



Australian
Industry and
Skills Committee

RAIL SAFETY MANAGEMENT PROJECT

Name of allocated IRC: Rail IRC

Name of the SSO: Australian Industry Standards Limited

1. Administrative information

For a list of the products proposed to be reviewed as part of this project, please see Attachment A.

Name of IRC:

Rail IRC

Name of SSO:

Australian Industry Standards Limited

1.1 Name and code of Training Package(s) examined to determine change is required

TLI Transport and Logistics Training Package

2. The Case for Change

For information on the job roles to be supported through the proposed qualifications updates, enrolments data, completion rates, and the number of RTOs delivering these qualifications please see Attachment B.

2.1 Rationale for change

The highest priority for the Rail Industry is to ensure the safety of rail workers and getting passengers home safely every day. Rail Safety Managers and Rail Safety Investigators are critical to ensuring safe and efficient management of rail networks. The industry is experiencing rapid infrastructure growth and investment that requires skills development to ensure our networks remain safe for traditional rail traffic, autonomous rail and the community.

The workforce needs to continuously develop technical and behavioural capabilities for the management of rail safety. This includes prevention and risk management mitigation capabilities in a digitally evolved environment. Quality incident management and learning from incidents requires human factors and incident investigation skills, as well as digital literacy, emotional intelligence and people management skills.

In response, this project proposes to review and amalgamate the Certificate IV in Rail Safety Management and Certificate IV in Rail Investigation, develop two new Units of Competency and review associated units to ensure the skills and knowledge requirements contained in the qualification address changes in technology, and national rail network standards, including safety regulations associated with the role of rail safety management.

- If this review is not completed, the qualification will not be aligned with current industry safety skills requirements and limit the development of preventative safety management positions.

2.2 Evidence for change

The Rail IRC conducted industry research, held discussions with rail transport operators and conducted an industry consultation webinar. Through these consultations the IRC has identified current knowledge and procedural skill gaps for rail safety management.

Industry Operators are seeking methods and ways of improving the capabilities (technical and behavioural) of those personnel who are in control of rail track protection, as these duties are fundamental to the protection of rail safety workers whilst working on rail assets/infrastructure/structures.

For the period 2015 to 2019 there have been 40 enrolments in the Certificate IV in Rail Safety Management 72 in Certificate IV in Rail Investigation. Interestingly in the same period there has been over 1,000 enrolments in the unit TLIF5017 Investigate rail safety incidents. Rail transport operators report a need for these qualifications but are unable to offer them as they require updating to reflect current industry practices used. The rail industry is also working towards introducing new digital technologies to help monitor rail traffic, enhance service delivery and improve safety outcomes.

2.3 Consideration of existing products

The existing units of competency do not include the Rail industry's current practice for Investigation or Safety management. These existing Units will be updated to include industry's current practices and given the specialist nature of Rail safety there are no external units that could be utilised.

- The existing Training Package products for these qualifications are contained in the TLI Transport and Logistics Training Package and the existing Units of Competency that are proposed to be updated to incorporate new technologies and industry practices. There are no other suitable units available in any other Training Package to meet this specific need.

2.4 Approach to streamlining and rationalisation of the training products being reviewed

Given the specialised nature of the rail sector, the industry requires the new qualification to be specific to their occupational needs. Therefore, this project will amalgamate the Certificate IV in Rail Safety Management and Certificate IV in Rail Investigation qualifications and this will rationalise existing training package products and remove superfluous qualifications and Units of Competency where possible. The IRC has identified several Units of Competency that require removal.

3. Stakeholder consultation

3.1 Stakeholder consultation undertaken in the development of Case for Change

*For a full list of industry-specific stakeholders that actively participated in the stakeholder consultation process undertaken to develop the Case for Change, please see **Attachment C**.*

The initial request for this revision was from rail transport operators and enterprise training providers who are represented on the Rail IRC.

This work was outlined during a webinar which included representatives from all States/Territories and regional areas of those jurisdictions. Feedback on the proposed work was invited during the webinar.

The pending work was posted on the Engagement Hub of the AIS website and feedback invited. It has also been provided to STA's and 1097 Rail stakeholders to provide feedback.

