

UNITE!

NEWSLETTER

ISSUE 41 | MAY 2025
AUTUMN EDITION

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

GETTING READY FOR THE MZF CONTRACTS



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WELCOME ONBOARD TO ALL OUR NEW EMPLOYEES

- HEAD OFFICE: John Berns, Otolose Finau, Mandeep Kaur, Balwant Singh, Kajan Kanagenthiran, Faalogoifo Fitimase.
- GEELONG: Navjot Singh, Simrat Marok, Amritpal Singh, Lovedeep Singh, Milenko Prusac, Bruce Kirby, Joey Jamero, Suman Upreti, Naveen Kumar, Tyron Knight, Kuljeet Singh, Marcus Holt, Umar Farooq Khan, Pawanpreet Singh, Sachin Singh Saini.
- BROKEN HILL: Veronique Whitmore.
- MILDURA: Stephen Hogan, Carmela Briganti, Jayan Joseph, Sonia Barnes, Julian Lankosz.
- WYNDHAM: Nghia Tran, Arthur Natividad, Balaji Panchatcharam, Tsegaya Faine, Tam Thanh Nguyen, Timo Fiamalo, Arshdeep Kaur, Darrel Castelino.
- BALLARAT: Marco Casino, Sean Moller, Joshua Yurman, Kapur Tiwari, Gregory Simmons, Matthew Cox.
- TULLAMARINE: Guillermo Perez, Joel Higgins, Najeeb Ullah, Dirga Tamang, Errol Pinto, Rodney Denver.
- OAKLEIGH: Armin Imen, Adrian Beyer, Martin Alikhani, Dimitrios Kefalas.
- SUNSHINE: Gurbhavan Sekon.

CEO’S MESSAGE

Welcome to the Autumn Edition of UNITE!



As we gear up for the commencement of our new Metropolitan contracts on 1 July 2025, a lot is happening across the business. Route redistributions and the use of temporary locations will require us to be flexible, and we sincerely thank all staff for their ongoing support and understanding during this transition.

We are now in the final quarter of our existing contracts and are facing challenges in meeting our **On-Time Running (OTR)** obligations. Our contractual OTR target is 90%, but we are currently tracking below 88% at most depots, **except for Ballarat**. In the spirit of transparency, it's important to note that we are financially incentivised for exceeding 90% but also penalised if we fall below 88%. With your continued efforts and commitment, without compromising safety, we are confident we can finish the year on a positive note.

Thank you to the **unions, staff representatives, and management** who are working collaboratively to finalise our new Enterprise Agreement. These discussions have taken place in a respectful and constructive manner, despite the challenges posed by a tight budget environment and the ongoing cost-of-living pressures.

A recent example of excellent teamwork was the **Avalon Airshow**, where together we operated more than 100 buses and successfully transported over 100,000 passengers. A huge thank you and congratulations to all involved!



We're also continually challenged to deliver more efficiently for our customers. **The consolidation of the Sunshine paint and panel shop into Geelong** has been a great success, and the upcoming **mobile panel repair van** is the next step in further improving this service.



Vehicle safety remains a top priority. Motor vehicle accidents are a concern across all CGD operations worldwide. Please remain diligent, put safety first, and continue to apply your defensive driving techniques.

We take great pride in our **community engagement** efforts, aiming to create a lasting impact, not just through handouts but through meaningful support. One such initiative is **Fruit2Work**, a lesser-known organisation doing powerful work helping individuals and their families rebuild their lives. We encourage you to take a moment to learn more about their inspiring mission.



As a passionate Richmond Tigers supporter, I'm especially proud of our partnership with the **Werribee Football Club (WFC)**. Over my 30 years involved in local football, I've never seen a club contribute more to their community. If you get the chance, drop into their newly opened **Club Tarneit** and try the bistro!

With winter approaching, it's time to think about our health and wellbeing. A simple flu shot can make a big difference, so please take up the company's offer and protect yourself.



Finally, we continue to celebrate the incredible people in our business. Every month, we acknowledge significant **years-of-service milestones**. Recently, **Rachelle Donnison** from our Sunshine depot was featured in the Australian Bus & Coach magazine. Her inspiring journey—from disability support work to achieving her dream of becoming a bus driver—is just one of many remarkable stories across our team.

To all the “Rachelles” in our business—thank you. Your dedication makes a difference in the lives of so many.

Please stay safe out there. Every driver and every vehicle has the potential to behave in unexpected ways—stay alert and stay safe.

Best wishes,
Jeff Wilson

FROM YOUR SERVICE DELIVERY MANAGERS



BALLARAT

Greetings once again from CDC Ballarat!

