

UNITE!

NEWSLETTER

ISSUE 43 | JANUARY 2026
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:	Renee Mcnamara, George White
VICTORIA WEST:	Tha Ku Ta Pu, In Sook Kim, Puneet Mehta, Sarah Green, Saqib Iqbal, Poonamjeet Kaur Dhaliwal, Anshul Gaba, Daniel Abay, Kwong Fat Yeung, Ahmed Hassan, Upkar Singh Jhaji, Ankur Sharma, Jatinder Singh, Amrit Pal Singh, Vikas Sachdeva, George Janevski, Rupali Dongare, Kataraina Bristowe, Bahadur Josson, Melanie Byers, Harmanpal Singh, Silivetelo Tuiatua, Gurvinder Singh, Amandeep Brar, Muqtadar Khan Mohammed, Gurjant Singh, Awais Qureshi, Jatinderjit Singh, Fai Sauni, Ramakrishna Marri, Darren Below, Jay Gupta, Yonas Medfu, Sunil Pandey, Kuljeet Singh, Ramandeep Kaur, Johnson Stanislaous, Abeban Kebede, Deepak Kohli, Samuel Mersha, Amandeep Singh, Amritbir Goraya, Deepak Sharma, Harmanjit Singh, Lalit Sejwal, Praneedhar Reddy Gujjula, Navjit Singh Saini, Desmond Sturrock, Alex Chasapis, Amanjit Singh Sangha, Samir Pandey, Jatinder Verma, Prabhdeep Singh Bhullar, Gursewak Singh, Jitender Singh, Navjinder Sandhu, Gurpreet Singh, Harjyot Singh, Rupinder Singh Sohi, Baljeet Randhawa, Mittal Gandhi, Jagmeet Singh Waraich, Walait Singh Rangila, Biruk Wondafrash, Ranjeet Singh, Rajbir Singh, Yemane Fisseha, Pardeep Syrus Rana Chauhan, Manider Singh, Suman Mahey Seokwoo Hyun, Baldeep Singh, Narayan Neupane, Harpreet Grewal.
VICTORIA NORTH-WEST:	Muhammad Aqeel, Manjinder Singh, Anita Bhattra, Parminder Singh, George Ioannidis, Chloe Durkin, Sandeep Joshi, Ahmad Ibrahim, Hamida Khan, Jacqueline Cutajar, Shreya Karki, Narayan Neupane, Zsolt Alfoldi, Saurav Talwar, Harkaran Singh, Mehmet Sele, Mark Mobilio, Elanur Bilmbas, Van Hoang, Perera Mudiyanse, Rio Michel, Jesse Holdsworth, Gasologa Foloki, Sandarv Oli, Howard Talaapitaga, Karanbir Singh Dhaliwal, Jithin Shetty, Gurpreet Saini, Mihalys Lambrinos, Manwinderjit Singh, Ramandeep Singh, Moutaz Zeno, Yingliang Li, Navjot Singh, Fouad El Ashay, Nikolaos Rouvas, Ismail Akinci, Harjinder Singh, Xuan Vu, Varun Sachdeva, Deep Inder Singh, Jaswant Singh, Kapil Arora, Antonio Di Stefano, Daniel Hindell, Abishak Verma, Kylie McGinley, Sinan Yucel, Jagjit Singh, Devendra Rana Kunal Sakhuja, Peter Auld, Yen Ang, Jose Flores, Baljinder Cheema, Navaraj Bhattarai, Lakhwinder Singh Dhiman, Vijay Kumar Vaka, Begaad Mohamed Ghanem, Tunc Pilen.
VICTORIA EAST:	Errol North, Hassan Dadras, Barakat Ali, Rachael Teller, Jonathan Whaler, Chaminda Kodithuwakku, Marcus Righetti, Anthony Cook, Karen Manson, Losan Kirupanathan.
GEELONG:	Mohit Kapoor, Biju Thomas, Gurkirat Singh, Tomislav Nikolovski, Mohamed Marikkar, Michael Arnold, Amarjot Singh, Ranvir Singh, Liyanage Fernando, Ali Raza, Vijay Verma, Wayne Duggan, Rahul Deswal, Joshua Dance, Harsimranjeet Singh Na, Sonny Zammit, Asiri Gedara, Miodrag Rasevic, Jagdeepsingh Surjeetsingh Lehal, Daniel Cooley.
BALLARAT:	Gary Agnew, Sanjeewa Pawathinacharge, Ginesh Edattel George, Ranadheer reddy Bobbala, Donna Van Doren, Amarjeet Virk, Pushpa Sinna, Abhishek Sharma, Rakesh Kumar, Harpreet Singh, Peter Beckwith, Jeffrey Dyett, Mukhtiar Singh.
MILDURA:	Ilaisa Matalau, Molitoni Nasilai, Sukhpreet Singh Sandhu, Kathleen Dodd, Terrence Bourke, Leesa Gregurke, Amninder Sandhu.
BROKEN HILL:	Carl Ludwig

CEO'S MESSAGE

Welcome to the Summer Edition of Unite!
I hope you had a wonderful Christmas period
and managed to get a well-deserved break.



