

# Asset Management

Sydney Trains  
Engineering and Maintenance



# About Engineering and Maintenance



Sydney Trains' Engineering and Maintenance Branch manages a \$1.5 billion annual maintenance program for Sydney Trains and NSW Trains.

Engineering and Maintenance is made up of 4,173 people working across NSW to deliver a safe, reliable passenger fleet and metropolitan rail network, meet growing customer demand and keep Sydney and NSW moving.

Engineering and Maintenance is made up of six functions:

- Major Works
- Network Maintenance
- Fleet Maintenance
- Commercial and Supply Chain
- Asset Management
- Engineering System Integrity

Whether its identifying infrastructure needs, or procuring goods and services, or the designing, building, operating, or maintaining transport infrastructure, each function plays an important role in every aspect of our network.

Working in Engineering and Maintenance brings so much variety. You could be part of rebuilding bushfire-affected infrastructure. You might be crunching data to inform future network upgrades. Or working with drones to assess for flood and landslip damage to railway infrastructure. Or helping deliver significant events like the FIFA World Cup or Grand Final Day.





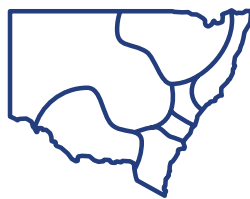
# 4,173

People in Engineering  
and Maintenance



# \$39 bn

Value of assets under  
Sydney Trains management



# 364

Sydney Trains and NSW  
TrainLink stations maintained

## We operate and maintain

**2,190** electric and diesel cars

**1,610** kilometres of track

**948** kilometres of electrified  
mainline track

**1,548** kilometres of overhead  
wiring

**1,970** turnouts

**3,972** signals

**82** tunnels

**97** substations

**1,197** bridges

“We ultimately work as one team with a common purpose – our travelling customers. I love being involved in change and driving outcomes that directly benefit the communities we support.”

— Samiha Najem, AD Operational  
Technology, Network Maintenance





# Asset Management

Our Asset Management function looks after all Sydney Trains assets. Our 250 people work across various teams to ensure that the strategies, systems, capabilities and governance that support these assets adhere to best practices.

## Stories from our team

***The weekend of 18-19 March 2023 was a big success for Engineering and Maintenance, with multiple teams pulling off some of the largest and most complex projects in years.***

Over 12 months of planning went into the multiple station upgrades, brownfield works, re-railing and defects rectifications, and contact wire and turnout renewals carried out by over 1,000 rail workers across the network.

Deputy Executive Director, Grant Burton, emphasized the extensive planning, coordination, and teamwork required for a weekend like this.

“This was one of the largest possessions ever managed. A major undertaking, involving over 300 planned scopes, 17 possession stages and 127 planned work train and track machine movements expertly planned and coordinated. Weekends like this don’t happen by magic. They take loads of planning, coordination and teamwork,” explained Burton.

While Asset Management does a lot of the possession planning and coordination to provide safe access to the network, every part of Engineering and Maintenance got involved. Planning for the weekend also involved working closely with the Customer Experience branch, Sydney Metro and Transport’s Infrastructure and Place to deliver infrastructure programs such as More Trains More Services, the Transport Access Program, and the New Intercity Fleet.

Everyone’s hard work and commitment meant that all planned tasks were successfully completed to help ensure a safe and reliable rail network for customers.





75

WOL  
SIGN





↖ Watch the video

# 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](#)



# Deliver transport infrastructure projects across NSW

We're committed to delivering better transport for the future of NSW. Our current projects are helping to shape our cities, centres and communities for generations to come.

Explore all current projects via [Projects - Transport for NSW](#)

## Our teams voted these as the top four reasons to work at Transport



**Flexible working/  
work-life balance**



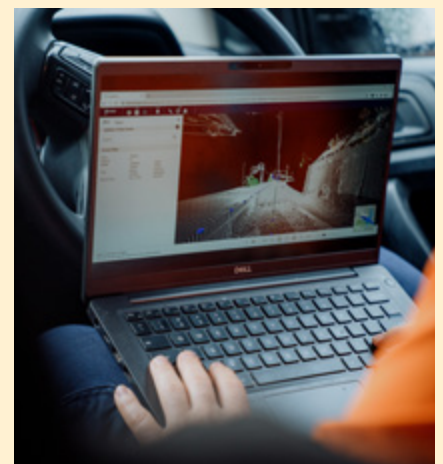
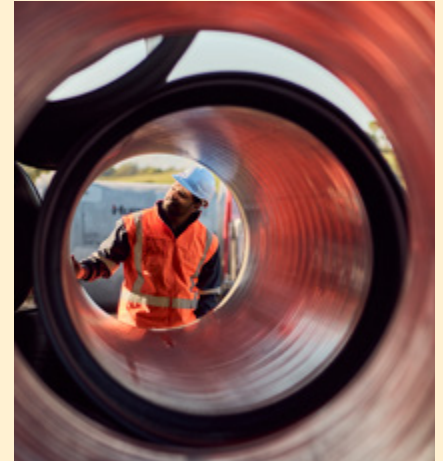
**Great teams and  
co-workers**



**Interesting projects**



**Job impact in making  
NSW a better place to  
live, work and visit**





# Why join Transport?

## Flexible hours and leave

We want our people to feel empowered to work in ways that work for them and their teams. We know work-life balance looks different to everyone so we've developed workplace flexibility policies. That might mean working remotely some days. Or having the option to start and finish a bit earlier or later, or allocating extra hours you've worked to a day off from time to time. We offer paid annual leave, sick leave, family leave, and community service leave for things like volunteering.