There have been several exciting developments in Ballarat recently, particularly across

infrastructure, operations, and staffing.

Ballarat Station Upgrade – Temporary Bus Interchange Relocation

As part of the Ballarat Station Upgrade Project, the Ballarat Station Bus Interchange has been temporarily relocated. This transition began in January and is expected to remain in place until the project's anticipated completion in early 2026. In late January, the interchange was moved from its original location to Lydiard Street, where it will remain for approximately 12 to 15 months. While the move has presented some challenges, our drivers have demonstrated outstanding professionalism and adaptability throughout the transition.

In February, the Route 10 service was extended to Lucas, accompanied by some minor changes at Ballarat Station. Additional weekend services commenced in April, along with adjustments to select school runs. These updates were reflected in journals and rosters in early 2025. The volume and timing of these changes posed challenges, and we sincerely thank everyone involved for their input and support during this busy period.

We are pleased to announce that new Volvo vehicles will be joining our fleet later this year, further enhancing our service quality and reliability.

CDC Ballarat warmly welcomes the following new drivers to the team: Marco Casino, Matthew Emms (from CDC Mildura), Kapur Tiwari (from CDC Darwin), Gregory Simmons, Gary Pilmore, Matthew Cox and Steven Browne.

We also welcome Joshua Yurman to the Workshop team and are delighted to have Sean Moller return to the depot.

A warm welcome to all — your contributions are greatly valued.

We recently farewelled Darren Bevern, who was with CDC Ballarat for eight years. We extend our heartfelt thanks to Darren for his dedication and service, and we wish him all the very best on his new adventure up north.

Service Milestones

Congratulations to the following team members on their service achievements:

- **Simon Mather** – 15 years of service (April 2025)

- **Ian Goulden** – 5 years of service (February 2025)

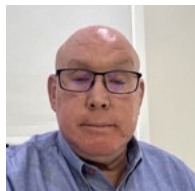
Your commitment and hard work are deeply appreciated — thank you both!

Through the efforts of the SPaRCQ Committee, CDC Ballarat proudly donated \$500 to Our Village, an organisation comprising three Victorian charities — St Kilda Mums, Geelong Mums, and Eureka Mums. These groups provide vital support to vulnerable babies and children up to six years of age who require specific care and assistance.

To all our Drivers, Mechanics, Yard Staff, Wash Teams, and Operational Personnel — thank you for your continued dedication and exceptional work. Your efforts do not go unnoticed, and we are truly grateful for all that you do.

Stay safe.

Andrew Wilson, SDM at Ballarat Depot



BROKEN HILL

Broken Hill was buzzing with excitement in early April as the community came together to celebrate the 60th anniversary of St Pata Races, a beloved institution with a long-standing community engagement.

Adding to the joy of the occasion, CDC Broken Hill stepped up in a big way, offering a successful and smooth charter service that helped mark the celebration with both style and convenience. From early morning pickups to late-night drop-offs, Broken Hill's fleet of buses ensured that everyone arrived to and from races safely.

“It's been an absolute privilege to support such a historic event!”

“The energy on board was amazing, full of stories, laughter, and memories that span decades, were a few of the positive comments we received from staff and the general public.

As part of the April celebrations, St Vincent's Girls' College also arrived in Broken Hill for a week-long charter tour exploring the town and its stunning surrounds. Over 200 students travelled by train and immersed themselves in the region's rich culture and history through guided tours and historical site visits.

The charter experience offered students a unique opportunity to connect with the heritage of Broken Hill, with visits to iconic landmarks such as the Line of Lode

Miners Memorial, the Broken Hill Sculpture Symposium, and Silverton. Along the way, they were warmly welcomed by locals who appreciated seeing the next generation engage with the outback's stories and spirit.

“It was such a special way to see the town and be part of something bigger than ourselves,” said one Year 11 student from St Vincent's.

Another one remarked, “The bus charters made it feel like a real adventure, and the drivers were so friendly!”

And we're proud to share that we've been rebooked for the next three years, continuing the journey with this incredible event and community.

Adrian Rouse, Depot Manager at Broken Hill Depot



GEELONG

As we step into the second quarter of 2025, it's a great moment to reflect on how far we have come already this year. The first school

term wrapped up smoothly, and all PTV contract standalone school runs are now fully integrated into our regular shifts. It hasn't always been easy, but thanks to everyone's efforts, CDC Geelong is tracking really well with our on-time targets. Punctuality keeps improving, and early running is on the way down.