The nature of our service means that there is always someone working so not everyone gets to celebrate with their families when they would like to. Thanks to all staff who service our communities so well; countless passengers and families relied on your service to get to and from family gatherings.

This edition is full of wonderful stories and updates, including the magnificent Christmas lunches that were enjoyed at all depots. I was able to attend a few depots, and I have to say the Wyndham Tandoori Chicken was my favourite dish, but Geelong probably had the best spread, amazing effort and expertise by all the CDC master chefs.



It was also a good opportunity to meet up with staff face to face and get direct feedback on the things that matter most to staff. As you know, we recently conducted an employee survey and a huge thanks to all staff who contributed. It was made very clear, and we accept that as management, we can do better, and we are working through the feedback to understand what it means and what initiatives are best enacted. Some depots have specific items, and we will work through each depot team to come up with a plan for 2026.

Many items come to the front, such as rosters, on-time running, fatigue and on-road meal breaks, and all need ongoing discussion to ensure we get the balance right. We are committed to working with the roster committee to ensure we make CDC a place where staff see it as a long-term career. The employee survey feedback was pleasing in that respect, as over 60% of staff saw themselves at CDC for another five

years. Another pleasing result of the survey was the feedback we received on our approach to safety. This was very positive and a great reflection of your commitment to safety.

2025 was a huge year, and together we achieved a lot. In July, the new MZF contracts commenced successfully. There was an enormous amount of planning and hard work to make this transition seamless. We welcomed over 200 new staff, and we are still working through the huge task of electrifying our depots. In October, we also welcomed the Kastoria Charter business, including the special school services. Growth is always important to a business because it gives a stronger platform to ensure we are sustainable and we can offer long-term security for all staff and stakeholders.

It has been disappointing that we have not been able to finalise a new enterprise agreement. We will continue to work with the TWU, ITU and utilise Fair Work to progress this as quickly as we can. Thank you to all the staff representatives involved in this process.

Our MZF journey will have a huge positive impact by reducing carbon emissions, and in this edition, we share our current sustainability numbers and our ongoing partnership with Parks Victoria. We have partnered with Park Victoria to support the development of Serendip Sanctuary Park in Lara. This is a great destination for a family outing, free entry, great fauna, BBQ facilities and only a short drive from Wyndham or Geelong.



We are very proud of the services we provide to the community, and we are fortunate that we have the capacity to support some wonderful community groups. We have been able to form some new relationships, Western Eagle Football Club in Albion and Westmeadows Cricket Club, supporting their all-abilities cricket program. Supporting diversity and inclusion within our community is important to who we are as a business with deep community connections.

Our staff continue to amaze me. We have so many dedicated staff, and a highlight of my year every year is the 25-year luncheon when we welcome new members. This year Vahdettin Okcum, Rade Nedanovski, and Pedro Guzman joined the 25-year club. They must have moved over a million passengers between them.



A big shout-out to Graeme Lilley, who made it to the top 3 Australians in the final of the Passion Award. This is a huge effort and well deserved, as Graeme has excelled as the MZF Director and recently earned the promotion to GM of Network and Planning. Congratulations Graeme!

Safety is our number one priority, and we are concerned with the increase in antisocial behaviour. We are not alone in this situation, as this issue is increasing across the country and has led to a national respect your driver campaign. Please take care and take time to refresh your training in de-escalation and use of SKODA as your safe word.

Thank you

Jeff Wilson

FROM YOUR SERVICE DELIVERY MANAGERS



BALLARAT

Hello from Ballarat. Apart from a few warmish days, it has remained colder for longer— even by Ballarat standards. Hopefully, we will see some more pleasant weather as

this goes to print.

Ballarat Station Upgrade

While we continue to be temporarily located on Lydiard Street during the LXP Project Team's works on the Ballarat Station Interchange, a major milestone was reached between 21 and 24 November. A large crane lift took place during this time to position the accessible pedestrian overpass into its permanent location over the rail line. The crane also placed the lift shafts on both the north and south sides of the station.

Our drivers will have approximately three weeks over the December and January Christmas holiday period in which the Ballarat Bus Interchange may be accessible—potentially from 19 December through to mid-January, when the Project Team takes a break.

This will be an excellent opportunity for all drivers to re-establish familiarity with the interchange, and for newer drivers—who have not previously operated from the interchange—to familiarise themselves with the drop-off, layover, and pick-up bays.

The project remains on track for completion in early 2026.

Temporary Relocation – Lydiard Street Reminder

While the temporary relocation remains in place, we kindly remind everyone to be mindful of Lydiard Street residents during operating hours.

Please:

- ▶ Minimise engine idling where possible,
- ▶ Be patient when boom gates are down, especially when collecting passengers on Lydiard Street South for outbound services.

A big thank-you to all our drivers for your continued professionalism and adaptability during this transition.