Rail transport operators operate across all states and territories in Australia. Operators from these states and territories have been included in the consultation and the above methods provide various options for those in rural and remote areas to contribute.

Notification of the opportunity to provide feedback through the rail webinar, or in writing through the Engagement Hub, was provided to rail sector stakeholder subscribers.

Development of the Case for Change involved consultation with stakeholders via the following communication mechanisms:

- Stakeholder webinars
- Face to Face meetings (Virtual)
- AIS Website
- Stakeholder networks
- Teleconferences
- Emails

3.2 Evidence of Industry Support

For a list of the issues raised by stakeholders during consultation and the IRC's response to these, please see Attachment D.

The proposed TLI qualification amalgamation is supported by rail industry that has been provided by Rail IRC.

Please see Attachment D.

3.3 Proposed stakeholder consultation strategy for project

Note: For a full list of industry-specific stakeholders who are planned to be contacted to participate in the stakeholder consultation process undertaken for this project, please see Attachment E.

Key Industry stakeholders have been identified in consultation with industry regulators, associations, and the Rail IRC.

AIS, on behalf of the Rail IRC, will promote the opportunity to contribute through stakeholder webinars, the AIS website, EDM's, AIS newsletter and public notifications. Stakeholders will also be notified of key milestones throughout the life of the project, including requests for feedback on draft materials.

Stakeholder engagement and consultation will occur over the life of the project via a combination of the following methods:

- Direct engagement: Face to face consultations, Site visits, Phone, emails, video/teleconferencing meetings
- Industry forums and conferences
- Webinars
- Online feedback mechanisms
- STA direct engagement

Given the size of Australia and all stakeholders are not centrally located in major cities, a range of consultation strategies will be used so stakeholders in rural, regional and remote areas, and in smaller jurisdictions have multiple avenues to provide feedback.

This includes but is not limited to, online/video consultation, email correspondence and promotional activity via targeted communications including social media. A recently developed Engagement hub on the AIS website provides a one stop portal for information about how all stakeholders can participate and inform Training Package development work.

4. Licencing or regulatory linkages

There are no licencing requirements contained in these qualifications. However, the qualifications address the skills and knowledge requirements to meet rail safety regulatory requirements.

5. Project implementation

5.1 Prioritisation category

It is proposed that this review be progressed as a routine project.

In line with the AISC Prioritisation Report and to coordinate the release of updated products, the IRC recommends a routine update and implementation of this project.

5.2 Project milestones

- Key project milestones include:
 - *AISC project approval – June 2021*
 - *Draft 1 consultation – January 2022*
 - *Stakeholder validation – March 2022*
 - *Quality Assurance – April/May 2022*
 - *Final consultation with states and territories – June 2022*
 - *CfE submitted for approval – 30 June 2022.*

5.3 Delivery or implementation issues

Implementation issues raised by stakeholders and how these issues will be considered as part of the review include training and assessment in the COVID environment; the key concern currently is the restricted access because of COVID protocols. This limits the exposure to training scenarios that are essential to maintain investigation skills in high anxiety decision making and problem-solving situations.

6. Implementing the Skills Minister's Priority reforms for Training Packages (2015 and October 2020)

The project submission will support industry's expectations for training delivery and provide a revised Companion Volume Implementation Guide (CVIG) to support delivery of the new products.

The qualification will be developed to ensure it is applicable to roles related to rail safety management duties in Australia. The qualification and associated Units of Competency are technical and relate to this specific role. The qualification will support workforce mobility by enabling safety specialists to move between States and Territories.

The qualification and associated Units of Competency are only used in rail safety contexts. The qualification enables workforce mobility between state and commonwealth rail sectors.

- There will be two Skill Sets developed as part of this revision.

