



Kings Park Metal Recovery and Recycling Facility Expansion

Employee Transport Plan

Prepared for:

Sell & Parker

26 May 2022



PROJECT INFORMATION

Project Name:	Kings Park Metal Recovery and Recycling Facility Expansion
Client:	Sell & Parker
Project Number:	2241
Prepared By:	JMT Consulting

DOCUMENT HISTORY

Document Title	Revision	Date issued	Author
Kings Park Metal Recovery and Recycling Facility Expansion ETP	Draft	25.05.22	JM
Kings Park Metal Recovery and Recycling Facility Expansion ETP	Issue	26.05.22	JM

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1 Introduction

1.1 Background

This Employee Transport Plan (ETP) has been prepared by JMT Consulting to support the proposed Kings Park Metal Recovery and Recycling Facility Expansion project.

Sell and Parker are seeking to increase the operational capacity of the currently approved material throughput capacity of 350,000 tpa to 600,000 tpa. Material that would continue to be processed at the Resource Recovery Facility (RRF) would comprise ferrous and non-ferrous metals.

A traffic and transport impact assessment has been prepared to support the State Significant Development Application (SSDA) which provided a preliminary ETP for the Proposal Site. Transport for NSW (TfNSW) recommended (in their post public exhibition letter dated 20 October 2020) that a detailed ETP be prepared prior to the issue of the first Occupation Certificate for the Proposal Site which includes the following items:

- *Identifying and implementing strategies that encourage modal shift as presented in Section 7.4 of the TTIA;*
- *Include a strategy for communicating the Employee Transport Plan with staff and visitors and encouraging them to subscribe to its actions;*
- *Ensuring pedestrian and cycling connectivity, end of trip facilities and bicycle parking in order to achieve the above outcomes;*
- *Identifying the party or parties responsible for delivery and implementation of each element of the Employee Transport Plan; and*
- *Including a high quality Travel Access Guide (TAG) which provides information to staff about how to travel to the Proposal Site by sustainable transport modes. This should include information about public transport connectivity, end of trip facilities, and local pedestrian and cycling connections.*

Additionally, it is recommended that the Employee Transport Plan is evaluated (including staff travel surveys) and updated every two years. The applicant is to submit a copy of the final Employee Transport Plan to Transport for NSW for consideration.

Sell & Parker, to provide further detail in relation to the operation of the Proposal, have submitted this ETP as part of the SSD assessment (rather than prior to operations). This ETP responds to the feedback provided by TfNSW by providing further details around the transport initiatives proposed to support sustainable modes of travel to the Proposal Site.

1.2 Site location

The Proposal Site is located at 23-43 and 45 Tattersall Road, Kings Park within the industrial district of the Blacktown Local government Area - approximately 40 km north-west of the Sydney Central Business District (CBD) and around 3 km from Blacktown CBD. As shown in Figure 1 the Proposal Site sits within an established industrial precinct, with land uses surrounding the Proposal Site including light industrial, business park, public recreational and low-density residential classifications. Nearby industries include motor vehicle dealerships, vehicle repair workshops, vehicle tow yard and adhesive manufacturers

