Appendix 7.2

Staff Mobility Management Plan

Indaver

Proposed Ringaskiddy Resource Recovery Centre

Mobility Management Plan

REP/1

Issue 1 | 22 December 2015

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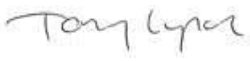
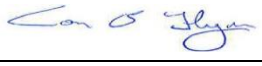
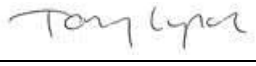
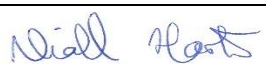
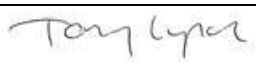
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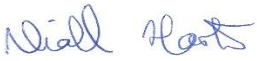
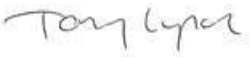
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Alternative Accessibility Maps

Executive Summary

General

Arup have been appointed by Indaver to prepare a Mobility Management Plan to supplement the Traffic Chapter in the Environmental Impact Statement (EIS) for their proposed resource recovery centre in Ringaskiddy, Co. Cork. This Mobility Management Plan has been prepared to promote accessibility to the site by sustainable modes of transport. The proposed development will result in an estimated total of 63 staff travelling to and from the Indaver site, split across a number of time periods during the day. There will be no staff arrivals/departures between 07:00 and 09:00 and 16:00 and 18:00.

Implementation Strategy

In order to reduce single occupancy car-based trips to and from the Ringaskiddy Resource Recovery Centre, and the associated parking demand, Indaver is committed to actively implementing the Mobility Management Plan. The following commitments will be progressed through to implementation during the 12 months following commencement of the proposed development:

- Indaver will offer staff flexible working hours to allow arrivals and departures to occur outside of the two-hour peak traffic periods, i.e. 07:00 – 09:00 and 16:00 – 18:00.
- Indaver will implement an intranet-based commuter site. This website is to be available to all Indaver employees including non-office-based staff.
- The above-mentioned commuter site will provide a ‘one stop shop’ for employees and will be used to promote alternative modes of transport and disseminate information at a single point of contact. It will assist those employees who would consider car sharing to find like-minded people who they can share with. It will also provide information on bus timetables, tax free bus tickets, discounted cycle purchases and all other relevant promotions, incentives and information. Notwithstanding the above, a special notice board will be designated for the dissemination of the same commuter information in the canteen.
- 4 preferential parking spaces dedicated for car sharers will be set out in the main car parking zones close to the main pedestrian entrance to the centre.
- An emergency ride home service will be considered for those users who have signed up to the car sharing scheme. In the event that an employee has to unexpectedly return home, is sick etc., a free taxi service would be available to them or other car sharers affected by the emergency.
- Indaver are committed to promoting walking through organised walking events/lunchtime walks, to participate in an annual pedometer challenge and to offering in-house health checks for people interested in getting more active.
- Taxsaver incentive bus tickets will be available at Indaver, and will be actively promoted through the intranet-based commuter site and details of how to avail of the taxsaver commuter tickets will be provided to new staff during initial staff inductions. Indaver also intend to include a one-month trial ticket for public transport and timetable information in employee induction packs to

complement the public transport schemes Indaver are promoting. Indaver also intend to raffle public transport tickets for people to try services and to display a local area map on notice boards and on the intranet system with public transport stops/route numbers marked.

- Indaver are committed to supporting and promoting any public transport initiatives developed for the Ringaskiddy area in the coming years, such as a localised shuttle bus service in the area, for example.
- The taxsaver discounted cycle purchase scheme will also be available at Indaver, and again will be actively promoted through the intranet-based commuter site.
- Shower and locker facilities will be available to employees who walk or cycle to work.
- Indaver is willing to consider investigating the feasibility of the inclusion of electric bicycles as part of the discounted bicycle purchase scheme.
- Indaver are committed to providing for future demand for electric vehicle charge points. If demand increases, Indaver will invest in additional charge points to meet this demand.
- The role of Mobility Manager will be assigned to a member of staff who will be responsible for the implementation of the above measures and who will ensure that the targets set out in the Mobility Management Plan are monitored. This will be done by carrying out travel-to-work surveys every year to assess the success of the Mobility Management Plan and revise the plan as and when required to suit the evolving nature of travelling to work.
- Indaver will develop a company policy on sustainable travel methods aimed at minimising single occupancy car-based business trips where possible, as well as promoting the Mobility Management Plan to all staff including the promotion of same to all new staff at induction.
- Indaver commit to actively engaging with the National Transport Authority's (NTA's) Smarter Travel Workplace Team throughout the life cycle of this Mobility Management Strategy to gain maximum benefit from the NTA's experience with working with other similar facilities.

1 Introduction

1.1 General

Arup have been appointed by Indaver to prepare a Mobility Management Plan for their proposed resource recovery centre at Ringaskiddy, Co. Cork.

The Mobility Management Plan has been prepared to promote accessibility to the centre by sustainable modes of transport and minimise the number of staff who will drive to work.

The Ringaskiddy Resource Recovery Centre includes 63 permanent staff. The development of this plan will address the future parking requirements at the site and accessibility to the site for all modes of travel. This report details the measures needed to encourage alternative means of commuting to the site other than by driving alone.

1.2 Structure of the Report

- Executive Summary
- Section 1: Introduction
- Section 2: Location
- Section 3: Existing Accessibility
- Section 4: Mobility Management Plans Commitments

2 Location

2.1 General

The proposed resource recovery centre will be located in Ringaskiddy, approximately 20km south-east of Cork City Centre. Maps showing the location of the existing site in the context of the local road network are presented in Figure 1 and Figure 2 below.

