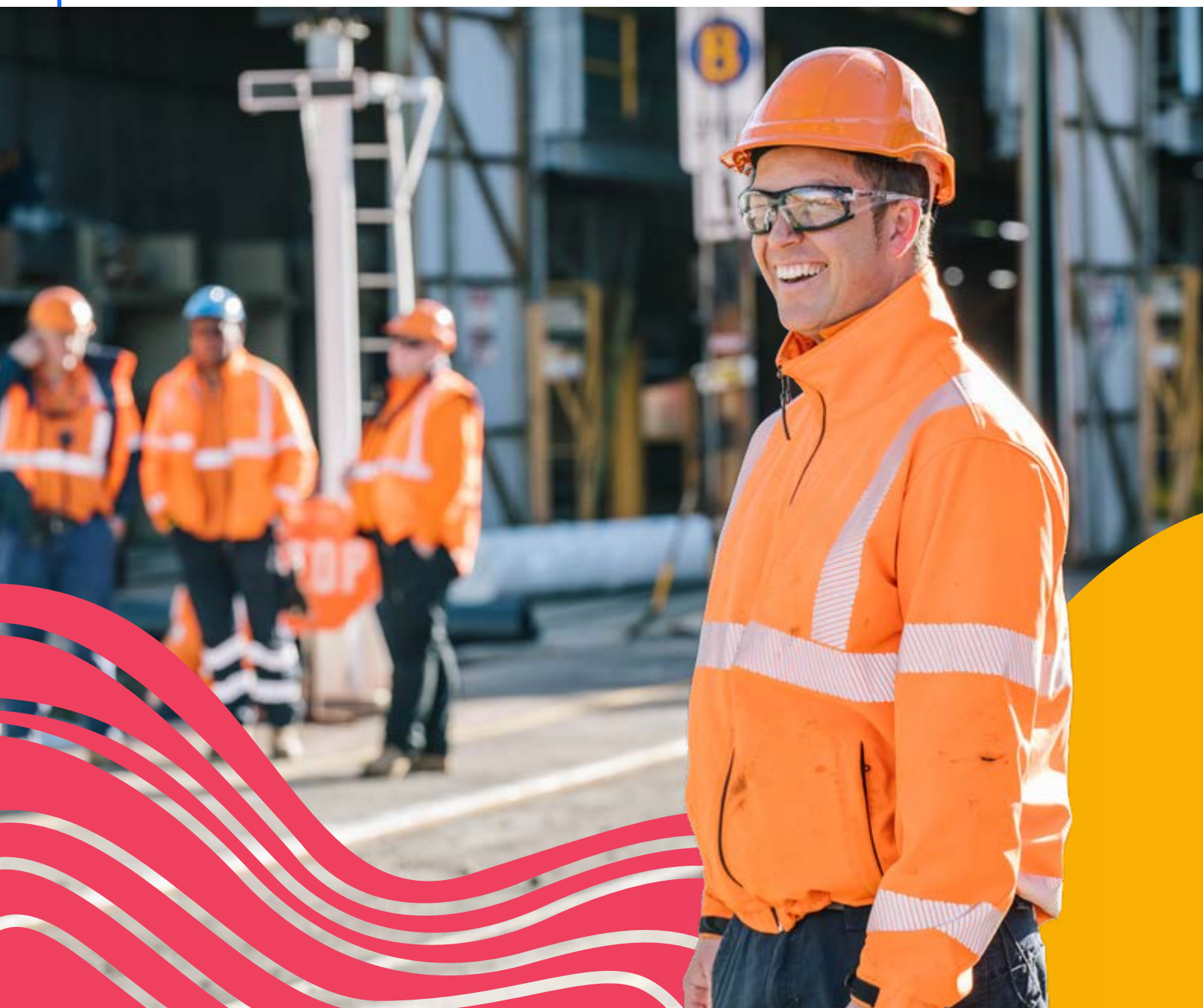


Infrastructure Worker Sydney Trains

Information pack



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How to use this information pack



Carefully read all the information in this pack.



