

UNITE!

NEWSLETTER

ISSUE 40 | JANUARY 2025
SUMMER 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

HEAD OFFICE: Diya Zinzuwadia, Tasnime El Hawli, Liyan Zhang.
 GEELONG: Karthick Muruganatham.
 BROKEN HILL: Akish Kumar.
 MILDURA: Bhagwant Singh Bains, Melinda Binding, Donald Wall, Joseph Lopesi, Andrew Leutner.
 WYNDHAM: Suresh Varghese, Tirlochan Singh Turna, Amandeep Dhaliwal, Sankha Senadheera, Getenet Kebede, Asamenaw Gebrehana, Pushpinder Singh Johal.
 BALLARAT: Jean Rodney Azemothe, Geoffrey Holland, Rupinder Singh Sidhu, Tabori Harbott.
 TULLAMARINE: Ravinder Saini, Konelio Esera, Neeraj Neeraj, Navjot Singh Ghotra.
 OAKLEIGH: Ebrahim Pand, Brendan Hoare.

CEO'S MESSAGE



Welcome to the Summer edition of UNITE, and Happy Birthday to us! This year, we celebrate 15 years of servicing our Victorian communities.

This milestone may seem odd for many of our staff who have been employed for more than 15 years. This year's anniversary is 15 years since ComfortDelgro, CDC entered the Victorin Bus Industry by acquiring Kefford's Corporation. Much has changed since then, the type of buses, the number of routes, the number of staff and the huge geographical area that we service today.

"15 years ago, we were 100% diesel and in 15 more years we will be 100% Zero Emission on all route services."

We marked this milestone with an event at Wyndham and had many stakeholders attend. We plan to celebrate this milestone at each depot in a way that suits each depot. We have commissioned a commemorative cap available to all staff so please make sure you receive yours.



We have begun the negotiation process for the new Enterprise Agreements for all driver employees. A big thank you to the TWU, Union Representatives and CDC Management that are involved in this process. It is difficult to represent all interested parties, and any good negotiation will always involve lots of respect and compromise from all parties.

A lot is going on in the ZEB Franchise space as we get ready for July 1. The

new contract allocates specific routes to certain franchise depot locations, and this may result in situations where some drivers will be driving some routes that they may have not driven before and/or in some cases our drivers will report to new or temporary locations to commence services. This will be a challenging time for all, and I ask that you please be patient as we work through all these new requirements.

We have been struggling with our On Time Running off late. We know that our contract target of 90% can be difficult as you navigate through heavy traffic and road works. Our priority is always safety so please make this our first thought every day as you confront these challenges. Our OTR is calculated at approximately 45,000 timing points every week and every timing point holds the same value meaning that we can effectively offset our tough runs with our good runs. Thank you for your understanding of this contract requirement and please remember always, Safety First.

As per usual we have many stories involving our staff, after 22 years of service, Craig Reynolds our senior planner has resigned to pursue other interests. Craig's dedication, knowledge and experience helped design many of the routes and journals we run today, thanks, Craig.



We also have many staff service milestones, and they deserve huge congratulations. Without the contributions of our staff, we would not be able to service our communities the way we do!

Congratulations to the Geelong Panel Shop and the Aircon Team who have been excelling in servicing our fleet. These teams have been working much smarter and ensuring that our fleet is cool on the outside and the inside.

Our community engagement is so important because how we treat our community will define what we are as a business and who we are as people. Our Schools Champions Day with Werribee Football Club, our Work Inspiration Day with The Smith Family and our Busable Day with Creswick Primary School is all about giving back and creating synergies within our community.

Likewise, our commitment to our First Nations People and our Reconciliation Action Plan will be judged on our actions and what we bring to the table to create a better Australia for all to enjoy. Please take some time to think about these broader issues and what they mean to you and our communities.

We can all contribute to a better future as is demonstrated by the ongoing success of Movember and the actions of Ballarat donations to PCYC.

Finally, I would like to acknowledge Neale Daniher, Australian of the Year for 2025, what an example of selfless commitment to the community. No words can aptly describe the contribution of Neale and his family.

Stay safe!

Best wishes,
Jeff Wilson

FROM YOUR SERVICE DELIVERY MANAGERS



GEELONG

Happy New Year and welcome to 2025! I hope you all had a wonderful and relaxing Christmas break and are feeling refreshed for the year ahead.