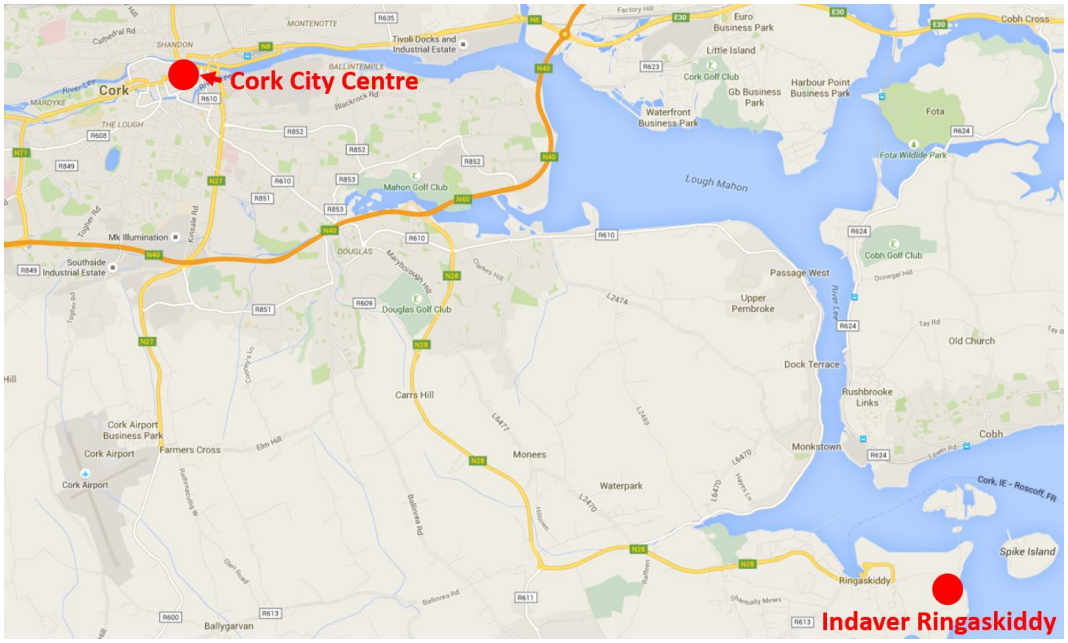


Figure 1 Site Location

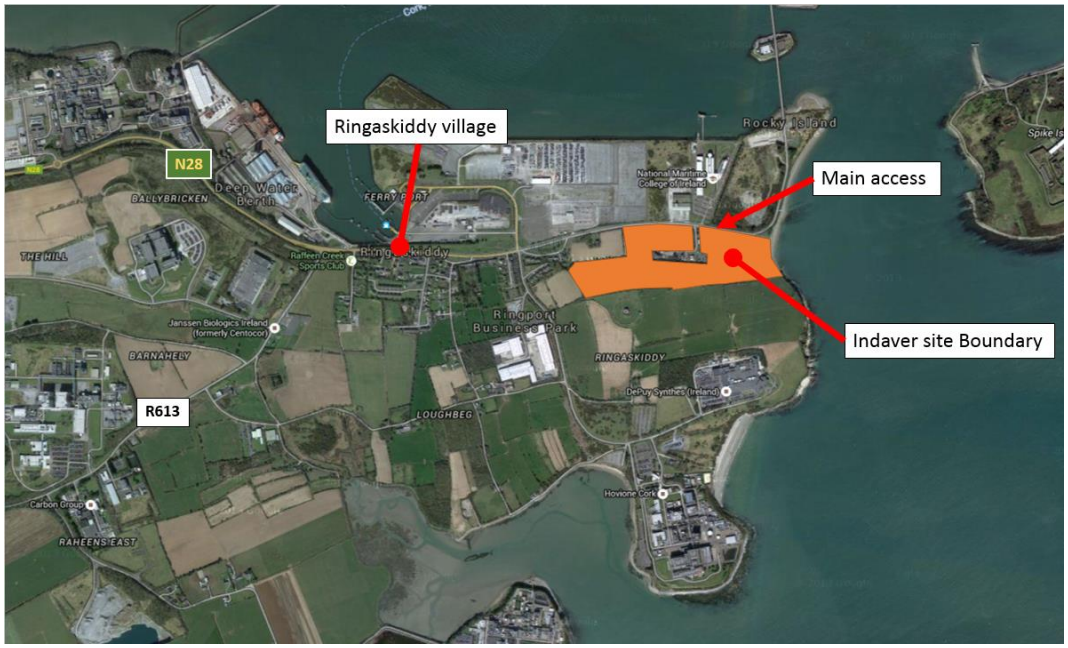


Figure 2 Indaver Site Location – Local Context

2.2 Local Road Network

2.2.1 General

A brief description of the local road network in the vicinity of the proposed centre is provided below. The layout of the local road network is presented in Figure 2 above.

2.2.2 N28 Cork-Ringaskiddy Route

The N28 is a national primary traffic route which connects the south-eastern environs of Cork City with Carrigaline and Ringaskiddy. To the north of Ringaskiddy, the N28 links to the N40 Southern Ring Road at the Bloomfield Interchange. The route broadly follows a north-south axis between the Bloomfield Interchange and the Shannon Park Roundabout, at which point the N28 runs west to east between Shannon Park and Ringaskiddy, passing through Shanbally Village en route. The R611 links south from the Shannon Park Roundabout to Carrigaline

The N28 carries significant traffic volumes both to and from Carrigaline, Ringaskiddy and the wider Cork City and environs area.

2.2.3 R613 Church Road

The R613 Church Road links the N28 in Ringaskiddy to Carrigaline, south of the existing N28 alignment.

2.2.4 L2545

The L2545 is a local road which runs along the northern boundary of the proposed Indaver site. The L2545 connects to the N28 to the west of the proposed Indaver site access point. To the east, the L2545 turns north and continues to its terminus at Haulbowline Island.

3 Accessibility by Mode

This section of the report examines the accessibility of the proposed centre for pedestrians, cyclists, public transport users and vehicular traffic. Figures 4-7 below present commuter accessibility maps giving an indication of how accessible Indaver is in terms of walking, cycling and public transport respectively. The maps plot journey time contours from Indaver with a catchment area of up to 35 – 45 minutes. These graphics have been produced using Accession, which is a multi-modal transport accessibility GIS tool. The model identifies the accessibility and integration of transport facilities from the perspective of pedestrian users.

Accession calculates how accessible every transport facility is from each part of the street network (i.e. each bus stop). Additional accessibility maps are presented in Appendix A of this report for varying times of the day.

3.1 Public Transport

The proposed Indaver site is currently served by the Bus Éireann Cork City 223 service. The number 223 service, information of which is shown in Figure 3, departs the city centre from the South Mall and makes numerous stops along its route including in Douglas, Rochestown, Passage, Monkstown and Shanbally Village, with the terminus at the National Maritime College of Ireland adjacent to the proposed facility. There are 4 scheduled services in the AM peak which arrive at the site before 9 AM. Scheduled travel time to the Indaver site from the South Mall is approximately 55 minutes in the AM peak, and the return journey in the PM peak is approximately 55 minutes.

CORK – MONKSTOWN – RINGASKIDDY – HAULBOWLINE 223

MONDAY TO FRIDAY

SERVICE NUMBER		223	223	223	223	223	223	223	223	223	223	223
South Mall (Opp Passport Office)	dep.	0615	0650	0705	0750	0820	0920	1020	1120	1220	1320	1420
Douglas East (Opp Tramway Tce)		0624	0659	0714	0759	0829	0929	1029	1129	1229	1329	1429
Rochestown Rd (Opp Maryborough)		|	0701	|	0801	0831	0931	1031	1131	1231	1331	1431
Rochestown (Opp Rochestown Inn)		|	0708	|	0808	0838	0938	1038	1138	1238	1338	1438
Rochestown College		|	|	|	|	0840	|	|	|	|	|	|
Passage (Main St Playground)		|	0720	|	0820	0850	0950	1050	1150	1250	1350	1450
Maulbawn (St Peters School)		|	|	|	|	0852	|	|	|	|	1352	|
Glenbrook (Wharf)		|	0724	|	0824	0854	0954	1054	1154	1254	1354	1454
Monkstown (Yacht Club)		|	0730	|	0830	0900	1000	1100	1200	1300	1400	1500
Shanbally (Opp Church)		0637	0738	0727	0838	0908	1008	1108	1208	1308	1408	1508
Barnahely (Novartis Eastbound)		|	0741	|	0841	0911	1011	1111	1211	1311	1411	1511
Ringaskiddy (Pfizers)		0639	|	0729	|	|	|	|	|	|	|	|
Ringaskiddy (Village Ctr Eastbound)		0640	0743	0730	0843	0913	1013	1113	1213	1313	1416	1513
Ringaskiddy (DePuy Synthes)		0642	0745	0732	0845	|	|	|	|	|	|	|
Haulbowline (NMCI)	arr.	0644	0747	0734	0847	0916	1016	1116	1216	1316	1419	1516

Figure 3 Route 223 Bus Service

Although census data indicates that few people in the area commute by public transport, staff surveys from nearby locations indicate that many of those who regularly commute to work by car would be encouraged to choose an alternative if improvements, such as new routes or discounted public transport tickets, were made available.

If Indaver were to introduce the tax saver scheme for commuters by public transport, the company could save approximately 11% PRSI for every commuter ticket bought by an employee on the higher tax bracket. This money could be ring-fenced to promote sustainable travel or for administration of the cycle to work/tax saver schemes.

