

TRANSITION ADVISORY DESKS

SUMMARY OF THE REGION 8 TRANSITION ADVISORY DESK TOPICS (August – September 2020)

TENDER PROCESS

TENDER TIMELINE

- The tender process for Region 8 is in progress and closed on Wednesday 30 September 2020. Tenders will be evaluated by way of a competitive tender process.
- Following the evaluation process, it is anticipated that the new operator for Region 8 will be announced in May 2021, with a handover to the new operator in October 2021.
- We are unable to tell you who the bidders are, but can confirm a mix of Australian and international companies have expressed interest.
- The new operator(s) will work with TfNSW and State Transit to ensure that the transition is as smooth as possible, and will be present at depots during the transition phase for each Region. The proposed timeline is outlined below.

Region	Operator announced/ transition commences	Transition concludes/ New operator commences
Region 8 (North)	May 2021	October 2021
Region 7 (West)	July 2021	January 2022
Region 9 (East)	November 2021	April 2022

- You will have an opportunity to meet with and talk to the new operator(s) before transition. State Transit Transition Advisory Desks will be running during this time for you to ask any questions you may have.
- The contract for Regions 7, 8 and 9 for the new private operator(s) will be for eight (8) years.
- The NSW Government will continue to own the existing buses as well as other assets such as depots/garages. The new operator(s) will be required to service and maintain the fleet and facilities along with operating all contracted services. As is the case today, timetables and service levels will need to be approved by Transport for NSW.

For more information on the tender process, refer to the Transition Handbook.

SUPPORTING YOU THROUGH THIS CHANGE

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LEAVE APPLICATIONS FOR REGION 7, 8 and 9 BUS OPERATORS

ANNUAL LEAVE

- Annual leave will be allocated by State Transit in line with current practice, up to December 2022.
- The annual leave rosters will be displayed in two batches.
- 2021 annual leave rosters (covering up to December 2021) are already on display.
- 2022 annual leave will be displayed in July 2021, and will provide leave allocation until December 2022.
- Leave swaps can take place until the transition, i.e. while you are still a State Transit employee.
- If you want to apply for annual leave beyond December 2022, you will need to apply to the new operator(s) after transition.
- Arrangements will be made to ensure the new operator(s) is/are aware of the cut-off dates for the approval of leave by State Transit.
- All leave allocated or approved by State Transit, including for periods after transition, will be honoured by the new operator(s).

LONG SERVICE LEAVE

- Long Service Leave for the period up to December 2022 will be approved by State Transit, in line with current practices. Cut-off dates for leave applications for State Transit approval will be communicated closer to transition.
- If you want to apply for Long Service Leave beyond December 2022, you will need to apply to the new operator(s), after transition.
- Long Service Leave approved by State Transit will carry over to the new operator(s).

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BEFORE YOU TRANSITION: LEAVE APPLICATIONS FOR REGION 8 BUS OPERATORS

PURCHASED LEAVE

- Applications for Purchased Leave are to be made at least 12 months in advance.
- To allow time for a Purchased Leave application to be approved and processed, you can apply for purchased leave up until one month before your Region's proposed transition date.

Region	Transition concludes/ New operator commences	Deadline for Purchased Leave applications
Region 8 (North)	October 2021	September 2021
Region 7 (West)	January 2022	December 2021
Region 9 (East)	April 2022	March 2022

- Employees will be advised of specific leave cut-off dates closer to transition.
- If you apply for Purchased Leave after the cut-off date, your application will be referred to the new operator(s) for approval.

PLEASE NOTE:

- All leave allocated or approved by State Transit, including for periods after transition, will be honoured by the new operator(s).

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TRANSFER ARRANGEMENTS

AWARD NEGOTIATIONS

- The State Transit Bus Operations and Senior and Salaried Officers Awards are due to expire at the end of 2020.
- Formal negotiations between State Transit and Unions will commence in the coming months.
- If the Awards are not signed off before the end of the year, your current Award conditions will continue until a new Award is in place.

SPECIAL PURPOSE VEHICLE (SPV)

- The Special Purpose Vehicle (SPV) is part of the contracts between Transport for NSW and the new operator(s) for Region 7, 8 and 9).
- The contract requires the new operator(s) to set up a SPV for each region and that the SPV is to be the employer of all dedicated staff (i.e. STA operational employees), including new staff employed in these dedicated/operational roles after transition.

EMPLOYMENT CONDITIONS

- All depot staff (i.e. operational employees) — including driver coaches — will transfer to the new operator(s), with the exception of Depot Directors.
- Personnel files are not transferred to the new private operator(s).
- Rates of pay are covered by the Award, which cannot be changed until it is replaced by a new Agreement

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TRANSFER ARRANGEMENTS (EMPLOYEE ENTITLEMENTS)

LEAVE BALANCES

- Your annual leave, long service leave and sick leave balances will transfer across to the new operator(s).