Think about whether the role is right for you and your lifestyle.



You will be tested on how well you understand and retain the information in this pack throughout the application process, so study it carefully.

Thinking about becoming an Infrastructure Worker?

Infrastructure Workers are the people behind the scenes who keep our network running every day.

Infrastructure Workers carry out routine maintenance, major periodic maintenance and construction works across the Sydney Trains network. This is a rewarding job that helps our Sydney Trains network run safely and efficiently.

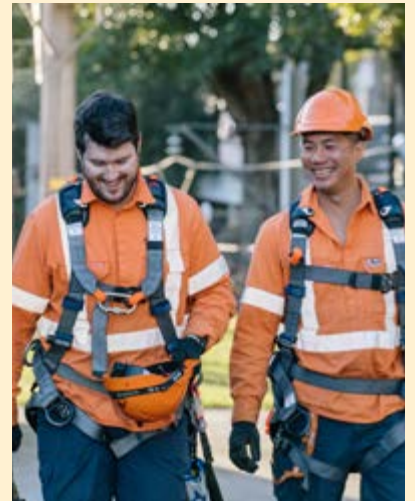
Being an Infrastructure Worker is not a standard 9-5 office job. You'll enjoy lots of time outdoors in changing environments and locations across the Sydney Metropolitan and Greater Sydney areas.

We're looking for safety-minded people who enjoy working as part of a team and who we can rely on to help keep our network and customers moving, rain, hail, or shine.

If you enjoy spending time outdoors, working with your hands and are keen to learn on the job, then keep reading.

The important stuff

- Wages range from \$1,078.10- \$1,635.10 per week depending on your qualifications and role type and increase as you gain qualifications
- Your roster will include some weekend shifts, day, afternoon and night shifts
- For roles in Network Maintenance, you may be part of an on-call roster to respond to incidents that occur out of hours and for which you will receive an allowance
- You will sometimes be required to travel/work away from home for periods depending on your work location and roster, with all accommodation and meal expenses covered
- We'll provide you with all the training you need to carry out your role responsibilities with plenty of ongoing training, learning and development opportunities
- Previous construction, rail or other heavy industry experience is advantageous, however not essential to apply.





The role of an Infrastructure Worker

- Safety is of the utmost importance – you’ll contribute to a safe working environment within your own team, and to the safety of our customers
- You’ll help keep everyone safe by gaining and using safety-related qualifications such as protection officer or machine operator tickets
- You’ll work closely with your team and other work site crew
- You must pass the medical assessment as part of the recruitment process
- You’ll frequently undertake heavy manual work in an operating rail environment
- Depending on your role, tasks may include cutting and welding rail, driving heavy vehicles, completing manual tasks such as digging ballast, laying sleepers, fastening rail, or working on mechanical systems or with complex electrical equipment
- You’ll sometimes carry out intensive work in confined or remote areas
- You’ll sometimes need to work from heights
- You can adapt to changing work environments and situations
- You are committed to continuous improvement in your role through ongoing learning and development.



Like any job, there's a lot more to being a Infrastructure Worker than meets the eye.

We're a friendly and caring bunch and we have a lot of fun, however being an Infrastructure Worker also has its unique challenges.

For example:



We travel all over the Sydney Trains network, and sometimes work away from home for periods of time.



We undertake physical and outdoor work involving heavy lifting, working from heights and in confined spaces.



Safety is our number one priority. We take a proactive approach minimising risks at our work sites.

It takes a special type of person, someone who is honest, accountable, safety-conscious, and enjoys working as part of a team.

When you join us as an Infrastructure Worker, you'll participate in training to obtain your general induction for construction work card and your Rail Industry safety induction card if you don't already hold these qualifications. You'll also start to learn more about the role and organisation by completing work assessments and on-the-job training.

Once you've completed your training, our team will conduct follow-up coaching to ensure you're feeling confident and have the right capabilities to start in the role.

You'll need to work to your issued roster, as we are relying on you to show up every day to keep our teams safe and our network moving.