Figure 4 and Figure 5 show that the 45 minute journey time catchment is restricted to between Rochestown and Ringaskiddy. It should be noted that the contours take account of the walk time to the bus stop at the beginning of the journey and from the bus stop toward the end of the journey. They also take account of traffic congestion therefore this Mobility Management Strategy will recommend start and end times for Indaver staff which allows arrivals and departures outside of the local traffic peak periods, thus minimising journey times, which make journeys by public transport more attractive.

3.2 Rail

The closest railway station to the proposed facility is Kent Station in Cork City which is located approximately 21km to the Northwest. Kent Station is served by trains from the residential towns of Midleton, Cobh, Mallow and from Dublin. Kent Station is located less than 1km from South Mall, where the no. 223 bus service has its main city centre stop. It is worth noting that there are proposals to provide a southern plaza at Kent Station whereby access to the bus will be relocated to the southern side of the station, avoiding the longer route from the northern side of the station via Lower Glanmire Road, Water Street and Horgan's Quay. It is also worth noting that the 205 bus service serves the city centre from Kent Station, and the public bicycle scheme for Cork includes docking stations at both Kent Station and South Mall.

3.3 Walking

The catchment within a 35-minute walk from Indaver is shown in Figure 6 below. In reality, there are very few residential areas within the range of the 35-minute walk time. It is noteworthy that any efforts to target an increase in staff who walk to work will be met with some difficulty due to the lack of suitable infrastructure in the locality. While there is intermittent footpath provision in the immediate vicinity of the access to Indaver, walking routes to and from the main residential catchments of Shanbally and Carrigaline are currently perceived as unsafe due to the general lack of footpath provision to the facility. Furthermore, for the proportion of staff who will work shift times, their commute to and from work during the winter months will be in darkness, adding to the reluctance to walk to work.

3.4 Cycling

The residential catchment within a 40-minute cycle to Indaver is shown in Figure 7. As with walking, similar difficulties are presented to those commuters who might consider cycling to work, due the narrow, winding nature of the R613 between Ringaskiddy and Carrigaline, the heavy traffic volumes on the N28 and the general lack of cycle facilities en route to Ringaskiddy.

3.5 Private Car Parking

3.5.1 General Car Parking Provision

The proposed Ringaskiddy Resource Recovery Centre will include both industrial and administration elements, broken down as follows:

- Industrial 8,872m^2
- Administration 2,211m^2

The Cork County Development Plan stipulates that a maximum allowance of 1 car parking space per 50m^2 be provided at an industrial facility, and a maximum allocation of 1 car park space per 17m^2 be provided at an office facility (with an additional 10% of staff parking for visitors). For the proposed Ringaskiddy Resource Recovery Centre, this would equate to a maximum of 320 car parking spaces, broken down in Table 1 as follows:

Table 1: General Parking Allowance

Use type	Parking Standard	Size	Parking Allocation
Industrial	1 car parking space per 50m^2	8,872m^2	177
Office	1 car park space per 17m^2 (plus 10%)	2,211m^2	143
Total			**320**

Despite the above allowance, it is proposed that only 57 car parking spaces are provided as part of the proposed development. While there are 63 staff expected at the facility, multiple shift periods will be used on site to cater for the fact that the plant will be manned on a 24 hour basis. This means that the demand will not be greater than the supply during times of peak staff presence on site. The following sections identify how these 57 spaces will be apportioned.

3.5.2 Disabled Parking Provision

The Cork County Development Plan stipulates that 5% of car parking spaces provided should be set aside for disabled car parking in non-residential developments. A 5% dedication of disabled car park spaces from the 57 total car park spaces would result in a requirement for 3 spaces. It is therefore proposed to designate 3 car park spaces as such. General car park spaces will be converted to disabled spaces if future demand for such spaces increases amongst the building users.

3.5.3 Visitor Car Park Provision

The Cork County Development Plan stipulates that an additional 10% of the total staff parking provision should be dedicated to visitor parking. This would equate

to visitor parking provision of 6 spaces. It is proposed to designate 6 car park spaces as visitor car parking spaces. General car park spaces can also be converted to dedicated visitor spaces if future demand for such spaces increases amongst the building users.

3.5.4 Electric Car Parking Provision

Indaver is committed to promoting the use of sustainable modes of transport, and the accommodation for 2 electric vehicle e-charging car spaces, as well as future-proofing an additional 6 general parking spaces for provision of electric vehicle (EV) charge points is testament to this. Whilst this provision is below that prescribed in the Cork County Development Plan, this is reflective of the lower-than-predicted uptake of electric vehicles in Ireland. Indaver will monitor this use amongst its staff and will increase the provision of e-charge parking points as and when the need arises.

3.5.5 Parent and Child Parking Provision

As the proposed development does not have any retail element, it is not anticipated that parent and child parking will be required at the proposed development.

3.5.6 Car Sharing Spaces

As part of the Mobility Management Strategy, it is proposed to designate preferential parking spaces near the entrance to the building for members of a car sharing club. Four spaces are proposed to begin with, which equates to 7% of the total car parking provision. This will be monitored and increased, should the demand for such spaces increase in the future.

3.5.7 Cycle Parking

The Cork County Development Plan stipulates that a minimum allocation of 1 bicycle parking space per 250m^2 of GFA be provided at an industrial facility and 1 bicycle parking space per 200m^2 of GFA be provided at an office facility. This would equate to at least 46 bicycle parking spaces for the proposed centre. As there will only be 63 members of staff at the proposed centre, it is proposed to provide sheltered bicycle parking spaces for 24 bicycles, which equates to provision for 38% of staff to cycle to work. Due to the existing lack of cycling facilities en route to the Ringaskiddy area, it is unlikely that the demand for the bicycle parking facilities will outnumber the supply.

3.5.8 Motorcycle Parking Provision

The Cork County Development Plan stipulates that an allocation of 1 motorcycle parking space per 10 car parking spaces. This would equate to 6 motorcycle parking spaces. However, as the amount of general parking spaces is proposed to be 48 spaces (allowing for disabled, visitor and car sharing), it is proposed to provide 4 separate motorbike parking spaces. The demand for these spaces will be monitored and increased should the need arise in the future.

3.5.9 Parking Provision Summary

Table 2 outlines the proposed parking provision at the proposed development:

Table 2: Proposed Parking Provision Summary

Parking Type	County Development Plan Standard	Proposed Provision
Disabled	3 @ 5% of total provision	3
Visitor	6 @ 1 space per 10 general	6
Car Sharing Spaces	-	4
EV Charge Points	6 @ 10% of total provision	2
General (with future EV capability)		6
General	-	36
Total car Park spaces		**57**
Cycle	46 (minimum)	24
Motorcycle	6 @ 1 space per 10 car park space provided	4

