

Rail Safety Management in the Face of Skills Shortages





A Snapshot 2002/03

- 586 million passengers – Urban
- 8.9 million passengers – Non Urban
- 545 million tonnes freight
- A \$5.3 billion impact to Australian Economy
- 40,000 employees



THE CHALLENGE

Rail Renaissance

+

Ageing Workforce

+

Bottom-line Focus VS Training

+

Increased Public Safety Focus

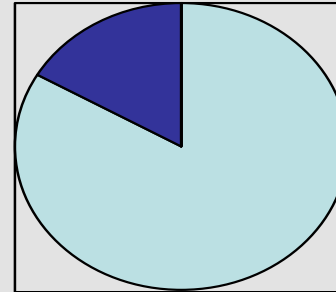
=

MAJOR SKILLS SHORTAGES & SAFETY IMPACT



Workforce Shortages & Ageing Workforce

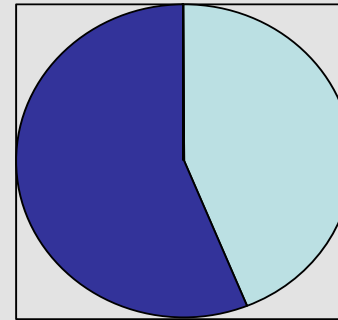
Australian Males of Working Age



30%

**45-64
Years**

Queensland Rail



60%

**> 40
Years**

NSW RailCorp -

**Average age male worker
49years**

Pacific National -

**Average age male worker
52years**



Age Group 55 – 64yrs

% In Workforce

Australia **49%**

USA **59%**

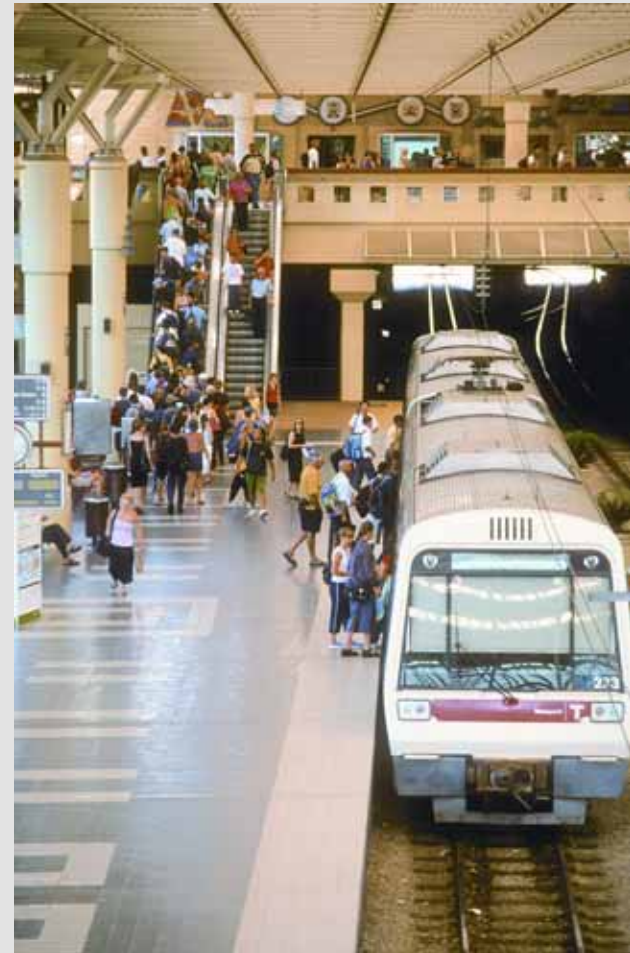
NZ/Scandinavia **> 59%**



URBAN RAIL IMPACTS

**Sydney, Melbourne
Metro Shortages**

**Perth Network
Expanding**





Difficulty Attracting New Employees

AUSTRALASIAN RAILWAY ASSOCIATION INC

60% All new jobs to go to:

- Property and Business Services **28%**
- Retail Trade **19%**
- Health & Community Services **14%**
- Accommodation & Food Services **8%**



Balance 40% across all other sectors!



Downsizing

Cost – Cutting

Image Impact





Impact on Rail Safety

- **Reduced Capacity**
- **Reduced Training Levels**
- **Increased Pressure on Fewer Workers**
- **Driverless Trains Unlikely**
- **Pressure as “Human Factors”**
- **Negative Impact on Industry Image**





Formed June 2004

- All Rail Operators
- Other Stakeholders – Unions, Academia, Research
- Goal to Improve Quality of Training of Safety Critical Workers, (Drivers, Maintenance, Engineers and Track Infrastructure).

- National Training Authority
- Rail Training Packages
 - ✓ Drivers
 - ✓ Infrastructure
- Review in 2005





“CORE” Competencies

- National “Portability”
- Increased Employer “Recognition”
- Financial savings for training new staff
- Inclusion in Potential “Code”
- Career Path Enhancement
- Raises Industry Profile as Provider of National Qualifications



Research Program

Attraction, Recruitment and Retention

- Extent of the problem
- Underlying issues
- Potential mechanisms to “Fix”





The Future

- Initial whole of industry engagement positive
- Need for formal industry-wide workforce planning capacity
- Improve strategies to recruit and retain
- Engage wide body of stakeholders
- Safety will be a beneficiary



AUSTRALASIAN RAILWAY ASSOCIATION INC

Rail Skills and Career Council



NATIONAL APPROACH TO A NATIONAL PROBLEM