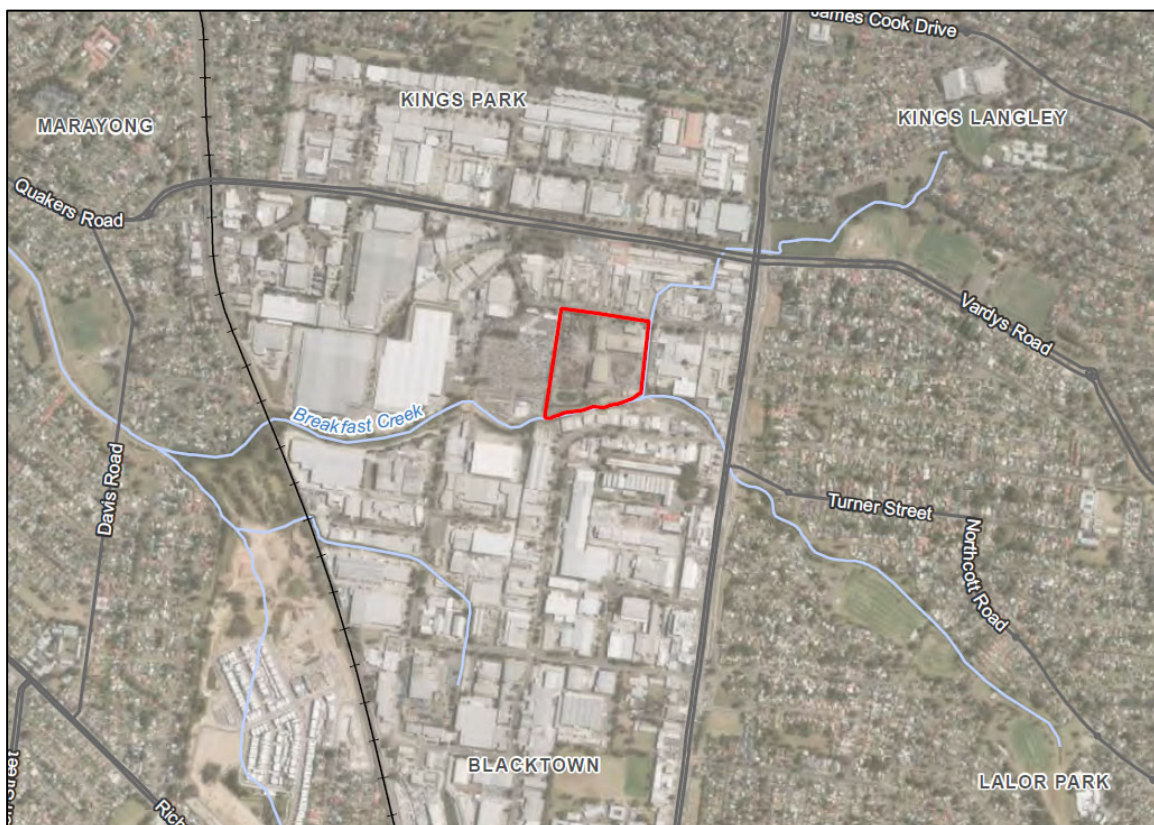


Figure 1 Site location

Source: Arcadis

1.3 Proposal description

Sell and Parker (the Applicant) currently own and operate a resource recovery facility (RRF) at 23-43 and 45 Tattersall Road, Kings Park (the Proposal site). The RRF currently operates under approval SSD 5041 and three associated modifications (the Original Approval).

The Applicant is seeking approval to increase the throughput limit of the RRF from 350,000 to 600,000 tonnes per annum (tpa) (the Proposal). Approval for the Proposal is sought as a State Significant Development (SSD-10396) under Part 4, Division 4.7 of the Environmental Planning and Assessment 1979 (EP&A Act).

The increase in throughput limit would allow the Applicant to recycle up to 600,000 tpa of scrap metal (from both on-site and external sources). The Proposal would assist in achieving the higher recycling contamination standards prescribed by China's National Sword Policy as well as further reducing the volume of scrap metal that goes to landfill.

The existing infrastructure at the Proposal site has the capacity to accommodate the increased throughput and the Proposal would not require any physical works or change to the nature of operations. However, some adjustments to site management practices such as internal traffic flows and scheduling would be required.

1.4 Purpose and objectives of the Employee Transport Plan

A ETP is a package of measures aimed at promoting and encouraging sustainable travel and reducing reliance on the private car. The ETP for the Kings Park Metal Recovery and Recycling Facility will assist in reducing car reliance by promoting alternative, sustainable modes of travel. The ETP aims to encourage and support the broader use of sustainable travel options by staff in carrying out their daily activities. ETPs can provide both:

- Measures which discourage or disincentivises car use;
- Measures which support, encourage or incentivise sustainable travel (including public transport), reduce the need to travel or make travel more efficient.

Sustainable travel options include active transport (including travel by foot, bicycle and other non-motorised vehicles) and public transport.

The ETP focuses on minimising the impact of events on the local and wider transport network and encourages those, where reasonable and feasible, accessing the Proposal Site to do so by sustainable modes of transport, thereby reducing car dependency for visitors and staff travelling to the Proposal Site.

The key objectives of the ETP are to:

- Achieve a high modal share for public transport, cycling and walking journeys for staff and visitors of the Proposal Site;
- Reduce private vehicle dependency as a means of access to the Proposal Site;
- Ensure adequate facilities are provided at the Proposal Site to enable users to travel by sustainable transport modes; and
- Raise awareness of, and actively encourage the use of, sustainable transport amongst users.

2 Site Transport Conditions

2.1 Current travel behaviours

Journey to Work census data has been used to estimate the current travel behaviour of staff travelling to the Kings Park industrial precinct. Census data for the destination zone¹ immediately surrounding the Proposal Site indicates that some 86% of staff typically travel by private vehicle to the Proposal Site, with a further 6% arriving as a passenger of a vehicle. This relatively high car passenger mode share indicates there may potentially be an opportunity to reduce the instances of single occupant vehicle trips to the Proposal Site into the future. Public transport accounts for just over 5% of travel, with train the preferred mode. Only a very small number of staff cycle to the area reflecting it's location within an established industrial precinct.

The current travel patterns of staff are illustrated in Figure 2 below.