Fleet Updates

We are expecting delivery of a new SCANIA articulated bus this year.

Charter

Thank you to everyone involved in supporting the City of Ballarat with shuttle services for the Ballarat Show recently.

Another big thank-you goes to all drivers, mechanics, and operational staff involved in the Spilt Milk Festival. A special shout-out to Roger, who—every year—does a magnificent job overseeing the event.

New Team Members

A warm welcome to our newest drivers: Sanjeewa Pawathinachairge, Ginesh Edattel George, Ranadheer Bobbala, Donna Van Doren, Amarjeet Virk, Pushpa Sinna, Abhishek Sharma, Rakesh Kumar, Harpreet Singh, Peter Beckwith, Jeffrey Dyett, and Mukhtiar Singh.

Gary, Ginesh, and Jeff have all returned to CDC Ballarat after short periods away—we are fortunate to have you all back.

Peter brings prior experience from Coachlines and Little's. Most of our new team members are new to the industry, and Donna joins us through the Driven Women program.

We are pleased to have you all on board.

Happy New Year 2026. Hope you enjoyed time with family and loved ones during Christmas.

Andrew Wilson, SDM, Ballarat Depot



MILDURA

Up here in Tropical North Victoria the weather has definitely not disappointed! As we rolled through Spring, we've seen a

boost in our extended and local charters, well exceeding our expectations with the weather being glorious.

Continuing to offer charters to regional Victoria and NSW racking up the kilometres to destinations such as Canberra, Melbourne, Adelaide and Sydney.

We also completed our annual BOAS audit, which highlighted the team's strong performance and the hard work that continues to drive compliance and achievement of our key contractual targets.

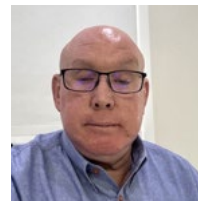
We continue to place a strong focus on Occupational Health & Safety across all areas of our work. Through ongoing training, robust safety systems, and a culture that

empowers everyone to speak up, we are committed to creating an environment where safety is embedded in everything we do. Protecting the well-being of our people is, and will always be, a top priority.

On November 28th, we were rocking our socks off as Rock God, Lenny Kravitz hit town. We coordinated a 20-bus shuttle service to bring more than 7,000 patrons from across the region — including Mildura, Red Cliffs, Irymple, Dareton, Wentworth, and Gol Gol to the Mildura Sporting Precinct to enjoy the show. Despite the rainy conditions, the weather couldn't dampen the crowd's enthusiasm, and the atmosphere remained electric throughout the event.

Happy New Year 2026. I cannot thank the team enough for the continued support.

Luke Charles, Depot Manager, Mildura Depot



BROKEN HILL

Business is going from strength to strength at CDC Broken Hill, with the depot experiencing a strong increase in charter activity

throughout the latter part of 2025 and an even busier period expected as we move into the New Year. The dedication, professionalism, and positive attitude of our team continue to drive this success and make Broken Hill a standout operation.

To support growing demand across charters and school services, we are actively seeking additional drivers to join our expanding workforce.

In partnership with Transport for NSW, CDC Broken Hill has also launched a new pilot service providing weekly transport between Broken Hill and Mildura via Menindee and Pooncarie. This essential community link is already making a meaningful difference by helping residents access medical appointments and shopping, with passenger numbers increasing each week.

We are also excited to share that discussions are currently underway with a local mining company regarding the potential transport of workers to and from site seven days a week. While still in the early stages, we are hopeful this opportunity will come to fruition and further enhance our charter operations in the region.

CDC Broken Hill continues to build momentum thanks to the dedication and commitment of our incredible team. Thank you for your continued hard work and contribution to our success.

Here's to a busy and successful year ahead at CDC Broken Hill!

Adrian Rouse, Depot Manager, Broken Hill Depot

GEELONG



In this edition, I take a moment to honour Craig Muller. He was not just an outstanding colleague; he was a genuinely kind and caring person who made a positive impact on everyone

he met. Rest in peace, Craig.

I also want to recognise the incredible efforts of our office team in Geelong. You have supported each other through a challenging time and kept operations running smoothly, with much-appreciated support from head office for both our team and Craig's family.

A huge thank you to our driving team in Geelong for helping us meet our on-time performance targets over the past quarter, and congratulations to the team for achieving an impressive GreenRoad score of 20 for the last four consecutive months. A special thanks also goes to our fleet services team for keeping our buses on the road every day.

Congratulations to Douglas Merritt, Mile Talevski, Tienielle Wilks and Rosmari Ruiz for being recognised by our customers for their exceptional service and commitment to community safety. Your dedication is truly appreciated!

Happy New Year 2026! Hope you all had a safe and joyful Christmas!

Aman Singh, SDM, Geelong Depot



VICTORIA NORTH-WEST

Hello North-West Team.

July 1st now feels like a lifetime ago, and what a journey it's been since then!

