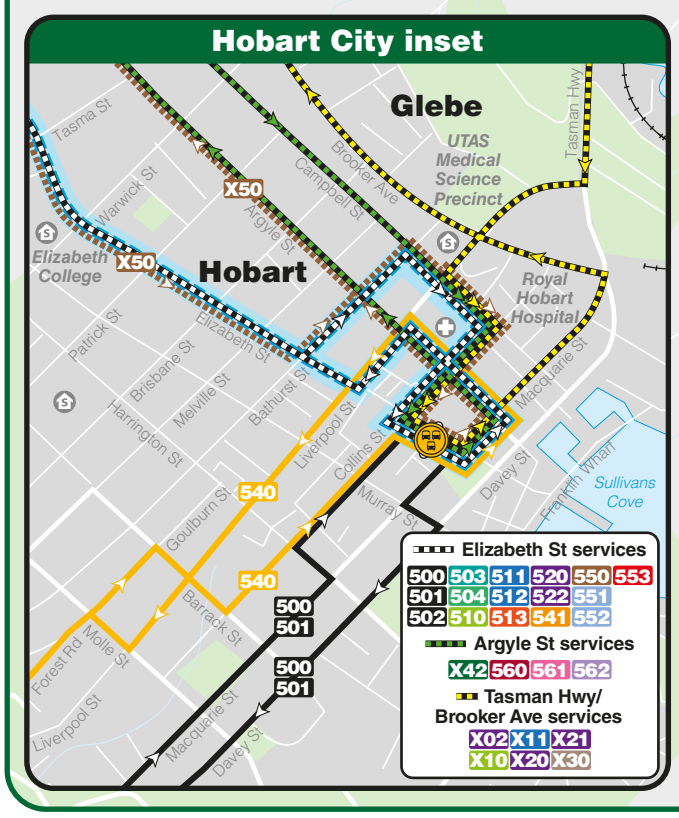
Map Legend

- Hospital
- Shopping centre
- Educational institution
- Railway
- Bus route
- Variant of route
- Multiple services on route
- 542 Bus route number
- 542 Bus route start/finish point
- Bus route start/finish point
- Bus interchange

0m 500m 1km

N

Hobart City inset



Street Legend
1. Myella Dr
2. Kinarra Cr
3. Stapleton St
4. Caversham Rd
5. Twelfth Ave
6. Ripley Rd
7. Cranleigh Cr
8. Third Ave
9. Cavendish Rd
10. Sorell St
11. Baldwin Pl
12. Shirley Blvd
13. Waverley Ave
14. Federal St
15. Elphinstone Rd
16. Claremont Link Rd
17. Moorina Cr
18. Maroni Rd
19. Mentmore St
20. Moore St

Turn up and GO
Glenorchy to Hobart City
Routes combine to operate approximately every
10 MINS MONDAY–FRIDAY,
20 MINS SATURDAY and
30 MINS SUNDAY & PUB HOLS, 7am–7pm.

Domain Hwy/Brooker Ave services
X02 X10 X11 X20 X21 X30
New Town Rd services
500 502 504 511 513 522
501 503 510 512 520 X42

605 Bus continues to Rosny Park & Shoreline Central

Hobart City Interchange - Elizabeth St
502 511 X21 550 561
X02 X11 522 X50 562
503 512 X30 551
504 513 540 552
510 520 541 553
X10 X20 X42 560

Hobart
For more details see Hobart City inset

500 Bus continues to Blackmans Bay
501 Bus continues to University

For timetables, maps, fares and tickets call the Information Hotline
13 22 01
or visit
www.metrotas.com.au

Metro Hobart (south) Bus Network Map

Effective 10 January 2016

Map Legend

- Hospital
- Shopping centre
- Educational institution
- Railway
- Bus route
- Variant of route
- Multiple services on route
- 408 Bus route number
- 408 Bus route start/finish point
- Bus route start/finish point
- Bus interchange

0m 500m 1km

N

Refer to pages 1 & 2 for more route information.

601 Bus continues to Shoreline Central

500 501 Buses continue to Glenorchy

Hobart City
Interchange - Franklin Square
401 409 413 418 429 449
402 410 415 426 446 457
407 411 416 427 447 458
408 412 417 428 448 X58

South Hobart
Marlyn Rd 446

South Hobart
Huon Rd & Strickland Ave 447

Fern Tree
Huon Rd 448 449

University
Sandy Bay Campus 501 601

Lower Sandy Bay
Sandy Bay Rd 401 402

Mount Nelson
Nelson Rd 457 X58 458

Kingston Central
Channel Hwy 410

Huntingfield
Huntingfield Ave 429

Howden
Howden Rd 411

Margate
Crescent Dr 412

Snug
Charlton St 413

Woodbridge
Channel Hwy 415

Middleton
Channel Hwy 416

Gordon
Channel Hwy 417

Taroona
Baringa Rd 426

Blackmans Bay
Suncoast Dr 409

Blackmans Bay
Illawarra Rd 407 427 500 408 428

418 Bus continues to Cygnet

411 Bus continues via Brightwater Rd

412 415 417 413 416 418 Buses continue via Channel Hwy (see inset above)

