



Frequently Asked Questions

1. Why are you choosing to communicate this now during COVID-19?

State Transit is committed to provide as much certainty to staff as possible. COVID-19 has meant we need to adapt to the way in which we communicate and consult with you and your union representatives. But we want to ensure everyone has as clear a view as possible on what the future looks like for them.

2. When will the tenders open and in what order will the transition be staged?

Requests for Tender (RFT) will be announced progressively from June 2020 with transition to occur in the same order. Current proposed timings are:

Region	RFT announced	Operator announced/ transition commences	Transition concludes
Region 8 (North)	June 2020	May 2021	October 2021
Region 7 (West)	August 2020	August 2021	December 2021
Region 9 (East)	November 2020	November 2021	April 2022

3. When will we hear more about the transition and what it means for me?

You will continue to be kept informed about the transition process through all of STA's communication channels. This includes your managers, meetings (either virtual or face-to-face where possible), information bulletins on Blink and the Stay Informed website.

We will endeavour to provide more staff briefings and regular transition updates as we move to the next stages.

4. Will there be any restrictions to clearing Annual/Long Service Leave?

Leave will be determined as normal in line with operational needs.

5. I want to book a trip with the STA interstate vouchers (eg: on the Ghan). When do I have to book it by? And when do I have to travel by?

Employees are entitled to interstate travel vouchers each calendar year when clearing annual, long service leave or purchased leave (refer to Travel Pass Procedure PROC 52.30).

State Transit staff who transfer to the new operator(s) will retain travel pass entitlements for three years post transition. Transferring employees can continue to book travel in conjunction with approved leave, even after they have transitioned to the new operator(s). Any travel will need to be completed within three years of transitioning to the new operator.

Staff who do not transfer to the new operator(s) will need to book and pay whilst employed by State Transit.

Transition for operational staff

6. When will bus operator recruitment cease? Will this change with the staged transition?

This will be reviewed closer to the transition of each region in line with operational needs.

7. When will transfers cease?

This will be reviewed closer to transition in line with the Transfer and Voluntary Regression Procedure, with consideration of operational needs.

8. What happens if operational positions become vacant? Will they be filled?

Vacancies for operational roles will be filled as normal until closer to transition. At that point, we will review the situations as they arise. Recruitment action may be conducted by State Transit, or in some cases, commence with State Transit and be finalised by the new operator. Candidates will be advised of the transition arrangements during the recruitment process.

9. When will I receive my letter of offer from the new operator?

Once the new operator(s) are announced, we will work with them to determine when the transition activities will occur. Offer letters will be sent out in the months leading to the transition date. You will be notified closer to the time of when you can expect to receive an offer letter.

10. When do I have to accept my letter of offer from the new operator?

Your letter of offer will state the process for accepting employment including when you need to respond by.

Transition for non-operational staff

11. Will I be considered for comparable roles if I am on leave during that process?

You will still be considered for comparable roles whilst on leave and we will work with individuals on a case by case basis.

12. Given that the transition of the regions is staggered, will the comparable role process be staggered in the same manner as well?

Yes.

13. If I am matched to a comparable role with the private operator, do I have to apply?

You are not obliged to apply where you have been matched to a role with the private operator. However if you choose not to apply, you will not be eligible for a redundancy.

14. Can an incoming operator offer me a role without going through the comparable role Expression of Interest (EOI) process?

Yes. However any offers made outside of the comparable role process will not be subject to the transfer arrangement. You will need to resign from State Transit to accept the offer. There will be no redundancy offer made to you in these circumstances. To manage this fairly and transparently, the operator(s) will be obliged to put comparable roles out through an EOI.

15. If I am offered a position in other Government Agency, when can I be released?

If you apply independently and are successful for a role, you can take up a new position at any time, subject to reasonable notice requirements. If the position is within the Transport Cluster, State Transit may seek to negotiate a release date with you and the receiving agency to help us meet operational needs.