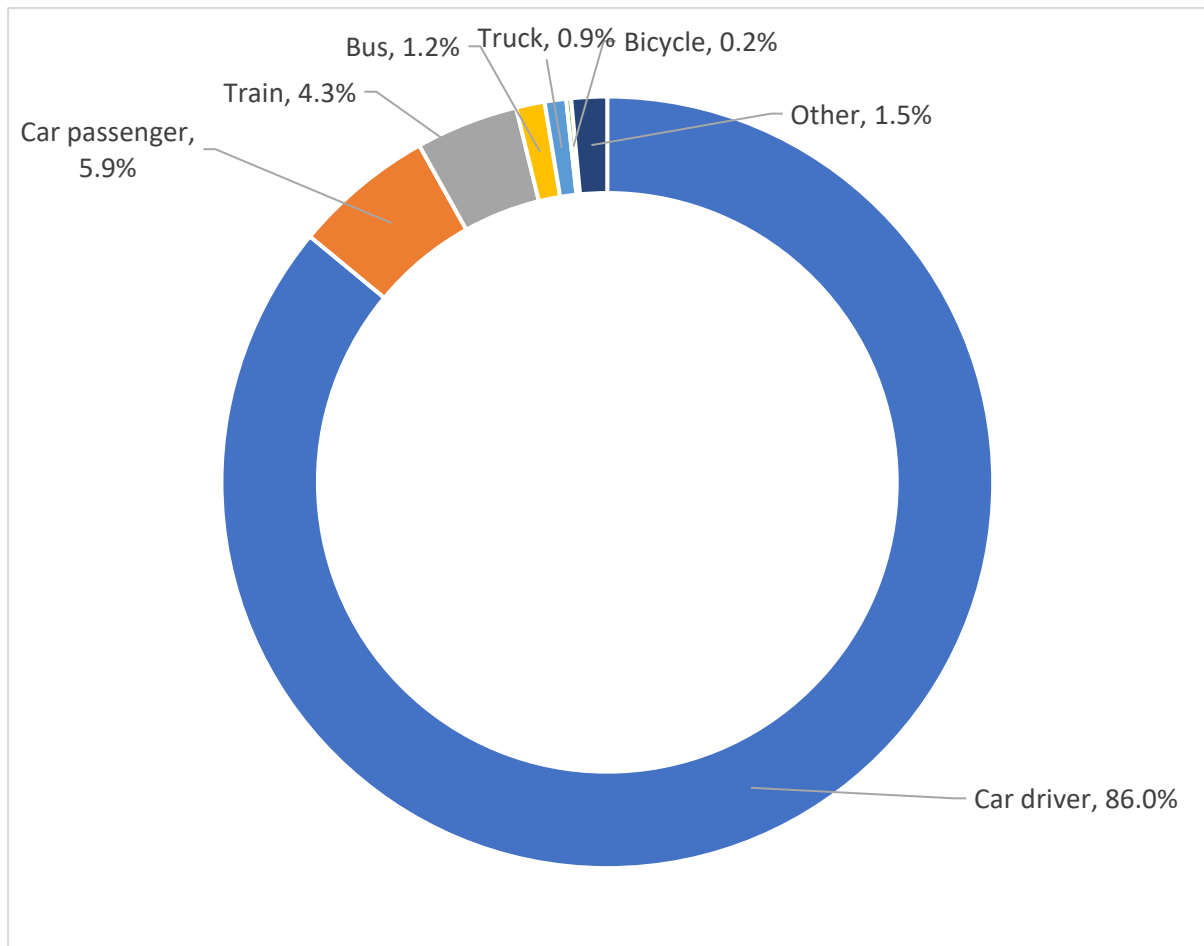


Figure 2 Current transport mode share of Kings Park staff

¹ DZ 113035709

It is noted that a number of environmental factors, outside of the direct control of the Kings Park Metal Recovery and Recycling Facility, influence the travel behaviours of staff, including:

- Home residence and distance required to travel to the workplace
- Availability of bicycle routes external to the site
- Nature of daily activities at the Kings Park Metal Recovery and Recycling Facility – for example a number of staff walk around the site all day exposed to outside weather conditions and therefore are less likely to travel by bike. This is different to office workers who typically sit in comfortable, air conditioned environments during the day.
- Availability of nearby public transport from workers' home residences.

2.2 Public transport

Bus services are available along the Northwest T-way on Sunnyholt Road and Vardys Road. The nearest bus stop to the Proposal site is located on Sunnyholt Road within 450 m walking distance which is approximately a 6-minute walk. There are frequent bus services to key neighbouring suburbs including Blacktown, Parramatta, Glenwood and Norwest.

It is noted that Marayong train station is located approximately 1.4 km walking distance west of the Proposal site which is approximately a 17-minute walk. Marayong station provides rail services via the T1 Western Line and the T5 Cumberland Line providing connectivity to key transport nodes in Blacktown and Parramatta.

A summary of the public transport services and frequencies is presented in Table 1 below.

Table 1 Summary of public transport services

Public Transport mode	Route No.	Route Description	Typical Weekday Frequency	
			Peak Periods	Off-Peak Periods
Rail	T1	Emu Plains or Richmond to City	4-10 minutes	15 minutes
	T5	Leppington to Richmond	30 minutes	30 minutes
Bus	661	Blacktown to Parramatta via Kings Langley & North West T-way	20 minutes	60 minutes
	706	Blacktown to Parramatta via Winston Hills	60 minutes	60 minutes
	730	Blacktown to Castle Hill via Glenwood & Norwest	10-20 minutes	30 minutes
	731	Blacktown to Rouse Hill via Stanhope Gardens	15-20 minutes	30 minutes

Public Transport mode	Route No.	Route Description	Typical Weekday Frequency	
			Peak Periods	Off-Peak Periods
	732	Blacktown to Rouse Hill via The Ponds	30 minutes	30 minutes
	734	Blacktown to Riverstone via Schofields	30 minutes	30 minutes
	735	Rouse Hill to Blacktown	30 minutes	30 minutes
	743	Blacktown to Kings Langley	30 minutes	30-60 minutes

Source: 23-43 & 45 Tattersall Road, Kings Park Traffic Impact Assessment (TTPP, 2020)

The public transport environment serving the Proposal Site is illustrated in Figure 3 below.

