

UNITE!

NEWSLETTER

ISSUE 34 | JULY 2023
WINTER EDITION

CDC VICTORIA'S QUARTERLY NEWSLETTER FEATURING UPDATES, DEVELOPMENTS AND THE PEOPLE WHO DRIVE THE BUSINESS.



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WELCOME ONBOARD TO ALL OUR NEW EMPLOYEES

Jagroop Singh Khangura, Jannita Parkinson, Amandip Singh Grewal, Bradley Foster, Gary Agnew, Hua Jiang, Attila Csukas, Rita Camilleri (BALLARAT), **Hatib Diwol, Irfan Guler, Mohammad Waljairin, Damien Shave, Omar Isse, Andrew Rendell, Dylan Monardo, Vito Fisticchia, Matthew Crouch (TULLAMARINE)**, Dogan Coskun, Pradeep Appu Acharige, Benjamin Agapito, Giuseppe Amato, Jin Young Jung (OAKLEIGH), **John Moreno, John Garang, Kevin Anderson, Fiona Alves, Allan Aquino, Neville Hill, Peter Maynard, Sebin Paul, Venkata Anand Nandipati, Stewart Mann, Mohamoud Mohamed (WYNDHAM)**, Thomas Gordon, Ravinder Singh, Rodney O'Shea, Gurdeep Singh Aujla, Gurpreet Kamboj, Richard Sibayan (GEELONG), **Xiang Zhang, Harpreet Singh Dhaliwal, Ian Smith (SUNSHINE)**, Gary Hennessy (BROKEN HILL), **Chontelle Wait, Hanna Nixon (MILDURA)**, Frank Mazza (HEAD OFFICE).

CEO'S MESSAGE



Welcome to the Winter edition of UNITE.

As usual, winter has arrived with a bang. Every year I seem to forget just how cold it gets. It seems like we have mild Autumn just to soften us up before the annual freeze. One major positive is the massive decline in Covid and the horrible impact it had on our lives. Covid is still there but at much lower rates. There are still Covid deaths occurring and this year there are many more deaths occurring because of the Influenza virus, perhaps we are just getting back to pre-covid rates of fatality. We do seem to have many more colds and flu this year perhaps it is a result of the community keeping back into a full mingle mood.

I would like to take this opportunity to remind you and encourage you to take the flu shot and keep your coronavirus shots up to date. There are a lot of bugs out there so why not give yourself another layer of protection?

In May the Victorian State Government announced that all our metropolitan contracts, Oakleigh, Sunshine, Tullamarine, and Wyndham would be re-contracted through a competitive tendering process. Our existing contracts end on 30 June 2025 and over the next few months, the new contract tender documents will be released to the public. A key component of the tender will be how we transition to zero-emission and provide more benefits to our community and our passengers. Rest assured we will be putting our best foot forward to ensure we are offering Government the absolute

best value proposition possible and as always this is underpinned by how effectively and efficiently, we can run our bus operations.

Last year we were successful in retaining our regional contracts in Ballarat, Geelong, and Mildura and during this process, it became very clear that we had to challenge some of the ways we did things historically to ensure we met our customers' expectations. The recent state budget showed just how tight the financial environment is and as always Government will be looking at options that provide better outcomes without breaking the bank. We will keep you updated on the progress when we can, however, please understand that we may not be able to share much more information for several more months.

Our community engagement activities are as busy as ever and during June we updated our video that showcases some of our valuable community partners and how we strive to make a positive difference within our communities. I am incredibly proud of the service you and our staff provide to our communities and the work we do with our community partners. Please take some time to check out the video. It was unfortunate that we could not fit all the great work we do and naturally as time passes, we find more great causes to support. Just recently we met up with Fire Rescue Victoria who were in search of buses they could utilise to aid in scenario training for their officers. FRV shared how important the bus scenario training is and how they believed the officers that attended the recent Eynesbury incident were much better equipped because of the bus scenario training they had undertaken. In our world, a bus at the end of life is of little value but the difference it can make to Fire Rescue Victoria is huge.