We've seen significant changes over the past few months, including:

- ▶ The combining of rosters at the Airport West depot
- ▶ Updates to several routes, including new school runs
- ▶ Implementation of the NEC turn-by-turn navigation system
- ▶ Upgrades to the radio system
- ▶ Rollout of the next-generation Myki system

With more developments still to come, it's been both a busy and exciting time. A huge shout-out to all our drivers and the operations team for your tireless work, commitment, and patience during this period of continuous change — your efforts are truly appreciated.

The Christmas BBQ was a great event as everyone came together, enjoyed a great lunch, received a gift, and reflected on the year that was.

With summer on the horizon, please prioritise your wellbeing. Stay hydrated — especially on days of extreme heat. Chilled bottled water will be available at depots for drivers and mechanics to help maintain hydration throughout your shifts.

As always, stay safe and take care!

Shaun Lawson, SDM, Victoria North-West



VICTORIA EAST

Happy New Year from Oakleigh!

It feels like only last week we were starting our new MZF roster on July 1st, and now the year has already

wrapped up. It has been a steady six months at Oakleigh, with the new MZF running well thanks to the combined efforts of our drivers, mechanics, and Admin team.

We have seen some genuinely positive outcomes in our controllable performance, with at-fault accident numbers around 35% lower than the same period (July–November) last year, and early running at record lows (less than 1%). We've also had no fleet issues, with all buses passing their RSI checks and all planned services delivered.

December was another busy, though slightly quieter month at Oakleigh. We experienced the infamous Chadstone Christmas traffic, kicked off early by Black Friday sales, but for the first time in years, there was no Chadstone shuttle.

For everyone who took leave over the holidays, I hope you enjoyed a fantastic and well-deserved break. And for those of us who worked through it, here's hoping for a calm January to recover from what has been an ever-changing environment over the past few months.

Stay safe!

Virgil Incata, SDM, Victoria East



VICTORIA WEST

Acknowledging the notion of change as a law of nature, it is clear that we have collectively experienced significant changes and faced various

challenges within our work domains throughout the past year. The Truganina site has been no different, with contractual and ongoing roster changes, along with the addition of two new routes (154 and 194) to our network serving the local community. The Albion site welcomed new employees and incorporated related route services from different operators as part of the MZF contracts, and it is now successfully operating as one roster set.

Our biggest challenge continues to be managing on-time running in line with current KPIs, and operationally, we remain focused on exploring the best options within the limits of available resources. We encourage all staff to perform every task to the best of their ability within their control, such as leaving the depot on time and starting trips on time where possible. This enables us to analyse the data accurately and request appropriate changes to shifts and timetables.

A special mention in this newsletter goes to one of our staff members, Amit Arora. His commitment to rigorous preparation and strong self-belief has led him to become an Army Reservist. CDC Truganina is proud to have a team member who has chosen to serve the country while balancing his personal and professional commitments. Amit recently completed his training at the Army training camp.

Finally, on behalf of everyone at CDC Truganina, I wish you all a Happy New Year 2026. Here is to the new challenges and milestones that lie ahead in 2026.

Ravneet Walia, SDM, Victoria West



FRESH WHEELS

Our brand-new SCANIA Touring coaches have rolled into Broken Hill and Mildura. The latest addition to the fleet is packed with modern features, making every charter and school run smoother, safer, and more comfortable for passengers.



MILDURA TEAM HITS THE RIGHT NOTE WITH LENNY KRAVITZ SHUTTLE SERVICE



Our Mildura team successfully ran the shuttle service for rock icon Lenny Kravitz's recent concert in Mildura. Building on lessons from the Kings of Leon concert in 2022, the team created a transport plan that moved more than 6,000 people across the region. Luke Charles, Depot Manager at Mildura, shared the experience of managing this high-profile service: "I am proud to highlight the successful coordination and delivery of a premium shuttle service for internationally renowned artist Lenny Kravitz. My team worked closely with event organisers to ensure smooth, secure, and timely transport throughout his visit. This included coordinated pickup and drop-off points, schedule management with his team, and delivering a private, comfortable travel experience that met his high standards. I could not be prouder of how our staff adapted to the unique demands of this operation. From last-minute schedule changes to heightened security requirements, every driver and operations support member demonstrated flexibility, professionalism, and commitment to excellence. Their teamwork ensured the service ran seamlessly, and we even managed a BBQ dinner mid-concert to keep the team energised for the evening return service. The success of this project reflects our capability to manage high-profile transport with precision and care, while showcasing the strength and dedication of our team. It reinforces our commitment to providing exceptional service to all clients, whether global performers or members of our local community."

EXPANDED BUS SERVICES FOR MELBOURNE'S OUTER WEST

We are proud to support the Victorian Government's plan to deliver new and expanded bus services across Melbourne's growing outer west. From 7 December 2025, we will operate three upgraded routes, adding more than 1,500 extra weekly services to better connect communities with schools, jobs, shopping centres, and train stations. Route 154 will provide over 728 weekly services linking 7,600 homes to key precincts, while Route 194 introduces 463 weekly services connecting Cornerstone, Mambourin, and Harpley Estate to Wyndham Vale Station. Route 153 will add 400 weekly services and longer hours, improving access to Werribee Hospital, Wyndham Law Courts, and local campuses. These upgrades build on 470 extra services introduced in July, strengthening the network for one of Victoria's fastest-growing regions.



