



Busways Driver Recruitment

Frequently Asked Questions



What does Busways do?

Busways Group is one of the largest private bus operators in NSW, operating route, charter and school bus services in outer-metropolitan Sydney, the Central Coast and the NSW North Coast. We are a family run business with over 70 years' experience. Today we are a strong team of approximately 1500 staff delivering quality public transport with a fleet of over 700 buses across 16 depots.

What is needed to drive for Busways?

- Hold a current NSW Driver Authority (DA) (Busways can provide assistance to obtain a DA).
- Hold a current NSW Driver licence - minimum Medium Rigid (MR).
- Good communication and customer service skills.
- Current Working With Children (WWC) clearance.
- A good driving record – a current Roads and Maritime Services (RMS) licence history report needs to be provided with application (no more than four weeks old).
- Be an Australian citizen, permanent resident or hold a valid visa with no minimum or maximum work rights (relevant documents need to be supplied).
- Commitment to uphold and abide by all Busways policy and procedures, as well as following driver fatigue regulations.
- Weigh no more than 120kgs and a commitment to maintain your weight below this standard.
- Be available and willing to accept and drive all shifts that are presented through the associated requirements of the position.

Can Busways help in obtaining a DA?

Busways can provide assistance in this regard at a subsidised cost of \$150. For further information regarding the process involved in obtaining a DA please see the '*Becoming a Bus Driver with Busways*' pamphlet for full details.

Can Busways help with upgrading licences?

Busways is able to provide assistance in reference to upgrading licences. For further information regarding this process, please see the '*Becoming a Bus Driver with Busways*' pamphlet.

Do I need to know how to drive a manual bus?

Sydney and Central Coast depots:

We operate automatic buses so you will not require to drive a manual bus, the only exception for this is Mulgrave depot which has four mini buses that are manual, this depot will require you to drive a manual bus.

North Coast (BNC) depots:

You will need to be able to drive a manual vehicle. In certain circumstances, we may assist new employees in being able to drive a manual bus proficiently.

What is the recruitment process?

- The whole process should be no longer than 4-6 weeks if all information is provided in a timely manner.
- Lodge application with the relevant documentation.
- Screening process to take place.
- Pre-employment assessment will be coordinated.
- Work related references will be contacted (minimum of two).
- Pre-employment medical to be conducted.
- Induction and mentor training commences.
- If at any stage you are unsuccessful you will receive notification. It is Busways standard policy and practice that no feedback will be given to the applicants as to why they were unsuccessful.

Why do I need to conduct another medical if I have just done one for my DA?

A DA medical only takes into consideration your ability to be fit and able to drive a bus, it does not cover all required aspects that are required to perform the job itself. For this reason, Busways requests all potential employees to attend a pre-employment medical.

Will having a criminal record prevent me getting a job?

- It may prevent you from obtaining a WWC check and/or a DA from RMS.
- For both WWC and DA applications a criminal history check is required.
- Obtaining a DA and WWC are required to fulfil the responsibilities as a bus driver.

Does Busways supply a uniform?

- Each driver is supplied with a uniform and the quantity varies between regions.
- It is the employees' responsibility to maintain and clean all Busways uniform.
- Uniform includes; pants and/or shorts, shirts (long or short sleeve), skirts, jacket or jumper, vest.
- Black shoes must be worn.

What is the current pay rate?

- As per our current enterprise agreement
- The current casual rate of pay per hour:
 - Sydney: \$33.7140/hr on a casual basis.
 - Central Coast: \$33.7140/hr on a casual basis.
 - BNC: \$33.42/hr on a casual basis.
- Additional allowances may also be provided in addition to the standard hourly rate.

What hours will be offered?

Hours will vary dependent on the depot that is being applied for:

- Driving hours for Sydney and Central Coast depots range from the first bus leaving the depot at 3:00am and last bus returning back to the depot as late as 1:00am.

North Coast depots are mainly school run operations as such, driving hours will vary with starting times around 7:00am and finish times around the 4:30-5:30pm range.

- The majority of new employees will operate AM shifts commencing around 6:30-7:00am and finishing at approximately 9:00am. Employees would then return in the afternoon to operate school runs commencing around 2:30pm and concluding at around 4:30-5:00pm.
- Busways does not operate any overnight charters or services that require employees to stay away from home.
- Work during the school holidays varies for each depot:
 - Across Sydney and Central Coast depots, casual hours will be reduced. Busways encourages permanent drivers to take leave during this period in order to for casual staff.
 - There are little to no hours available during school holidays at the North Coast depots.

How long until I am offered permanent employment?

- All drivers commence on a casual basis and there is no guarantee of when an employee may become permanent.
- Permanent positions will be offered providing they become available and you meet the standards required. Some examples include but are not limited to:
 - attendance
 - performance
 - customer service.

Can I hold employment elsewhere whilst working at Busways?

- All employees may hold secondary employment however, this must be declared through appropriate documentation, and the employee will need to indicate and report each time they have worked at their secondary employer.
- All drivers must be "fatigue free" and comply with driver fatigue regulations.
- Your circumstances will directly affect Busways flexibility in terms of providing working hours around your secondary employer, especially at our North Coast depots.

Can I work from multiple depots to increase hours?

- Yes, this is a possibility.
- Employees will be provided with the necessary training to be able to work at multiple depots however, it is the employee's responsibility to understand the relevant routes in order to avoid running late or confusion throughout.

What training does Busways provide?

- Busways will provide employees with the necessary training to successfully carry out the requirements of their position.