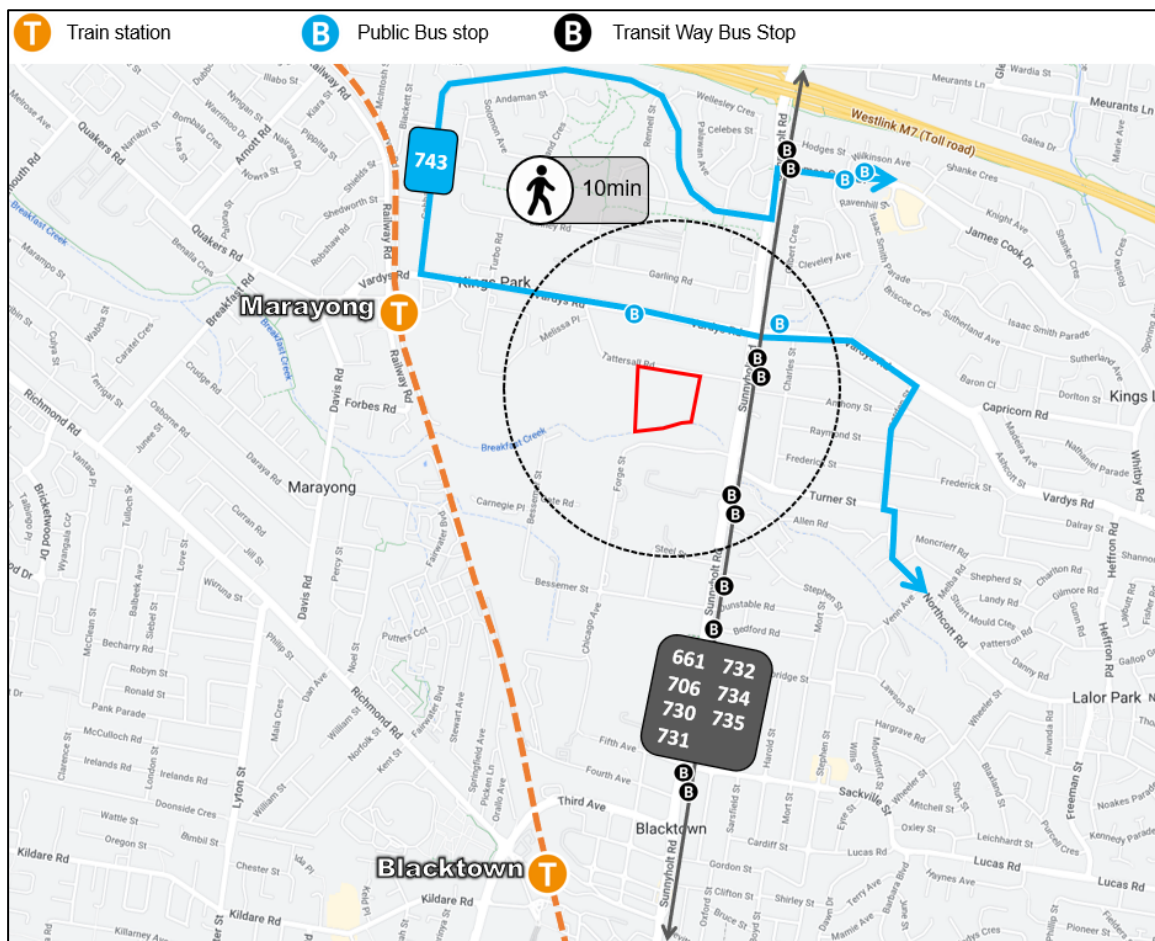


Figure 3 Public transport environment

2.3 Pedestrian and cycling infrastructure

Well established footpaths are provided on both sides of Tattersall Road and Sunnyholt Road. On Vardys Road, west of Tattersall Road, there is an established footpath on the south side of the road which extends in the general direction towards Marayong train station.

An off-road shared path is available along the east side of Sunnyholt Road which connects to the broader cycle network within the Blacktown LGA. A future cycle link is proposed by Council between the existing cycle routes on Sunnyholt Road and Lalor Creek via Lynwood Park, as shown in Figure 4.

