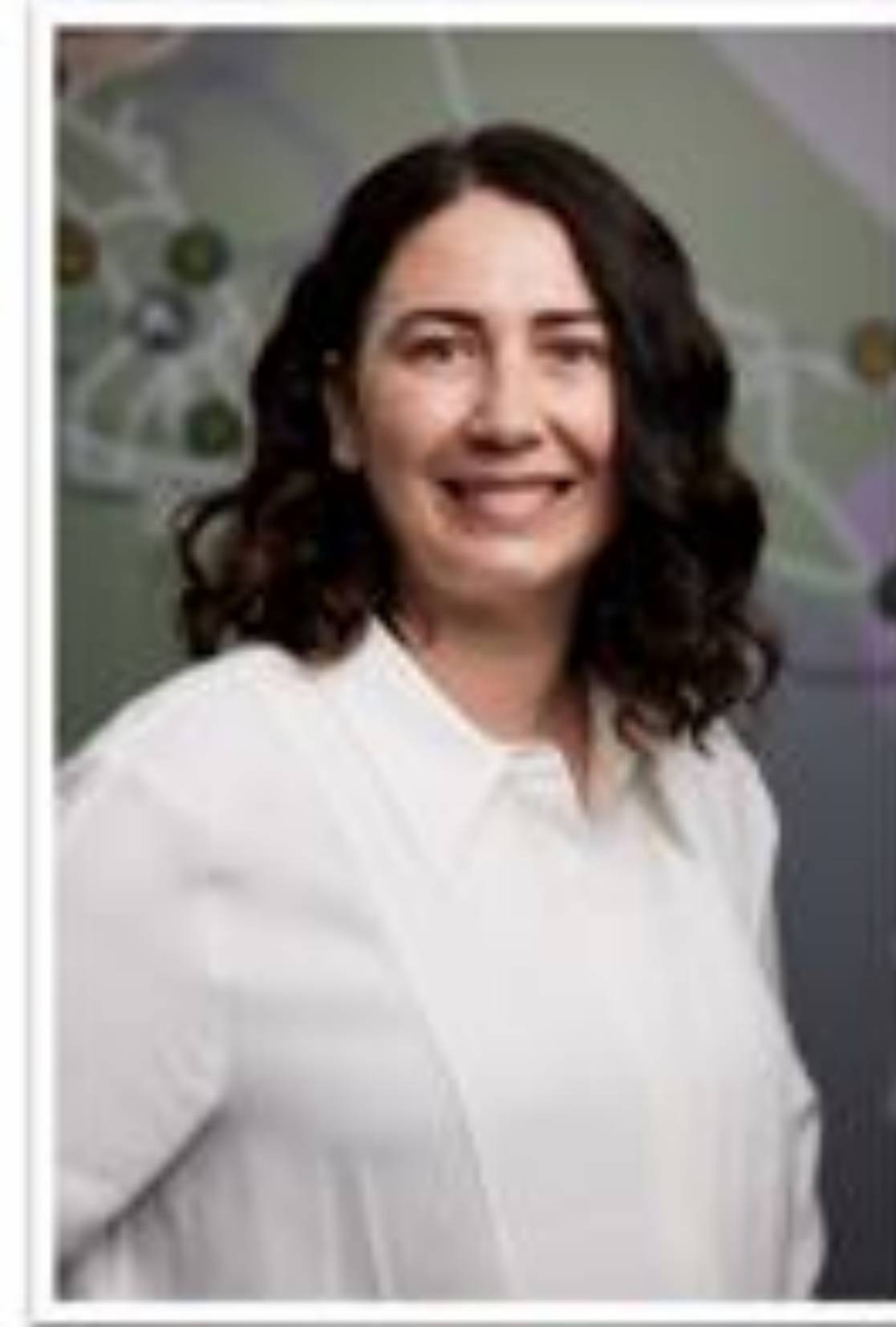


Riding on the Same Bus Gender Diversity Panel Discussion

Panel Members



Nikki Britt
Navigate Work



Jacqui Allen
Metro Tasmania



David Meade
CDC



David Babineau