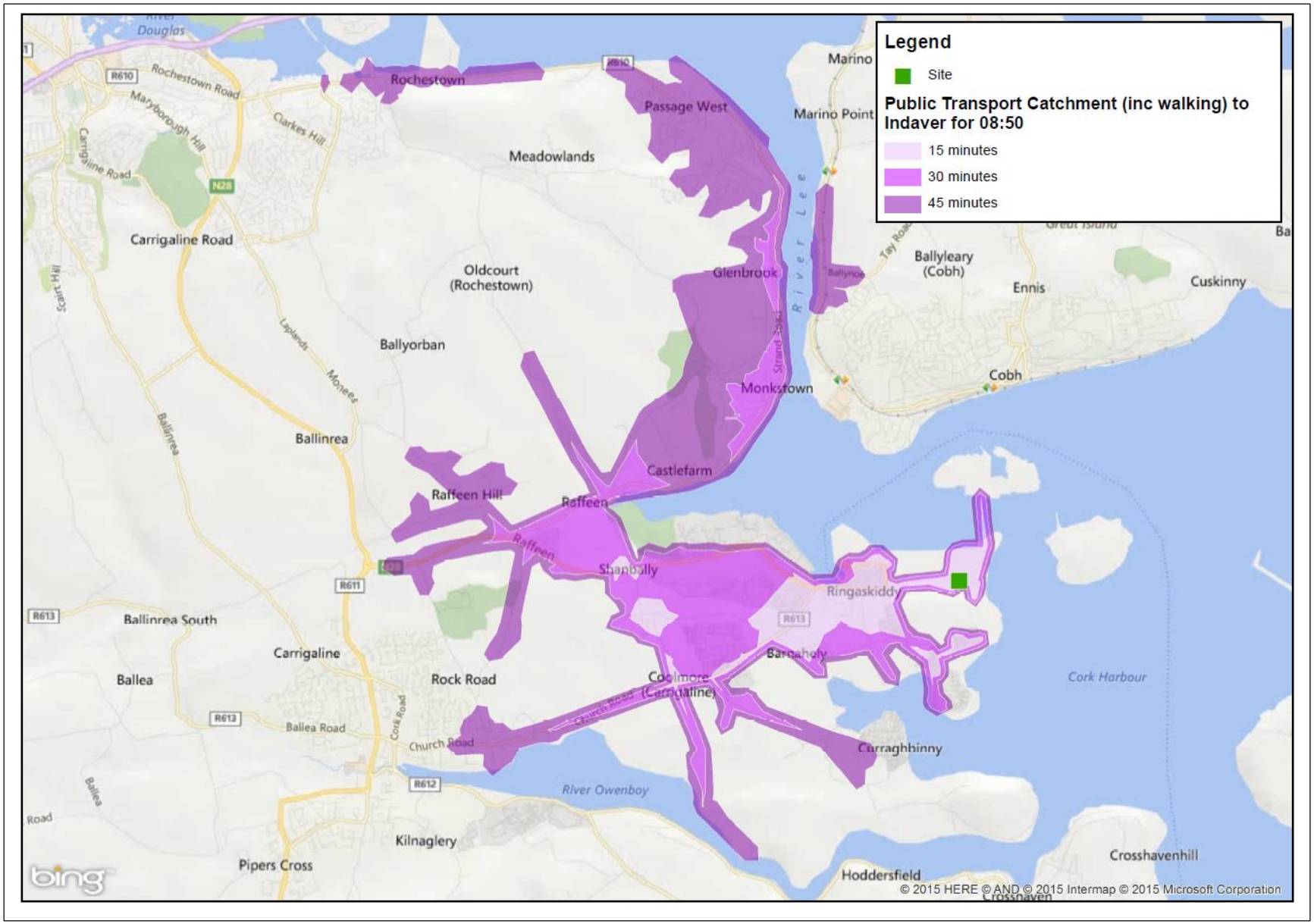


Figure 4 Public Transport Journey Time Catchment 08:50

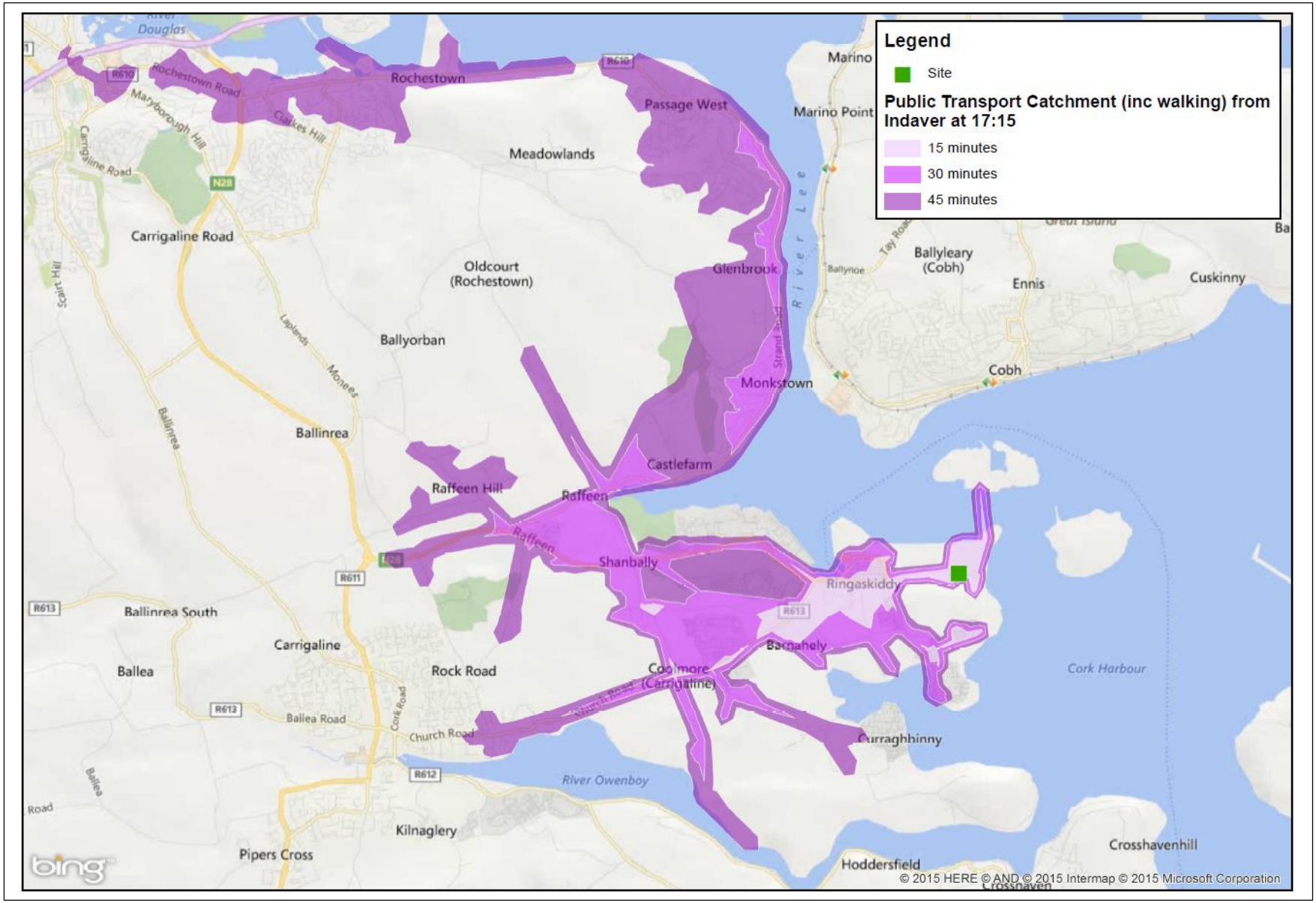


Figure 5 Public Transport Journey Time Catchment 17:15

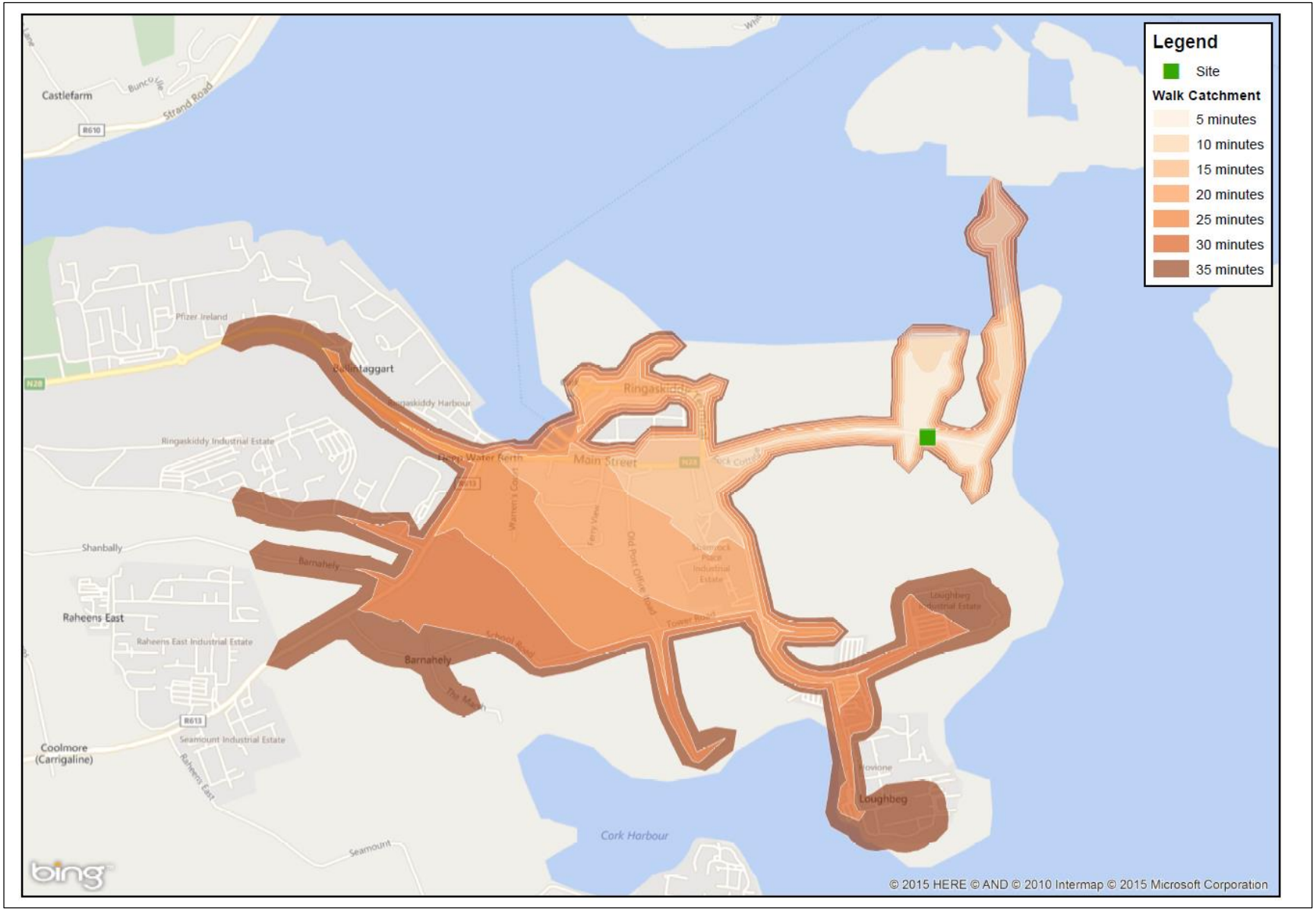


Figure 6 Walking Journey Time Catchment

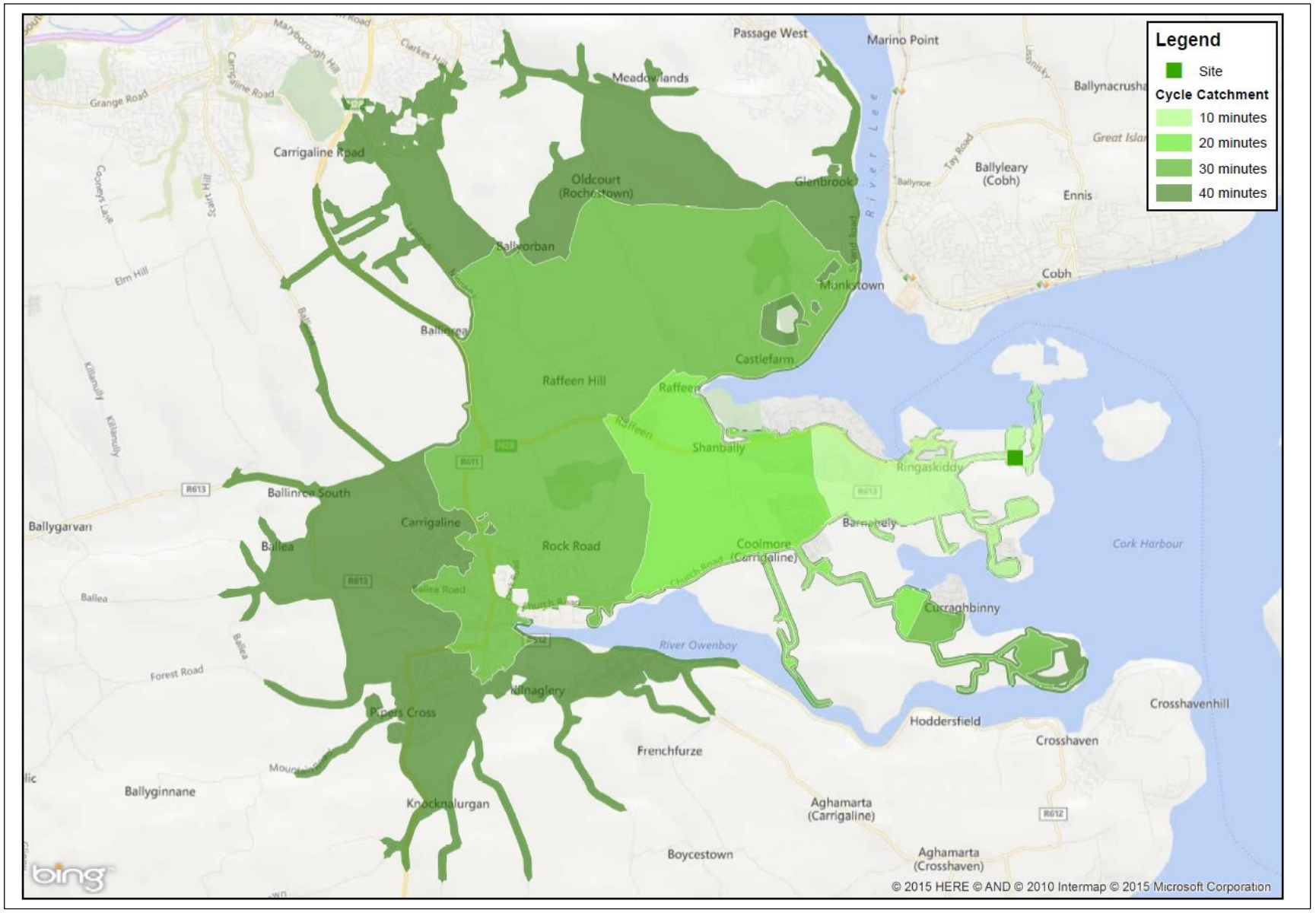


Figure 7 Cycling Journey Time Catchment

4 HGV Mobility Management

The recent strategic development proposals submitted by the Port of Cork for an expansion of their facility at Ringaskiddy include a Freight Mobility Management Plan, developed to assist the Port in managing and controlling the flow of traffic to and from Ringaskiddy during peak hours. The Port's approach includes a number of key elements as outlined in Section 8.7.1 of the Traffic & Transportation chapter of the EIS documentation submitted as part of their planning application:

- Development and use of a booking system to manage freight arrivals and departures
- Controlling and optimising gate operations to regulate HGV flow
- Extended operating hours to allow the Port to operate outside of the AM and PM peaks, and
- The use of IT solutions to disseminate information to hauliers regarding port operations and traffic conditions

Through the above measures, the number of arrivals and departures can be controlled and reduced to an acceptable level.