We have also been putting a lot of focus on the look and feel of our fleet. Since late January, our new cleaning contractor has been hard at work cleaning, steam cleaning, and detailing our buses, and it shows! A clean, well-kept bus not only looks great, but it also shows our passengers that we care about the service we provide.

There are also some exciting new additions to the fleet! Three brand-new coaches have joined us recently, and we are looking forward to welcoming two Hydrogen buses in July.

We are proud to share that Geelong Grammar School and Ford have both extended their contracts with us. That kind of continued trust is a big deal, and it's a direct result of the reliable, high-quality work our team puts in every day.

A special shout-out to our drivers who kept things running smoothly during the Cadel Evans Great Ocean Road Race and the Avalon Airshow. These big events can put pressure on the network, but everyone showed patience, professionalism, and great teamwork. Well done!

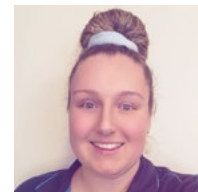
And finally, please join us in giving a warm welcome to our newest team members:

Susanna Loverso, Amarpal Bhangu, Ratneev Kaur, Navdip Singh, Umar Farooq, Sachin Saini, Pawanpreet Singh, Marcus Holt,

Kuljeet Singh, Joey Jamero, Suman Upreti, Lovedeep Singh, Milenko Drusac, Bruce Kirby, Amritpal Singh, Simrat Marok, and Navjot Singh (Mechanic).

We are glad to have you all on board!

Aman Singh, SDM at Geelong Depot



MILDURA

Greetings from sunny Mildura!

As we settle into the cooler months, term 1 kept us busy with school services back in full swing, and I've

got to give a big shoutout to the team; you all handled the rush with calm heads and solid teamwork. It's been a strong start to the year, and I'm proud of how smoothly things are running.

We've recently welcomed three new drivers and one new mechanic to the team – it's great to see our depot continue to grow. A warm welcome to all of you, and we look forward to the positive contributions you'll bring.

Our FIFO charter service is absolutely flying at the moment. So much so that they've asked for more buses on additional days. That kind of feedback speaks volumes about the quality of service we're providing — well done, everyone.

In other news, we've started fitting bike racks to the front of our buses. It's a great step toward giving the community more flexibility and supporting active travel options.

We have also been tackling a few OHS improvements around the depot, nothing major, but the effort from everyone to keep safety front and centre hasn't gone unnoticed.

All in all, it's been a great start to autumn, the vibe's been positive, and the team's looking strong. Let's keep that momentum going and roll on into the next few months with the same energy!

Chontelle Wait, Depot Manager at Mildura Depot



OAKLEIGH

What a positive and busy start to 2025, with term one already behind us; it feels like schools only went back a couple of weeks ago.

We have had a busy first quarter both on and off the road. Firstly, a big thank you to everyone in the Oakleigh team as we all prepare for the new MZF contracts, getting day one shifts and rosters finalised as well as preparing the back office for the upcoming reporting changes.

We have also seen 2 new staff, Gerard and Rasi, commence training to become our new relief supervisors. This will see us in a space where we will be able to better support our driver's enquiries and training with a new operations structure.

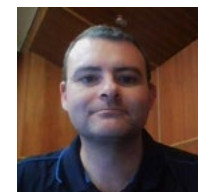
We continue to see accident numbers well down when compared to last year, and this has been a great team effort from the drivers, trainers, and operations staff to openly discuss accidents and not try to hide them. The result has been a noticeable improvement, and we plan to continue this for the remainder of 2025.

We saw a positive response from all the driving group towards the food drive we did for Taste of Harmony in April, and delivered a carload of food to the Foodbank warehouse and supported those in need over the Easter period. We ended up with a sizable donation that was well received when we dropped it off on the Thursday before the Easter weekend.

I hope everyone got a well-deserved break during the Easter long weekend and the school holiday period, as compared to the traffic we saw in term one.

Keep safe.

Virgil Incata, SDM at Oakleigh Depot



SUNSHINE AND TULLAMARINE

Now with 2025 well underway, it has been a very busy start to the year, with still much more work and change ahead with

the transition to the new contracts from July 1. You will see a lot of activity around the depots with training commencing on new routes and primary works commencing at the Sunshine depot in readiness for zero-emission buses. New rosters are currently with the roster committees for review. If you have any questions or concerns, please do not hesitate to speak to your ops teams.

In recent times, we have been experiencing impacts to our on-time running KPI as an operations team, we have been doing a lot of work behind the scenes to review and evaluate what is impacting the on-time running and looking for ways to assist drivers to be able to run on time. We have identified multiple issues and are working on solutions. I ask all drivers to also give feedback on issues you are experiencing across the network to help us improve these conditions. As a reminder, drivers need to ensure they are doing what they can to maintain our on-time performance, and these are simple things like starting and departing the depot on time at the start of your shift, not leaving timing points early, and communicating delays to the OCC and depot operational staff.