As part of our safety measures, you must come to work with no alcohol or prohibited drugs in your system and you'll need to submit to regular random testing.

You'll also need to deliver a high standard of work in high-pressure situations while always keeping the safety of our customers, your teammates and yourself at the heart of everything you do.







Infrastructure Worker disciplines



Infrastructure Worker Track, Civil and Structures

As an Infrastructure Worker Track, Civil and Structures you will be responsible for ensuring the safe and reliable operation of the Civil infrastructure, carry out regular routine maintenance, inspections and corrective or renewal and upgrade works in accordance with technical maintenance plans, standard operating instructions and infrastructure engineering standards and designs.

This is a shift-based role with night shift, weekend work, overtime and on-call shifts.

You also have sound verbal and written communication skills, interpersonal skills, and you're confident using computer systems and programs for work. You must hold a full drivers licence and be comfortable driving small trucks, 4WDs or utes.



Infrastructure Worker Signals Mechanical



As a Signals Mechanical Infrastructure Worker, you'll perform regular routine maintenance on Sydney Trains' mechanical signals assets. You'll carry out inspections and corrective or renewal and upgrade works in accordance with technical maintenance plans, standard operating instructions and infrastructure engineering standards and designs.

This is a shift based role which includes night shifts, weekend work, overtime and on-call shifts.

To apply for this role, you must have experience working in a safety-focused construction or maintenance environment and be fit to perform manual work, as well as work with technical and industrial equipment and follow technical work instructions, and hold a full drivers licence and be comfortable driving small trucks, 4WDs or utes. You can also demonstrate sound verbal and written communication skills, interpersonal skills, and confidence using computer systems and programs for work.

Infrastructure Worker Rail Traction



As an Infrastructure Worker Traction, you'll ensure the safe and reliable operation of the Electrical 1500Vdc and high and low voltage AC aerial lines. You'll carry out regular routine maintenance, inspections and corrective or renewal and upgrade works in accordance with technical maintenance plans, standard operating instructions and infrastructure engineering standards and designs.

This is a shift based role which will involve night and weekend work, overtime shifts and on-call shifts to respond to incidents.

To work as an Infrastructure Worker Traction, you must have relevant industry experience and/or qualifications such as a Cert III in Distribution Overhead or ESI Rail Traction. You must also hold a full drivers licence and be comfortable driving a ute and/or hold a medium rigid truck license.

Infrastructure Worker Substations



As a Substations Infrastructure Worker, you'll help power our rail network and you'll get to work on one of the widest ranges of electrical equipment in the power industry. Your role will include installing and maintaining electrical equipment in high voltage rail substations including rectifiers, transformers, high voltage DC and AC systems, control circuitry, to low voltage systems, as well as various lighting, appliances and power services.

You will require a Certificate III in Electrotechnology Electrician or Certificate IV in ESI – Substations (versions prior to UET40522).

Infrastructure Worker Signals Electrical

As a Signals Electrical Infrastructure Worker, you'll install and maintain of electrical and mechanical signalling, point machines, colour light signals, power supplies, track circuits, control systems and multicore cabling systems.

Working in this area is an opportunity to help shape the future of railway signalling while working with new, world-leading technology.



Infrastructure Worker Cable Jointer and High Voltage Cable Jointer



As a Cable Jointer Infrastructure Worker, you'll install and repair joints and terminations in insulated power supply cables that are part of underground pipes, trenches, and overhead supply systems. You'll also support the construction of substations and installing major pieces of equipment.

Infrastructure Worker training

On your journey to becoming an Infrastructure Worker, we'll help equip you with the skills and knowledge to do the job.



By the end of your training, you'll hold nationally-recognised and industry-specific qualifications that will have you ready to take your career to the next level.

The Infrastructure Worker program will require determination and commitment to achieving your learning outcomes.

Your learning journey will include many interesting learning and assessment sessions and time spent off-the-job and on-the-job.

Enjoy coaching and mentoring opportunities and learn from our qualified trainers and assessors as well as your teammates who can offer expert insights into working in your chosen discipline.

