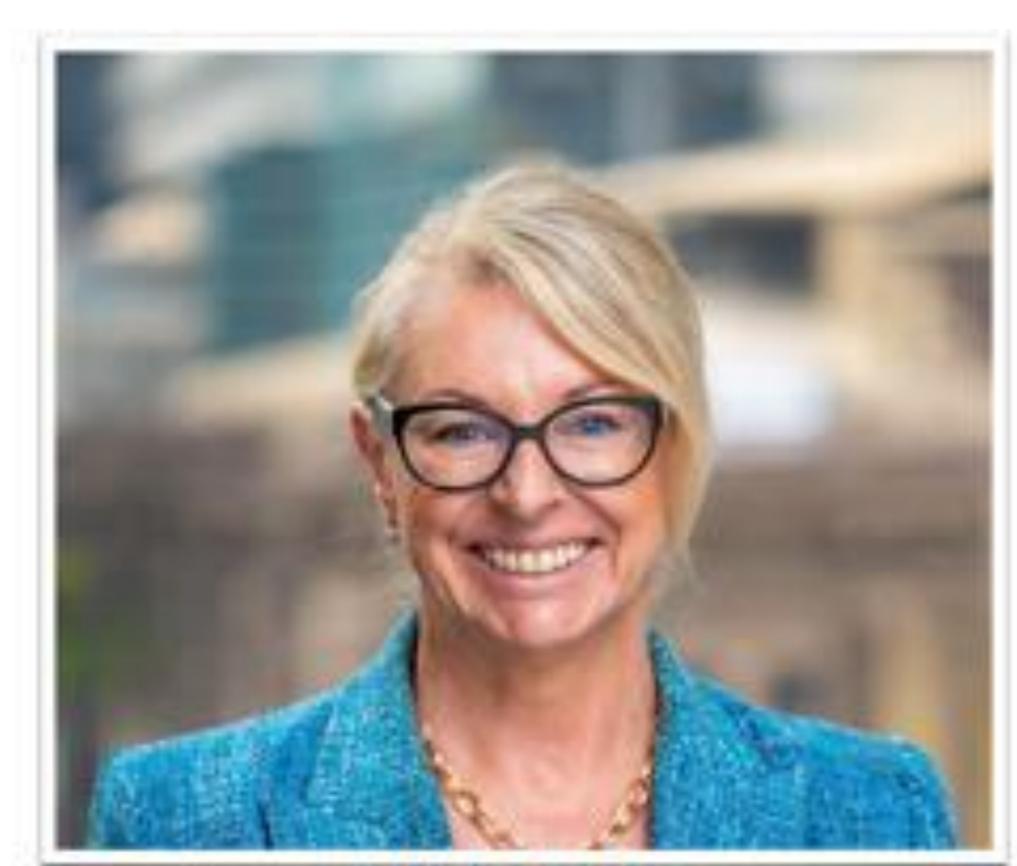
Riding on the Same Bus Gender Diversity Panel Discussion

Panel Members



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Gender Diversity Panel Discussion

The research was able to identify the key reasons women do not join or do not stay within the bus and coach industry including:

- · The prohibitive cost of gaining a HR license
- A perception that buses are difficult to drive
- Rotation rosters/split shifts are not compatible with family responsibilities
- Entrenched culture of sexism
- · High psychosocial hazards not mitigated
- Poor visibility of women across the industry
- · Lack of female specific facilities

Key Findings

Challenging work conditions including

- Unachievable scheduling
 - BAT Runs
 - · Split Shifts
- · Lack of/poor workplace facilities
- Disrespect/violence from passengers

2

The constant workplace stress and burnout due to the unmitigated psychosocial hazards

Top
3
causes of low job satisfaction

3

The general feeling of being undervalued and unappreciated by both the community and the operators management structure





Top 4 recommendation

1

Provide
greater levels
of support and
supervision of
drivers through
well trained
front line
supervision

2

Provide high levels of training to address the various competencies required as a drivers

3

Invest in a range of technology options to decrease psychosocial hazards

4

Review the current scheduling & roster system to reduce or eliminate split shifts & rotating rosters