I would like to say a personal BIG THANK YOU to all drivers and support staff for all of their effort in the delivery of the 2025 Avalon International Airshow. Once again, CDC Victoria has showcased their professionalism and expertise across the 6-day event. This year, we also delivered Park & Ride services alongside the usual Lara Station shuttle. During the weekend, we had over 100 buses operating with 120 staff involved each day. For the entire show, our buses moved more than 117,000 passengers. Post the show, I have received nothing but positive feedback from all of the stakeholders involved with the Airshow. A wonderful effort from everyone involved.

Until next time, stay safe!

Shaun Lawson, SDM at Sunshine and Tullamarine depots



WYNDHAM

As we approach the last quarter of the current contract term before the start of the new and exciting period of upcoming MZF contracts starting

01st July 2025, it's time to reflect on the successes and forthcoming challenges.

Wyndham has gone through various change periods, such as new additional routes, FlexRide buses, COVID-19 changes, LXRA network changes, and changes to some interchanges. We have all been a part of the success of this business collectively, whilst we faced the challenges together. The upcoming changes to the contract are no different in comparison to the challenges and successes that we will face and celebrate together.

New MZF contracts, as you may already be aware, CDC Wyndham will be a part of the CDC West network, which will also comprise Albion depot and will form a “mega franchise” with operating 49 routes collectively out of two depots effective 01st July 2025. There will be some operational changes as we manage and implement updates across our network routes. However, one thing remains the same: our unwavering commitment to delivering a high-quality, reliable service from day one.

Our biggest challenge continues to be maintaining on-time performance in line with current KPIs. While we strive to manage everything operationally within our control, our dedicated staff are working to the best of their ability and always with safety in mind, to deliver a quality service.

At the end, on behalf of everyone at CDC Wyndham, I hope that everyone had a safe and happy Easter break.

Ravneet Walia, SDM at Wyndham Depot

SAFETY FIRST: HYDROGEN BUS SAFETY SESSION



As we gear up to launch our hydrogen-powered buses, safety remains at the heart of everything we do. To support this commitment, we recently hosted a hydrogen bus familiarisation session for Fire Rescue Victoria (FRV) at our Wyndham depot.

With the introduction of new vehicle technologies, first responders must be equipped with the knowledge and confidence to respond to emergencies involving hydrogen-powered transport. During the session, ARCC (Aluminium

Revolutionary Chassis Company), our Australian-based partner and manufacturer of the hydrogen buses, provided valuable insights into the vehicles' construction, operation, and built-in safety features.

This initiative builds on our strong and long-standing partnership with Fire Rescue Victoria. Together, we are ensuring that as we transition to a more sustainable fleet, our communities remain safe, informed, and supported.

GEELONG PAINT BOOTH UPDATE

The final stage of consolidating our panel shop in Geelong is now complete, with the successful relocation of the Spray Booth to the site. The site now has two fully operational spray booths, including one with heating to speed up the bus repair process. With both booths in action, the Geelong team can work on multiple buses at once, significantly improving turnaround times and boosting overall efficiency.



RACHELLE'S INSPIRING CAREER JOURNEY FEATURED IN ABC MAGAZINE

We are incredibly proud of Rachelle Donnison from our Sunshine depot, who was recently featured in Australasian Bus & Coach (ABC) magazine. The article highlights her inspiring journey from disability support work to achieving her dream of becoming a bus driver. She embarked on this inspiring career shift by attaining her heavy vehicle licence and completing her training with our Driven Women Program.

At CDC, we celebrate stories like Rachelle Donnison's that show passion, purpose and the power of new beginnings.

You can read the full feature, as published by ABC News:



BEHIND THE SCENES AT AVALON AIRSHOW: A CHAT WITH SHAUN LAWSON

By Nidhi Shah
Marketing & Communications Manager



Once again, CDC Victoria played a key role in helping thousands of visitors get to and from the Avalon Airshow, working in support of V/Line and the event organisers. This year, the operation was bigger than ever. I sat down with Shaun Lawson, CDC Victoria's lead supervisor for the Avalon Airshow project, to find out what it takes to move over 100,000 people safely and smoothly.

Nidhi: Let us talk numbers first. How many buses did we run, and how many passengers did we transport for the Avalon Airshow this year?