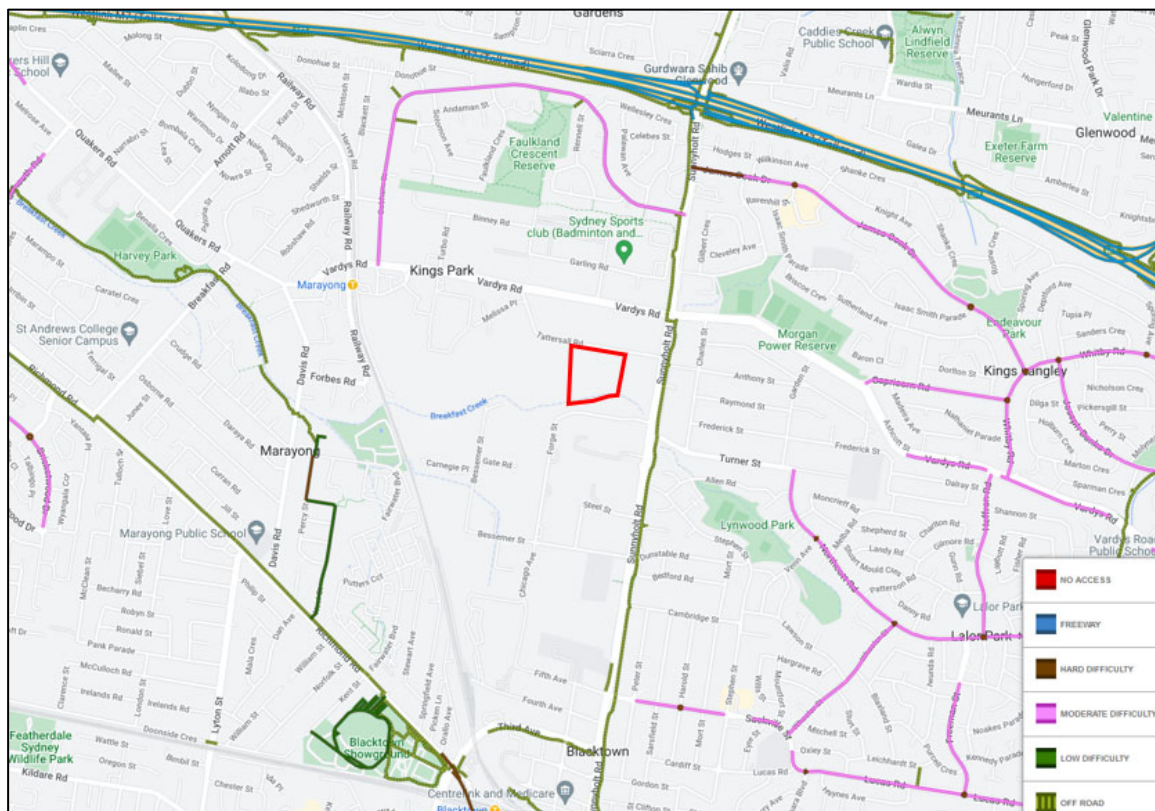


Figure 4 Cycling network serving the site

Source: TfNSW cycleway finder

3 Employee Transport Plan Objectives and Targets

3.1 Purpose and objectives of the Employee Transport Plan

A ETP is a package of measures aimed at promoting and encouraging sustainable travel and reducing reliance on the private car. The ETP for the Kings Park Metal Recovery and Recycling Facility will assist in promoting sustainable modes of travel and reducing instances of single occupant trips. It focuses on minimising the impact of travel to the Proposal Site on the local and wider transport network and encourages those accessing the Proposal Site to do so by sustainable modes of transport, thereby reducing car dependency for staff and visitors. The key objectives of the ETP are to:

- Achieve a high modal share for public transport, cycling and walking journeys for staff;
- Reduce private vehicle dependency as a means of access to the Proposal Site;
- Ensure adequate facilities are provided at the Proposal Site to enable users to travel by sustainable transport modes; and
- Raise awareness of, and actively encourage the use of, sustainable transport amongst users.

The ETP for the Proposal responds to these objectives by:

- Promoting alternatives to the car and encouraging increased public transport, walking and cycling usage;
- Reducing the environmental impacts associated with vehicle movements by raising travel awareness and encouraging travel by more sustainable transport modes, to reduce private car usage;
- Connecting the Proposal Site to the surrounding community by the strong promotion of walking and cycling and public transport, thus minimising the impact on the adjacent road network; and
- Promoting public transport connections in the area including heavy rail and bus services.

3.2 Mode share targets

Having regard for existing travel behaviours as previously outlined in Section 2.1, the public transport availability and the measures proposed, mode share targets have been developed for travel to the Proposal Site as noted in Table 2. These targets are not fixed, instead they provide the operators of the Proposal Site with a benchmark at which to monitor the success of the ETP as it is implemented and subsequently review (see Section 5).

Table 2 Target mode shares

Mode of Travel	Mode Share	
	Existing	Target
Private vehicle (drive in own car)	86.0%	81.0%
Private vehicle (passenger)	5.9%	7.9%
Public transport	5.5%	8%
Walking / cycling / other	2.6%	3.1%

It is considered feasible that through application of the measures described in this ETP, the Proposal Site may be able to achieve a mode shift of up to 5% away from private vehicle (single occupant) travel to work. In the busiest work shift (day time shift), there would be 70 employees which would equate to a few more employees travelling by public transport and walking to work.

4 Employee Transport Plan Measures

4.1 Car pooling

Car pooling is an effective means of reducing travel and parking demand by increasing the number of car journeys containing more than one occupant. Human Resources Team or a member of staff would inform staff of those who drive and the locations they drive in from in order to 'pair up' people based on their home location and travel needs (i.e. start and finish times). Senior Management can help match employees living in the same area to travel together to/from work. It may be acceptable to display a map of the general travel routes which staff use on the way to/from work to encourage carpooling. There are also various car pooling websites (as per the examples) that could be used.

Car pooling has the potential to reduce instances of single occupant trips and therefore reduce the overall impact on the adjacent road network.