Program structure

- 1** You will complete your initial onboarding training at various locations within the Greater Sydney Area including locations away from your allocated depot. Training will consist of classroom and practical learning to help you develop the foundation skills required to work within Sydney Trains.
- 2** To become a fully qualified Infrastructure worker, you'll participate in classroom and in-field learning, including enrolling and completing additional courses that relate to your role discipline.
- 3** Track and Structure Infrastructure Workers will complete a Certificate III in Rail Infrastructure, which combines practical work, theory and structured on-the-job work books.

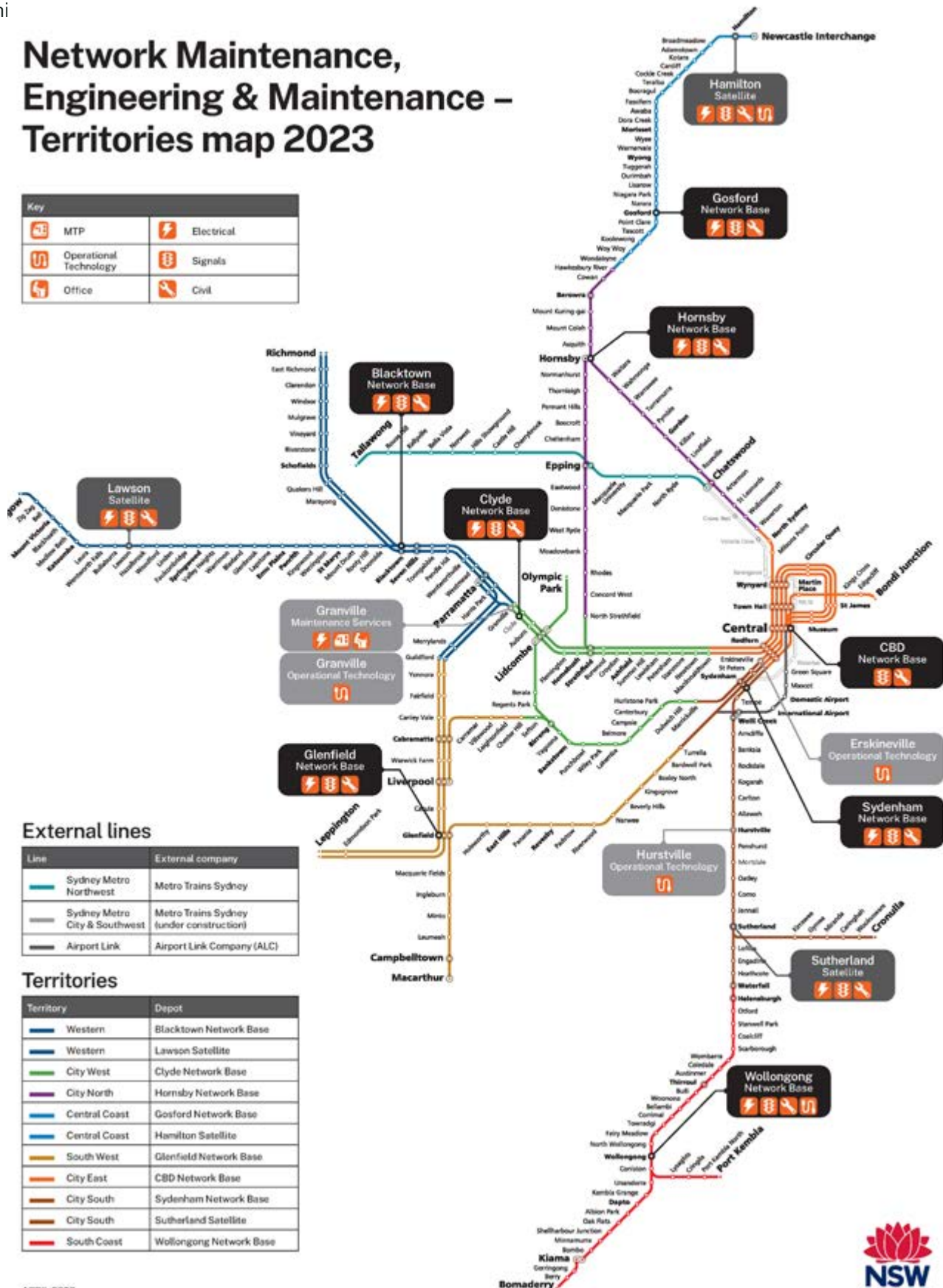
Note that completing certificate qualifications does not constitute the highest pay level. Pay progressions occur over time as employees gain experience, and develop their knowledge and skills.