Channel Hwy inset

Joins main map below

For timetables, maps, fares and tickets call the Information Hotline

13 22 01

or visit

www.metrotas.com.au

C. Relevant Policies and Principles

The following documents have been identified to contain policies and principles relevant to this study:

- **Sustainable Transport Strategy 2009-2014 (City of Hobart)** – contains goals and project recommendations to assist the development of sustainable transport networks, facilities and programs in the Greater Hobart region. In December 2011 the City endorsed an Action Plan to support the Sustainable Transport Strategy that had been adopted by the City in the previous year in line with state government policy. Many elements of the Action Plan were embedded in the Capital City Strategic Plan and other key documents prepared by the state government. They have also developed as the basis of initiatives in the Inner City Action Plan (ICAP). The Action Plan recognised the need for travel demand management through a workplace travel plan and an initial audit of staff travel patterns and facilities were compiled. However the broader vision of developing a full set of Hobart Travel Smart plans was not delivered.
- **Southern Integrated Transport Plan 2010 (collaborative initiative between government and councils) –** the current state government policy for transport in Hobart and Southern Tasmania.
- **Inner City Action Plan (ICAP) 2012 (City of Hobart) –** provides recommendations for projects to help activate the City of Hobart, including transport-related actions for pedestrians, cyclists, cars and public transport.
- **Capital City Strategic Plan 2015-2025 (City of Hobart)** – identifies goals and priorities for Hobart to set the strategic planning framework and guide council delivery.
- **Draft Transport Access Strategy 2016 (Department of State Growth)** – contains the state government approach to delivering better integrated and coordinated transport services, particularly for disadvantaged people. This is a draft document published for public consultation.
- **Hobart Congestion Traffic Analysis 2016 (Department of State Growth) –** provides an analysis of traffic congestion within the Hobart CBD.
- **City of Hobart Transport Strategy 2018-2030 (proposed)** – the broad policy document that the TDM Plan and this Travel Plan will inform and assist in developing a transport strategy to guide the planning and development of Hobart towards 2030.

Figure 8.1: Policy Framework

D. Travel Survey

Employee Travel Survey

To: All Employees

The City of Hobart wants to develop a better understanding of employee travel requirements and has engaged transportation consultants Mott McDonald to assist with this work and to develop A Travel Action Plan for the City of Hobart.

The City of Hobart is also in the process of developing a new Transport Strategy. We are hoping to use this Travel Action Plan as a demonstration trial of Travel Demand Management (TDM) to understand the extent this measure might play in the greater Transport Strategy. This could be used as a framework for other employers in the city and may help to manage congestion and better understand travel patterns.

To help us develop a plan that works for you, please complete the following 5 minute survey by 6 December 2016.

Managers and Supervisors of people who do not have regular access to computers are asked to print the survey and provide it to their teams.

Please note that your responses will be analysed by Mott MacDonald on behalf of the City of Hobart, and will not be passed on to any third party. If you have any queries regarding this survey, or if you would like more information about the Travel Action Plan, please contact the City's Transport Engineer, Stuart Baird by email to bairds@hobartcity.com.au.

Thank you for your time.

Nick Heath

General Manager

MOTT MACDONALD

	QUESTION
1	**Please select the location of your main workplace:** ☐ The Town Hall ☐ The Council Centre ☐ Clearys Gates Depot ☐ Bushland Depot ☐ Doone Kennedy Hobart Aquatic Centre ☐ Mathers House ☐ Tasmanian Tourism and Information Centre ☐ McRobies Gully Waste Management Centre ☐ Mornington Regional Nursery and Skills Centre ☐ Youth ARC Other (e.g. I work from home): _____
2	**Where do you travel from?** **Street name:** _____ **Suburb/town:** _____
3	**Do you work full-time or part-time?** ☐ Full time ☐ Part time
4	**What time do you usually arrive at work?** _____
5	**What time do you usually depart from work?** _____

MOTT MACDONALD

6	**What days do you typically work?** *Please tick all that apply.* ☐ Monday ☐ Tuesday ☐ Wednesday ☐ Thursday ☐ Friday ☐ Saturday ☐ Sunday
7	**Are you able to work flexible hours?** ☐ Yes ☐ No
8	**Are you able to arrive/depart from work at a different time? If not, why not?** ☐ Yes, I can arrive/depart at a different time No, because (tick all that apply): ☐ Due to the nature of my work, my work times are fixed ☐ I have not been offered flexible work times ☐ I don't have an adequate transport option available at a different time ☐ Other (please specify): _____
9	**Approximately how far is your journey to work?** *Refer to the following page for a map showing approximate distances from the Town Hall* ☐ Less than 1km ☐ 1 – 2km ☐ 2 – 5km ☐ 5 – 10km ☐ More than 10km