The principle of mobility management is key in the Ringaskiddy area, where there are peak periods that experience high traffic flow, and corresponding inter-peak periods with significant spare capacity on the road network. Though the Port of Cork has completely different operational requirements to an incinerator with energy recovery, Indaver recognise the need for a similar approach mobility management of HGV traffic.

In a similar manner to systems already in use at its Meath facility, Indaver proposes to implement a mobility management plan for HGVs in addition to the proposals for staff mobility management detailed in this report. This will include a dedicated Waste Planner who manages the SAP delivery booking system, control of gate operations at the site entrance, extended operating hours to allow customers to avoid the morning and evening peak periods on the local road network, and a web-text service to disseminate information to customers. This will optimise the volume of waste delivery HGV traffic travelling to and from the site on the road network over the course of the whole day, allowing for traffic arrivals to be controlled and scheduled during peak periods.

The above measures will allow Indaver to control the arrival and departure of HGVs in the 07:00-09:00 and 16:00-18:00 periods and reduce HGV trips to and from the resource recovery centre during these times to a minimal level.

It is noteworthy that regardless of traffic conditions in the Ringaskiddy area, Indaver must have control over the delivery of waste material, including advanced notification of the type of waste material to be delivered, and the date of delivery. This is due to the need to control the calorific value (CV) of the mix of waste accepted at the facility at any one time. Consequently, Indaver already adopt a robust approach to the advance planning of the acceptance of waste at specific times.

Adopting this system will ensure that the impact of HGV traffic flows associated with the facility will be minimised during peak periods, and that truck queuing in

and out of the facility will be nominal. The HGV mobility management plan covers all stages of delivery, from pre-arrival, through to arrival and presence on-site, and departure. The system works as follows:

- Step 1 – The Indaver Waste Planner uses the booking system to create a high-level waste delivery plan.
- Step 2 – A week in advance, the waste planner in consultation with clients, creates a sales order for each delivery. This includes information about the customer, the waste type and the allocated delivery slot.
- Step 3 – The waste delivery arrives at the facility – note that drivers cannot enter the facility without checking in with the gate-keeper and receipt of a swipe card.
- Step 4 – The gate-keeper matches the delivery in question with the relevant sales order, the booking system records the arrival time and vehicle registration number, the driver receives a swipe card and a delivery docket.
- Step 5 – The driver swipes the card at the weighbridge, recording the entry weight and time, and the driver enters the site.
- Step 6 – The driver proceeds to the waiting zone outside the tipping hall, hands in the delivery docket, and proceeds to a tipping gate when instructed to do so.
- Step 7 – After tipping, the driver returns to the weighbridge.
- Step 8 – The driver swipes his card at the weighbridge, recording the exit weight and time, completing the delivery. An automatic record of the delivery is printed at the gatehouse.
- Step 9 – The driver parks outside the gatehouse, returns his swipe card to the gatekeeper and received the printed delivery record. The driver then leaves.

At restriction periods, the number of available slots at the facility will be restricted in order to control the arrival of vehicles at the site. Turnaround time at the facility is approximately 25 minutes.

In addition to the proposed HGV Mobility Management Plan, the proposed extended operating hours of 06:00-20:00 will allow hauliers to schedule their deliveries to the proposed facility outside of the prevailing AM and PM network peak hours. Discussions with operators has suggested a strong preference for the proposed extended operating hours at the site, allowing these clients to schedule their deliveries outside of peak traffic times.

Indaver already employ a dedicated Waste Planner who maintains communication with customers as part of her role; Indaver also already uses a web-text service, to disseminate general announcements. Indaver proposes to have a dedicated Waste Planner and communications tools including a web-text service in Cork to allow hauliers and other customers to communicate with the Indaver Waste Planning Department quickly and efficiently regarding operations at the facility and prevailing road and traffic conditions.

The booking system allows Indaver to keep records of all arrivals and departures at the facility, and can generate records for review by the local authority in order to demonstrate the efficacy of the proposed Mobility Management Plan, including arrival, entry, and departure times, turnaround times and longer-term delivery trends.

5 Mobility Management Plan Incentives

5.1 General

The following section details the various measures that Indaver management are prepared to commit to for inclusion within a Mobility Management Strategy, in order to reduce the potential impact on the transport environment in the vicinity of the proposed Ringaskiddy Resource Recovery Centre. The Indaver Mobility Management Strategy should not be 'anti-car', but instead focus on facilitating choice for employees, while incentivising and encouraging use of more sustainable options where possible.

Based on occasional use of modes other than the car, or willingness to use other modes, there is a good opportunity for Indaver to facilitate employees interested in having a more active or sustainable commute. Indaver will set achievable targets for reducing single occupancy car-based trips to work, increasing the modal split of more sustainable modes of transport. Facilitating employees who usually drive to work to change modes, even one day every week, will lead to a significant reduction in car trips to the site, potentially allowing Indaver to reduce parking. Initially visible 'no cost' and 'low cost' actions will garner support for the plan, while other actions may be planned for subsequent periods.

Upon commencement of operation at the proposed facility, the following commitments will be progressed through to implementation during the subsequent 12 months:

5.2 Flexible Working Hours

In order to mitigate the traffic impact of the traffic generated by the proposed site expansion works, Indaver will allow flexibility to implement staggered start and finish times for staff in such a manner as to mitigate the impact on local junctions during what is recognised as the two-hour peak traffic periods, i.e. 07:00 – 09:00 and 16:00 – 18:00. It is also noted that staff arrivals and departures outside of the local AM and PM peak periods may also result in reduced travel times to and from the Indaver facility due to the reduced traffic levels on the local road network, which in turn may make alternative modes of transport more attractive due to travel times becoming more dependable.

Note that where staff require a temporary working schedule that results in arrival or departure during these peak periods, they will be permitted to do so provided that they travel to and from the site by public transport, walking or cycling.

Indaver will offer staff flexible working hours to allow arrivals and departures outside of the two-hour peak traffic periods, i.e. 07:00 – 09:00 and 16:00 – 18:00

5.3 Intranet Based Commuter Site

Indaver will implement an intranet-based commuter site. This website is to be available to all Indaver employees including non-office based staff.

Indaver have committed to the functioning of a website to provide a 'one stop shop' for employees and used to promote alternative modes of transport and disseminate information at a single point of contact. It will assist those employees who would consider car sharing to find like-minded people who they can share with. It will provide information on bus timetables, tax free bus tickets, discounted cycle purchases and all other relevant promotions, incentives and information. It will also provide details of different parking areas available including bicycle parking, motorcycle parking, and preferential parking for members of the car sharing club as well as disabled and visitor parking areas.

5.4 Car Sharing

Due to the location of Indaver on the periphery of the Cork Metropolitan Area, the introduction of a car sharing scheme to serve staff wishing to carpool is seen as a positive option to assist in reducing car travel demand to the facility.

Indaver have committed to the implementation of 4 preferential parking spaces dedicated for car poolers to be marked out in the main car parking zones close to the main pedestrian entrance to the administration building. This equates to 7% of the proposed total parking stock of 57. Indaver will set up a car pool club register, which will control the use of the preferential car parking spaces set aside for members of the car pooling club. This register will assist in preventing abuse of the dedicated car park spaces as well as monitoring the supply of spaces versus demand on an ongoing basis.