This Case for Change was agreed to by the Rail IRC

Name of Chair

Carol Hedrick

Signature of Chair



Date

14 May 2021

Attachment A: Training Package components to change

Australian Industry Standards Limited

Contact details: David Dixon - Chief Operating Officer

Date submitted: 14 May 2021

Project number	Project Name	Qualification/ Unit / Skillset	Code	Title	Details of last review (endorsement date, nature of this update transition, review, establishment)	Change Required
1	RAIL Safety Management – Review and Merger	Qualification	TLI42415Y	Certificate IV in Rail Safety Management	29/Jan/2021 - Review	Update
1	RAIL Safety Management – Review and Merger	Qualification	TLI40220Y	Certificate IV in Rail Safety Investigation	29/Jan/2021 - Review	Update
1	RAIL Safety Management – Review and Merger	Qualification	TLI47120Y	Certificate IV in Rail Infrastructure	29/Jan/2021 - Review	Update
1	RAIL Safety Management – Review and Merger	Qualification	TLI50618Y	Diploma of Rail Operations Management	12/Jun/2020 - Review	Update
1	RAIL Safety Management – Review and Merger	Unit	TLIB4042Y	Conduct inspection of safeworking procedures and infrastructure	29/Jan/2021 - Review	Update

Project number	Project Name	Qualification/ Unit / Skillset	Code	Title	Details of last review (endorsement date, nature of this update transition, review, establishment)	Change Required
1	RAIL Safety Management – Review and Merger	Unit	TLIE4030Y	Prepare rail safety reports	19/Oct/2015 - Transition	Update
1	RAIL Safety Management – Review and Merger	Unit	TLIE4032Y	Use internal communication systems for rail industry regulatory compliance	19/Oct/2015 - Transition	Update
1	RAIL Safety Management – Review and Merger	Unit	TLIF4088Y	Implement and coordinate rail safety and WHS risk-control strategies	29/Jan/2021 - Review	Update
1	RAIL Safety Management – Review and Merger	Unit	TLIF4099Y	Develop an application for, or variation to, rail accreditation	19/Oct/2015 - Transition	Update
1	RAIL Safety Management – Review and Merger	Unit	TLIF4100Y	Identify and meet rail safety regulatory compliance requirements	19/Oct/2015 - Transition	Update
1	RAIL Safety Management – Review and Merger	Unit	TLIF4101Y	Implement and maintain a rail safety culture	19/Oct/2015 - Transition	Update

Project number	Project Name	Qualification/ Unit / Skillset	Code	Title	Details of last review (endorsement date, nature of this update transition, review, establishment)	Change Required
1	RAIL Safety Management – Review and Merger	Unit	TLIF4102Y	Implement and maintain safety management plans	19/Oct/2015 - Transition	Update
1	RAIL Safety Management – Review and Merger	Unit	TLIF4103Y	Implement fitness for work procedures	19/Oct/2015 - Transition	Update
1	RAIL Safety Management – Review and Merger	Unit	TLIF4104Y	Manage change in the rail safety environment	19/Oct/2015 - Transition	Update
1	RAIL Safety Management – Review and Merger	Unit	TLIF4105Y	Manage rail safety compliance	19/Oct/2015 - Transition	Update
1	RAIL Safety Management – Review and Merger	Unit	TLIF4107Y	Respond to notifiable rail safety occurrences	19/Oct/2015 - Transition	Update
1	RAIL Safety Management – Review and Merger	Unit	TLIF5017Y	Investigate rail safety incidents	19/Oct/2015 - Transition	Update

Project number	Project Name	Qualification/ Unit / Skillset	Code	Title	Details of last review <i>(endorsement date, nature of this update transition, review, establishment)</i>	Change Required
1	RAIL Safety Management – Review and Merger	Unit	TLIL4081Y	Ensure competency of rail safety workers	19/Oct/2015 - Transition	Update
1	RAIL Safety Management – Review and Merger	Unit	TLIL4082Y	Coordinate rail interface agreements	19/Oct/2015 - Transition	Update

Attachment B: Job role, enrolment information, the number of RTOs currently delivering these qualifications

Please set out the job roles to be supported through the updated qualifications, enrolment data over the past three years in which data is available for each qualification, completion rates for each qualification, and the number of RTOs delivering these qualifications.