This week we celebrate NAIDOC week, and we had the opportunity to join in events and gain a better understanding of Indigenous Australian, our first nation peoples rich culture. I enjoy the yarns about Australia's true history and how we can come together to acknowledge the past and work towards a better future for all. The

community tree planting day at Wyndham, Wadawurrung Country, was a great event. To see entire families attend the welcome to country and the children planting trees was a great way for us to focus on the future.

A big shout out to Kenneth Ronald who celebrated 45 years of great service in Ballarat. Ken is an icon of the industry and a great example of resilience and commitment to his community. Congratulations to all staff enjoying milestones, Stephen Bullen's 40 years is another huge effort. Thank you.

During June we scheduled our annual staff appreciation day. In the past, we have used a coffee van at each depot but this year we thought it is best if each depot decided what they wanted to do themselves and judging by the photos our staff know how to enjoy themselves.

As a CEO the most common question I get asked is what keeps you awake at night, the answer is simple the solution is complex. The safety of our staff! Unfortunately, some members of our community disregard their own safety and the safety of others. We monitor every incident and question how we can do better; how can we prevent these situations? Anti-social behaviour is something we cannot prevent but how we react can be the tool that deescalates the situation. Please take care and use the OCC as a resource and the other techniques you are skilled in.

Finally, we are rolling out a new training module called Situational Awareness, this is being done online and you will be provided time to complete it within the office. Whilst we understand and appreciate the professionalism of our team, we need your support and feedback to ensure we are covering all the key driving topics and tips that you believe are important.

Thank you for your ongoing contribution and our commitment to safety.

Best wishes,

Jeff Wilson
 CEO – CDC Victoria

FROM YOUR SERVICE DELIVERY MANAGERS



CDC MILDURA & BROKEN HILL

Although the Summer and Autumn seasons gave us some sun-filled days, it wasn't days on

end of unpleasant heat, but it has now bought on a winter chill to the desert landscape early!

The impending winter chill hasn't stopped our customers from reaching out and requesting quotations for their out-of-town school weeklong excursions, which have included several upcoming snow charters.

To meet our increasing demand for the extended charter, CDC Mildura has been busy taking opportunities to train those interested drivers in the 'extended charter game' and upskilling some in the Hazardous Area Authority. I wish to thank the Charter Representative(s) and Operations team as they manage to meet this growing customer demand, as well as the coach captain driving team who have been accepting of changing allocations.

CDC Mildura focuses on safety for all employees, contractors, and suppliers. We plan to ensure all contractors and visitors to our depot are safe as we have created a stencil to further mark the walkways to ensure pedestrians know to give way to vehicles within the yard.

Mildura has welcomed some new faces to the team which have already proven a great asset to the already experienced team.

Look after yourselves, each other, and your families in the cooler months, take care.

Ashlee Loveridge, SDM at CDC Mildura & Broken Hill



WYNDHAM

Welcome to the winter edition as we head into the third quarter of the year, and into a new contract and financial year

starting July 2023. We reflect on our previous contract years' achievements and set ourselves for the new contract year. It is glad to know that we were able to achieve our On Time Running targets for the year and performed exceptionally well on the new DRT services. We will be constantly looking for and discussing any scheduling opportunities to make changes to keep the performance levels up.

Efforts of all driving staff are appreciated as we navigated through the LXRA removal construction challenges around Deer Park affecting route 400 and having a cumulative effect on our performance for the period. Early data suggest that post these work completions, there has been a tremendous difference in the performance of the route. There is further assistance expected towards the end of this year with the Tarnit bus interchange moving to the "other" side and assistance to all the currently operated routes.

I take this opportunity to mention one of the most energetic employees – Kine Menkir, who had received a few compliments in recent months, where he has been extremely friendly with customers. He made a positive and professional rapport with them, even though the bus was running behind schedule but with his passion for customer service he "made their day" This is one of the prime examples of CDC Victoria's SPaRCQ values.