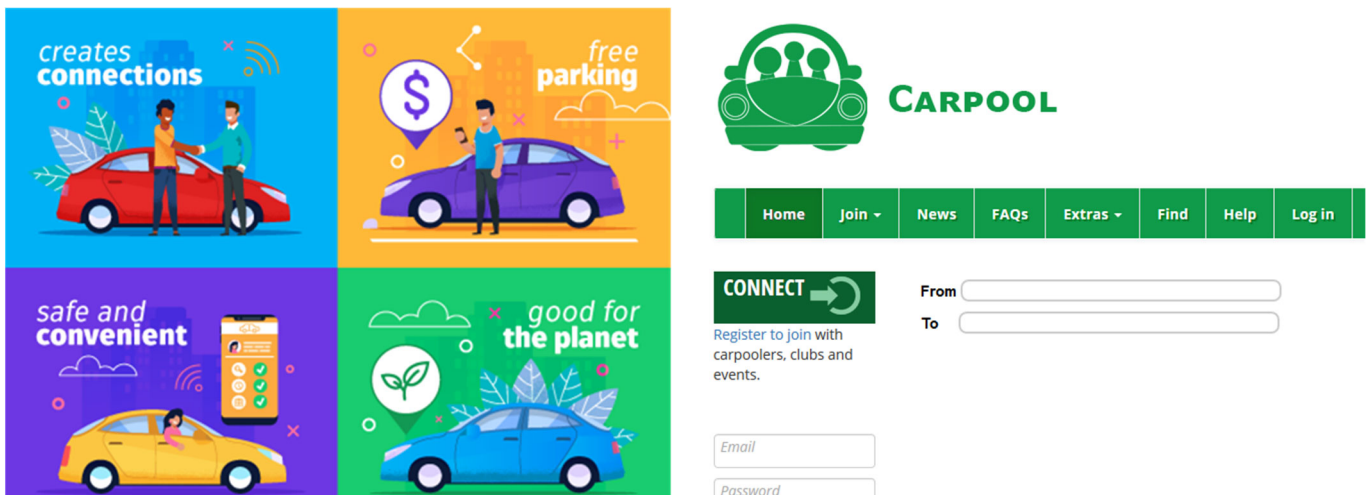


Figure 5 Existing car pooling websites

4.2 Secure bicycle parking

Cycling may not be a viable mode of transport for all staff however it has the potential to contribute to reducing traffic and parking demands for the Proposal Site. As previously noted the Proposal Site is located adjacent to a major regional cycleway and this provides a strong opportunity to encourage staff to arrive by bike. 6 secure bicycle parking spaces would be provided on site which is equivalent to nearly 10% of total staff numbers. This quantum of bicycle parking is in line with best practice guidance issued by the Green Building Council of Australia which recommends bicycle parking be provided for between 5% and 10% of staff for buildings.

4.3 Car parking

The Proposal does not seek to increase the number of on-site car parking spaces for building staff or visitors. This policy will assist in reducing traffic related impacts from the proposal and encourage staff to utilise sustainable transport modes.

It is important to note that no additional employees would be generated by the Proposal, therefore the site would not generate any additional parking demands compared to current conditions.

4.4 Travel information

During the staff induction process travel information will be incorporated so that new staff members are aware of the travel choices available to them. This would also include a tour of the Proposal Site to include visit cycle parking areas within the Proposal Site, as well as distributing a copy of the Transport Access Guide.

4.5 Travel access guide

The information provided within the ETP will be provided to staff and visitors in the form of a package of easy to understand travel information known as a Transport Access Guide (TAG).

TAGs provide customised travel information for people travelling to and from a particular site using sustainable forms of transport – walking, cycling and public transport. It provides a simple quick visual look at a location making it easy to see the relationship of site to train stations, light rail stations, bus stops and walking and cycling routes. Such TAGs encourage the use of non-vehicle mode transport and can reduce associated greenhouse gas emissions and traffic congestion while improving health through active transport choices.

They can take many forms from a map printed on the back of business cards or brochures. Best practice suggests that the information should be as concise, simple and site centred as possible and where possible provided on a single side/sheet. If instructions are too complex, people are likely to ignore them.

A TAG has been prepared for the Proposal Site in the form of a brochure and is provided in Appendix A. The facility will provide copies of the TAG to staff as part of their induction process, as well as make the TAG available on the company's website.

5 Management and Monitoring

5.1 Management of the ETP

The Human Resources Team or a member of staff will be responsible for the management of the Plan, and ensuring interest amongst employees is maintained, including:

- Communicating the travel plan to stakeholders;
- Promote awareness of the plan and associated initiatives;
- Providing travel information for staff and visitors;
- Developing and disseminating appropriate travel plan marketing information;
- To evaluate the benefit of the proposed measures to identify any changes required to the Travel Plan; and
- Overseeing the implementation and effectiveness of the Plan

The Plan is a 'living' document, so measures excluded at this time could be reconsidered or reintroduced at any time in the future. It is recognised that travel needs, and patterns will change, and new measures will become available.

5.2 Implementation plan

An implementation plan has been developed that includes all of the proposed actions within the ETP and how these will be monitored and evaluated for five years post occupancy.

5.3 Monitoring and review

In order for the Travel Plan to be effective it must be monitored on a regular basis (every two years) to ensure that the objectives are being met. The monitoring measures could include:

- Collecting data on employee travel patterns for trips to the Proposal Site through travel surveys. This will be an internal process run and signed off by Sell & Parker for the purposes of monitoring the success of the travel plan and whether any changes are required. A sample travel survey for staff of the Proposal Site has been developed and is provided in Appendix B.
- Utilisation of bicycle parking facilities on the Proposal Site.
- General feedback from staff