Shaun: This year was the first time we also operated Park and Ride Services on behalf of the organisers, alongside the usual Lara Station shuttle. Across the six days of the show, we transported about 117,000 passengers. That included around 4,500 people during the trade days from Tuesday to Friday. In total, we completed 2,331 trips and covered close to 37,000 kilometres. At our peak, we had 104 buses on site, along with 104 drivers and 20 supervisors, including trainers and our Airshow control team.

Nidhi: How was your whole experience of planning the show this year? What went on planning such a huge event?

Shaun: It was definitely a massive team effort. We rely on almost every part of the business to get something like this up and running. There is a lot of behind-the-scenes work that happens before a single bus moves. We start planning at least four months in advance. That includes meetings with the show organisers, V/Line and other stakeholders. We help map out road closures, signage, VMS boards, and route planning. We also set up crowd barriers and helped manage the on-site logistics. At the peak of the weekend, we had 104 buses on site, along with drivers, supervisors, and support staff. So, overall, it was a huge operation.



Nidhi: What was your favourite part of the whole process—planning, execution, or something else?

Shaun: Honestly, my favourite part is the variety. No two days are the same. It is a real test of your skills and experience. Our day-to-day work is usually quite regimented, but the Airshow throws up new challenges all the time. You can plan as much as you like, but something unexpected always happens. That is what makes it so interesting. The show really lived up to expectations and kept us on our toes throughout.



Nidhi: Any fun or interesting stories from this year's event?

Shaun: I do not know if this counts as fun, but it became a bit of a running joke among the team—especially the supervisors on the ground. The dust was unbelievable this year, especially on Sunday. It got to the point where no one wanted to use sunscreen because the dust would just stick to it. People started calling it the "Air and Dust Show". It definitely gave us all a bit of a laugh.

OUR MZF VISION

Partnering with Department of Transport and Planning (DTP), our vision is to increase bus patronage by delivering excellent customer services that improve community connections to an integrated transport network via direct and reliable routes that are safe, frequent, and comfortable. This includes driving sustainability outcomes through a zero-emission bus (ZEB) fleet and reducing the environmental impacts of our operations while maximising local socio-economic outcomes for communities and businesses.



Graeme Lilley
MZF Transition Director/
Contract Manager

Since the announcement of our success with the award of three MZF – Metropolitan Zero Emission Bus Franchise Regions (CDC Victoria Northwest, CDC Victoria West and CDC Victoria East) behind the scenes there continues to be a hype of activity from the last update in preparation for Day 1 Service commencement on 1 July 2025.

**THE COUNTDOWN HAS
BEGUN AS WE PREPARE
FOR THE OFFICIAL
COMMENCEMENT OF
OUR NEW CONTRACTS
ON 1 JULY 2025.**



DRIVER CONSULTATION / ROSTERS

There has been a lot of work been undertaken to develop our new journal sets and rosters for Day 1 services. As work continues to finalise the journal sets and rosters over the coming weeks, a thank you to everyone involved from Roster committee representatives, Depot management and the Scheduling team as this could not be done without your support.

RECRUITMENT

From Monday 14 April 2025 our recruitment campaign will commence to build up the driver numbers required to operate our CDC Victoria West franchise. This is an exciting opportunity as this strengthens our commitment to Linking Communities and increasing employment within the Western area of Melbourne.

FUN FACT – HOW WILL A ZERO EMISSION BUS BE CHARGED?

The depot yard layout will be redesigned with a configuration that enables one-bus-per-plug which allows for charging of two buses at once. Satellite units will be installed at all our depots, and an example of a satellite unit is below. This unit has a 150Kw output allowing a bus to be fully charged overnight and ready for service the next day.



Example of a charging satellite and charger/CPU hardware.

WELCOME DAY

Reminder Welcome Day sessions are running during May and June from 10.00am – 4.00pm at Sunshine, Tullamarine and Westmeadows depots. The Welcome Day will provide an Introduction for our Transferring staff and include Site inductions, Uniform & Fob issuing, Training and a lunch to greet our new staff members into the CDC family.

KEY HIGHLIGHTS

Some of the key highlights that have been undertaken to date:

- ▶ Staff Letter of Offers have been issued and returned
- ▶ The Kastoria fleet has had Mobileye installed on all buses
- ▶ 10 buses remain at CDC Tullamarine to be upgraded into PTV Livery
- ▶ 50 buses remain at Kastoria to be upgraded into PTV Livery
- ▶ Tullamarine drivers have commenced training on the current Dyson routes that will form part of the CDC Victoria Northwest franchise
- ▶ Tender closed for our new Zero Emission Bus fleet and currently being evaluated
- ▶ Myki and Bus Tracking System (BTS) equipment ordered for the additional buses to be reintroduced in our Franchise regions

Finally, as we move closer to Day 1 Service commencement on 1 July 2025, I would like to thank everyone involved for your support and assistance. In the meantime, if you have any questions, please use the Blink app and click on the Metro Transition link.

