

# Social Strategies Committee & Survey Response

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BusVic webinar, Thursday 19 August 2021

- BusVic Social Strategies Sub-Committee
- Purpose of the survey & who participated
- Survey insights
- Current SSC initiatives & future projects
- Q&A

# From Taskforce to Think Tank

## 2015 Bus Industry Wellness Taskforce

Singular purpose of informing the development and implementation of mental health and wellbeing resources.



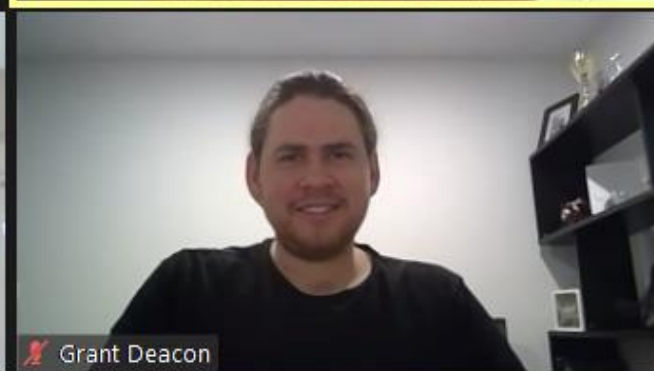
## 2021 Social Strategies Sub-Committee

To act as a think tank and actively contribute to BusVic events, research, communications, and engagement initiatives that address the social issues facing the membership and industry.

Key themes:

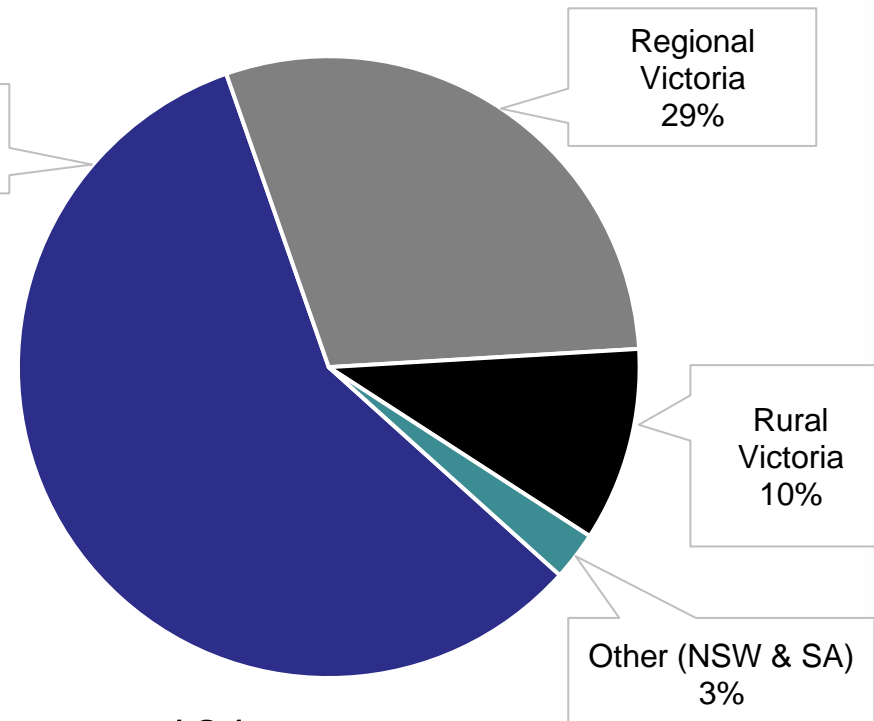
- Optimising health
- Workforce planning
- Diversity





# Survey questions

1. Location, role, employment status, gender, age and cultural background.
2. Big issues facing operations, your teams and local communities.
3. Present and future concerns about the bus and coach industry.
4. How active your operation is in addressing health and wellbeing, diversity and inclusion, recruitment and retirement, skill development, and state of emergency recovery.
5. Further comments.



121 responses

### METRO

#### Role

61% Bus Driver  
10% Chaperone  
8% Owner/Operator  
8% Manager  
7% BusVic  
2% Admin  
2% Workshop  
2% Supplier

#### Status

51% Casual  
44% Full Time  
5% Part Time

#### Gender

82% Male  
16% Female  
2% Decline

#### Age

3.3% 18-24  
3.3% 25-34  
3.3% 35-44  
35% 45-54  
48% 55-64  
7% 65-75

### REGIONAL

57% Bus Driver

29% Owner/Operator  
11% Manager  
3% BusVic

11% Casual  
86% Full Time  
3% Part Time

80% Male  
20% Female

3% 18-24  
9% 35-44  
38% 45-54  
35% 55-64  
12% 65-75  
3% 75+

### RURAL

8% Bus Driver

92% Owner/Operator

75% Full Time  
25% Part Time

84% Male  
16% Female

33% 45-54  
50% 55-64  
17% 65-75

*The ability of the industry to withstand the impact of COVID.*

# COVID-19

Impact of lockdown

Tourism, tour & charter

Vaccine

*Possibly being forced to have the vaccine to keep my job.*



*Attracting talent, experienced or not, to the industry or company for long-term commitment.*