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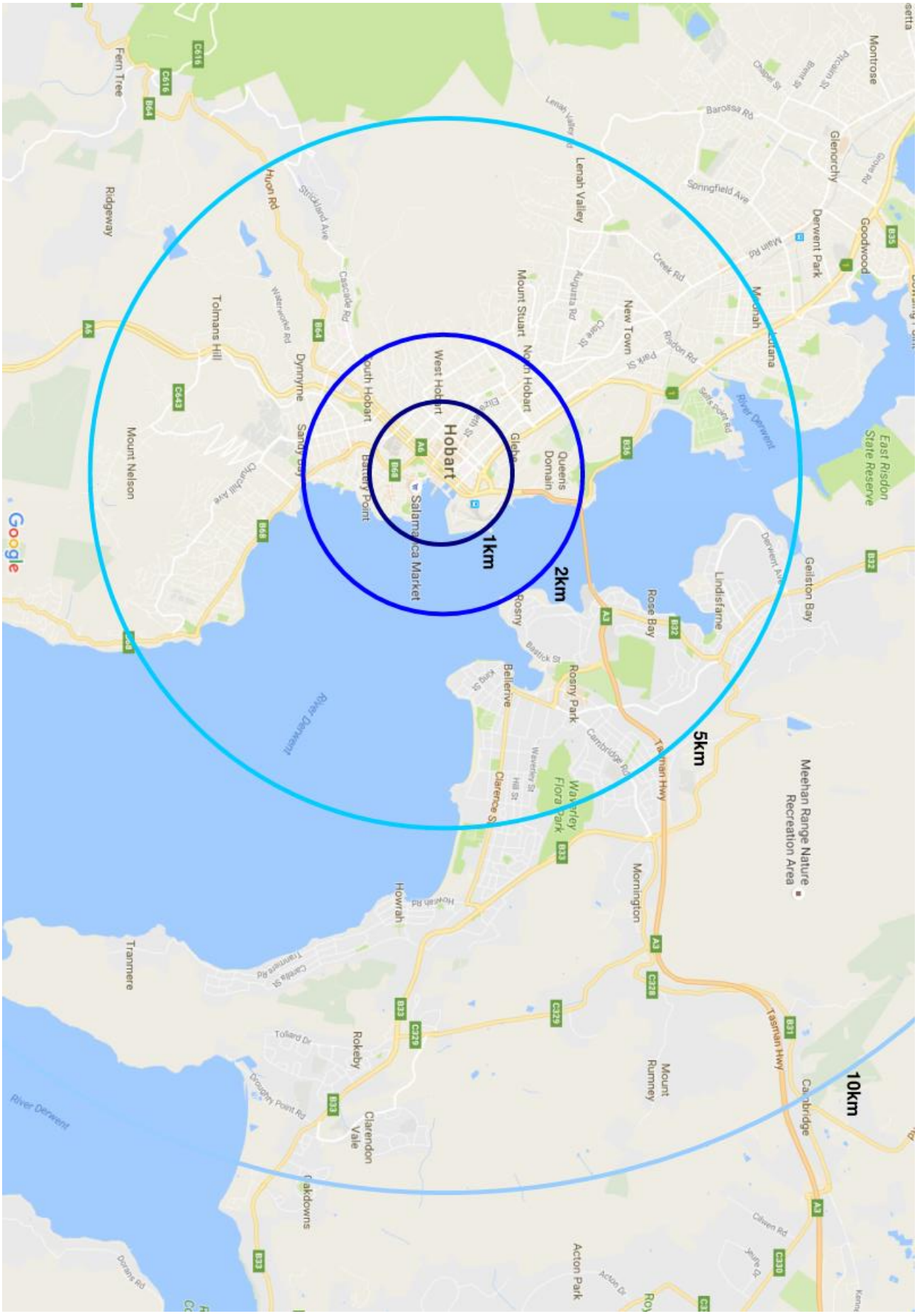