COMMUNITY PARTNER SPOTLIGHT: FRUIT2WORK – CREATING OPPORTUNITIES AND FRESH STARTS

We spoke to the Fruit2Work team to understand how partnerships like ours are making a difference and what goes on behind the scenes to run such a huge operation.

At CDC Victoria, we are proud to partner with Fruit2Work, a social enterprise that is changing lives while providing fresh, healthy snacks to our depots across Victoria. Through this partnership, we are supporting an organisation that offers second chances to individuals impacted by the justice system.

One of the most powerful and unexpected outcomes of Fruit2Work's efforts is witnessing people rebuild their lives. For many, it's as simple as regaining their driver's license or securing stable housing. But for others, it's much more profound, such as parents being reunited with their children after years of separation. Perhaps most notably, after nine and a half years of operation, no participant has returned to prison after joining the Fruit2Work program.

Behind the scenes, the team at Fruit2Work works tirelessly



to ensure their customers are supported with fresh, nutritious deliveries. A typical day for a Fruit2Work driver begins at 2 AM, when they prepare for a day of deliveries, typically serving 30-40 customers. Their duties go beyond just delivering fruit; they provide extra touches, like stocking milk in the fridge and rotating produce to ensure freshness. After completing their routes, drivers head back to the warehouse for debriefs and often attend important appointments with parole or corrections.

At the heart of Fruit2Work is a commitment to creating second chances and supporting those in need.

Their motto, "Fruit2Work creates chances for those impacted by the justice system," perfectly captures their spirit and mission.

At CDC Victoria, we are proud to use the services of Fruit2Work across our Victorian depots, supporting not only our teams with fresh produce but also the invaluable work Fruit2Work does to uplift and empower individuals in our community.



BALLARAT TRY BEFORE YOU RIDE

We proudly took part in the Try Before You Ride event in Ballarat, in collaboration with V/Line. As part of the Victorian Government's initiative to improve public transport accessibility, CDC Ballarat provided a complimentary bus service to transport participants and hosted a hands-on session demonstrating the safe use of buses.

The event was designed to empower participants by giving them the opportunity to:

- ▶ Practice getting on and off public transport
- ▶ Learn about accessibility features and improvements
- ▶ Speak directly with customer service staff about travel, safety, and accessibility options



This event was just one of the many ways we are working to make travel easier and more inclusive for all.

BALLARAT TEAM KEEPING THE SALVOS FOOD BUS ROLLING

A few years ago, CDC Victoria donated a bus to The Salvation Army, which now serves the community every Friday night near Werribee Station.

Recently, our Ballarat workshop stepped in to help once again, assisting with much-needed repairs and servicing to keep the bus on the road and running safely.

A big thank you to Cameron and the dedicated team at Ballarat for their continued support; your efforts help keep this vital community service going strong.



CELEBRATING 11 YEARS WITH WERRIBEE FOOTBALL CLUB

We are proud to celebrate 11 years as a community partner of Werribee Football Club, a milestone that reflects our shared commitment to supporting and uplifting the local community.

The Werribee Football Club team recently joined us on-site at our Wyndham depot for a photo shoot, capturing the spirit of our long-standing partnership. Our community bus proudly features the WFC logo as it makes its way through the City of Wyndham, highlighting our support of the club's VFL-leading community programs.

A big thank you to Werribee Football Club for your ongoing collaboration. Here's to the next chapter of community impact, together!



DRIVING A GREENER FUTURE: SUSTAINABILITY NUMBERS FOR THE FIRST 3 MONTHS OF 2025

Sustainability is no longer a future goal — it's a journey we are proudly driving every day. Thanks to a range of environmentally conscious initiatives across our network, we have some impressive numbers for the first 3 months of 2025.

We have collectively prevented an impressive 444 tonnes of CO₂ emissions, equivalent to taking 97 cars off the road in only January, February and March.

Our fleet of 50 hybrid buses has played a major role, avoiding 182 tonnes of CO₂, which is the same as removing 40 cars from the roads or powering 10 Australian homes. 23% of our passengers chose hybrid buses, actively contributing to a cleaner commute.

Every trip on a BEB is a step towards a quieter, cleaner, and zero-emission future. Our Battery Electric Buses (BEBs) added another 137 tonnes in emissions savings — the same as eliminating 30 cars from traffic.