Ravneet Walia, SDM at Wyndham Depot



BALLARAT

Hello again from Ballarat, Winter is now upon us and the typical Ballarat cold mornings, days and evenings have settled in and term 2 is now complete.

Term 3 will start with an introduction of a new School service for which CDC Ballarat will operate. Cardigan Village School Service including the Lucas area will start on the resumption of School on July 10th.

There have been three new additions to the Ballarat team since the previous edition for which we can welcome aboard new Drivers, Michael Atkinson, and Tim Stewart. A new addition to the Workshop team, Levi Haby, Apprentice Heavy Diesel Mechanic. Levi is CDC Ballarat's newest 1st-year apprentice Heavy Diesel Mechanic.

Welcome all to the CDC Ballarat team.

There continue to be ongoing Depot works occurring over the next few months and there will be changed traffic management conditions in place for that duration. Thanks again to all for their patience whilst these works continue.

Recently CDC Ballarat completed Charter services for the City of Ballarat for the Western Bulldogs V Adelaide Crows game at Mars Stadium. Thank you to those drivers who assisted on the day.

Finally, it is with great admiration and respect we say thank you and congratulations to Kenny White (Kenneth Ronald). Kenny recently celebrated 45 Years with CDC, initially with Davis Bus Lines then Keffords and now CDC.

Kenny, you are absolutely an inspiration to other employees and to everyone you come in contact with. Kenny on behalf of CDC Victoria – THANK YOU for your continued service and dedication you show on a daily basis.

Until the next edition, keep safe everyone.

Andrew Wilson, SDM at Ballarat Depot



GEELONG

Winter has well and truly arrived, I hope everyone is staying warm. The recent Staff Appreciation coffee and biscuits

were well received and again, thank everyone for all the positive effort you make each day.

I have heard quite a lot of open channel radio, over the past few months and I'm particularly pleased with the efforts of drivers communicating with each other, to assist our passengers, to connect with our different services.

I took advantage again this year to have my Flu jab and noted that many of you did the same, let's hope we all stay healthy and flu-free this winter.

We have noticed a recent increase in vaping on our buses, especially in some school services. Craig and I have provided affected schools with CCTV images of the vaping, the schools have expressed their thanks and have committed to help stop this practice. I ask that anyone who is made aware of vaping, press P1 and contact OCC if it is happening at that time.

Our whole team would like to acknowledge Steve Johannesen's remarkable achievement of 30 years of service. I'm sure Steve has seen a raft of changes from Benders' days, through to CDC.

Also, a special thanks to Colin Larsen for donating couches to the pool room, with the addition of the training room couches, we now have a comfortable and easy-to-clean recreation area. We are continuing to explore upgrade options to close in this space, however, due to the current issues in the building industry, we continue to search for a suitable option.

A very warm welcome to our newest employees; Sandeep Singh, Paul Hollis, Amandeep Singh Bal, John Kostic, Channipreet Sahota, Geoff Miles, Ajay Verma and our new Administration Coordinator, Monique Thompson, please take the time to say hello and introduce yourselves.

Stay Safe!

Neil de Silva, SDM at Geelong Depot



SUNSHINE

It has been busy few months at Sunshine with lots happening. We saw a return to network visits for the first time since 2019 with Peter, Kaz, Doug, Amanda,

and Jess joining Chris and me, riding the network chatting to drivers and handing out fruit. It was a very chilly night but was enjoyed by all.

Also, in early June, Sunshine held a staff appreciation brunch BBQ with plenty of delicious food and good conversations to be had. It was a good opportunity to be able to acknowledge all the hard work and dedication put in by the team at Sunshine.

Congratulations to Harry, Kaifa and Hoang

for successfully completing the Hazardous Area Accreditation which qualifies them to be able to drive in the snow. With what looks to be a very good snow season I am sure the guys will be kept very busy.

In some sad news, Alice will be returning to the OCC after supporting the Sunshine depot as Administration Coordinator for almost 12 months. We all would like to thank Alice for her support and hard work and wish her well back at the OCC. I am sure we will still be hearing her voice over the radio still support, just in a different way.