First, huge thanks to our amazing driving team, operations crew, and fleet services. Your hard work and dedication made 2024 a great year. Thanks to you, we not only kept Ford and private school contracts but also built strong relationships with V-Live and the CFA by providing buses on short notice when they needed us most.

Congratulations to Ben Ryan, who has undertaken the role of in-house driver trainer, and also to Craig O'Keefe for taking on the role of our new Health and Safety Representative.

We also welcome some new faces into the team, including the following: Harjot Dhillon, Craig O'Keefe, Anupinder Singh, and Karthick Muruganantham.

On the other hand, we are saying goodbye to some long-time team members as Bernie Szatkiewicz retired after 8 years, Kevin Peters after 7 years, and Phil Neri after 6 years of service. We wish them all the best in this next chapter of their lives.

Looking ahead to 2025, the new roster, implemented in December 2024 to align with the V-Line timetable changes, experienced a few initial challenges. These included instances of late running, potentially due to the Christmas rush. However, we expect to gain a clearer understanding of its impact once the school term begins. The paint booth has been relocated from the Sunshine depot and installation works are underway, part of relocating the paint shop to Geelong depot. Very shortly, we will have three new replacement coach buses and possibly two hydrogen-powered low-floor buses.

Lastly, special thanks to Chucky Senanayake and Dragan Peric for arranging a fantastic charcoal spit BBQ for our Christmas lunch. Well done guys, it was a fantastic way to celebrate together as a team.

Let's make 2025 a great year together!

Aman Singh, SDM at Geelong Depot



SUNSHINE AND TULLAMARINE

As 2024 wraps up, I hope everyone had a wonderful and safe Christmas and New Year and spent some quality

time with family and friends. I would like to personally thank all of the teams at both Tullamarine and Sunshine for your dedication and hard work over the last 12 months. Reflecting on the last couple of months we saw a very busy time with both depots holding Movember BBQs and raising money for men's health along with many of our vehicles sporting a mo.

Fun times were also had at the Christmas BBQs — a very big thank you to all involved in the organisation and running of these celebrations (the food was amazing).

A quick reminder with less traffic on the roads during the holiday season it can be easy to become a little complacent, please ensure while driving to maintain full concentration and situational awareness, also with the hot weather ensure you keep hydrated and if at any time are feeling the effects of heat stress please let your supervisor know.

Stay Safe and Cool.

Shaun Lawson, SDM at Sunshine and Tullamarine depots



BALLARAT

Hello from Ballarat.

During November, CDC Ballarat received a visit from Deputy Head of Transport Services, Alan Fedda and

Executive Director of Bus Services, Karen Shepherd, with John Gumby, Cain Spark and Andrew Bott.

Discussions were around several items including Little Bridge Street, in which DTP were appreciative of CDC's continued services during the day and only diverting during certain problematic times. Discussions also covered the upcoming disruptions related to the Ballarat Station Bus Interchange relocation to Lydiard Street, which is expected to last approximately

18 months. Additionally, insights were shared on Green Road along with other general transport matters.

Alan acknowledged and was thankful to the drivers at Ballarat for our network reliability and on-time performance.

We congratulate Paul O'Neil for taking on additional responsibilities locally with the position of Driver/Trainer. Paul has been instrumental in assisting not only the local depot with its continued driver trainer support but also assisting where possible with new driver assessments, mentoring and general assessments.

Paul has taken on this challenge amongst his peers, and we are grateful for the support he has given and assistance with ongoing mentoring and advice. Thank you, Paul.

During December, CDC Ballarat completed charter services for Ballarat Turf Club for the Ballarat Cup, Ballarat.

Thank you to those drivers and operational staff who assisted on the day.

There have been a few additions to the team since September here at Ballarat. Tabori Harbott, Rupinder Singh Sidhu, Geoffrey Holland and Rodeny Azemothe - welcome to the CDC Ballarat Team.

We bid goodbye to a few employees. I would like to thank Michael Shaper, Richard Powell and Sean Moller for their service and contribution at CDC Ballarat over the years.

Shaun Russell-James — Congratulations on reaching the 20 years of service milestone in October.

Thank you Shaun, from your CDC peers and colleagues for your valued support, dedication and commitment to the Ballarat Team.

A fantastic achievement!

During November, the Ballarat team raised and contributed \$300 for the the Movember Foundation. There were a few mos out there — on employees as well as Buses. CDC Ballarat also contributed a donation of \$500 to Ballarat Police Citizens Youth Club for which we received a letter thanking CDC for the support and passed on their appreciation to the Ballarat Team.