MZF: A LOOK BACK AND THE PATH FORWARD



Graeme Lilley, our GM for Network Performance, reflects on the MZF journey and shares key insights so far.

"I can still recall the first morning of MZF and being in our depots and seeing first-hand the new level of energy from staff on this key day (though maybe I did not enjoy the 3.30 am alarm), and it is hard to imagine that almost six months have passed since the commencement of our MZF Franchises on 1 July 2025.

Day 1 – Westmeadows depot

From Day 1, CDC provided regular updates to the Department of Transport & Planning (DTP) and the feedback we received was very positive on our ability to operate our services. This is a credit to everyone and an acknowledgement of the commitment and dedication you have to providing bus services to the communities we serve.

Since Day 1, this has certainly been a fast-paced time as we settle into operating the franchise services and, at the same time, introduce

numerous service changes in the West and North-West franchises. In conjunction, we have or are currently delivering the following projects:

- ▶ Buses into PTV Livery (including the ex-Dyson and Ryans buses)
- ▶ New Myki rollout across the depots
- ▶ NEC rollout Turn-by-turn
- ▶ Depot Development – concept designs for our new depot at Albion and the design for the new bus wash at Westmeadows have been approved, and soon construction works will commence in 2026
- ▶ Planning continues for the introduction of Battery Electric Buses in late 2026.

I look forward to seeing you at the upcoming Christmas BBQs and if you have any questions about MZF happy to have a chat!

Finally, with the Christmas and New Year period almost upon us, I would like to wish you and your family a happy, safe and merry festive season and a wonderful New Year in 2026."

Take care, Graeme

SURVEYING PASSENGER PERCEPTIONS OF ELECTRIC BUSES

Monash University is running an ongoing survey on our electric buses, inviting passengers to share their experiences via QR codes displayed on board. This follow-up to an earlier study conducted before the trial aims to understand how perceptions have changed as the trial nears its end and the technology prepares for wider deployment across Victoria.

The short mobile survey compares current passenger and car driver views with expectations gathered before the trial, while also exploring new features that could shape future bus design. Insights will help enhance comfort, accessibility, and satisfaction, supporting mode shift and increased ridership.



THANK YOU FOR SHARING YOUR VOICE



The 'Have Your Say' Employee Survey wrapped up on Sunday, 9 November, and we were so excited to see 43% of you take part! We also got lots of great comments, sharing your thoughts and experiences at CDC.

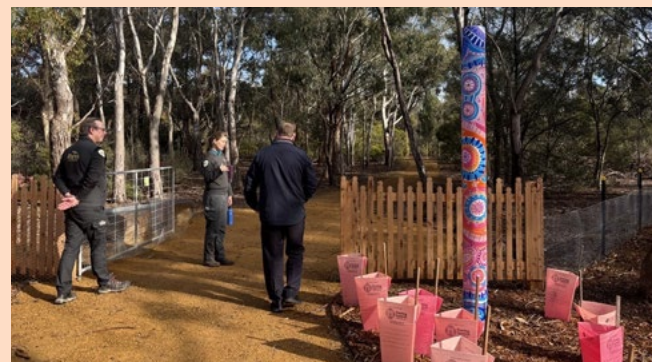
To help increase responses, depots and HR treated drivers to cupcake mornings and afternoon teas, which went down a treat!

The real work begins after the survey. Over the coming months, leaders will continue reviewing results with their teams and identifying practical actions to support a better experience for everyone. Improvements, made consistently, will help us build a workplace where everyone feels valued, connected, and motivated.

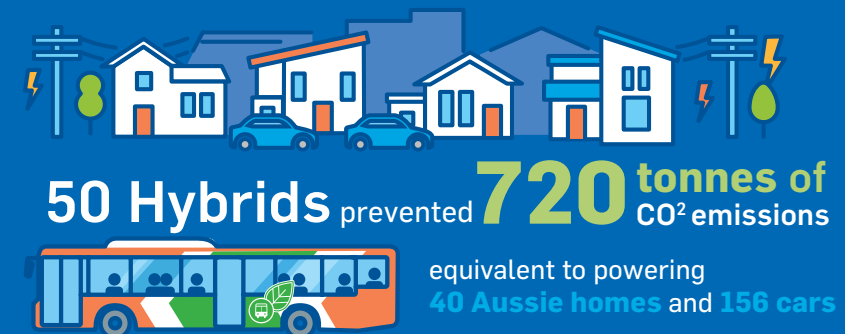
Thank you to everyone who took the time to participate.

ALL-ABILITIES SENSORY GARDEN WALKTHROUGH

We joined Parks Victoria for a preview of the new Sensory Garden in Lara. Featuring five distinct spaces, accessible pathways, and serene surroundings, the garden will offer people of all ages and abilities a place to connect with nature and community. With works continuing into next year, it's shaping up to be a must-visit destination this season for families and friends.