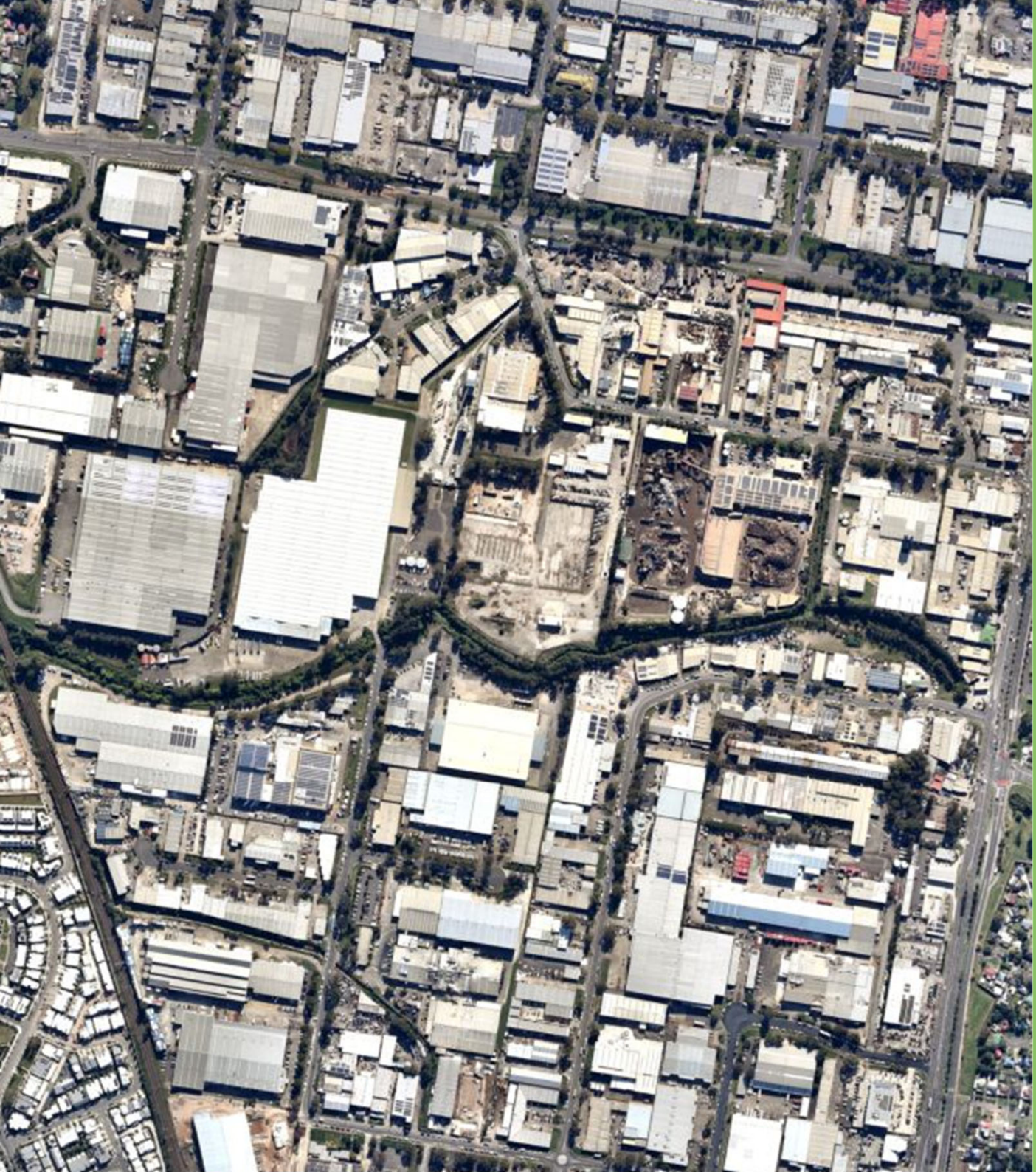
In order for the Plan to be effective, it will be necessary to investigate feedback from employees to ensure that the Employee Transport Plan is achievable. Any changes to mode shifts and staff achievements should be rewarded and recognised company-wide, and communicated with employees on a reoccurring basis, for example at quarterly workplace meetings.

GREEN TRAVEL PLAN IMPLEMENTATION PLAN

GTP measure	Description	Outcome	How measure will be monitored	Timing for implementation	Data Collection Frequency (internal process run by Sell & Parker)
Car parking	No increase in car parking to staff and visitors to be provided as part of the Proposal.	Limit use of private vehicles as a mode of transport to the Proposal Site	- Travel surveys of staff	Post occupancy	Every two years up to five years post occupancy
Transport Access Guide (TAG)	TAG to be developed and distributed to staff and visitors advising of the various sustainable transport options available.	Greater use of sustainable transport modes	- Travel surveys of staff - Feedback from staff	Post occupancy	Every two years up to five years post occupancy
Promotion of GTP to staff	Staff to be advised of GTP (including bike parking and end of trip facilities) as part of their induction process. This will include a physical copy of the Transport Access Guide (TAG).	Greater awareness by staff of travel options available to access the Proposal Site.	- Feedback from staff	Post occupancy	Every two years up to five years post occupancy
Bicycle parking	Increase in the number of bicycle parking spaces. Bicycle parking area to be promoted to staff through their induction process, visitors via communication prior to arrival as well as through the TAG	Increase in number of staff and visitors cycling to the Proposal Site	- Observations of bicycle parking area - Staff travel survey	Post occupancy	Every two years up to five years post occupancy

GTP measure	Description	Outcome	How measure will be monitored	Timing for implementation	Data Collection Frequency (internal process run by Sell & Parker)
Car pooling	Establish arrangements to facilitate car pooling between employees	Reduced instances of single occupant trips	- Travel surveys of staff - Feedback from staff	Post occupancy	Every two years up to five years post occupancy

Appendix A: Transport Access Guide



KINGS PARK METAL RECOVERY AND RECYCLING FACILITY



TRANSPORT ACCESS GUIDE

TRAVELLING TO THE KINGS PARK METAL RECOVERY AND RECYCLING FACILITY

Travelling to the Kings Park Metal Recovery And Recycling Facility can be made via a number of forms of sustainable transport. Active transport such as walking and cycling are healthy and environmentally conscious alternatives. However, if the distance of travel is an issue, consider using public transport in tandem with active transport.

WALKING



Well established footpaths are provided on both sides of Tattersall Road and Sunnyholt Road. On Vardys Road, west of Tattersall Road, there is an established footpath on the south side of the road which extends in the general direction towards Marayong train station.

CYCLING



The site is connected to the broader regional cycling network, with an off-road shared path available along the east side of Sunnyholt Road. A future cycle link is proposed by Council between the existing cycle routes on Sunnyholt Road and Lalor Creek via Lynwood Park.

Secure bicycle parking will be provided on the site for use of staff.