I would like to take the opportunity to personally thank every team member at Ballarat for their continued service and contributions during 2024.

Thank you to the entire team of Drivers, Mechanics, Yardies, Wash and Operational teams at Ballarat.

You all do an amazing job.

Keep safe everyone.

Andrew Wilson, SDM at Ballarat Depot



WYNDHAM

Last year was full of challenges and successes on various fronts, the current financial year also marks the last year of the current contract term. It is

hard to believe that the last few years have gone at such a fast pace. Last year also brought great news about CDC securing another decade of the contract term for the Wyndham area. The success of the year would not have been possible without the support of all employees at CDC Wyndham, including special mention to the workshop team for their continuous and dedicated efforts despite the various challenges.

Although our biggest challenge is to manage the 'On Time Running' as per current KPIs. We are doing everything operationally within our domain and urge all the staff to execute everything to the best of their ability so we can request for required changes and achieve the required benchmarks.

CDC Wyndham team should also take pride in raising around \$650 via the "Movember BBQ" — this shows the strong passion inside each of us to assist the wider community in every possible manner, whilst having a helpful conversation around men's health.

On behalf of everyone at CDC Wyndham, I wish everyone a happy new year. Hope we utilised the Christmas break to recuperate and perform our best this year. 2025 will have its own challenges to navigate but will also have many occasions to celebrate!

Ravneet Walia, SDM at Wyndham Depot



OAKLEIGH

Happy New Year from Oakleigh!

It feels like it was only last week we were celebrating Easter and now we are in 2025!

It has been a busy past three months at Oakleigh with new rosters and new Journals being implemented in November and the 605 going past the New Anzac Station.

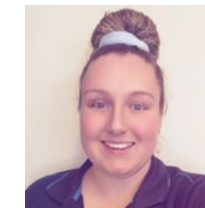
A big thank you to all our drivers, workshop staff and operations staff who have been challenged with new ways of thinking, rostering, reporting and working in 2024. We have grown considerably as

a depot from 150 full-time and part-time staff in December 2023 to over 170 by December 2024.

We will have another incredibly busy December at Oakleigh with weekend rail work confirmed and the Chadstone shuttle returning in late December. For all those who were on leave during the holidays, I hope you had a fantastic and well-deserved break and for us who were still working during the period hopefully a nice quiet January to recover from the busy Christmas period on our network (Thanks Chadstone).

A heartfelt thank you to everyone who participated in and contributed to the Movember sausage sizzle held in November. Your support helped us raise over \$1,000 for this important cause.

Virgil Incata, SDM at Oakleigh Depot



MILDURA

As we look ahead to summer, preparations are in full swing to ensure the safety and well-being of all our team members. With

the heat on the rise, we're making sure our yardies are working in comfortable conditions, with plenty of water, hydration, and yes, hydrating icy poles to help everyone stay cool and safe.

It's been an exciting few months for us at the depot. We're thrilled to announce that our Operations team is now fully staffed! Luke Charles has come on board as our new Operations Coordinator, and Nathan Byrne is our new Operations Supervisor. They've hit the ground running, and their hard work and dedication are already making a positive impact across the board.

We've also secured two charters over the next 3-6 months, with FIFO services running from Mildura to Balranald. This is an exciting step forward for us, and we're eager to continue building strong partnerships in the region.

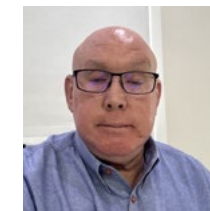
On the social side, the CDC Mildura team had a blast at our Social Club Christmas Party! We took to the Murray River on a scenic cruise, and it was a fun-filled night of laughter, great food, and good company — just what we needed to wrap up a fantastic year.

Looking ahead to 2025, we're excited to share that Mildura will be hosting the Trail of Light event starting in April. And just down the road in Wentworth, another event, FOSO will kick off later in the

year. We're in talks with the event team to secure a contract for servicing these events over the next two years.

Let's keep up the great work and carry this momentum into 2025!

Chontelle Wait, Depot Manager at Mildura Depot



BROKEN HILL

The Broken Hill Depot has been exceptionally busy with charters during the latter part of 2024, and it's only expected to get

busier as we move into the New Year. The dedication and hard work demonstrated by the team at the depot have been fantastic to witness, and it certainly makes my role a little easier.

