

# Greater Wellington

April 2024 Update

# Driver Establishment & Recruitment – March 24

Current Qualified Drivers	Required Driver Staff Establishment	Variance	Commentary
278	278	0	<ul style="list-style-type: none"><li>• 3 In tutor training</li><li>• 1 in training school</li></ul>

# Driver Recruitment & Retention

## Current Recruitment Campaigns

- Ongoing advertisements in Seek, Trade Me and various on-line outlets;
- Continued liaison with MSD, Te Wahi Awhina and Treehouse recruitment;
- Staff shuttles from Upper Hutt and Porirua continue to operate;
- Bus back recruitment advertising;
- **We have a steady stream of local applicants.**

# Driver Recruitment & Retention

- Our average turnover over the last 4 months is less than 1%;
- We have taken steps over the last 12 months to improve employee engagement with communication initiatives, such as Direct 2 U sessions which are attended by senior management;
- We have implemented driver Reward & Recognition programs;
- We run an annual staff wellbeing challenge.

# Depot Celebrations

“Driver of the Quarter” along with reward & recognition of staff



# Driver Recruitment & Retention

- We are supporting our overseas employees with visa extensions applications;
- We have engaged an immigration agency, Malcolm Pacific, who are assisting drivers with their applications;
- We have recently run seminars for the offshore drivers to provide information to them on how to make their residency applications;
- We have kept our “job check” valid so we can hire offshore drivers if needed, although our focus is on local recruitment where possible;
- We are engaging with an MBIE representative based in Fiji regarding the Pacific access category visa programme.



# Women up Front – Driver program



TARGETING 50% WOMEN DRIVERS

## Women Up Front - Trainee Bus Driver program

We're encouraging more women to join our friendly fleet of drivers living life in the bus lane through our unique Women up Front - Trainee Bus Driver program.

The program targets 'people people' who don't have a bus driver's license but do have excellent customer service skills, offering the support and training required to be fully qualified and confident behind the wheel.

JOIN OUR TEAM

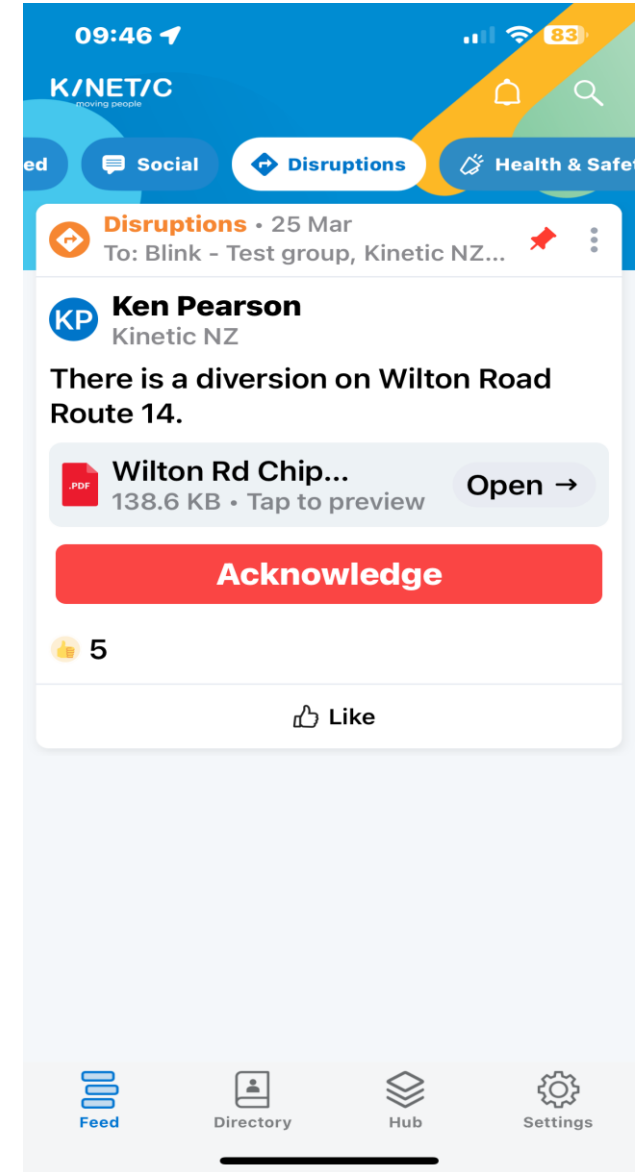
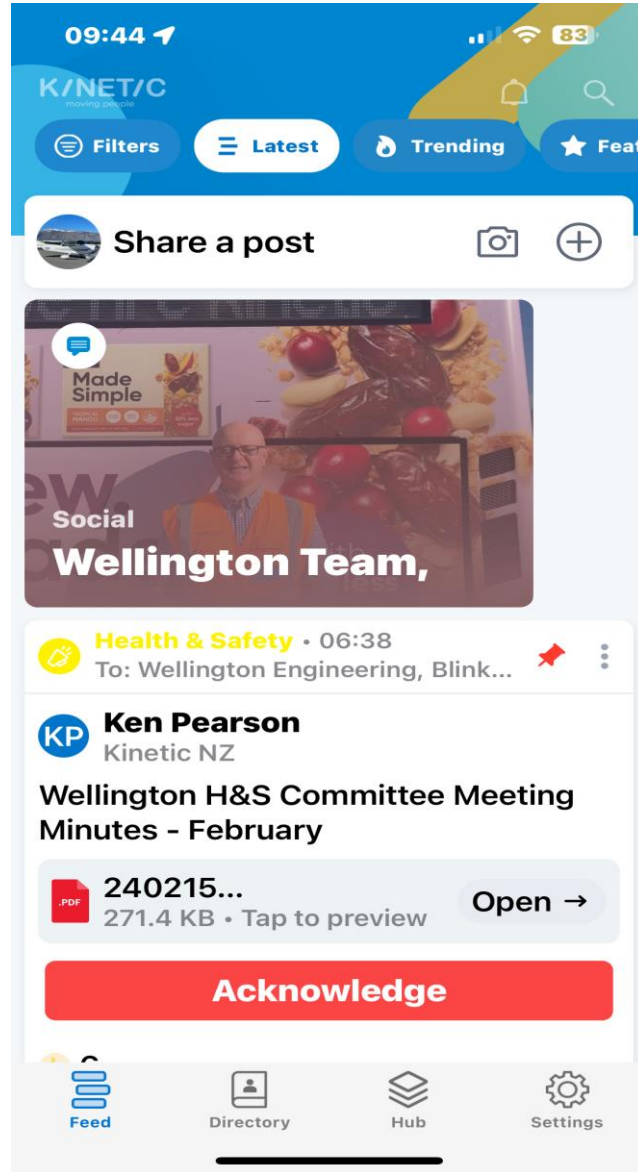


# Blink App Trial Launch





# Blink App Trial





# Fleet

- Our total Wellington fleet is 160, made up of:
  - 17 x Double Deckers
  - 82 x Large Bus
  - 51 x EV's
  - 10 x Medium Bus
- Average fleet age as of March is 9.5 years;
- 32% of the fleet are EV's;
- All the current EV's can be driven on a class 2 licence;
- Route 2 is a dedicated EV route;
- We have a further 16 EV's due early 2025.

Thank you