CDC Victoria's Sustainability Dashboard 2025



FlexiRide
(On Demand Response buses) prevented

149 tonnes of CO² emissions
equivalent to taking **27 cars** off-road



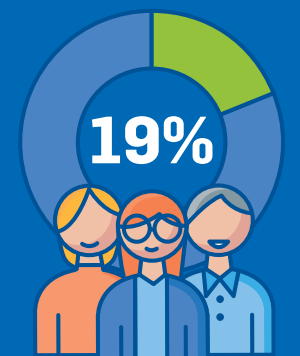
Battery Electric Buses
(BEBs) prevented

530 tonnes of CO² emissions
equivalent to taking **115 cars** off-road



5 depots produced **25%** of their own solar energy
preventing **371 tonnes** of CO² emissions equivalent to taking **81 cars** off-road

1,770 total CO² emissions saved by CDC Victoria from **Sustainability programs**
equivalent to **taking 379 cars** off-road



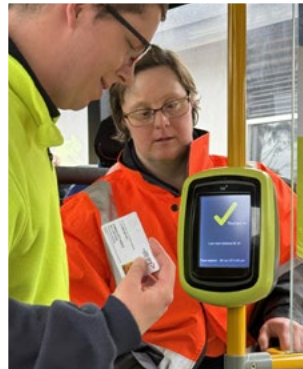
of passengers enjoyed the **eco-benefits** of riding our **hybrids**



15% of the water used to clean buses was **harvested rain and recycled water**

BUILDING TRAVEL CONFIDENCE

We hosted two BusAble sessions in Ballarat — one with Creswick Primary School and another with young adults from McCallum. Participants learned essential travel skills like using Myki, bus safety, fare info, and accessibility features, helping them travel safely and independently. A big thank you to our Ballarat trainers and drivers for making the day a success. More BusAble sessions are on the way across Victoria!



CRAFTING CREATIVITY AT POPCON 2025

We joined Ballarat's biggest pop culture celebration with a complimentary bus from our depot that transformed into a buzzing creative hub, welcoming over 100 visitors for badge-making, knitting, and weaving. For many young families, it was their first public bus ride, sparking great conversations about the fun and freedom of bus travel.



COMMUNITY KICK-OFF

We are proud to partner with Western Eagles Football Club, with new ground signage soon to be displayed at their Albion home ground. This partnership supports local kids and families, promoting inclusion and community spirit through soccer.



SUPPORTING YOUTH PATHWAY

We supported young talent across Wyndham and Werribee by providing a complimentary charter for 50 Junior Academy participants to attend a special training at North Melbourne Football Club. This opportunity was made possible through our partnership with Werribee Football Club.



DRIVING INCLUSION THROUGH SPORT

We have partnered with Westmeadows Cricket Club to support their All-Abilities Cricket Program. The initiative gives young adults with intellectual disabilities the chance to play cricket, make friends, and build skills in a supportive environment. This is also our first community partnership in the North-West.



SAFETY FIRST: DEFIBRILLATOR TRAINING ROAD SHOW

Colin Madigan

General Manager Health,
Safety & Environment

In September and October, our Safety Team delivered a rolling training program across CDC Victoria depots. The sessions educated staff on how to use defibrillators, a vital tool that can save lives during a cardiac emergency.

The sessions were open to First Aiders, office staff, drivers, and yard staff, with strong attendance at most locations. By working around driver schedules and depot operations, the team ensured that as many people as possible could take part.

Below are snapshots from the Ballarat and Geelong sessions.



WHY THIS TRAINING MATTERS?

A defibrillator is a device that uses electricity to restart your heart. The shock helps restore a normal heartbeat pattern. Importantly, anyone can use a defibrillator in an emergency—the device guides you step by step through the process, making it accessible even for those without medical training.

In November, we launched Equip 4 Life, connecting staff with the government-funded Life! Program — an online workplace initiative designed to support healthier lifestyles. I hope everyone enjoyed a safe and happy festive season, celebrating Christmas and the New Year with family and friends. Thank you for keeping safety front of your mind, whether by maintaining safe distances and speeds on the roads during the holidays or balancing those healthy eating habits while enjoying the foods of the season.

As we step into 2026, we look forward to continuing to improve the environment we work in and to building even stronger relationships across all depots. Here's to a year of collaboration, safety, and success at CDC Victoria.

PARTNERSHIP FOR SAFER JOURNEYS

The HSEQ Team at CDC Victoria has been working closely with Victoria Police over the last 12 months. Together, we have been focusing on improving safety and addressing concerns raised by both passengers and staff.

A key part of this work has been identifying the areas and situations where people may feel unsafe while travelling on our services. These concerns often stem from the actions or behaviours of other passengers on board the buses.

By targeting these areas, we aim to create a safer, more comfortable environment for everyone who uses our services. This ongoing partnership allows us to respond proactively and ensure that passenger safety remains a top priority.