BUS

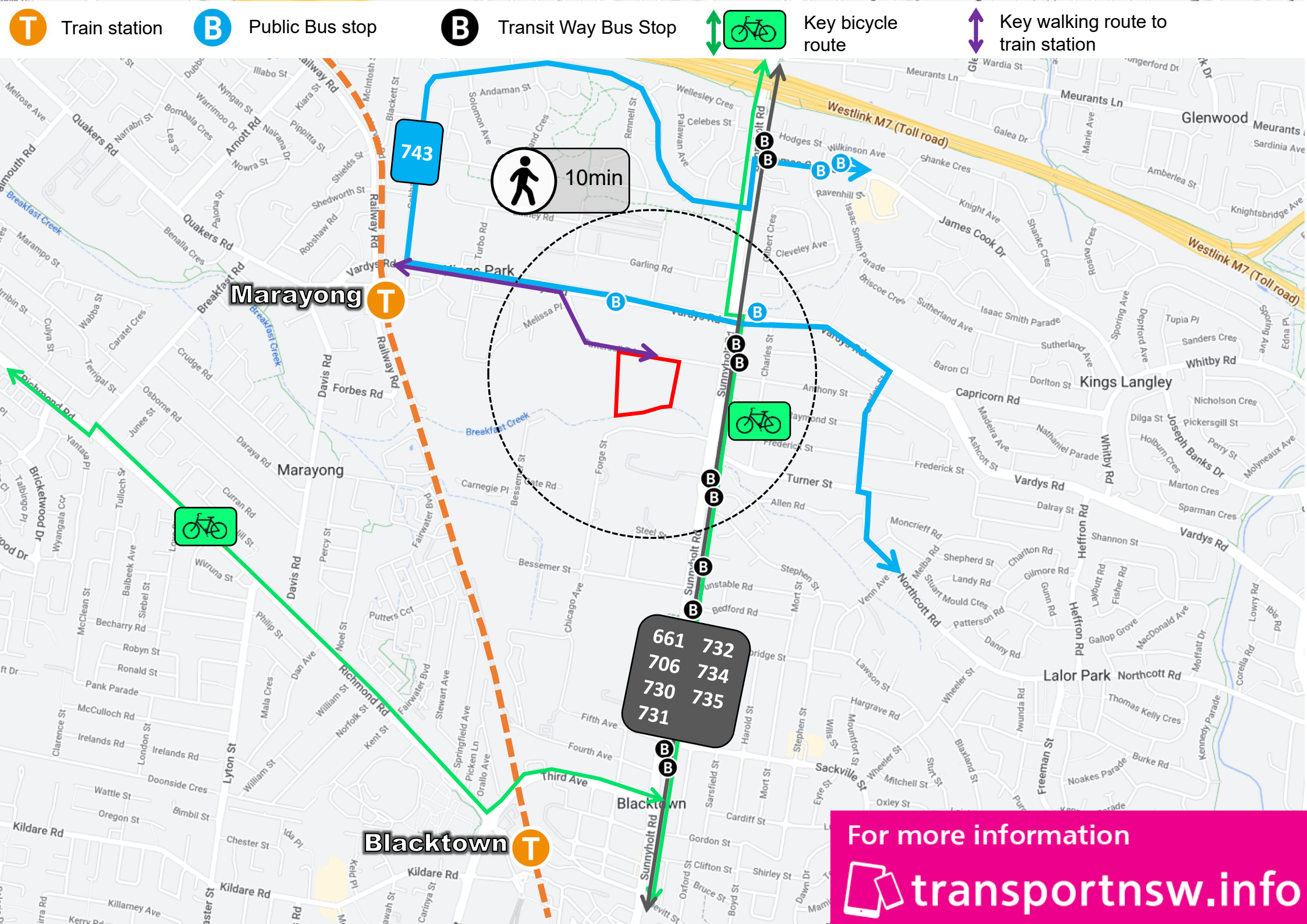


Bus services are available along the Northwest T-way on Sunnyholt Road and Vardys Road. The nearest bus stop to the is located on Sunnyholt Road within 450 m walking distance which is approximately a 6-minute walk. There are frequent bus services to key neighbouring suburbs including Blacktown, Parramatta, Glenwood and Norwest

TRAIN



Marayong train station is located approximately 1.4 km walking distance west of the site which is approximately a 17-minute walk. Marayong station provides rail services via the T1 Western Line and the T5 Cumberland Line providing connectivity to key transport nodes in Blacktown and Parramatta. Services to Marayong arrive every 4-10 minutes during peak periods of the day and between 15 to 30 minute intervals outside of peak periods.



Appendix B: Sample Staff Travel Survey

1. *What is your age in years?*

- 18 – 24
- 25 – 34
- 35 – 44
- 45 – 54
- 55 – 64
- Over 65

2. *In a typical week how many times do you travel to work to at the Kings Park Metal Recovery And Recycling Facility?*

- Every day
- 4 days per week
- 3 days per week
- 2 days per week
- 1 day per week
- Less than 1 day per week

3. *What postcode do you typically commute to work from?*

4. *What is your normal shift time?*

- 7am to 3pm
- 9am to 5pm
- 3pm to 11pm
- Other

5. *What is your main mode of transport when travelling to and from the Proposal Site?*

- Walk or run
- Bicycle
- Bus
- Train
- Train & Bus
- Taxi or Rideshare (e.g. Uber)
- Ferry
- Car (as driver/sole occupancy)
- Car (as driver with passengers)
- Car (as passenger)
- Motorbike or Moped

6. *Where do you park your car [if driver selected as mode of transport]?*

- Within the Proposal Site
- Other nearby off-street car parks
- On surrounding streets