LONG SERVICE LEAVE

- Long Service Leave is covered in the Award, which will transfer to the new operator(s) upon transition.
- The entitlements you have accrued can be carried across to the new operator(s) and cannot be taken off you at the end of the employment guarantee.
- Long Service Leave is paid at your base rate of pay. This rate is covered by the Award, which cannot be changed until it is replaced by a new Agreement.
- Your years of service carry across to the new operator(s).
- Your service will not be recognised if you transfer to the private operator(s) and later accept a job within Transport for NSW or the wider government sector. This is considered broken service and will not be recognised for Long Service Leave purposes.
- Unbroken service (known as continuous service) — i.e. where you move directly between one government sector agency to another — is recognised by all NSW Government agencies.

SICK LEAVE

- Sick leave is covered by your Award, which will transfer across to the new operator(s) and cannot be changed unless it is replaced by a new Agreement.

For more information on Leave refer to the Transition Handbook.

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TRANSFER ARRANGEMENTS (EMPLOYEE ENTITLEMENTS)

SHIFTS

- From time-to-time, State Transit reviews its rosters when business needs change or service or timetable reviews are conducted.
- There is a service review for Region 8 currently underway. At this stage we do not know what the changes will mean for staff, but we will communicate them in line with current practices, which will include consultation with the roster committees in the affected locations.
- At times, rosters can change as a result of service review changes. The conditions on roster changes — including income protection, conditions during school holidays and part-time shifts — are in your Award. Your Award transfers over to the new operator(s) who will need to comply with all Award provisions.

UNIFORMS

- The new operator(s) will fit you for a new uniform and will supply it to you in the lead up to the transition.
- Bus Operators' uniform allowance will be paid by State Transit in October this year, in line with the Award provisions.

FITNESS PASSPORT

- Your current Fitness Passport is valid while you are a State Transit employee.
- It will be up to the new operator(s) as to whether it wishes to continue this arrangement.

TRAINEESHIPS

Traineeships will transfer across to the new operator(s). Every effort will be made to ensure that current trainees have completed necessary units and that traineeships that are due for completion are processed prior to the transition, wherever applicable.

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TRANSFER ARRANGEMENTS (EMPLOYEE ENTITLEMENTS)

TRAVEL PASSES (OPERATIONAL EMPLOYEES)

Employee Opal Card

- Your current entitlement to an Employee Opal Card will remain unchanged for three years after transition, including travel on the following services:
 - Sydney Trains and NSW TrainLink Intercity services, including AirportLink stations
 - NSW TrainLink Regional services
 - Sydney Ferries services
 - Regions 6, 7, 8 and 9 bus services
 - Newcastle bus, light rail and ferry services
 - Sydney Light Rail Services
 - Sydney Metro North West services.
- When you accept a position with another Government agency you also accept its conditions of employment.
- Many agencies do not provide the Employee Opal Card. For example:
 - Within the Transport cluster, Sydney Trains' and NSW Trains' employees are entitled to an Employee Opal Card.
 - You are not entitled to an Employee Opal Card if you become an employee of Transport for NSW, including Roads, Maritime and Services (RMS) or Sydney Metro, as their employees are not entitled to Employee Opal Cards.

Interstate Travel Vouchers and Holiday Passes

- Your current entitlements to interstate travel vouchers (including travel on the Ghan for example) and holiday passes remain unchanged for three years after transition.

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TRANSFER ARRANGEMENTS (EMPLOYEE ENTITLEMENTS)

TRAVEL PASSES (OPERATIONAL EMPLOYEES)

Gold Pass

- A Gold Pass is for life.
- Once you are eligible, you can use your Gold Pass on the same services you can now, including:
 - Sydney Trains and NSW TrainLink Intercity services, including AirportLink stations
 - NSW TrainLink Regional services
 - Sydney Ferries services
 - Regions 6, 7, 8 and 9 bus services
 - Newcastle bus, light rail and ferry services
 - Sydney Light Rail Services
 - Sydney Metro North West services.
- When you transition to the new operator(s) your service will count towards a Gold Pass for three years. For example, if you have 28 years service when Region 8 transitions in October 2021 you will be entitled to a Gold Pass when you reach 30 years service.
- Once you have a Gold Pass, when the three-year period has expired or if you leave the employment of the new operator(s), you will need to apply for a 'Former Employee Gold Pass'.
- You will be able to use the 'Former Employee Gold' pass on all the services mentioned above.
- The only exception to this is that you will be required to pay a concession access fee at the international and domestic airport stations.
- You keep the 'Former Employee Gold Pass' no matter where you work in the future or if you leave the organisation or retire.

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BUS OPERATOR TRANSFERS

- Requests for transfers within State Transit will be considered in line with current policy until the commencement of transition for the Region.

Do you have further questions or need clarification on any of the above?

Please speak with your Depot Director or Service Manager, submit an enquiry in the Transition Feedback box at your depot/garage, or email stayinformed@sta.nsw.gov.au and the People and Culture team will get back to you.

This document can be downloaded at:

www.stayinformed.com.au/statetransit

BLINK Transition Hub