

State Transit — Regions 7, 8 and 9 Transfer Arrangements

1. All Award staff covered by the Engineering and Maintenance Award and the Bus Operations Award will be offered their substantive role as at the time of transfer with the new operator(s), at the same level and at the same rate of pay.
2. Operational staff covered by the Senior and Salaried Officers (SSO) Award will also be offered their substantive role as at the time of transfer with the new operator(s), at the same level and at the same rate of pay.
3. The new operator(s) may also offer comparable employment to non-operational staff covered by the SSO Award, but this is not guaranteed.
4. Casual and temporary staff will also transfer to the new operator(s), in accordance with the above arrangements, as they are covered by the current Awards.
5. Traineeships and apprenticeships in place at the date of transfer will transfer to the new operator(s). The terms of any traineeship or apprenticeship current at the time of transfer will be honoured.
6. Award conditions will carry across to the new operator(s).
7. Any pay increase in an Award due after the transfer date must be recognised by the new employer.
8. Positions specified in the Awards classifications and associated with employees who are offered employment will carry across to the new operator(s).
9. An employment guarantee period of two years will be provided, during which Award conditions of employment cannot be varied without agreement and an employee cannot be made involuntarily redundant other than for serious misconduct.
10. Service with State Transit will be recognised by the new operator for all purposes.
11. Accrued entitlements such as annual leave, sick leave, long service leave will carry across to the new operator(s).
12. Employees will be able to cash out all or part of annual and long service leave accrual at the time of transfer to the new operator(s).
13. Long service and annual leave approved as at the date of transfer will be recognised as part of the transition to the new operator as part of continuous service arrangements.
14. Personal salary arrangements will transfer to the new operator(s).
15. Purchased leave arrangements where incorporated in Awards will transfer.
16. Current employment arrangements such as part-time arrangements will be recognised by the new operator(s).
17. Any variation to a part time employment arrangement must be agreed between the new operator(s) and the employee in accordance with the applicable Award/Agreement.
18. Employee travel passes and the ability to accrue service for the Gold Pass will transfer to the new operator(s) for a period of three years, with the same coverage and network access as at the time of transfer.

19. Membership of current superannuation schemes, including defined benefits superannuation schemes such as SASS (State Authorities Super Scheme), and contributions and retirement benefits will be unchanged.
20. There is no obstacle to the transfer of novated leases. Employees should seek their own tax/financial advice regarding any tax implications.
21. Operational and human resource policies and procedures, as set out below, will be transferred for either three or six months, as set out below. Thereafter, they may be amended by the new operator(s), subject to Award/Agreement consultation provisions.

Policies and Procedures

Applicable for three months

- Bus Operations Handbook
- Bus Operators Absence Management Procedure
- Emergency Leave Procedure
- Flexible Work Practices Procedure
- Leave Without Pay Procedure
- Military Leave Procedure
- Probation
- Secondary Employment Procedure
- Sick Leave Procedure
- Transfer and Voluntary Regression Procedure

Applicable for six months

- Annual Leave Procedure
- Bank, Concessional Picnic and Public Holiday Procedure
- Blood and Bone Marrow Donation Leave
- Career Breaks
- Carers' Leave Procedure
- Collisions Performance Management Procedure
- Compassionate/Bereavement Leave Procedure
- Depot Clerk Roster Guide
- Domestic Violence Leave Procedure
- Excess Travel Time Procedure
- Grievance Resolution Procedure
- Guidelines for Managing Conduct and Performance Procedure
- Guidelines for Retreat Spaces
- Long Service Leave Procedure
- Miscellaneous Special Leave Procedure
- Parental Leave Procedure
- Purchased Personal and Family Leave Procedure
- Traffic Law Violation Procedure