Finally, as we are now in the heart of winter, please ensure you are driving to the conditions and staying safe out on the roads.

Shaun Lawson, SDM at Sunshine Depot



OAKLEIGH

Hello from Oakleigh!

It has been busy here at Oakleigh. We have had 9 drivers and one full-time mechanic join our team.

Operationally we started our new journals back at the start of May and these will again be up for review by the time this article comes out to see what further improvements can be made.

We finally saw the end of the 612 shuttles but are now in the middle of a 5-week diversion for 623 and 624 services as they upgrade Caulfield station and Glen Huntly Road at the same time, which should hopefully end by late June/early July.

A big thank you to our drivers who have shown great levels of patience as their buses and changeovers run over 20 minutes late during these works and are dealing with the public which is proving to be challenging as they are late for school/work.

Also thank you to the whole team of drivers, mechanics and operations for their continued support as we push for more rail/tram work on our side of town. CDC Oakleigh would love to be part a of the solution in getting passengers where they need to be on time.

Looking forward to another big quarter coming up.

Stay safe on the road.

Virgil Incata, SDM at Oakleigh Depot



TULLAMARINE

Hello from Tullamarine

I'm Michael Biolakis filling in for David Hutton while he is on his extended vacation

all over the world, away from the cold weather of Melbourne.

We had a substantial driver turnover over the last few months. We would like to welcome all our new drivers who have joined our team here at Tullamarine.

The increase in traffic volumes and roadworks in the North has had a major impact on our on-time performance. I would like to extend my gratitude to our operations team and drivers for their flexibility and extending their efforts to improve our performance in all areas over the last three months. Your patience is appreciated as we continue to work with the planning department to try and alleviate some of those pressures.

With school term 3 commencing shortly, we look forward to providing continued great customer service to our schools through charter and school runs. We also look forward to David's return; he has plenty to catch up on.

I would like to thank everyone for their support during David's absence. It has been a challenging but great experience.

Michael Biolakis, Operations Supervisor, Tullamarine Depot (on behalf of David Hutton, SDM at Tullamarine Depot)



UNVEILING OUR NEW COMMUNITY ENGAGEMENT VIDEO

We are thrilled to announce the launch of our brand-new Community Engagement video. Through this video, we invite you to join us on a captivating narrative, showcasing the real stories, faces, and experiences that define our community engagement efforts.

WATCH THE VIDEO HERE:



This video serves as a powerful testament to our commitment to creating positive change, showcasing our recent initiatives, and highlighting the transformative partnerships we have established along the way that have shaped our community engagement journey.

This video shines a spotlight on the exceptional partnerships we have formed with organisations that share our vision and values.

From our partnership with Western Bulldogs Community Foundation which delivers live changing programs in the areas of health and wellbeing, youth leadership, cultural diversity, and social inclusion to our collaboration with Western Chances that empower young people in Melbourne's West through scholarships, mentorship programs, and access to educational opportunities – this

video showcases our transformative partnerships.

In this video, you will also hear about our partnership with Werribee Football Club supports local sports initiatives, fostering a sense of community pride and promoting active lifestyles. Our environmental partnership with Parks Victoria aligns perfectly with our core values and reinforces our belief in the importance of conserving and enhancing Victoria's parks and natural environments.

Our support to SisterWorks, a social enterprise that assists migrant and refugee women in building their skills and achieving financial independence and our collaboration with Fruit2Work, another social enterprise that creates employment opportunities for those impacted by the justice system.

Community engagement lies at the heart of our operations, and we take great pride in being more than just a bus operator and in our commitment that extends far beyond simply transporting passengers.

Creating this empowering video was an incredible experience for our entire team. We had an absolute blast bringing this project to life, and here is a glimpse of some behind-the-scenes images:



UNITING FOR RECONCILIATION

At the start of National Reconciliation Week, Wyndham City Council organised a community event known as the Reconciliation Tree Planting Day to plant 3,000 trees on the beautiful land of Wadawurrung Country.