Our network

This network map outlines the Network Maintenance Territories and the location of the respective depots with

Network Maintenance, Engineering & Maintenance – Territories map 2023

Key			
	MTP		Electrical
	Operational Technology		Signals
	Office		Civil



APRIL 2023





About Sydney Trains

At Sydney Trains, our rail services keep Sydney moving by putting our customers at the centre of everything we do. We work with our local communities to deliver safe, timely and efficient rail services 24 hours a day, seven days a week.

Our trains and network are evolving to meet the needs of our customers now and well into the future. We're continuing to integrate technological innovations that help us deliver a smarter and more sustainable network.

Find out more about [Sydney Trains](#)



Our core values

Our core values and Customer Service Principles help shape our behaviours so that we can work together to deliver better outcomes for customers.



Safety

Promoting the core belief that safety is our greatest priority and that all injuries are preventable.



Pride

Taking pride in your role, your presentation and recognising your value within the organisation.



Accountability

Owning your actions and being bold and pragmatic in decision-making, while expecting the same of your team.



Collaboration

Promoting open communication, working effectively across lines, accommodating different perspectives and sharing ideas.



Excellence

Striving for excellence: continuously acting to exceed your own, the business, and our customer expectations, and acting with a focus on the optimum end result.



Our Customer Service Principles

- First impressions count
- Friendly and ready to help
- Communicate clearly
- Find a solution
- Share your knowledge
- Work together

About Sydney Trains' branches



Major Works

Our Major Works function delivers maintenance, renewal (and some capital works) on the metropolitan railway assets – track, civil, signals, control systems, electrical, operational technology.

We enable and support Transport for NSW infrastructure investments in the rail network.

We're modernising the state's metropolitan rail infrastructure in partnership with Transport for NSW and the private sector. Our Track and Civil teams maintain the safe, on-time running of our trains for our customers, who are at the heart of what we do.

Our large and diverse workforce work together to create a safe and welcoming environment. Many of our projects involve closely working with your team where you'll have access to some incredible on-the-job learning opportunities from experienced and skilled rail workers.

Network Maintenance

Network Maintenance is responsible for the delivery of routine maintenance and incident responses for fixed assets such as track, civil, electrical, and signals across our network.

The team ensures maintenance continues to meet the highest operating standards whilst delivering on safety, reliability, productivity, and financial improvement targets.

We ensure the technical reliability of fixed assets so that our customers enjoy safe, reliable journeys every day.



Employment matters, benefits and policy

Benefits and entitlement

Full-time salaries for Infrastructure Workers by discipline:

Rail Traction \$1,510.05 - \$1,768.35 per week

Substations \$1,510.05 - \$1,768.35 per week

Signals Mechanical \$1,165.85 - \$1,596.10 per week

Track, Civil & Structures \$1,165.85 - \$1,510.05 per week

Signals Electrical \$96,430 - \$127,749 annually

Cable Joints \$1,165.85 - \$1,596.10 per week

Note that completing certificate qualifications does not constitute the highest pay level. Pay progressions occur over time as employees gain experience, and develop their knowledge and skills.