WELLBEING UPDATE

In November last year, we launched Equip 4 Life, connecting staff with the government-funded Life! Program — an online workplace initiative designed to support healthier lifestyles. Delivered by accredited dietitians and exercise physiologists, the program covers balanced nutrition, preventing Type 2 Diabetes, heart disease and stroke, managing stress, improving sleep and brain health, and achieving healthy weight goals. Sessions are hosted via Livestorm, with individual links provided to each participant.

This rollout aligned perfectly with November's Nutrition and Hydration theme in our inaugural Wellbeing Calendar, which throughout 2025 spotlighted practical tips on sleep, exercise, mental health, relationships, and injury prevention. We closed 2025 with Sun Safety in December, helping everyone prepare for the hotter days ahead.

Participants have found the Equip 4 Life sessions engaging, informative, and refreshingly different from standard health advice. If you missed out on last year, we may be able to arrange a second round of the program this year. Please reach out to let us know.

To express interest in Life! Program, please contact us at im.wellbeing.vic@cdcbus.com.au.

R U OK? DAY AT GEELONG DEPOT

Our Geelong team marked R U OK? Day with cupcakes for all staff, creating a warm moment to pause and check in with each other. The day was about more than sweet treats; it was a chance to start important conversations and remind everyone to ask, "R U OK?"



MOVEMBER ON THE MOVE

Movember may have wrapped up, but the conversations around men's health continue. Our buses once again rocked Mo's across the network, sparking smiles and raising awareness in the community. Staff also joined in with a photo competition, capturing "Mo's Around Town" for the chance to win three \$100 vouchers. Winners will be announced soon on BLINK.



CELEBRATING PASSION! AT CDC VICTORIA

CDG announced the winner of the 2025 Passion! Award at the Global Town Hall, with congratulations going to Phil Cornwall from Metroline Manchester. We are proud to share that CDC had three finalists among the 24 nominees, including our own GM Network Planning, Graeme Lilley. Graeme

has been a key asset to CDC Victoria, overseeing contracts across eight depots and strengthening client relationships.

His leadership on the Melbourne ZEB Franchise tender showcased his professionalism, earning respect from both our teams and the Department of Transport and Planning.



DRIVEN WOMEN SUCCESS

Congratulations to our newest graduates – Kataraina Bristowe and Rupali Dongare from Wyndham, and Donna Van Doren from Ballarat, who have completed their Heavy Rigid licence training. We also celebrate Mandeep, Pritika, and Janet reaching five-month milestones, showing inspiring growth and confidence in their driving roles.



CELEBRATING 25 YEARS

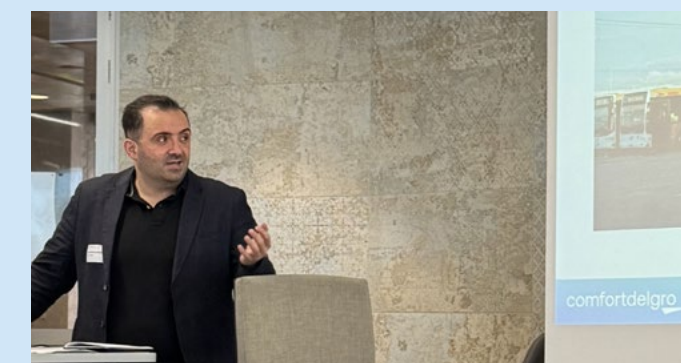
We hosted a special lunch at Club Tarneit to honour three team members who reached an incredible milestone: Vahdettin Okcum from Airport West, Rade Nedanovski from Albion, and Pedro Guzman from Truganina, each celebrating 25 years of service as bus drivers with CDC Victoria.

It was a wonderful moment to recognise their dedication, reflect on their contributions, and thank them for a quarter-century of commitment to our organisation.



SHARING OUR VISION

CDC Victoria was honoured to present at the VCTA Comview Conference 2025 at the University of Melbourne. Our GM for Assets, Kaz Abdulrahman, spoke about sustainable change management and the shift to greener technologies, showcasing innovation in the bus industry. It was a great chance to connect with VCE teachers and help shape future curriculum.



OUR PEOPLE

MEET YOUR OCC TEAM

The people behind the voices who answer your calls or radios and provide real-time support while you are on the road.



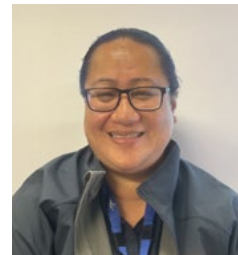
David
Customer Experience
& OCC Manager



Shawn
Senior Controller



Ana
Controller



Flo
Controller



Renee
Controller



Raj
Controller



Alice
Relief Controller



Louise
Relief Controller



Michael
Relief Controller



Otolose
Relief Controller



Yaeel
Relief Controller



REMEMBERING CRAIG MULLER

We were deeply saddened by the passing of Craig Muller, our Operations Manager at the Geelong depot, aged 54.