Job role	Qualification to be updated to support the job role	Enrolment data (for the past three years)	Completion rates (for the past three years)	Number of RTOs delivering (for the past three years)
	TLIB4042Y Conduct inspection of safeworking procedures and infrastructure	6	4	4
	TLIE4030Y Prepare rail safety reports	6	8	2
	TLIE4032Y Use internal communication systems for rail industry regulatory compliance	34	19	3
	TLIF4088Y Implement and coordinate rail safety and WHS risk-control strategies	326	86	4
	TLIF4099Y Develop an application for, or variation to, rail accreditation	3	3	2
	TLIF4100Y Identify and meet rail safety regulatory compliance requirements	109	88	3

Job role	Qualification to be updated to support the job role	Enrolment data (for the past three years)	Completion rates (for the past three years)	Number of RTOs delivering (for the past three years)
	TLIF4101Y Implement and maintain a rail safety culture	9	9	3
	TLIF4102Y Implement and maintain safety management plans	0	0	1
	TLIF4103Y Implement fitness for work procedures	0	0	1
	TLIF4104Y Manage change in the rail safety environment	35	22	2
	TLIF4105Y Manage rail safety compliance	0	0	1
	TLIF4107Y Respond to notifiable rail safety occurrences	31	20	3
	TLIF5017Y Investigate rail safety incidents	697	681	35
	TLIL4081Y Ensure competency of rail safety workers	0	0	2
	TLIL4082Y Coordinate rail interface agreements	0	0	1
599517, Train Examiner	TLI42415Y Certificate IV in Rail Safety Management	17	0	1

Job role	Qualification to be updated to support the job role	Enrolment data (for the past three years)	Completion rates (for the past three years)	Number of RTOs delivering (for the past three years)
599517, Train Examiner	TLI40220Y Certificate IV in Rail Safety Investigation	NA	NA	2
721914, Railway Track Plant Operator	TLI47120Y Certificate IV in Rail Infrastructure	NA	NA	3
149412, Railway Station Manager	TLI50618Y Diploma of Rail Operations Management	32	36	1

Attachment C: List of stakeholders that actively participated in the consultation process of the Case for Change

Name of stakeholder	Title	Organisation	Organisation type (e.g. Employer, peak body, union, RTO, regulator)	Jurisdiction/town/city (e.g. NSW/Sydney)
Suzie Hounsham	Senior Program Officer	DTWD	State Training Authority	WA / Perth
Alana Treagus	ISO	Industry Skills Advisory Council NT (ISACNT)	Other	NT / Parap
David Nellis	Compliance Manager	Australian Testing Services	RTO	VIC / Laverton
Michael Taremba	Project manager	Logistics & Defence Skills Council	Other	WA / Perth
Jonathan Barnes	President	Rail Track Association of Australia	Other	NSW / Sydney
Claire Parry	Managing Director	Infrastructure Skills Advisory	Other	NSW / Balmain
Chad Burke	Head of Metro Academy	Metro Trains Melbourne	Employer RTO	VIC / Melbourne
James Jeffries	Director	Train Crew Pty Ltd	RTO Other	SA / Gawler South
Terry Smith	Consultant	Focussed Consultng	Other	NSW / Lilyfield
Adrian Denyer	Consultant	Adrian Denyer consulting	Other	NSW / Sydney
Niki Hazantoni	Duty Control Manager	Sydney Trains	Employer	NSW / Sydney
Naomi Sharpe	Senior Associate L&D	TfNSW	Employer	NSW / Sydney
Simon Smith	Trainer/assessor	Kevesther	RTO	NSW QLD WA / Newcastle/Sydney

Name of stakeholder	Title	Organisation	Organisation type (e.g. Employer, peak body, union, RTO, regulator)	Jurisdiction/town/city (e.g. NSW/Sydney)
Lex Cameron	Manager Rail Safety Systems	Queensland Rail	Employer Other	QLD / Brisbane
Mark Eleison	Principal Adviser Safeworking	Queensland Rail	Employer	QLD / Brisbane
Amy Evans	GM - Learning and Capability	V/Line	Employer RTO	VIC / Melbourne
Carolan Anderson	Learning and Development Partner	TasRail	Employer	TAS / Kings Meadows
Lorelle Black	Training Manager - Passenger Experience	Metro Trains Melbourne	Employer RTO	VIC / Melbourne
Karen Roberts	Industry Engagement Manager	DESBT	Other	QLD / Brisbane
Tilly Loughborough	General Manager	Metro Trains Melbourne	Employer	VIC / Melbourne
Helen Magnussen	Compliance Manager	Accell Pty Ltd	RTO	QLD / Rockhampton
Andrew Gerchow	Rolling Stock Reliability Officer	Qld Rail	Employer	QLD / Brisbane
Camilla Elmes	Industry Engagement Consultant	Queensland Trucking Association	Other	QLD / Brisbane
Bec Gardner	Specialist Operational Readiness	Rio Tinto	Employer	WA / Karratha
Brendan Daly	HR Business Partner	Downer	Employer	WA / Tom Price
Gary Talbot	Manager Skills and Standards	RTBU	Union	NSW / Sydney