With the increase in charters and growing school transport demand, we are actively seeking more drivers. This has proven to be a challenging task, but I'm pleased to share that we have successfully recruited a mechanic. He is currently undergoing training at the Mildura Depot and is set to commence a full-time position early next year.

In collaboration with Transport NSW, CDC Broken Hill has launched a new pilot program offering weekly services from Broken Hill to Mildura via Menindee and Pooncarie. This initiative is already making a positive impact by assisting communities in need of transport for medical appointments and shopping, with passenger numbers steadily increasing each week.

Overall, CDC Broken Hill continues to exceed expectations, and this success is a testament to the dedication and effort of all staff members. I sincerely thank everyone for their hard work and commitment.

As we enter the New Year, I would like to extend my best wishes to everyone. May the year ahead bring happiness, joy, and prosperity.

Adrian Rouse, Depot Manager at Broken Hill Depot



FIRE RESCUE VICTORIA'S THANK YOU DAY

Fire Rescue Victoria (FRV) hosted a special event to thank its partners, including CDC Victoria, for their support. The event featured engaging presentations, activities, and hands-on training, where partners suited up in fire gear to experience the challenges of FRV's work firsthand.

We were honoured with a plaque recognising our contributions to the FRV's Heavy Rescue Program. We have supported FRV by donating spare buses, allowing rescue teams to practice essential skills and prepare for contingencies, including emergencies involving buses.



EASING HOLIDAY SHOPPING WITH A SHUTTLE SERVICE

Our Oakleigh team made holiday shopping stress-free with a special bus shuttle service for Chadstone Mall.

Three shuttles ran in a loop during peak hours and two during the off-peak, guided by traffic controllers. So the shoppers could get dropped off near the shops.



AMWU ELECTRIC VEHICLE (EV) BUS CONFERENCE



Our team attended the AMWU Electric Vehicle (EV) Bus Conference, focusing on achieving net zero emissions and Zero Emission Buses (ZEBs).

The event brought together key stakeholders, including the Victorian Government, AMWU,



TAFE, and major bus operators like CDC Victoria, Kinetic, Dyson, and Ventura.

It was a great opportunity to collaborate, share insights, and discuss the future of sustainable transport.

OUR MZF VISION

Graeme Lilley
MZF Transition Director/Contract Manager



Partnering with the Head of Transport for Victoria (HTV), 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.

Since the announcement of our success with the award of three MZF – Metropolitan Zero Emission Bus Franchise Regions (Dark-Blue, Orange & Purple and Teal) behind the scenes there has been a hype of activity in preparation for Day 1 Service commencement on 1 July 2025.

Firstly, what do the colour regions mean:

The Dark Blue Region will be known as CDC Victoria North-West.

This region will operate a total of 92 buses, 24 regular routes and 42 school routes from Westmeadows depot and for an interim period from our current Tullamarine depot.

Tullamarine depot will be used as an interim depot while infrastructure works are completed at Westmeadows. The works involve replacing bus parking gravel hardstands with concrete, electrifying perimeter fence and the construction of an automatic bus wash.

Orange & Purple Region will be known as CDC Victoria West.

This region will operate a total of 200 buses, 49 regular routes and 104 school routes from our current Wyndham and Sunshine (Albion) depots.

The Sunshine depot will undergo development and planning works are currently being completed.

Teal Region will be known as CDC Victoria East.

This region will operate a total of 77 buses, 10 regular routes and 21 school routes from our Oakleigh depot.

After the success of the current ZEB Trial at Oakleigh the charging infrastructure will remain in place and the buses will continue to operate as part of the bus fleet.

As you may be aware, as part of these new regions, staff from existing operators have been offered Transfers (Letter of Offers) into CDC Victoria North-West and CDC Victoria West. CDC is currently partnering with those affected operators as we are committed to retaining existing staff and look forward to welcoming these staff into our CDC family.

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

- ▶ Staff Letters of Offers have been issued and are due for return by 31 January 2025
- ▶ 48 buses from Kastoria have had Mobileye installed
- ▶ 8 existing buses at CDC Tullamarine have been upgraded into PTV Livery
- ▶ 1 existing bus at Kastoria has been upgraded to PTV Livery

This is an exciting time for CDC and over the coming months, there will be further updates as we move towards Day 1 Service commencement on 1 July 2025 and beyond. In the meantime, if you have any questions please use the Blink app and click on the Metro Transition link.

