

Network Maintenance

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.

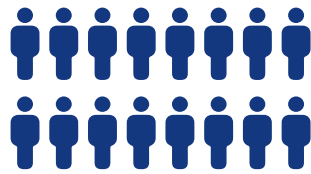
Engineering and Maintenance is made up of 4,173 people working across NSW to deliver a safe, reliable passenger fleet and metropolitan rail network, meet growing customer demand and keep Sydney and NSW moving.

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.



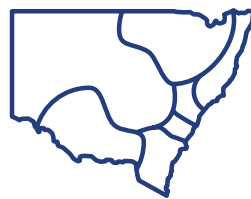
4,173

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.”

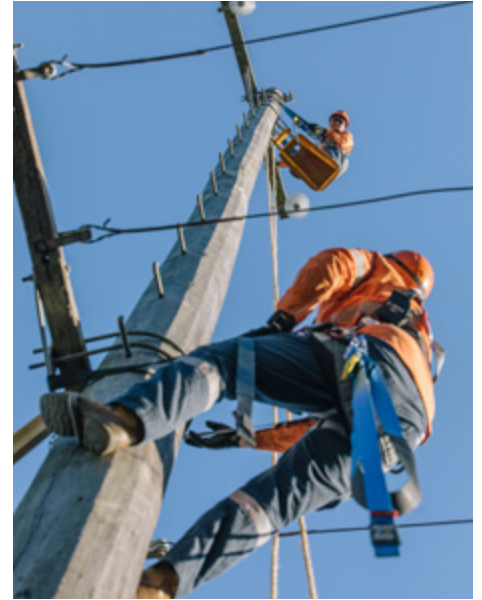
– Samiha Najem, AD Operational Technology, Network Maintenance



Network Maintenance

Our Network Maintenance function delivers routine maintenance across all railway civil, signal, electrical and control system assets on our metropolitan passenger network and responds to infrastructure incidents when needed.

With 1,300 employees, Network Maintenance is the largest function in Engineering and Maintenance. We're made up of many moving parts working together to keep the network operating efficiently for Sydney Trains customers.



Stories from the team

You'd never think a routine pole replacement could turn into a wildlife rehoming exercise.

In April 2023, Network Maintenance's Rail Traction team from Hamilton set out to repair a damaged power pole at Morisset when they came across a family of sugar gliders living in an unusual spot.

Sugar gliders are prevalent on the southeast of Australia, meaning they were hard hit by the 2019/2020 bush fires. The fires resulted in large-scale degradation of the sugar glider habitat, which could explain why this family had chosen to create a home inside the damaged power pole.

Mitchell and the team devised a plan to replace the damaged power pole while taking great care to minimise disruption to the sugar glider family's living quarters. They carefully separated the section of pole the sugar gliders were living in and securing it to the branches of a nearby tree with some strong rope, even installing a pole cap on one end and angling the pole to protect the family from wet weather.

The team have kept a close eye on the sugar gliders since their rehoming, and by all accounts they seem to be enjoying their new spot in the trees.





75

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↖ Watch the video

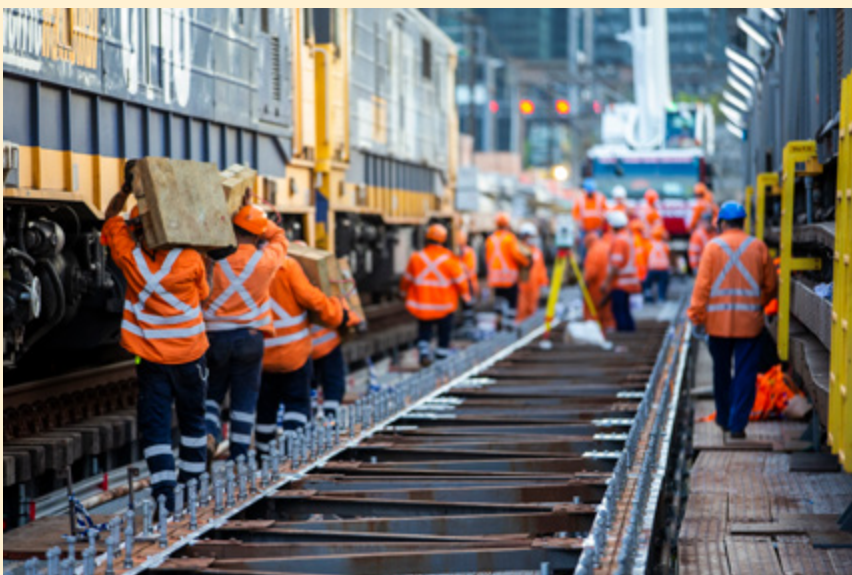
About Sydney Trains

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**



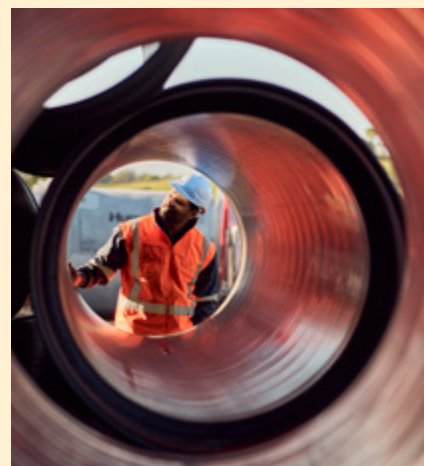
**Great teams and
co-workers**



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)**

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