In addition, employees receive:

- Superannuation is paid at the standard rate under Australian legislation
- Penalty rates (as applicable)
- Annual leave loading
- Shift allowances (as applicable)
- Expenses
- Potential for overtime

Travel benefits

All Sydney Trains employees receive an employee travel pass valid on the NSW public transport system including:

- Sydney Trains
- NSW TrainLink
- State Transit Buses
- Sydney Ferries
- Sydney Metro

Additional benefits

Learn more about some of the benefits you may be eligible for via the [Employee benefits guide \(PDF\)](#)

Leave entitlements

- Annual leave: four weeks per year
- Employees are entitled to long service leave at the rate of two months pay after a period of ten years continuous service and fifteen calendar days pay for each subsequent year of continuous service thereafter.
- Four weeks parental leave for primary carers
- Sick leave: fifteen days per year (cumulative)

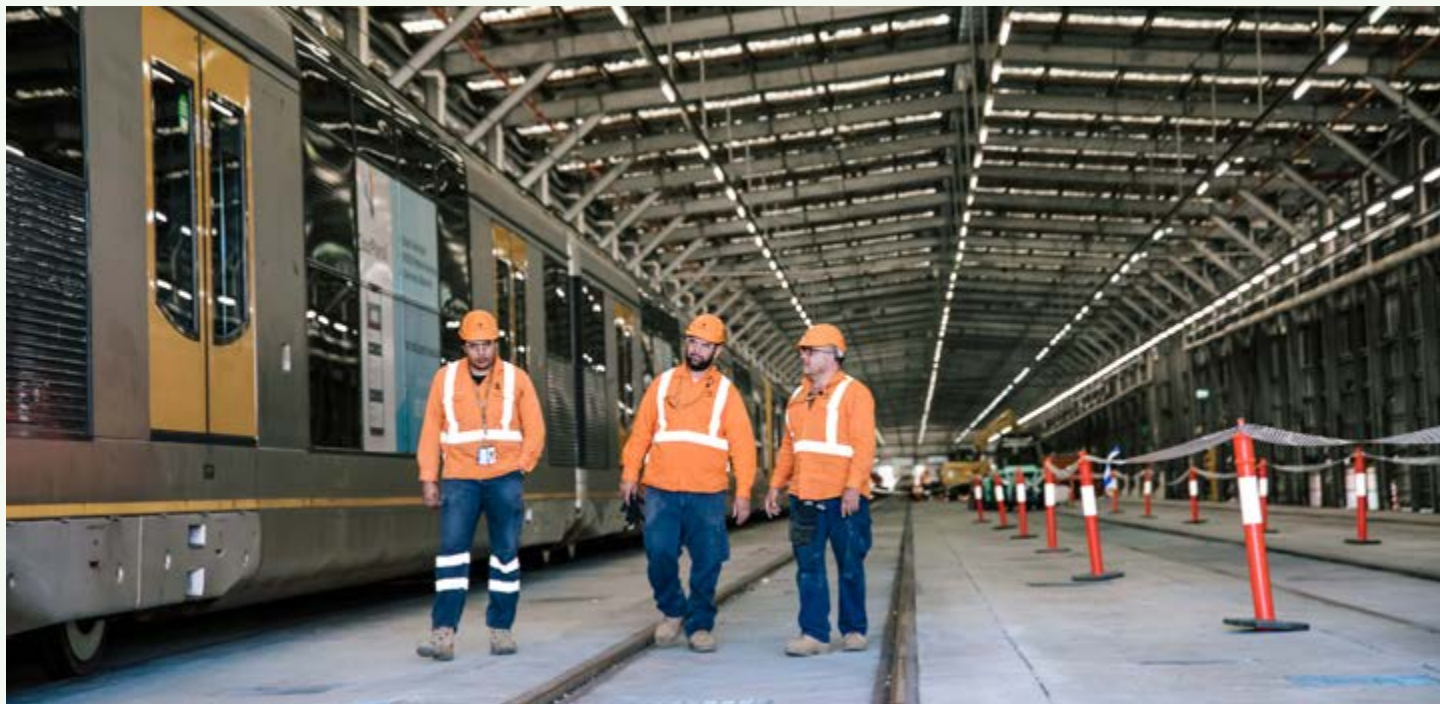
Code of conduct

Sydney Trains employees must:

- Behave honestly, courteously and ethically
- Work in a safe, healthy and efficient manner
- Observe the awards, policies and job requirements
- Act in the best interests of Sydney Trains and its customers

Uniform and grooming standards

Sydney Trains employees must present themselves in a professional manner, including wearing the designated uniform and required safety gear.