CELEBRATING 15 YEARS AND BEYOND...

IT'S BEEN 15 YEARS OF CONNECTING PEOPLE, PLACES AND COMMUNITIES AT CDC VICTORIA.

Expanding through acquisitions like Tullamarine Bus Lines and Buslink in Mildura and Broken Hill to opening state-of-the-art facilities like the Wyndham Depot in 2018, CDC Victoria has continued to grow while staying true to the values that shaped its foundation.

From making history in 2015 with Victoria's first and only double-decker route bus to the introduction of 50 hybrid buses and eight electric buses, innovation has always been at the core of CDC Victoria's journey. For 15 years we have also been committed to making

meaningful connections with and contributing to the communities we serve, through initiatives that champion diversity and inclusion, empower youth and enhance community and staff wellbeing.

As we reflect on and celebrate our journey so far, we look forward to the next step and continuing to serve customers and communities around Victoria.

Thank you to our dedicated team, partners, stakeholders, and customers—this journey wouldn't have been possible without you.



AN EVENT TO REMEMBER...

We hosted an event at our Wyndham depot to celebrate the key milestone of 15 years. All our stakeholders and partners were invited to be a part of this celebration. Our CEO, Jeff Wilson, along with ComfortDelGro Australia's CEO, Nick Yap, and Chairman Russell Balding, reflected on the 15-year journey and commended the team for their invaluable contributions.

MP Sarah Connolly and our guests from the Department

of Transport & Planning also acknowledged CDC Victoria's contributions to public transport. Paul Jones, one of our ex-employee who recently retired after 40 years of service, reflected on his journey and shared some interesting stories.

The highlight of the event was the unveiling of our Community Engagement Bus, also known as the "15-year journey bus," which honours our community partners and celebrates our 15-year journey.



INCLUSION

CELEBRATING FIRST NATIONS SENIORS

We supported Wyndham City Council's First Nations Seniors Week celebrations by providing complimentary transport for the participants.

The event celebrated First Nations seniors through a vibrant interactive art workshop led by local artist, Mandi Barton. The seniors crafted and personalised pendants using cultural motifs, emu feathers, and possum skin tails. Afterwards, the group enjoyed a scenic bus ride and a buffet lunch.

Special thanks to our driver, Roy. He shared his experience and said, "It is days like these that make us appreciate the cultural connections and community spirit".



TAKING THE NEXT STEP IN OUR RECONCILIATION JOURNEY



ComfortDelGro Corporation Australia (CDC) has launched its Innovate Reconciliation Action Plan (RAP), a key milestone in its reconciliation journey. The launch took place on Dharug land at the Kimberwalli Aboriginal Centre for Excellence, bringing together Aboriginal and Torres Strait Islander leaders and CDC stakeholders.

The Innovate RAP outlines concrete steps for advancing reconciliation, focusing on staff engagement and creating employment and business opportunities that benefit Aboriginal and Torres Strait Islander peoples. This plan solidifies CDC's commitment to building respectful, meaningful relationships and contributing to a more inclusive future.

APPRECIATION

KUDOS TO KARU & TIM FOR ENHANCING FLEET EFFICIENCY

Kaz Abdulrahman
General Manager — Assets

In early 2022, we identified a trend relating to breakdowns caused by air conditioning faults. A thorough review and analysis of our processes revealed inefficiencies in managing air conditioning servicing, resulting in delays across the fleet.

With the transition in our A/C team leadership, Karu Kiriella stepped into the role of Foreperson. During this time, Darren and Manjot worked closely with our support team to introduce air conditioning servicing into D365. This change has enabled us to better manage servicing schedules and ensure jobs are accurately created, tracked, and completed by the A/C team.

In June 2024, Timothy Russell joined the A/C team, and together with Karu, he has worked diligently with our workshops to streamline servicing and address delays. These efforts have significantly improved our servicing performance,



Karu (left) and Tim (right) have revamped our air conditioning servicing process to be more efficient.

enhanced system utilisation, and reduced air conditioning defects across the fleet.

I want to commend Karu and Tim for their hard work and dedication. Not only have they successfully implemented changes to improve servicing outcomes, but they have also ensured the smooth adoption of D365 processes

within their team. Their hard work deserves recognition and celebration across CDC, as it has ensured that our drivers and passengers enjoy a comfortable experience with reliable heating and cooling on our buses.