Name of stakeholder	Title	Organisation	Organisation type (e.g. Employer, peak body, union, RTO, regulator)	Jurisdiction/town/city (e.g. NSW/Sydney)
Maxine Greenfield	Senior Project Officer Jobs and Skills	Transport for NSW	Employer Peak body Other	NSW / Dubbo
Shalini Govindarajan	Rail Technical Training Specialist	ARTC	Employer	NSW / Sydney
Vicki Mason	Training Advisor	LINX Cargo Care	Employer	VIC / Melbourne
Charles Robinson	Manager Initial Driver Training-Operations	Metro Trains Melbourne	Employer RTO	VIC / Melbourne
Tracey Vincze	Senior Training Lead	Metro Trains Melbourne	Employer	VIC / Melbourne
Deborah Joyce	Executive Officer	ATB NSW	Other	NSW / Sydney
Zeenath Nauman	Head of Customer Experience	Torrens Connect, Australia	Employer	SA / Glengowrie
Amanda Green	Project Officer	LDSC	Other	WA / Balcatta, Perth
Michael Arthur	General Manager	CERT Training	RTO	NSW QLD SA VIC WA / Melbourne
Renato Nosatti	Manager - Strategic Business	TAFE NSW	RTO	NSW / Sydney
Angela Brown	Manager Industry Capability and Development	Level Crossing Removal Project	Employer	VIC / Melbourne
Larraine Townsend	Project Officer	Transport for NSW	Other	NSW / Dubbo
Ian Preece	Rollingstock Reliability Officer - Electrical	Queensland Rail	Other	QLD / Brisbane

Name of stakeholder	Title	Organisation	Organisation type (e.g. Employer, peak body, union, RTO, regulator)	Jurisdiction/town/city (e.g. NSW/Sydney)
Michelle Lawrie	Business Services Advisor	Rio Tinto	Employer	WA / Perth
Tiffany Young	Competency Assessor	Sydney Trains	Employer	NSW / Clyde
Lynda Green	Training Package Content Officer	AATIS	Other	VIC / Melbourne
Jamie Dean	Rail Safety Manager	John Holland Rail	Employer	NSW / Parramatta
Paul Mitchell	Manager Learning Design & Governance	Queensland Rail	Employer	QLD / Brisbane
Regine Wynne	Principal Learning Adviser	Queensland Rail	Other	QLD / Mitchelton
Isobel Roberts	Training Co-ordinator	Pacific National	Employer	NSW / Sydney
Donatella Giansante	Training Advisor	NEWest Alliance	Employer	WA / Bibra Lake
Roslyn Searls	Instructional Designer	Accell Pty Ltd	RTO	NSW / Kotara
Kenny Aldridge	Organiser	RTBU	Union	ACT NSW NT QLD SA TAS VIC WA / Sydney
Aaron Gnaden	Senior Learning Adviser	Queensland Rail	Employer RTO	QLD / Brisbane
Rebecca Shore	Senior Training Lead	Metro Trains Melbourne	RTO	VIC / Melbourne
Supritha S	Skills Outlook Officer	TAFE NSW	RTO	NSW / Sydney
Andrew Doyle	Senior Training Lead	Metro Trains Melbourne	RTO	VIC / South Kensington

Active participation has included 41 stakeholders from the following organisations across all states and territories within Australia:

- Industry Reference Committee (IRC) Representatives
- Employers (Non-IRC)
- Peak Industry Bodies
- Unions
- Regulators
- RTOs
- Other/Consultants