# WORKFORCE

Attraction, transition & succession

Skills (shortage, training & future)

Job prospects & security

Workforce & organisational health

*I believe the "esprit de corps" amongst staff could be improved ... The need to "experience some sense of community" is vital to us all, the workplace at the moment is one of the few places offering this potential.*



*The industry was always about local family ownership and operations but this is slowly changing with the spread of national and multi-national operators*



# OPERATORS

Survival & consolidation

Managing compliance

Government relations

*Too much politics in operating a bus bogged down in paper work.*

*Difficult passengers and drivers put under pressure to deal with these people leading to stress and mental health issues for drivers*



## ON-BOARD

Safety (road users & passengers)

Managing compliance (masks & fares)

*At the moment we are told to just let the non mask wearing public on as it's not our job to tell them to wear masks. It bothers me as I am being put at risk and so is my family because a local government law isn't being enforced.*

*Decline in rural population of young people and becoming a retirement village.  
No business growth or any real business development in the pipeline .*

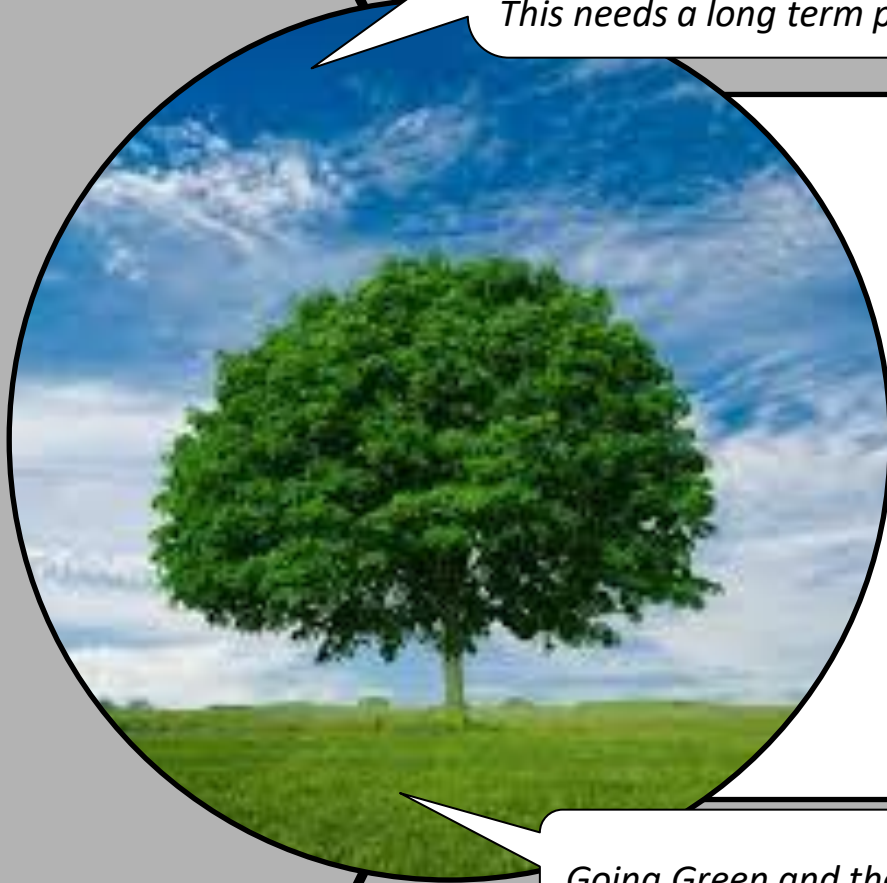


# DEVELOPMENT

Regional growth & sustainability  
Road conditions & congestion  
Schools

*Continual decline of consideration given to bus drivers when developing and redeveloping road infrastructure.*

*The Zero Emissions target in 3 years buying new buses is very unrealistic and places unnecessary long term stress on operators that cant see what this really looks like with bus purchase and maintenance teams and depot requirements. This needs a long term plan not in 2025*



# ENVIRONMENT

Zero Emission Buses  
Going green

*Going Green and the cost involved and will a bus last 18 years.*



*Automation of buses resulting in a mass loss of jobs many of whom will not be able to easily transition into an alternative industry*

# TECHNOLOGY

Autonomous vehicles

Digital disruption & literacy

*Hoping drivers will continue to be needed due to advancing technology.*

# Next steps

**Focus:** Create awareness and curate resources and information.

## Events

- All Aboard 3 December 2021: 'Healthy Organisations are Respectful Organisations'
- 2022 Branch Meetings
- 2022 webinars

## Initiatives

- Industry recruitment project: guidebook & video and digital marketing resources
- Bite Size Briefings toolkits for operators
- DoT Women in Transport Strategy

**Research:** BlIF Future Workforce project

**Contact us!** [ssc@busvic.asn.au](mailto:ssc@busvic.asn.au)