This Reconciliation Week event showcased the community's commitment to reconciliation, equality, and environmental sustainability. Jeff Wilson, CDC Victoria's CEO and Mark Stone, Manager of Business Performance were in attendance coming together to plant trees and actively participated in the process of healing, acknowledging the injustices of the past, and working towards a shared future. The event also served as an educational platform, allowing attendees to deepen their understanding of the history, culture, and traditions of the area's Indigenous peoples. Over 200 people from different communities attended to give a helping hand.



NAIDOC WEEK: FOR OUR ELDERS

NAIDOC Week is a time to celebrate and recognise the history, culture and achievements of Aboriginal and Torres Strait Islander peoples. It is an opportunity for all Australians to learn about First Nations cultures and histories and participate in celebrations of the oldest, continuous living cultures on earth.

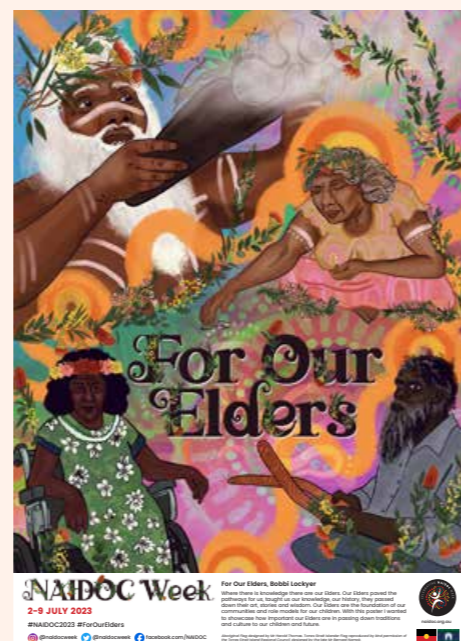
The year, NAIDOC Week was from 2 – 9 July and the theme for this year was 'For Our Elders'.

Throughout the week, we engaged our staff by shedding light on the significance of NAIDOC Week, fostering a deeper appreciation and understanding of the rich cultures of Aboriginal and Torres Strait Islander peoples.

We had the privilege of hearing from esteemed individuals such as Auntie Elaine Gordon and Auntie Jenny Ebsworth from Baabayn Aboriginal Corporation in Western Sydney, who shared their insights on the pivotal role Elders play within their communities.

In addition to internal discussions, we also highlighted various events taking place in our local communities, providing opportunities for the Aboriginal community and allies to come together and celebrate NAIDOC Week. These events served as platforms for cultural exchange, learning, and unity.

Furthermore, we took the opportunity to provide an update on the progress of our Reconciliation Action Plan.






EMPOWERING COMMUNITY SAFETY: TWO BUSES DONATED TO FIRE RESCUE VICTORIA

We made a significant contribution to community safety by donating two buses to Fire Rescue Victoria (FRV) for heavy rescue training purposes. This collaboration aims to enhance the training capabilities of FRV and further strengthen emergency response services in our region.

Having fully served the tenures at CDC Victoria by serving communities on route services, these buses will now start a new life. Fire Rescue Victoria will use them to simulate realistic mass casualty rescue scenarios and firefighting exercises. By utilising these vehicles, firefighters and rescue personnel can develop critical skills, improve techniques, and enhance their ability to save lives during complex emergency situations.

Together with FRV, we aim to foster a safer environment for everyone in our community, ensuring that our heroes on the frontlines have the necessary tools and training to protect and serve us all.

SOME INSIGHTS INTO THE LIFE OF OUR BUSES

HISTORY 	BUS 1 	BUS 2 
Make	Scania	Volvo
Body	Volgren	Volgren
Motor	Euro IV	Euro III
Started route service from	Ballarat	Wyndham
Years of Contract Service	18	19
Contract kms travelled	822,887	1,170,654
Passengers carried	447,148	805,240
Total kms travelled at end of life	862,101	1,172,772
Next life - Donated to FRV for training purposes	Jun-2023	Jun-2023



SAFETY AT THE FOREFRONT

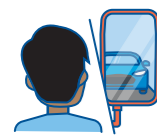
In light of a few recent events across Australia that have highlighted a distressing trend of serious bus accidents, Nick Yap, Group CEO, shares some key points that can make a significant difference in reducing accidents and promoting road safety.