Well done, Karu and Tim — great work!



FAREWELL, CRAIG REYNOLDS

We bid farewell to Craig Reynolds from the Planning Team. Craig was with CDC for 22 incredible years and made great contributions to the team. We celebrated his time with us and gave him some parting gifts and our best wishes.

PROMOTING ACCESSIBLE TRANSPORT WITH TRY BEFORE YOU RIDE



We proudly participated in the Try Before You Ride event with V/Line, as a part of the Victorian Government's initiative to improve public transport accessibility. Craig Muller from our Geelong Depot helped us run the show.

This event aimed to help people feel more confident using trains, buses, trams, and accessible taxis. Participants had the chance to:

- ▶ Practice boarding and disembarking public transport

- ▶ Learn about accessibility features and improvements
- ▶ Engage with customer service about travel, safety, and accessibility.

We are committed to ensuring that public transport is inclusive for everyone, including people with accessibility needs, parents with young children, and older individuals.

EMPOWERING YOUNG TRAVELLERS



CDC Victoria, in partnership with Creswick Primary School and V/Line, delivered a BusAble session for Grade 6 students transitioning to high school in Ballarat. The session was focused on empowering students with bus travel education, covering accessibility resources, Myki basics, and safety protocols.

Students participated in interactive classroom activities and hands-on training aboard a stationary bus, learning how

to board, use ramps, navigate priority seating, and practice responsible behaviour.

Ingrid Humm, a Teacher at Creswick Primary School, highlighted the program's value in easing parental concerns about transport safety. CDC Ballarat's SDM, Andrew Wilson praised the students' enthusiasm, noting the importance of building travel confidence for a safer, inclusive community.



INSPIRING YOUTH THROUGH WORK INSPIRATION DAY

In partnership with The Smith Family, we hosted a successful Work Inspiration Day at our Geelong depot, welcoming 12 high school students. The program introduced them to various roles within the bus industry through interactive demonstrations and role-plays. Students toured the depot, explored the paint shop and driver's room, and participated in hands-on activities, including creating custom decals for a charter bus. The event offered a glimpse into potential careers in the bus and patient transport



industries, inspiring students to explore future opportunities.

We also hosted another work inspiration day style interaction at our Oakleigh depot where we partnered with the Clontarf Foundation to host a group of enthusiastic students.

Our team volunteered their time and expertise to introduce the

students to the often-overlooked facets of the bus industry. Dusty Allen, Partnerships Manager at the Clontarf Foundation, expressed gratitude for the collaboration, saying, "Thank you, CDC Victoria. Programs like these help our young men embrace more disciplined, purposeful, and healthy lifestyles."

ANOTHER YEAR, ANOTHER SET OF CHAMPIONS!

Once again in October 2024, hosted the School Champions Day, our flagship event in partnership with the Werribee Football Club (WFC), aimed for school-aged students from the Western Melbourne suburbs. To ensure maximum participation, the event was held on two separate days with multiple schools attending.

Young students had the opportunity to interact with Majok Ngong, Community Development Manager for WFC who took them on a tour of the facility. The students also participated in a fun skills and drills session before being treated to a delectable meal.



"I love CDC Victoria", chuckled a happy child as she marvelled at the fun activities of the day.

The day continued at the MCG with an exclusive private tour, where these curious minds were treated to a wealth of information and interesting facts about the premises.

"I'd like to be a bus driver someday," said another student as the group, grateful for the unforgettable experience, posed for some happy pictures.

A special mention to all the schools that participated and a big thank you to our partner Werribee Football Club and the amazing staff at the MCG for making this so special for the children. Our community and young minds are the framework for our growth, and at CDC Victoria, we are extremely grateful for their continued support.



GO TIGERS!

Our Wyndham staff posing with the 2024 VFL Cup won by our community partners, Werribee Football Club aka the Tigers!



SUPPORTING MEN'S HEALTH: NOVEMBER 2024 RECAP

Once again, the month of November was filled with mos on our buses, delicious BBQs across depots, incredible fundraisers, and meaningful conversations about men's health and well-being.

Our amazing depots across Victoria rallied together to raise funds for Movember, supporting awareness for prostate cancer, testicular cancer, and mental health.

With our fundraisers and BBQs, we raised close to \$4,000 for this important cause!

A huge shoutout to everyone who participated in our fundraisers — your generosity and support are truly inspiring!