Drug and alcohol policy

Sydney Trains is a drug and alcohol free workplace and is committed to providing a safe environment for all employees, contractors and customers through reducing the risks created by the use of drugs and alcohol.

To achieve this vision, everyone in the workplace is required to:

- Participate in our random drug and alcohol testing program
- Have test readings showing zero concentration of drug and alcohol in the blood
- Have a test reading less than the cut off level stipulated in the Australian / New Zealand Standard 4308 (AS/NZS 4308) for tolerances of drugs
- Not have or sell alcohol or prohibited drugs in the workplace
- Not be in possession of any item or piece of equipment for the use or administration of a prohibited drug at any Sydney Trains workplace

The Sydney Trains Drug and Alcohol program is consistent with our corporate values and behaviours. It also provides support for our employees to remain drug and alcohol free while at work.

Measures to reduce safety risk, absenteeism and other effects in the workplace due to the consumption of drugs and alcohol will include the opportunity to self-identify and seek help, rehabilitation programs and education on drug and alcohol related issues.



The recruitment and selection process

Sydney Trains has a merit based recruitment and selection policy.

Merit is decided by taking into account the relevant position and assessing the skills, abilities, qualifications, experience and personal qualities of each applicant.

We use a variety of techniques to assess and validate key knowledge areas, critical skills and fit for the role:

- Job related testing
- Interview
- Medical and fitness assessment
- NSW Government employment review
- National Police Check
- Reference checks

Job related testing

You may be required to participate in job related testing to assess the skills and abilities required to effectively and safely perform your role responsibilities.

Interview

Your interview is to assess the non-technical behaviours and capabilities of the role.

In your interview, you will be asked to respond to several 'behavioural based' questions. Behavioural questions require you to demonstrate how you behaved in a specific work situation by explaining an example from your work history that relates to the question. The best way to answer your interview questions is using the STAR method. STAR stands for:

Situation

Open with a brief description of the situation and context of the story (who, what, where, when, how).

Task

Explain the task you had to complete highlighting any specific challenges or constraint (e.g. deadlines, costs, other issues).

Action

Describe the specific actions that you took to complete the task. These should highlight desirable traits without needing to state them (such as initiative, leadership, or teamwork).

Result

An example of a behavioural question that might be asked at an interview is 'describe a difficult problem you had to sort out in your last job.' This behavioural interview question is designed to explore your ability to identify, analyse and solve problems.

NSW Government employment review

Service history checks are undertaken on all current and previous Sydney Trains (RailCorp, State Rail or Rail Infrastructure Corporation RIC) employees. A service history check is also undertaken on all current NSW Government agency employees. A satisfactory service check is required before an application will be progressed to the next stage.

Reference checks

In your application form you will be asked to provide the contact details of two recent work related referees.

Referees should be a current or previous manager or supervisor who can comment on your work performance from the last five years. Personal character referees are not accepted. Referee details can be updated at the pre-employment check stage.

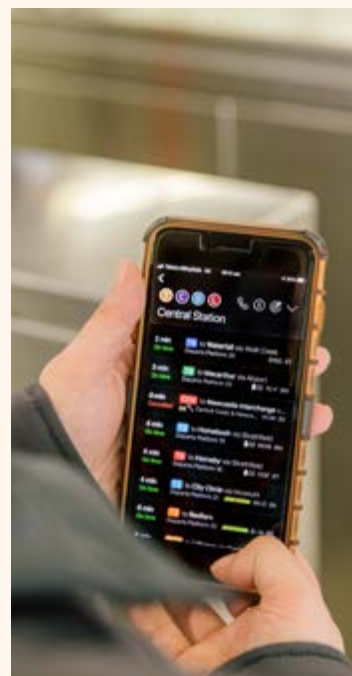
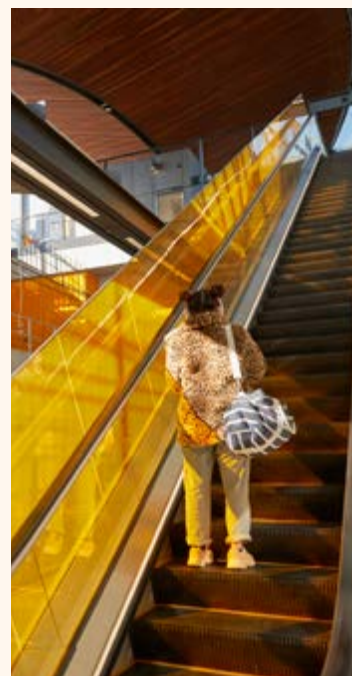
National Police Check