Professionalism: At ComfortDelGro Australia, we are entrusted with the lives of our passengers. Let us approach our work with professionalism, displaying courtesy and respect towards our fellow colleagues and others that we encounter.



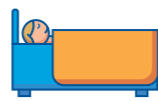
Vigilance: Always stay alert, maintaining focus on the road ahead. Eliminate distractions, including mobile phones, smart watches, or other devices that may compromise your attention.



Defensive Driving: Keep a safe following distance, observe speed limits, and adhere to traffic regulations including wearing your seatbelt. Defensive driving ensures you have greater control over your own safety and minimises the potential for accidents.



Reporting Safety Concerns: If you witness any unsafe practices or notice hazards in your work environment, promptly report them to the OCC or your supervisor.



Stay Healthy: Prioritise your rest and ensure you are well-rested before each shift. Fatigue can severely impact your ability to drive safely.

Substances such as alcohol and drugs impact your mind and reaction time.



Weather Conditions: Adapt our driving style to suit prevailing weather conditions whether we are in a bus, changeover car or personal vehicle. Reduce speed and exercise caution

during inclement weather, such as heavy rain, fog, or strong winds.



Vehicle Maintenance: As a mechanic and workshop team, maintaining our buses to ensure optimal working condition significantly contributes to overall road safety.

REMEMBERING AND RESPECTING JADE!

In an unfortunate event, we lost one of our colleagues, Jade Davis, who served as a driver in the Regional Australia Division. Jade was fatally injured in an accident near Rockhampton while he was travelling alone to commence a run at Emu Park.

A nationwide 'Lights On Day' was held as a mark of respect, where all CDC drivers were encouraged

to drive with their lights on low beams from the beginning to the end of operations.

Our thoughts and prayers are with the Jade's family and loved ones!

RIP, Jade!

Situational Awareness

Training IS NOW AVAILABLE

AT YOUR DEPOT



SITUATIONAL AWARENESS TRAINING LAUNCHED

Situational awareness is being aware of what is happening around you while driving.

We have launched Situational Awareness Training, an online training program that aims to equip drivers with the ability to identify potential hazards and mitigate safety risks.

Safe driving practices have been reinforced throughout this training package.

The training has been designed to be easily comprehensible and memorable.

Your Ops Supervisor will contact you to complete this training.



WHY DO WE NEED SITUATIONAL AWARENESS TRAINING?

We noticed a trend of accidents with pedestrians and cyclists that could have easily resulted in a fatality. Also, we have an increase in the number of motor vehicle accidents with some of these resulting in significant damage. Finally, there was a gap in our

training that we identified and there was no such training being delivered anywhere.

We want to help keep you, our travelling passengers, and other road users including pedestrians safe.

As part of our commitment to safety, it is mandatory for all drivers to successfully complete this training. Your Operations Supervisor will be in touch with you to provide specific details regarding your training.



BREAKING BARRIERS: MAKING PUBLIC TRANSPORT ACCESSIBLE FOR EVERYONE

At CDC Victoria, we're always looking for ways to make public transport accessible for everyone.

Recently, we had the opportunity to participate in a trial for disability awareness training with Travellers Aid Australia in Ballarat.

It was fantastic to see our staff and trainers work alongside V/Line to facilitate sessions for passengers with low vision or those who need extra assistance. Participants had the opportunity to ask any questions about accessibility,

including topics like toilets, service desks, stairs and ramps.

We're committed to creating a more inclusive public transport experience for all.



EMBRACING ESG: WHY IT'S MORE IMPORTANT THAN EVER

ESG stands for Environmental, Social and Governance. ESG is increasingly being used in the media, government, and corporate world. It encompasses a wide range of factors that impact both the company and society at large. ESG can cover areas like environment, sustainability, social responsibility, Social Procurement,

ethics, gender equality, Human rights etc. The list goes on.