RTBU



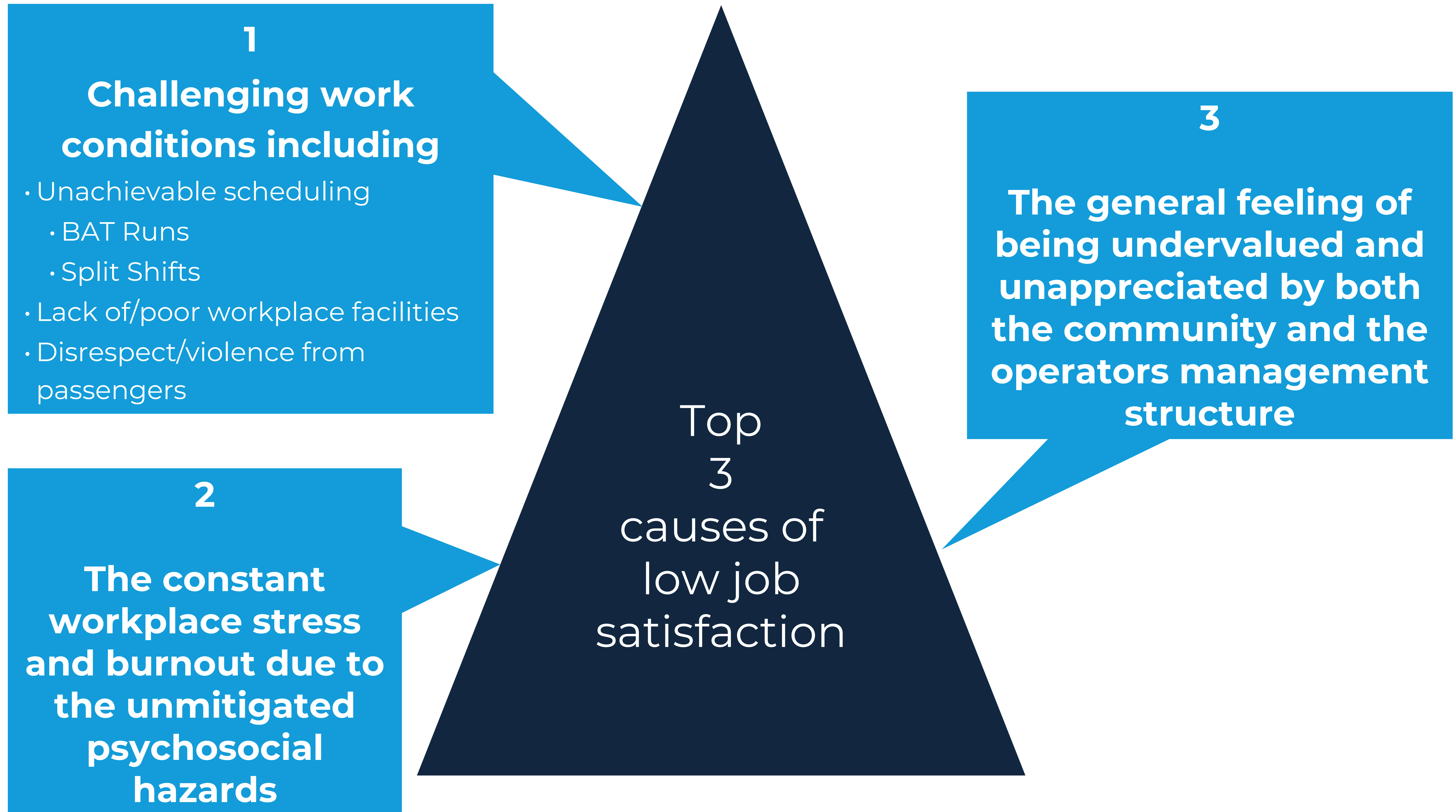
Lyndal Jansen van Vuuren
Warrnambool Bus Lines

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



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