Furthermore Indaver have also committed to a number of incentives to complement the abovementioned initiative:

Set up a private company car-sharing scheme on www.carsharing.ie. The site will have limited access via email domain, so that only employees can access the car sharing scheme.

Hold coffee mornings and a launch event for potential car sharers to find out what is involved and to see a demo of the site.

Development of a car sharing policy.

In the event that an employee has to attend to an emergency, unexpectedly return home, is sick etc., Indaver have committed to providing an 'emergency ride home' service (a free taxi service) to those car poolers affected by the emergency.

5.5 Walking

The existing Indaver facility is located on the eastern side of Ringaskiddy, and is approximately 20km from Cork City Centre. This would be considered not very accessible from the surrounding hinterland by walking.

Indaver are committed to promote walking through organised walking events/lunchtime walks.

Indaver are committed to participate in an annual Pedometer Challenge.

Indaver are committed to offering in-house health checks for people interested in getting more active.

While the above commitments are acknowledged it should be noted that the surrounding facilities en route to the Indaver facility are not very attractive for promoting walking, due to poor footpath provision, poor road surfaces and a lack of public lighting provision.

5.6 Public Transport

Upon examination of employee travel surveys from nearby facilities in Ringaskiddy, it is evident that the existing Bus Éireann service serving Indaver is considered unreliable from a journey time point of view. Nevertheless, due to the availability of flexible working hours, journeys to and from Indaver via public transport should be more reliable outside the local peak traffic periods.

In addition, Indaver are committed to supporting and participating in any public transport initiatives developed for the Ringaskiddy area going forward – for example a dedicated shuttle bus service in the area, etc.

Indaver propose to introduce & promote taxsaver monthly & annual commuter tickets for public transport.

Indaver also intend to include a one-month trial ticket for public transport and timetable information in employee induction packs to complement the public transport schemes Indaver are committing to. Indaver also intend to raffle public transport tickets for people to try services, and to display a local area map on notice boards and on the intranet system with public transport stops/ route numbers marked.

Indaver commit to investigating the feasibility of providing 'Real Time Passenger Information (RTPI) to its staff to enable employees wait at the comfort of their work station until the bus arrives to the campus bus stop, making travel by bus more desirable. In additional Indaver also commit to publicise the national door-to-door multi-modal journey planner website (www.transportforireland) and smart-phone app.

Indaver are committed to supporting and promoting any public transport initiatives developed for the Ringaskiddy area in the coming years, such as a localised shuttle bus service in the area, for example.

5.7 Cycling

Indaver are committed to promoting cycling as a sustainable mode of transport for commuting to work.

Indaver are committed to providing a tax saver discounted cycle purchase scheme for all employees in Indaver. In addition Indaver are committed to offering cycle training for cycling with children as an employee engagement activity, organise a bike maintenance class/course on-site and set up a cyclists' forum to discuss issues and liaise with management. Indaver aim to provide cyclists with equipment to borrow, this includes pumps, Allen keys, lights, etc. in the case of employees forgetting the necessary equipment. In addition Indaver aim to participate in National Bike Week events in June (see bikeweek.ie) and aim to publicise details of cycle parking and changing facilities both within the office via notice boards etc. and through the online system.

As presented in Section 3.5.7 of this plan, The County Development Plan stipulates that a minimum allocation of 46 bicycle parking spaces be provided at the centre. However, it is proposed to provide sheltered parking facilities for 24 bikes. If future demand increases above that of the supply of bike parking spaces, Indaver will look at meeting that demand will additional facilities.

Indaver commit to monitoring the number of staff who cycle to work in order to ensure adequate supply of bicycle parking facilities.

Due to the location of the proposed Ringaskiddy Resource Recovery Centre, potential cyclists might be put off by the distance to work. The provision of suitable changing rooms and locker facilities as well as showers and drying room facilities play an important role in convincing potential cyclist commuters to give it a go. Also, the potential use of electric bicycles would make the journey to work by bike more manageable over long distances.

Shower and locker facilities will be available to employees who walk or cycle to work.

Indaver is willing to consider investigating the feasibility of the inclusion of electric bicycles as part of the discounted bicycle purchase scheme.

5.8 Miscellaneous

5.8.1 Electric Vehicle Charge Points

Office management are committed to providing for future demand for electric vehicle parking spaces on-site, close to the main building entrance.

Office management are committed to providing for future demand for electric vehicle charge points. If demand increases, office management will invest in additional charge points to meet this demand.

5.8.2 Appointment of Mobility Manager

The role of Mobility Manager will be assigned to a member of staff who will be responsible for the implementation of the aforementioned commitments and who will ensure that the targets are achieved and monitored. This will be done by carrying out repeat travel-to-work surveys every year to assess the success of the Mobility Management Plan and revise the plan as and when required to suit the evolving nature of travelling to work.

Indaver are committed to assigning the role of Mobility Manager to a member of staff who will be responsible for the implementation of the aforementioned commitments and who will ensure that the targets are achieved and monitored.

Indaver are committed to regular monitoring of the efficacy of the Mobility Management Plan incentives via annual travel-to-work surveys to ascertain the success of the incentives and to facilitate adaptation and evolution of the Mobility Management Plan as required.

5.8.3 Mobility Management Policy

Indaver will develop a company policy on sustainable travel methods aimed at minimising single car occupancy business trips where possible, as well as promoting the Mobility Management Plan to all staff including the promotion of same to all new staff at induction.