This is a framework used to assess an organisation's business practices on various environmental, sustainability and ethical issues. It also provides a way to measure business risks and opportunities in this area.

Governments around the world are providing guidelines and targets for activities for organisations to comply with ESG. One such target is the reduction in carbon emissions. **The Australian government has committed to reducing carbon emissions by 43% by 2030.**

Here are a few areas where CDC Victoria is actively embracing ESG principles to drive positive change.



Environmental:

- ▶ Reduce energy consumption with more fuel-efficient vehicles such as hybrid buses.
- ▶ Monitor water demand and capture rainwater so we can recycle as much as possible. We use recycled water for washing our buses.
- ▶ Reduce greenhouse gas emissions such as CO2 and NO2 by updating vehicles from Euro 3 to Euro 6. Our electric bus will also accelerate the reductions.
- ▶ Give back to the environment with participation in events like tree planting and other green initiatives.



Social:

- ▶ Prioritise Worker Health and Safety practices with regular safety meetings, toolbox talks, safe work procedures etc.
- ▶ Commit and reflect diversity and inclusion with programs like Driven Women and by having an 'Equal Opportunity Policy' in place.
- ▶ Uphold human rights and labour policies with Anti-Slavery Policy, Family Violence Policy etc.
- ▶ Contribute to the betterment of our communities by partnering with Western Chances, Western Bulldogs Community Foundation, Werribee Football Club etc.



Governance:

- ▶ Strong emphasis on sound governance practices. The board and management set targets for both Australia and Singapore. ComfortDelGro has a sustainability section on its website worth viewing.
- ▶ CDC Victoria website also has a Sustainability section with all our initiatives.
- ▶ Publish results and ensure the integrity of data with consistent reporting methods.

Embracing ESG principles is not just a trend; it is a necessity for organisations committed to creating a positive impact and CDC Victoria firmly endorses that.

We presented a Sustainability dashboard in UNITE Summer 2023 edition. We will publish an updated one later in 2023 as part of our governance to share our achievements in the ESG space.



OUR PEOPLE

KENNETH RONALD: CDC VICTORIA'S LONGEST-SERVING DRIVER

We want to take this opportunity to recognise and celebrate Kenneth Ronald, an extraordinary driver from our Ballarat depot, who recently completed an astounding 45 years of service with us.

Kenneth or as his mates call him Ken, has demonstrated the values we hold dear: reliability, professionalism, and an unwavering commitment to passenger safety. Ken is now 79 years old and does school runs for Ballarat. Ken was initially with Davis Bus Lines then Keffords and now with CDC,

hence continuing the legacy.

To honour Ken's four and a half decades of service, CDC Victoria organised a special celebration on his anniversary. As a token of our appreciation, we presented Ken with well-deserved recognition and treated him to a nice lunch.

Ken is an inspiration to many, and his presence reminds us of the importance of cultivating a supportive workplace that encourages longevity and growth!

We are honoured to have Ken as our longest-serving driver!



CONGRATULATIONS TO EVERYONE WHO CELEBRATED THEIR SERVICE MILESTONES!