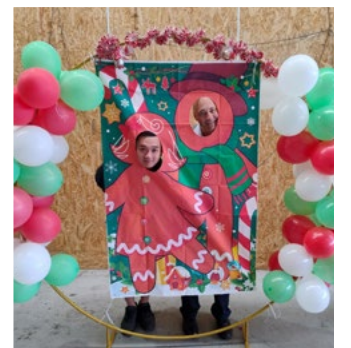
Let's keep the conversation going and continue supporting men's health!

DEPOT	AMOUNT DONATED
OAKLEIGH	\$1,186.00
GEE LONG	\$656.00
WYNDHAM	\$645.00
TULLAMARINE	\$361.00
HEAD OFFICE	\$326.00
BALLARAT	\$300.00
SUNSHINE	\$246.00
MILDURA	\$160.00
BROKEN HILL	\$35.00
Total	\$3,915



CHRISTMAS CELEBRATIONS IN FULL SWING!

December was a month full of cheer, laughter, and plenty of delicious food as we celebrated Christmas across all our depots and head office. From fun games and festive dress-ups to stealing Santa and indulging in some mouth-watering treats, CDC Victoria certainly knows how to celebrate the holiday season in style! A big thank you to everyone for making it a memorable one.



CDC Victoria's Sustainability Dashboard 2024


50 Hybrids prevented **732 tonnes** of CO² emissions


equivalent to powering **41 Aussie homes** and **159 cars**

FlexiRide (On Demand Response buses) prevented **165 tonnes** of CO² emissions


equivalent to taking **29 cars off-road**

Battery Electric Buses (BEBs) prevented

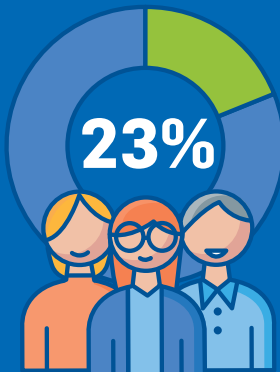

394 tonnes of CO² emissions equivalent to taking **86 cars off-road**



21% of the water used to clean buses was **harvested rain** and **recycled water**

1,663 total CO² emissions saved by CDC Victoria from **Sustainability programs** equivalent to **taking 355 cars off-road**

118 tonnes of bus tyres recycled into non-hazardous products such as roads (bitumen), Track & Field surfaces, retaining walls, and drainage. 



of passengers enjoyed the **eco-benefits** of riding our **hybrids**



5 depots produced **28%** of their **own solar energy** preventing **372 tonnes** of CO² emissions equivalent to **81 cars taken off-road**

WHAT COMES TO MIND WHEN YOU HEAR 'ABORIGINAL ART'?

 **Lawrence Moser**
First Nations Coordinator



When one hears Aboriginal art being spoken about, our mind goes to painted images and the iconic dot paintings that have become the defining image for non-Aboriginal people.

Aboriginal art is diverse and not confined to a homogeneous style, encompassing traditional and contemporary forms across various mediums. It can include paintings using traditional methods, contemporary works on canvas, songs, woven baskets,

wooden tools like boomerangs or Yidaki (Didgeridoo), or carved art on shells.

Aboriginal art is as diverse as Australia's landscape and space, defined by geographic locations and traditions. Last year CDC Victoria was honoured to be able to sponsor the Koori Heritage Trust Art Award which saw the winning artist define his artwork not as Aboriginal art but referenced to his connection to country and cultural roots.

REPRESENTATION AT THE INDIGENOUS FORUMS

In October last year, Lawrence Moser, our First Nations Engagement Coordinator attended the World Indigenous Business Chambers Forum to accept the handover for Kinaway Chamber of Commerce Victoria

to host the WIBCF 2025 at Narm Melbourne.

Lawrence is a Kinaway Chamber of Commerce board member and was selected to represent Kinaway at the Albuquerque, New Mexico event.



Lawrence Moser (in black suit in centre) from CDC Victoria attended the World Indigenous Business Chambers Forum 2024 in Albuquerque, New Mexico.

TREATY FOR VICTORIA

Lawrence Moser, our First Nations Engagement Coordinator attended the Statewide Treaty negotiations ceremonial event at Darebin Parklands on 21st November 2024. Over 500 people attended the event heralding Traditional Owner Treaty negotiations led by First Peoples' Treaty Delegations made up of all Traditional Owners who want to negotiate Treaty over a particular local area.