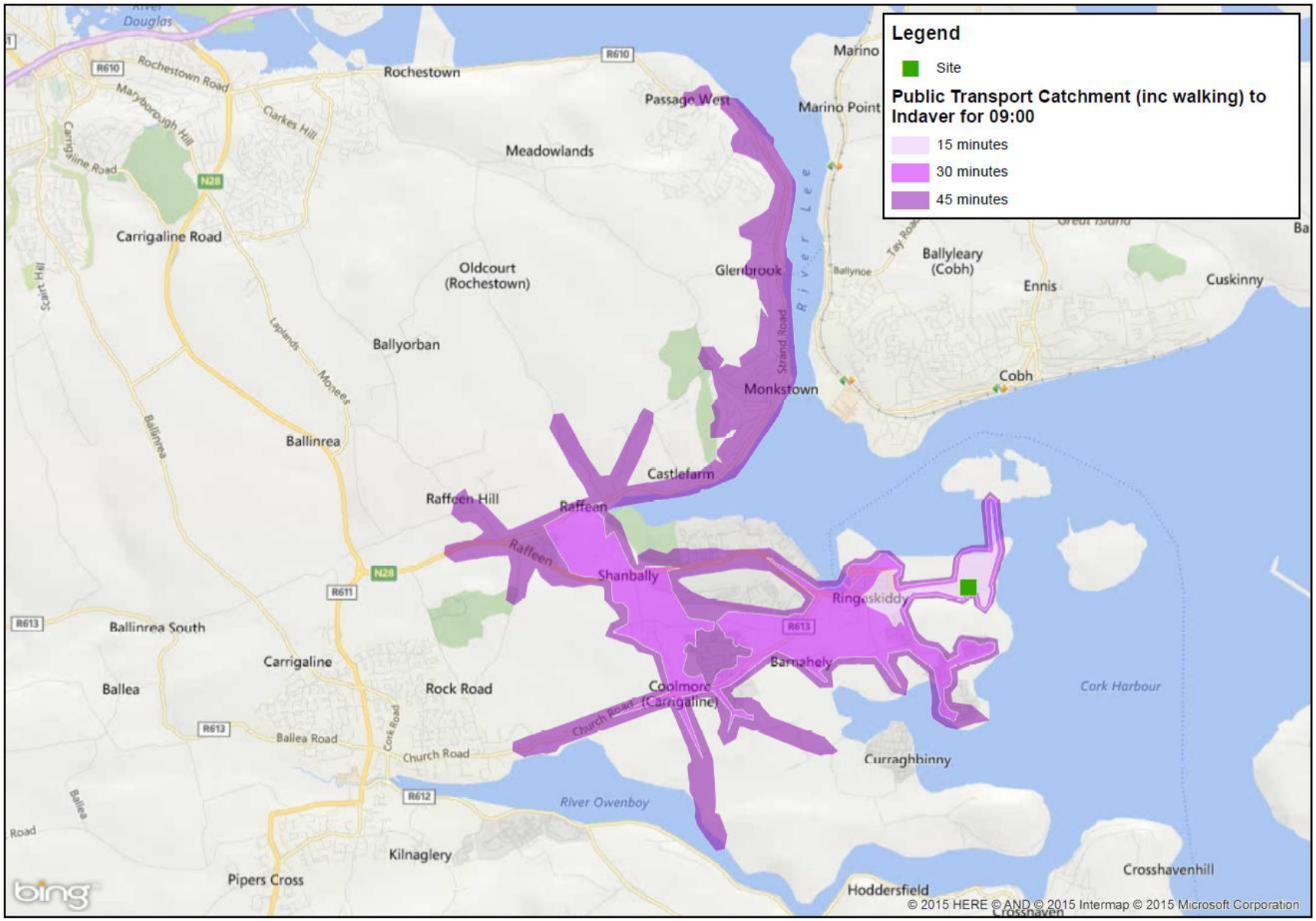
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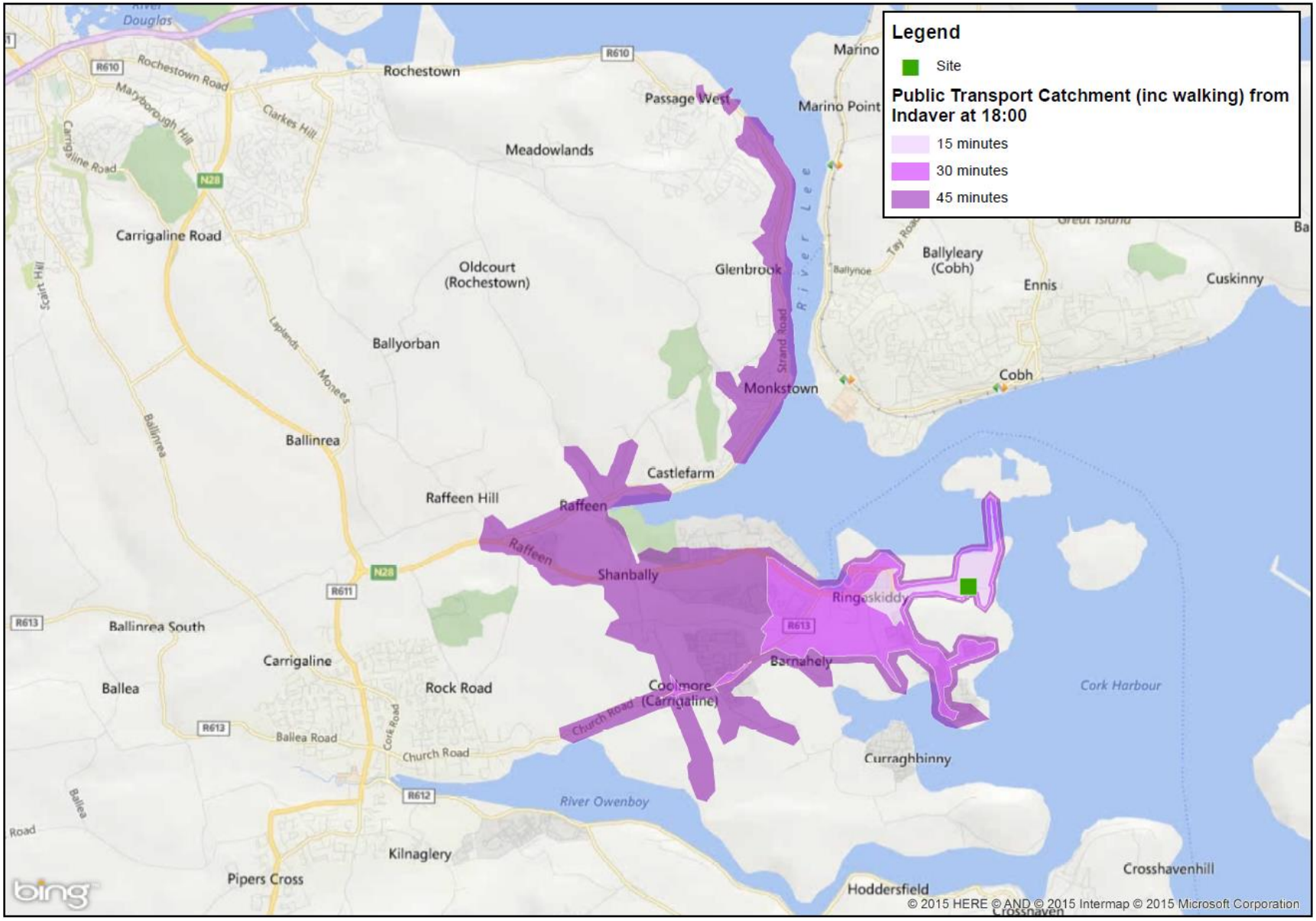
5.8.4 NTA Engagement

Indaver commit to actively engaging with the National Transport Authority's (NTA's) Smarter Travel Workplace Team throughout the life cycle of this Mobility Management Strategy to gain maximum benefit from the NTA's experience with working with other similar facilities.

Appendix A

Alternative Accessibility Maps


Legend
Site
Public Transport Catchment (inc walking) to Indaver for 09:00
15 minutes
30 minutes
45 minutes
Douglas
Rochestown
Passage West
Marino
Marino Point
Meadowlands
Carrigaline Road
Oldcourt (Rochestown)
Glenbrook
Ballyleary (Cobh)
Ennis
Cuskinny
Cobh
Monkstown
Ballyorban
Ballinrea
Castlefarm
Raffeen Hill
Raffeen
Shanbally
Ringaskiddy
Barnahely
Ballinrea South
Carrigaline
Ballea
Rock Road
Coolmore (Carrigaline)
Cork Harbour
Curraghbinny
Church Road
River Owenboy
Kilnaglery
Pipers Cross
Hoddersfield
Crosshavenhill
R610
N28
R611
R612
R613
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Legend
Site
Public Transport Catchment (inc walking) from Indaver at 18:00
15 minutes
30 minutes
45 minutes
Douglas
Rochestown
Passage West
Marino
Marino Point
Meadowlands
Carrigaline Road
Oldcourt (Rochestown)
Glenbrook
Ballyleary (Cobh)
Ennis
Cuskinny
Ballyorban
Monkstown
Cobh
Ballinrea
Castlefarm
Raffeen Hill
Raffeen
Shanbally
Ringaskiddy
Barnahely
Ballinrea South
Carrigaline
Ballea
Rock Road
Coolmore (Carrigaline)
Cork Harbour
Curraghbinny
River Owenboy
Kilnaglery
Pipers Cross
Hoddersfield
Crosshavenhill
R610
N28
R611
R613
R612
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