Name	Depot	Years of Service	Name	Depot	Years of Service
Abuzar Iqbal	Oakleigh	5 Years	Ba Thuan Le	Sunshine	15 Years
Ajith Appukutti	Wyndham	5 Years	Dale Doherty	Mildura	15 Years
Arachchige Don	Wyndham	5 Years	Dale Simon Godfrey	Ballarat	15 Years
Amit Arora	Wyndham	5 Years	James Anderson	Ballarat	15 Years
Daljinder Cheema	Oakleigh	5 Years	Jasbir Singh	Sunshine	15 Years
Daniel Baldacchino	Wyndham	5 Years	Minh Tuoc Nguyen	Sunshine	15 Years
Erin Hollingsworth	Victoria	5 Years	Nicholas Hatjidimitriu	Oakleigh	15 Years
Gregory Cuthbertson	Ballarat	5 Years	Peter Anthony Sevier	Ballarat	15 Years
Joy Zadow	Mildura	5 Years	Raymond Alan Neville	Ballarat	15 Years
Kadamparuban Sakthivadivel	Oakleigh	5 Years	Roger Thomas Grigg	Wyndham	15 Years
Kevin Dwyer	Broken Hill	5 Years	Sem Heang Lay	Sunshine	15 Years
Manpreet Singh	Wyndham	5 Years	Tushar Deswal	Wyndham	15 Years
Nico Lo-Tam	Tullamarine	5 Years	Damian Francis Drever	Wyndham	20 Years
Quoc Chi Hua	Sunshine	5 Years	Luke Stevoski	Sunshine	20 Years
Rudi Sjahric	Wyndham	5 Years	Penitito Tuilaepa	Sunshine	20 Years
Arun Bagga	Wyndham	10 Years	Stanimir Sakotic	Geelong	20 Years
Darren Higgins	Ballarat	10 Years	Steven Ziourkos	Oakleigh	20 Years
Dheeraj Sood	Wyndham	10 Years	Zlatko Bozinoski	Sunshine	25 Years
Jane Stevanovski	Wyndham	10 Years	Michael Alexander Lord	Victoria	30 Years
Jatinder Singh Samra	Wyndham	10 Years	Steven Bruce Johannesen	Geelong	30 Years
Major Singh	Wyndham	10 Years	Stephen Bullen	Victoria	40 Years
			Kenneth Ronald White	Ballarat	45 Years

OUR PEOPLE



CELEBRATING OUR INCREDIBLE STAFF

Our staff is our most valuable asset. So, we took the opportunity to celebrate our incredible staff members across all the depots through a Staff Appreciation Day.

The depots organised a delightful spread of coffee, snacks, and delectable treats to give our staff a well-deserved break and a chance to recharge. The aroma of freshly brewed coffee was perfect to start a cold winter morning.

Some depots took the celebration a step further by arranging a delicious barbecue. Gathering around the sizzle, our staff had the opportunity to connect with their colleagues and share some laughs.

This was a small effort to show our gratitude for our dedicated and hard-working staff.

Thank you to you all!

APPRECIATION

SPARCQ AWARDS



Community

Congratulations to Zenel for your SPARCQ Award of Excellence in Community. Zenel showed bravery and empathy towards a young passenger on his bus service. Well done, Zenel.



Community

Congratulations to Tim & Chris for their SPARCQ Award of Excellence in Community.

They both showed the utmost excellence in care and empathy towards one of their colleagues. Keep up the great work guys. Well done to you both.

COMPLIMENTS & COMMENTS

Compliments for Kine Menkir:



This driver again, absolute legend.

So friendly to everyone!

Kudos to him, and I do hope he gets some recognition for the smiles he puts on the faces of the children who take his bus, and all the passengers!

The driver of this bus today from Werribee station at around 12:35-12:37 was a legend.

So friendly to passengers, and even waved hello to the little kids getting on.

This man deserves some recognition for his amazing personality and attitude



21/4/2023 | Route 191

The driver of this bus today from Werribee station at around 12:35-12:37 was a legend.

So friendly to passengers, and even waved hello to the little kids getting on.

This man deserves some recognition for his amazing personality and attitude.

- Dan W



27/04/2023 | Route 160 | 7:14AM

The bus driver is the best. So so lovely. He always greets you as you get on with a good morning & a massive smile & then as we arrive at the station he says have a good day & to keep on smiling. He needs to know how much he makes my day

- Lauren Garnier



A pat on the back to driver of the number 10, 5.47am bus from Wendouree village to Ballarat railway station. Driver carefully slowed down at every stop to check if anyone was waiting.

Thank you to the driver of bus 11, on Thursday, 1/6/23, 5.02pm on Grevillea Rd, Wendouree, going to Ballarat railway station. Apparently, there's been a bus changeover, so driver was running late. I'd just started walking to another stop to try for the number 12 bus, when the 11 bus came past. Thank you very much to the driver for understanding and waiting for me to catch up to bus 11 when they stopped to collect me.