Our depots are also doing their part. Five depots are now producing solar energy. In the first 3 months of the year, depots produced 34% of their total energy needs. This effort



alone has saved 125 tonnes of CO₂, equal to removing 27 more cars from the road.

We are also conserving water — 17% of bus washing used harvested rainwater, contributing to overall resource efficiency.

At CDC Victoria, sustainability is not a one-off project; it's built into our everyday operations. From the buses on the road to the power behind the depots, we are committed to creating a cleaner future — one route at a time.

NEW VENDING MACHINE SUPPLIER

Albion and Oakleigh depots have transitioned to a new social procurement supplier for their vending machines. As of April, Fruit2Work has taken over vending operations at both sites. This will be followed by Geelong depot in May. This initiative is a joint venture between Fruit2Work and the Australian Vending Company, aimed at providing reliable service while supporting positive social outcomes.



MEET YOUR INJURY MANAGEMENT AND WELLBEING COORDINATOR

Hi everyone,

I'm excited to introduce myself as your new Injury Management and Wellbeing Coordinator. I've been brought on board especially to support our injured workers and promote wellness at CDC Victoria.

Our department is still young and growing, but we collectively have one main goal in mind: to make the health and well-being of CDC staff a priority.

You may have seen some of my flyers around your depot or on BLINK. I try to keep these engaging and informative, aiming to make our workplace a healthier and happier environment.

We have a Wellbeing Calendar, and each month we focus on a different aspect of health and wellness. This month's theme is Women's Health, and we have created a checklist to help with various aspects of women's health — see below.

If you have any questions about injuries at work or any ideas for future wellbeing initiatives, please do reach out to me at im.wellbeing.vic@cdcbus.com.au. I will do my best to help.

Looking forward to working together to create a healthier workplace!

Diya

Movement

- **Strength Training** 2-3x a week
to protect bone density + boost metabolism
- **Pelvic Floor Exercises**
especially if you've had children or are 40+
Pelvic floor muscles can weaken with age. Pelvic floor exercises can prevent issues like incontinence or pelvic organ prolapse.
- **Gentle Exercise during Menstruation**
yoga, cycling, swimming walking etc

Consult your GP if you have:

- Hot flushes, poor sleep
- Irregular cycles, acne, facial hair
- Fatigue, mood swings, hair changes
- Painful periods, pain during sex
- Bloating, pelvic pain

Essential Health Checks

- **Cervical Screening Test** every 5 years
free if you are 25+
- **Breast Screening** 50+? every 2 years
Free via BreastScreen Australia if you are 40+

WOMEN'S HEALTH CHECKLIST

Ensure you are getting enough:

- **Iron** 1 - 12 g per kg of body weight per day
- **Protein** Supports strength, weight maintenance, and stable blood sugar levels
- **Calcium**
- **Vitamin D** All of these are especially important as we get older!
- **Omega-3s**

Self-Care

- Make your Health a Non-Negotiable
- Track your Menstrual Cycle
- Make Time for your Hobbies
- Seek Support when you need it

Free counselling for CDC staff and their loved ones: 1300 687 327 www.convergeinternational.com.au

These tips are for general wellbeing and informational purposes only. Please use them at your own discretion.



TASTE OF HARMONY 2025: A CELEBRATION OF DIVERSITY

Taste of Harmony 2025 was a delicious success across all depots and the head office! Each depot participated in this wonderful celebration of diversity, offering an array of dishes that highlighted the rich heritage of our team members. From savoury to sweet, each dish told a story, reflecting the unique backgrounds that make our teams so special.

A heartfelt thank you to everyone who contributed dishes from their heritage; you have filled our plates with joy and our hearts with pride.



SPREADING EASTER KINDNESS: OAKLEIGH'S FOOD DRIVE

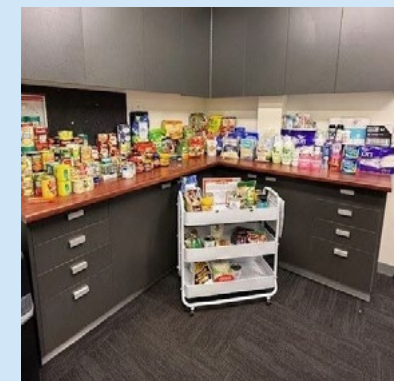
This Easter, our Oakleigh team ran a month-long food drive to collect and donate groceries to Foodbank Australia, the country's largest food relief organisation.

Foodbank provides essential groceries to more than one million Australians each month, and thanks to the heartfelt generosity of our Oakleigh drivers and staff, a shuttle car full of grocery staples, everyday essentials, and non-perishable items was delivered to Foodbank's warehouse in Yarraville.

