



# BUSINESS CASE TOOL FOR GRIFFITH HACK

This Toolkit has been designed to calculate the benefits of the TravelSmart program to Griffith Hack. The benefits rely on a reduction in car usage, with a corresponding increase in cycling, walking and working from home.

Entries are required in the GREEN cells only.

## Business Information

What is your postcode?	<input type="text" value="3004"/>	
Your suburb is:	<input type="text" value="MELBOURNE"/>	
Your geographic classification is:	<input type="text" value="Inner"/>	
How many employees are in your organisation?	<input type="text" value="126"/>	
How many of these are:		
<i>Full Time:</i>		
Non-shift workers	<input type="text" value="118"/>	
Shift workers	<input type="text" value="0"/>	
<i>Part Time:</i>		
Non-shift workers	<input type="text" value="18"/>	
Shift workers	<input type="text" value="0"/>	
What is the average wage at your organisation?	<input type="text" value="\$ 48,402"/>	← These are not Griffith Hack's actual wage details, they are average workforce values only.
Your total wage bill is:	<input type="text" value="\$ 6,147,054"/>	

## Car Parking

Is car parking provided to employees?	<input checked="" type="radio"/> Yes <input type="radio"/> No
How many are provided on-site?	<input type="text" value="42"/>
How many are leased off-site?	<input type="text" value="2"/>
What is the annual cost of these off-site bays?	<input type="text" value="\$800"/>
Is FBT applicable to parking?	<input checked="" type="radio"/> Yes <input type="radio"/> No

## Teleworking

Is teleworking an appropriate option for this business? (only applies for non-shift workers)	<input checked="" type="radio"/> Yes <input type="radio"/> No
--	--

## Fleet Management

Number of fleet cars	<input type="text" value="0"/>
----------------------	--------------------------------

# BUSINESS CASE TOOL FOR GRIFFITH HACK

## Current Transport Pattern

You can enter your own values for this section if you wish, alternatively, click the "Use Defaults" button to use the suggested values.

*What proportion of commuters travel in each distance category?*

	Suggested Values	
0 - 3 km	8.7%	8.7%
3 - 5km	10.2%	10.2%
5 - 10km	19.1%	19.1%
10-20km	30.4%	30.4%
20+km	31.7%	31.7%
	100.0%	100.0%

*What is the current mode share of your organisation?*

	Suggested Values	
Single occupancy car	52.7%	54.3%
Multiple occupancy car	5.3%	9.2%
Public transport	34.6%	28.3%
Cycling	1.8%	0.0%
Walking	3.6%	4.0%
Partial work from home	2.0%	0.0%
Other	0.0%	4.2%
	100.0%	100.0%

*The suggested target reduction in car trips for your organisation is:*

10.0%

*Enter the target mode share for your organisation (i.e. post TravelSmart)*

	Suggested Values	
Single occupancy car (10% decrease)	48.9%	48.8%
Multiple occupancy car (10% increase)	11.3%	10.1%
Public transport (5% increase)	34.9%	29.7%
Cycling (increase to 5% of total mode share)	0.0%	5.0%
Walking (10% increase)	4.9%	4.4%
Partial work from home (increase to 2% of mode share)	0.0%	2.0%
Other	0.0%	0.0%
	100.0%	100.0%

## Key Assumptions

The assumptions given below are based on various research reports and case studies from around the world. Further information can be found in the user guide. You CAN override these assumptions if you believe they do not reflect your organisation's situation.