A National Police Check is conducted through an authorised agency on all external applicants.

Applicants found to have a criminal record will have their individual circumstances taken into consideration. Depending on the offence and when it occurred, a criminal record does not automatically disqualify candidates from the recruitment process.

Candidate checks

To ensure a fair recruitment process for everyone, applicants are asked to provide all required information as truthfully and quickly as possible. Failure to provide requested personal information within the required timeframes may result in an applicant being removed from the recruitment process.





Appointment process

This recruitment campaign aims to fill a number of positions.

Our Talent team will be in touch to discuss your commencement date if your application is successful.

There is a six-to-twelve month probationary period from date of commencement. This may be extended under certain circumstances.

The Talent Pool provides a merit list or e-list of suitable applicants for each location. Candidates who are considered suitable but are unable to be matched with a role initially will be added to a Talent Pool for up to 18 months. If a vacancy arises which matches a Talent Pool candidate's preferences, the Talent team may get in touch to initiate an offer of employment.

Medical assessment

Infrastructure Workers require a Category 1 medical assessment. The assessment covers physical and psychological health to determine if there are any conditions which could affect the ability to do rail safety work. Category 1 assessments include health questionnaires and clinical examination including vision and hearing (defective safe A).

Clinical examination

A clinical examination is a part of your overall medical assessment to ensure you're able to carry out all duties for Category 1 rail safety work.

Health questionnaire

The questionnaire helps identify health conditions which affect a candidate's ability to perform Category 1 rail safety work.

Your medical assessment covers:

- General work tasks including accidents or near misses.
- General health including medications and treatment.
- Epworth Sleepiness Scale, a screening tool for sleep disorders and excessive daytime sleepiness.
- AUDIT questionnaire, a screen for alcohol dependence.
- K10 questionnaire, a screen for anxiety and depression.

Job related testing, more information

What is job related testing?

- Job related testing is used by Transport for NSW (TfNSW) to assist in determining a candidate's suitability for employment
- Testing ensures that our selection decisions are objective and fair and based on a candidate's ability to perform in the role effectively
- Testing makes up just one component of the selection process
- All testing sessions are administered under standardised testing procedures, this means the same conditions for everyone

Job-related testing consent

When you lodge an application you give consent for TfNSW to:

- Undertake job-related testing with you
- Use the information gathered from testing to assist in determining your suitability for employment as a Cleaning Attendant
- Use your results for research purposes - at which time any personal information such as your name and date of birth is removed
- Use the results to assist staff development, should you be appointed to the role
- Assist decision making of third parties in the event of a review (where applicable).

Validity of results

- Test results remain valid for twelve months
- You will not be eligible to re-sit the same test again within that period of time

Any valid testing results you have will be taken into consideration if you apply for other TfNSW roles in the next 12-months which use the same tests. i.e. if the same tests are used in the recruiting process for roles within Sydney Trains and NSW Trains, then the results from today will transfer over and remain valid for a 12-month period.

Job-related testing confidentiality

- All of the information collected throughout the job-related testing is treated with strict confidentiality
- Only those responsible for processing your application (Recruitment & Assessment Services) and the Selection Panel will have access to your test results
- It is important that you do your best. If you feel you cannot complete the test to the best of your ability on the day of your testing, please let us know and we may be able to reschedule you to another session.



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