Craig was part of CDC Victoria for almost 20 years, and in that time, he became much more than an outstanding colleague. His leadership shaped the Geelong depot, and his compassion and dedication will be remembered by all who worked alongside him.

Craig's passing is deeply felt across our CDC community, and we honour his memory with gratitude.

RESPECT YOUR DRIVER

BE HUMAN, BE KIND



Our national team recently ran the *Respect Your Driver* campaign, featuring CDC drivers from across the country and supported by public transport authorities in every state.

The campaign is a reminder of the essential role our bus drivers play in their communities, especially as antisocial behaviour continues to challenge public transport services across Australia. Posters inside buses and advertising on the outside of the buses carried the message loud and clear: treat bus drivers with courtesy and respect.

We thank all of our drivers for the work you do every day, and for being part of this important campaign that helps keep communities moving.

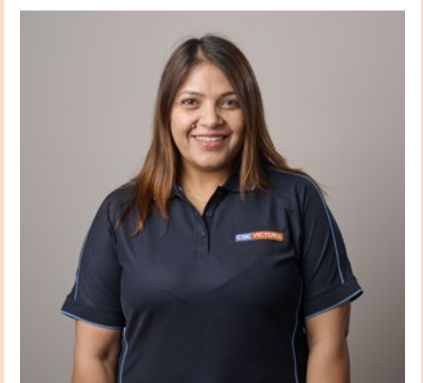
MEET ANITA AND NARELLE FACES OF RESPECT YOUR DRIVER

From our CDC Victoria team, Anita and Narelle are two of the stars of the *Respect Your Driver* campaign.

"I love making a small difference to someone's day" said Narelle.

A sentiment shared by many of our drivers. Both Anita and Narelle show the dedication and care that define our profession. They know the impact they have on passengers' lives, and they bring that commitment to every journey.

Behind the wheel of every bus are drivers like Anita and Narelle, who embody the values of respect, service, and community. Their stories remind us why this campaign matters because every driver deserves recognition for the difference they make.



CHRISTMAS BBQ HIGHLIGHTS ACROSS OUR DEPOTS

Our depots were filled with festive cheer as teams came together for Christmas BBQs and end-of-year celebrations. From shared meals to plenty of laughter and colour, the gatherings showcased the strong sense of community across our sites.

Enjoy these photos capturing the festive spirit and memorable moments from each depot.



COMPLIMENTS & SPARCQ AWARDS



A passenger shared their experience with driver Yu Poon, Truganina:

Driver is SENSATIONAL.

He is a great driver should be proud of to look after the condition of your buses and passengers.

No fast acceleration that you're pinned to the back of your seat. No slamming of the brakes at every stop so you nearly fall off your seat. No going so fast around corners that you're hanging on for dear life. Leaving gaps to vehicles in front of him. Thinking ahead in traffic.

I know I was only with him for 5 minutes, but that's all it took to notice these massive differences between him and regular drivers, which I also usually only 5 minutes with. Not once did I fear for my life, and he also said thanks/bye and we exited and said thank you.

He was an east Asian driver and deserves a pay rise. Recognition at least. 5 stars"



One passenger said about driver Amandeep Brar, Truganina:

A passenger in a wheelchair had to get on with a pram, the bus driver not only helped by getting the pram on, but he was happy to do it and was chatting with the children, with a genuine smile on his face."



A compliment from a passenger who travelled on Route 419:

The passenger called in today to express their appreciation for your excellent customer service.

They specifically mentioned that you take pride in helping people and described you as an asset to the company."



One passenger said about driver Amandeep Brar, Truganina:

The lady driver was driving smoothly and demonstrated very good driving skills."

A thank you for driver Kine Menkir:

Just wanted to send a thank you to the driver of W253 this afternoon for his friendliness.

A thank you to driver Motomoto Fuataga from a passenger who travelled on Route 167 to Tarneit:

Just wanted to comment on the excellent service from one of your bus drivers.

He was considerate enough to stop for me so I wasn't waiting in the cold.

Good Job, Thiet Thanh Nguyen:

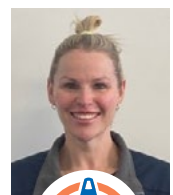
A big shout-out to our amazing driver for receiving a wonderful compliment from a passenger today. Your kindness, helpful attitude, and especially your support for our elderly citizens have not gone unnoticed.

Thank you for going the extra mile—literally and figuratively. Keep up the great work!"

SPARCQ AWARDS

Tenielle Wilks, Geelong Safety Award

Tenielle went above and beyond in her role as a full-time driver at the Geelong depot. She received customer praise after stopping to assist at the scene of a crash. Her training, quick thinking, and calm approach helped manage the situation and provide vital support to those involved.



Safety

Brad Decker, CDC North West, Safety Award

Brad consistently goes above and beyond in his role as a full-time mechanic. He provided essential support to the Ballarat depot during a significant transition period, offering hands-on assistance that greatly benefited the workshop team.



Community