MOTT MACDONALD

10	**What is your main mode* of travel TO work?** *Note that 'car sharing' can include giving/receiving a lift, participating in car pooling, etc.* *'Pool car' refers to a company fleet car provided by the City of Hobart.* ☐ Walk/run ☐ Bus ☐ Car share (driver) ☐ Cycle ☐ Car (private) ☐ Car share (passenger) ☐ Motorbike ☐ Car (pool car) ☐ Other _____ ☐ Taxi * *main mode is the one you use for the longest distance.*
11	**If your first option isn't available TO work, what is your second option?** ☐ Walk/run ☐ Bus ☐ Car share (driver) ☐ Cycle ☐ Car (private) ☐ Car share (passenger) ☐ Motorbike ☐ Car (pool car) ☐ Taxi ☐ None – my main mode is my only option ☐ Other _____
12	**What is your main mode of travel FROM work?** ☐ Walk/run ☐ Bus ☐ Car share (driver) ☐ Cycle ☐ Car (private) ☐ Car share (passenger) ☐ Motorbike ☐ Car (pool car) ☐ Other _____ ☐ Taxi
13	**If your first option isn't available FROM work, what is your second option?** ☐ Walk/run ☐ Bus ☐ Car share (driver) ☐ Cycle ☐ Car (private) ☐ Car share (passenger) ☐ Motorbike ☐ Car (pool car) ☐ Taxi ☐ None – my main mode is my only option ☐ Other _____

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14	**Which of the following factors influence how you travel to work?** *Please tick all that are significant.* ☐ Fastest ☐ Most reliable ☐ Best for my health ☐ Cost ☐ Fits with other responsibilities ☐ Personal security/ safety ☐ Other, please specify: **If you DO NOT drive to work, you can now skip to question 20.**

15	**If you drive, are you able to travel to work using any of the following modes?** *(Please tick all that apply)* ☐ Bus ☐ Cycle ☐ Walk/run ☐ No – I can't use any of the above modes to travel to work
16	**If you drive, would you consider car sharing?** *Car sharing can include giving/receiving a lift, participating in car pooling, etc.* ☐ Yes ☐ No
17	**If you drive, what might encourage you to car-share to work?** *Please tick all options that would be helpful.* ☐ Help in finding car share partners with similar work/travel patterns ☐ Free taxi home if let down by the car driver ☐ Preferential parking ☐ Incentives for car sharing e.g. free car washes or prizes, awards and freebies ☐ More information on the benefits and cost saving potential of car-sharing ☐ Nothing would encourage me to car share ☐ Other *(Please specify)* [ ]

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18 **If you currently drive, what would motivate you to change to an alternative mode of travel?**

(Please tick all that apply)

- ☐ Help with identifying the best alternative transport option for me
- ☐ Better end of trip facilities (shower/changerooms/bike parking/lockers)
- ☐ Discounts for using public transport services
- ☐ Improved service frequencies of public transport (bus, ferry)
- ☐ Provision of pool cars
- ☐ Ability to work flexible hours
- ☐ Ability to work from home (with manager's approval)
- ☐ Other, please specify:

OR:

☐ No change possible due to:

19 **How likely is it that you would change modes if the improvements you chose as most important above were made?**

	Very unlikely	Unlikely	Neutral	Likely	Very likely
I would walk/run or cycle	☐	☐	☐	☐	☐
I would use public transport (bus, ferry)	☐	☐	☐	☐	☐
I would arrive and/or depart work outside of peak hours.	☐	☐	☐	☐	☐
I would work from home 1 or more days a week	☐	☐	☐	☐	☐
Other, please specify:	☐	☐	☐	☐	☐

Other:

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20	**How many times during a typical week do you make business trips (excluding your main commute)?** 'Business trips' refers to short-term trips made to attend meetings, site inspections, etc. ☐ I don't make business trips during the week ☐ 1-2 times a week ☐ 3-4 times a week ☐ 5+ times a week
21	**If you make business trips, where do you usually travel to (destination)?**
22	**If you make business trips, what mode do you usually use? (Please choose the option you use most often)** ☐ Walk/run ☐ Bus ☐ Car share (passenger) ☐ Cycle ☐ Car (private) ☐ Car share (driver) ☐ Motorbike ☐ Car (pool car) ☐ Taxi ☐ Council vehicle (truck, heavy machinery etc.)
23	**If you use a car/taxi for business trips, what would motivate you to change to an alternative mode of travel?** *(Please tick all that apply)* ☐ Help with identifying the best alternative transport option for me ☐ Better end of trip facilities (shower/changerooms/bike parking/lockers) ☐ Discounts for using public transport services ☐ Improved service frequencies of public transport (bus, ferry) ☐ Provision of pool cars ☐ Nothing would encourage me to change modes ☐ Other, please specify:

24	**Do you have any suggestions to help us support you or further understand how and when you travel to and from work?**

Thank you for completing this survey. Please return this form to your manager or supervisor who will then pass it on to Stuart Baird so Mott MacDonald can collate the information.

Your responses will contribute to developing the City of Hobart's Travel Action Plan, which aims to improve the transport options for Team Members and visitors of the City of Hobart, both now and into the future.