Natalia Tame from CDC Oakleigh shared—

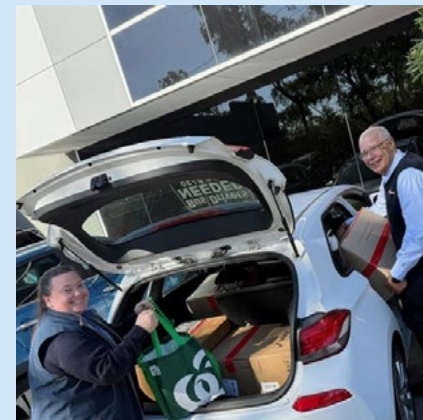
"This was something the team wanted to plan as a Christmas initiative, but Taste of Harmony was a more fitting occasion and resonated with the purpose."

Looking ahead, we are excited to expand our partnership with Foodbank Victoria, with plans to scale this initiative across the state. Together, we can make a meaningful difference!



OPENING DOORS FOR DIVERSITY

We are proud to launch our new diversity and inclusion sub-brand, Opening Doors for Diversity. This brand will guide our programs and recruitment efforts, reinforcing our commitment to creating a more inclusive workplace. It marks an exciting step forward in attracting, supporting, and celebrating diversity across our organisation.



CELEBRATING SERVICE MILESTONES

Name	Depot	Years of Service
Mirosław Kuszner	Wyndham	25
Goce Veljanovski	Sunshine	25
Imran Ibrahim	Wyndham	20
Prafulkumar Mistry	Oakleigh	20
Jae Wook Kim	Oakleigh	20
Wayne Manley	Mildura	20
Nicholas Feretzanis	Oakleigh	20
Christopher Maxwell	Geelong	20
Tamiru Alemu	Wyndham	15
Marcos Monge	Wyndham	15
Brendan Walter Eyles	Geelong	15
An Le	Wyndham	15
Mersha Gebrekidan	Wyndham	15
Simon Habte	Wyndham	15
Elizabeth Guzman	Wyndham	15
Harpreet Singh Thind	Wyndham	15
Lasantha Madawala Kankanamage	Wyndham	15
Aco Vasilevski	Wyndham	15
Vivienne Mackenzie	Mildura	15
Vicki Wilson	Mildura	15
Quang Tu	Wyndham	10
Georges Barbar	Oakleigh	10

Name	Depot	Years of Service
Damen Southgate	Mildura	10
Il Hwan Noh	Wyndham	10
Robin Owens	Oakleigh	10
Reji Mathew	Wyndham	10
Jason Zheng	Oakleigh	10
Priyankara Rodrigo	Wyndham	10
Sandeep Marwaha	Wyndham	10
Mikaio Pulu	Wyndham	10
Baboo Dhoopnarain	Oakleigh	10
George Sapantzis	Oakleigh	5
Bill Hasiotis	Tullamarine	5
Mitchell Hanan	Geelong	5
Woubishet Fufa	Wyndham	5
Andrew Wilson	Ballarat	5
Phillip Green	Mildura	5
Panagiotis Rekkas	Oakleigh	5
Ian Goulden	Ballarat	5
Artyre Gbenima	Wyndham	5
Nolan Quilonio	Oakleigh	5
Goran Birtasevic	Sunshine	5
Mark Stone	Head Office	5
Van Chien Truong	Wyndham	5
Ragawa Indra Maruti	Wyndham	5
Ondi Rusli	Wyndham	5

CUSTOMER COMPLIMENT



From Catherine Beck,
Customer

To the 408 driver from Highpoint who left at half past three today, you sir are a legend. Wonderful customer service on a busy bus and helped me with my wheelchair."

Congratulations to **Lam Hoang Le** from our **Sunshine Dept** on receiving fantastic praise from a passenger.

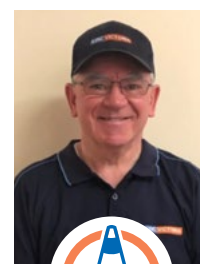


SPARCQ AWARDS

Bill Cook, driver from Geelong, won a SPARCQ award for Safety & Community.

On 13th January 2025, Bill was driving the bus on route 25 from Geelong Station to Bell Post Hill. As he approached the intersection of Vine Street and Ballarat Road, he saw a little toddler, crying and walking alone on the footpath. Bill immediately pulled over and went to check on the child. He gently approached the boy and quickly realised that he was lost and scared. Bill contacted the Operations Control Centre to call the police and stayed with the child until the police arrived and took the boy into their care.

Well done, Bill, for your quick thinking and prioritising safety.



Safety



Community