Attachment D: Issues Raised by Stakeholders during consultation on the development of the Case for Change

Stakeholder Type	Issues Raised	IRC's Response to Issues Raised	
Industry Reference Committee (IRC) Representatives	Nil	Nil	
Peak Industry Bodies	Nil	Nil	
Employers (Non-IRC)	Nil	Nil	
Regulators	Nil	Nil	
Registered Training Organisations (RTOs)	Nil	Nil	
Training Boards/Other	Nil	Nil	
State and Territory Training Authorities (STAs)	Victoria IRC - is concerned at the increased and unnecessary churn of training products evidenced in the proposal to merge the Certificates IV in Rail Safety Management and Rail Safety Investigation.	The IRC will make every effort to consolidate TLI Releases.	
	Victoria IRC - Case for Change does not include any commentary on the Certificate IV in Rail Infrastructure; however the Appendices indicate that this qualification is also proposed for review.		
	Victoria IRC - Case for Change does not include any commentary on the Diploma		

of Rail Operations Management, other than in the Appendices, which indicate review and merger	
Victoria STA - Appendices indicate that there has been active participation from 41 stakeholders which are listed generically	The IRC has determined to only provide names to the AISC due to privacy concerns.
Victoria STA -Would appreciate confirmation that all five (5) projects will form part of the next major Release. Consolidating all five (5) projects into one major Release will avoid unnecessary churn in implementation, including in relation to the development of the Victorian Purchasing Guide	The IRC will make every effort to consolidate TLI Releases.
NSW STA - It is imperative that safety is at the forefront of all training. As we increasingly become a more litigious society, it is imperative that safety training is provided for employees.	The IRC thanks NSW STA for their support.
WA STA - Review and amalgamate Certificate IV in Rail Safety Management and Certificate IV in Rail Investigation, develop two new Units of Competency and review associated units. Two Skill Sets to be developed as part of this revision.	The IRC thanks WA STA for their support.
Tasmanian STA - Providing any issues raised by Tasmanian stakeholders have	The IRC thanks Tasmanian STA for their support.

	been addressed, Skills Tasmania supports this TLI Training Package Case for Change.	
Unions	Nil	Nil

Attachment E: List of stakeholders to be contacted as part of the development of the Case for Endorsement

Relevant Stakeholders identified in attachment C and the following:

Name of Stakeholder	Title	Organisation	Organisation type (e.g. Employer, peak body, union, RTO, regulator)	Jurisdiction/town/city (e.g. NSW/Sydney)
State Training Authorities		State Training Authorities	State Training Authorities	All States and Territories
Brian Appleby	Executive Director, People & Organisational Development	Public Transport Authority	Employer and enterprise RTO	Western Australia
Carol Hedrick	RTO Team Leader	Queensland Rail	Employer and enterprise RTO	Queensland
Keith McMahon	National Organiser	Rail, Tram and Bus Union	Union	National
Laurell McLean	Rail Technical Training RTO Manager	Australian Rail Track Corporation - West (ARTC)	Employer and enterprise RTO	National
Fiona Love	Workforce Development Manager	Australasian Railway Association (ARA)	Peak body	National
Victoria Kent	Training Supervisor Rail Division	Rio Tinto	Employer	National
Brett O'Connor	Director Learning Quality and Design	Transport for NSW	Employer and enterprise RTO	New South Wales

Name of Stakeholder	Title	Organisation	Organisation type (e.g. Employer, peak body, union, RTO, regulator)	Jurisdiction/town/city (e.g. NSW/Sydney)
Caron Bryan	Training Enablement and RTO Manager	Pacific National	Employer and enterprise RTO	National
Kay Yates	National Competency & Training Manager	John Holland Group Pty Ltd	Employer	National
Rail IRC	Various	Various	Employers, Associations, Unions, Regulators	National

The Case for Endorsement development will involve contacting relevant stakeholders from the following organisations across all states and territories within Australia:

- Industry Reference Committee (IRC) Representatives
- Employers (Non-IRC)
- Unions
- Regulators
- State Training Authorities
- RTOs
- Other/Consultants