Victorian First Nations people have advocated for and continue to advocate for the recognition of rights that should have occurred in 1778 with the arrival of colonisation.

The First Peoples' Assembly of Victoria has been operating effectively for four years as the independent body representing First Peoples in Victoria's Treaty process. Assembly members are democratically elected representatives from Traditional Owners in all areas of the state.

S A F E T Y

AN UPDATE FROM OUR SAFETY TEAM: STAYING COMMITTED TO SAFETY EXCELLENCE

 **Colin Madigan** General Manager Health, Safety & Environment

HSE team and SDMs have been working closely with the Victorian Police and the Department of Transport and have now set up Monthly meetings with them to discuss the weekly reports and discuss the incidents outside the bus in areas at bus stations and shopping complexes. The team which also consists of Kinetic and Ventura meet to discuss events around the Chadstone Bus terminal and items of discussion around Traffic Management and Anti-social behaviours.



All sites are now fitted with new defibrillators

Ballarat Police, CDC and DTP have altered the route around the use of Little Bridge Street from not entering this troubled area after 4pm and has been well received with a nearly 100% cease in antisocial behaviour and violence occurring. Drivers are receiving great feedback from the general public and the Victoria Police are thankful that they do not need to waste resources after these times in this area. A fantastic result for all involved.

All sites are now fitted with New Defibrillators with Broken Hill having received their first machine.

During the recent site audits, all the depots have made massive improvements in cleaning up storage areas and removing unwanted and disused items from the site, giving them greater visibility and access to increased availability of storage space. Resulting in a cleaner, safer working environment.



Our new defib suppliers

Just a reminder that it is important to report all incidents with the correct details to allow for better tracking of trends of behaviour whether it be with our own drivers' skills, Hazards on the roads or near misses that need to be reported to local councils etc.

We have a new member in our team as the Injury and Wellness Coordinator so let's welcome Diya Zinzuwadia to the CDC family. With Diya joining the team, this will allow Cherie Adams to become more focused on supporting all SDMs in improving the safety at each depot.

From the current team, we would like to say it has been a fantastic three months with the company and we look forward to working with you all throughout 2025.

2025 CALENDAR OF EVENTS

At CDC, we are committed to providing a positive work culture and promoting a safe working environment. Let's celebrate the key events to promote **Diversity and Inclusion** as well as reinforcing **Safety** within our workplace and the communities that we serve.

JANUARY 26 Australia Day 29 Lunar New Year	FEBRUARY Back to School	MARCH 21 Harmony Day 30 31 Eid al-Fitr	APRIL 20 Easter Sunday 25 ANZAC Day Health at Work (Flu Vaccination)	MAY 11 Mother's Day 27 National Reconciliation Week Health at Work (Flu Vaccination)	JUNE Pride Month 5 World Environment Day Plan for Winter
JULY 6 NAIDOC Week	AUGUST	SEPTEMBER 7 Father's Day Plan for Summer	OCTOBER 1 International Day of Older Persons (Seniors Week) 20 Diwali National Safe Work Month (including Mental Health Month)	NOVEMBER November 11 Remembrance Day 25 International Day for the Elimination of Violence Against Women 26 World Sustainable Transport Day	DECEMBER 3 International Day of Persons with Disabilities 25 Christmas Day

25 YEARS OF INCREDIBLE SERVICE



Congratulations to our amazing drivers who celebrated 25

incredible years of service. Piliati Maulio from Sunshine, Minh Dao Le from Wyndham, and Jim Saisanas from Oakleigh have all completed 25 years of excellent service. To celebrate this milestone, we hosted them for lunch at Club Tarneit.



SPARCQ AWARDS



Reliability

Rita Camilleri Driver/HSR, Ballarat

Rita Camilleri, driver/ HSR from Ballarat, received a SPaRCQ award for her volunteering to assist in the delivery of the Appropriate Workplace Behaviours training course. This was

a face-to-face program that she took on assisting the P&C team with getting everyone in Ballarat through the requirements. Rita was energetic and did an amazing job which we greatly appreciated. She was awarded the Certificate of Excellence in Reliability.



Community

Rachelle Donnison Driver, Sunshine

Sunshine driver Rachelle Donnison received a SPaRCQ award for assisting and awaiting a parent to arrive at the bus after a youth was robbed while onboard the bus.

Rachelle joined us through our Driven Women program. She received the Excellence in Community award.