## Health and wellbeing

We are committed to providing a healthy workplace for our people, both mentally and physically. This includes a range of initiatives to promote wellness across our organisation as part of our Mental Health and Wellbeing Strategy.

- Fitness Passport provides discounted access to more than 400 gyms, pools and recreational centres across NSW for employees and their families.
- Free support and counselling for employees and their families through Transport's Employee Assistance Program.
- Free annual influenza vaccinations.
- Regular health and wellbeing workshops.







## We're diverse because you're diverse

Transport for NSW is deeply committed to creating an inclusive and diverse workplace where our people can be their whole selves at work. We champion people of all backgrounds, abilities, sexual orientations, gender identities, ages, family statuses and lived experiences.

We've developed a range of initiatives that support and develop great people from diverse backgrounds, and encourage a culture built on respect.

Some of E&M's key initiatives include:

- Harmony Week events to celebrate inclusion, diversity, and respect through employees sharing their personal stories.
- Our PPE Working Group ensures PPE options for women, including maternity clothing.
- Women within E&M have exclusive access to development events such as our regular E&M Connecting Women forums, Women in Rail, Women in Engineering and Women in Leadership groups.
- RISE Program intensive career and leadership training program for women.
- Our E&M Women's Amenities Working Group has introduced specific amenities for women at E&M worksites, including more toilets at remote and out-of-hours work locations and 25 breastfeeding rooms at E&M work locations.
- Opportunities for schools to participate in Engineering and Maintenance's immersive experience to help build an understanding of engineering activities within early-career groups and encourage students to consider Sydney Trains as a career option.
- School visits as part of the Inspiring the Future Australia program, where students learn about STEM careers from industry workers to encourage more students to pursue VET courses or engineering degrees.
- Participating in EmpowerHER Trades - Try-a-Trade Networking events, which target female students from Western and South Western Sydney schools.
- The development of the Women's Stream within the E&M Inclusion and Diversity Committee to hear and understand what women need to be supported and succeed in the workplace and create more opportunities for women to network and develop their careers.

# A place to progress your career

We're passionate about supporting our people to pursue their career goals and deliver great work. We offer a range of learning and development opportunities designed to grow your skills, get experience in different areas and plan for the future.



## Entry-level programs

Sydney Trains offers a range of apprentice and trainee programs for people who are new to the industry or workforce to kick-start a career in rail and transport. All programs involve mentoring, on-the-job learning and working towards an industry-recognised accreditation.

## It's your career. Own it.

Taking ownership of your career starts right here. Our career hub, *Drive your career*, is full of advice, tools and strategies. These resources will help you get a clear picture of where you're at, what to work on and how to plan for your future career.

## Five Ways of Leading

Leadership isn't about a position, title or role — everyone is considered a leader at Transport. The [Five Ways of Leading](#) website covers the five key behaviours of strong leaders and promotes practical ways of applying these in our everyday interactions with each other. A range of podcasts, tool kits, videos, guides and activities are available to all Transport employees.

## Online and classroom-based learning

Stay curious and keep learning, with access to a variety of online and classroom-based courses to build your skills in a range of areas. We also offer a huge range of internally-run courses and workshops, access to LinkedIn Learning, subsidised programs, conferences and seminars to further your development and professional networks.

## Study assistance

Keep learning while you work. Study assistance is available for employees enrolled in part-time study. You may be eligible for financial contributions to help cover tuition and course-related expenses, as well as study leave for exams and study commitments.





## Transfers, temporary transfers, secondments and acting opportunities

Transfers, temporary transfers, secondments and acting opportunities

Whether you're looking to build on your skills or try something completely new, there are lots of ways to get experience across the huge variety of teams and projects at Transport or even another government agency.

Temporary transfers and secondments are temporary placement arrangements where you have the option to return to your substantive role.

Acting opportunities are a chance to step into a more senior role for a period of time and stretch your skills and experience.

Role changes also help Transport and the NSW Public Service meet short and long-term organisational goals by matching existing employee skills with available opportunities.

“Work within the railways is truly unique and there are so many great opportunities to learn more and work in different areas across Transport.”

— **Jack Siu, Professional Head  
Electrical Engineering, Engineering  
System Integrity (ESI)**

231 Elizabeth Street  
Sydney NSW 2000

PO Box K659  
Haymarket NSW 2008

T: (02) 8202 2200

W: [www.jobs.transport.nsw.gov.au](http://www.jobs.transport.nsw.gov.au)