The implementation of TravelSmart initiatives will result in a:

*Reduction in staff turnover for:*

Teleworkers	10%
Public transport users and cyclists	1%

*Cost of replacing a staff member  
(As a proportion of their salary)*

105%

*Productivity improvement for*

Teleworkers	15%
Public transport users and cyclists	1%

*Current absenteeism rate*

2.7%

*Reduction in absenteeism for:*

Teleworkers	30%
Public transport users and cyclists	10%



## RESULTS

Total Employer Benefits	\$67,985
Total Employee Benefits	\$7,823
Total Community Benefits	\$15,839
<b>Total Benefits</b>	<b>\$91,648</b>

<b>Employer Benefits</b>	Per annum
Parking	\$28,485
Parking FBT	\$14,400
Recruitment & retention of teleworkers	\$12,000
Productivity gains	\$10,700
Absenteeism	\$2,400
Fleet management	\$0
<b>Total Employer Benefits</b>	<b>\$67,985</b>

In addition to these benefits, TravelSmart will have some effect on general staff turnover. The size of this effect can not be reliably quantified, however as a guide, a 1% reduction in staff turnover will result in a saving to your organisation of:

\$	<b>58,771</b>
----	---------------

<b>Employee Benefits</b>	Per annum
Private vehicle operating costs	\$8,932
Public transport fares	-\$244
Cycle user cost	-\$865
<b>Total Employee Benefits</b>	<b>\$7,823</b>

<b>Community Benefits</b>	Per annum
Road trauma (increased cycling)	-\$7,023
Road trauma (increased walking)	-\$681
Road trauma (reduced car use)	\$2,355
Road traffic congestion	\$6,783
Air pollution costs to community	\$1,605
Greenhouse gas emissions	\$535
Improved health and fitness due to exercise	\$9,632
Traffic noise	\$1,545
Water pollution	\$1,088
<b>Total Community Benefits</b>	<b>\$15,839</b>





## HUMAN RESOURCE BENEFITS

<b>Recruitment &amp; Retention</b>		
<i>Teleworking employees</i>	<b>Full Time</b>	<b>Part Time</b>
Assumed reduction in teleworking staff turnover	10%	10%
Costs of replacing staff member (as a proportion of salary)	105%	105%
Increase in teleworking mode share	2.0%	2%
Number of new teleworking employees	2	0
Number of employees saved	0.24	0.04
Retention savings	\$ 11,994	\$ 915
<i>Non-teleworking employees (including shift workers)</i>		
Assumed reduction in staff turnover	1%	1%
Number of non-teleworking employees	116	18
Number of employees saved	1	0
Retention savings	\$ 58,771	\$ 4,483

<b>Healthier, less stressed workforce &amp; increased productivity</b>		
Number of new transit/active commuters	8.02	
Productivity improvement	1%	
Total productivity bonus	\$ 3,884	

<b>Teleworker productivity gains</b>		
Number of new teleworkers	2	
Average teleworking days per week	2	
Productivity improvement	15%	
Total productivity bonus	\$ 6,854	

<b>Absenteeism</b>	<b>Teleworkers</b>	<b>Active/transit commuters</b>
Number of employees affected	3	9
Total hours worked	1920	1920
Absenteeism rate	2.70%	2.70%
Average wage	48402 \$	48,402
Reduction in absenteeism	30%	10%
Wages lost to absent employee	\$ 3,921	\$ 11,762
New absenteeism rate	1.9%	2.4%
Absenteeism savings	\$ 1,176	\$ 1,176



## PARKING BENEFITS

<b>Provision of Parking Infrastructure</b>	
Reduced car trips	6
On-site	6
Off-site	0
Parking rate per day	\$20.00 per day
<b>On-site bays - ATO statutory formula valuation method</b>	
Annual cost of each parking space (228 working days)	\$4,560
Number of bays saved	6
Annual savings in on-site parking costs	<b>\$28,249</b>
<b>Off-site bays - savings in lease costs</b>	
Annual lease cost	\$800
Number of bays saved	0
Annual savings in off-site parking costs	<b>\$236</b>

<b>Parking related Fringe Benefits Tax savings</b>	
Is FBT applicable on parking	Yes
FBT rate	48.5%
Reduced car trips	6
Value of parking space	\$ 4,560
FBT savings	<b>\$ 14,353</b>





## FLEET MANAGEMENT BENEFITS

Fleet Management		
Number of fleet vehicles	0	
<i>Savings from</i>		
Green driving practices	\$1,000	per car, p.a
Purchase of fit-purpose vehicles	\$2,000	
Total	<u>\$0</u>	

