

Briefing note

To Steven Reynolds, Coordinator Budget Estimates, Budget Estimates Committee

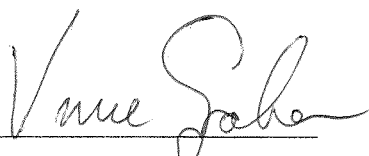
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From Vince Graham, Chief Executive Officer, RailCorp

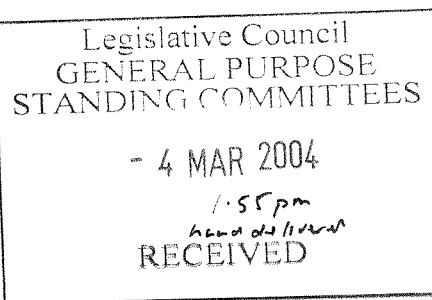
Date 3 March 2004

Subject Responses to Supplementary Estimates Questions

Please find enclosed RailCorp's response to the supplementary questions from the Budget Estimates hearing on Friday, 20 February 2004.



VINCE GRAHAM
Chief Executive Officer



**BUDGET ESTIMATES QUESTIONS ON NOTICE
TRANSPORT PORTFOLIO**

RAILCORP

Question 1

The number of drivers transferring to other sections within the then StateRail (now RailCorp) is included in the annual driver attrition rate.

Questions 2 – 5

In June 2000, there were 1,241 CityRail drivers/driver trainers employed.

In November 2000, there were 1,278 CityRail drivers/driver trainers. As reported, CityRail recruited additional drivers in the lead up to the Sydney 2000 Olympic Games.

In June 2002, there were 1,206 drivers which was considered sufficient to run timetabled services with a level of overtime being worked, together with the 20 day month worked by drivers at that time.

Since 2002, RailCorp has conducted an ongoing recruitment effort to increase driver numbers to the 1,257 target level

In September 2003, there were 1,234 CityRail drivers/driver trainers.

As at 27 February 2004, there were 1,223 CityRail drivers/driver trainers (including 90 driver trainers) and 89 CountryLink drivers.

Question 6

On Thursday 12 February 2004, RailCorp and the RTBU agreed to increase the number of drivers to 1,350 drivers, from current levels as at February 2004 of 1,223.

Since 2002 RailCorp has experienced train driver shortages despite a continued recruitment effort, due to the cumulative effect of:

- A shrinking pool of guards wanting to become drivers;
- The introduction of the 19 day working month, which increased the number of drivers required to run services by 52;
- A national driver shortage;
- The fact that FreightCorp drivers were no longer available;
- The announcement of new, more stringent medical assessments, random alcohol and drug testing; and
- Higher than anticipated driver attrition.

Driver recruitment standards have also been lifted in line with the Commissioner McInerney's Glenbrook inquiry recommendations.

Since January 2003:

- Five external recruitment campaigns have been held
- Two traineeship recruitment campaigns conducted and
- Three internal driver recruitment campaigns have been run.

From January 2003 to mid-February 2004, StateRail's driver requirements were set at 1,257.

There are currently a total of 170 trainee drivers. 105 will be progressively ready for duty by December 2004.

The decision to increase the workforce to 1,350 drivers is based on reducing the levels of driver overtime currently being worked.

RailCorp will continue to explore opportunities to recruit experienced drivers, in addition to driver traineeship recruitment drives.

RailCorp expects to recruit 250 drivers into its driver traineeship this year.

This will be achieved through an accelerated recruitment process commencing in April when monthly intakes of trainees are expected to double from 12 to 24.

As previously advised, 68 drivers were lost via attrition between 30 June 2003 to the end of January 2004. During February an additional 5 drivers have been lost to attrition.

Question 7

The base wage of a CityRail train driver without overtime, shift and other allowances is \$47,220 as at 1 March 2003.

I am advised the average income of a CityRail train driver including overtime and shift allowances is \$68,000 as at June 2003.

Questions 8 & 9

A CityRail suburban train driver shift is a maximum of 8 hrs 33 mins in duration. Actual rosters average between 7 and 8 hours. Meal breaks and other duties are incorporated into these shifts.

A CityRail Intercity train driver shift is a maximum of 10 hours in duration. Average shift length is 8 hours 15 minutes. Meal breaks and other duties are incorporated into these shifts.

Drivers' duties in any shift can vary from train preparation, marshalling trains, training and driving.

It is difficult therefore to be precise about average maximum and minimum driving times per shift.

From a representative sample of 19 suburban driver schedules, an average of 3 hours 59 minutes is driving time out of an average shift length of 7 hours 57 minutes.

Question 10

StateRail provided StateRail/RIC operational, infrastructure and financial information to the Lower Hunter Transport Working Group (LHTWG) via the Infrastructure Coordination Unit (ICU) of the Department of Infrastructure, Planning and Natural Resources (DIPNR).

The Infrastructure Coordination Unit of DIPNR prepared the reports based on advice from and on behalf of the Lower Hunter Transport Working Group. The then StateRail provided factual information to assist this process.

Where there were difficulties in interpreting StateRail data, DIPNR's Infrastructure Coordination Unit sought and was provided with clarification as required.

During the Estimates Committee hearing (Hansard Friday 20 February 2004, pages 29-30) the RailCorp Chief Executive indicated he was happy to take questions on notice about the proposals for the Newcastle branch line.

Questions 11 & 12

11. Train crew requirements are determined by the operational areas. The Human Resources area recruits to maintain the levels specified.

In the period between November 2000 and September 2003, approximately \$800,700 was spent on recruitment campaigns for drivers.

This includes the costs of advertising, recruitment firms, medical and psychometric testing and assessment as well as staffing a central recruitment area during driver campaigns.

12. Since January 2002, approximately equal numbers of driver trainees have come from internal and external sources.

Questions 14 – 16

14. Mr Smith's senior executive service contract was renewed on 20 August 2002.
15. Mr Smith signed a contract with RailCorp on 2 January 2004.
16. On 16 January 2004, the RailCorp Board met to consider the findings of the Interim Report of the Special Commission of Inquiry into the Waterfall Rail Accident. It consequently terminated the employment of two senior managers.

These dismissals were not associated with any termination pay out.

Mr Smith's accrued long service leave and annual leave payment totalled \$357,590.95.

Mr Bruce's accrued long service leave and annual leave payment totalled \$204,138.66.

Please see breakdown below:

Arthur Smith:

Accrued Annual Leave & Holidays:	\$ 50,926.45
Accrued Long Service Leave:	\$ 306,364.95
Total:	\$ 357,590.95

Ron Bruce:

Accrued Annual Leave:	\$ 52,862.28
Accrued Long Service Leave	\$ 151,276.38
Total	\$ 204,138.66

Question 17-19

Please find attached a folder containing source documents (*Ombudsman's FOI and Policies Guidelines, Edition 2; The NSW Premier's FOI Policies and Procedures Manual*) on which the RailCorp (formerly StateRail) system for handling Freedom of Information (FOI) applications is based.

The StateRail FOI unit is unable to identify any FOI applications received from the media or members of Parliament which have qualified as G2 (non-contentious) since the FOI Officer has been in the position.

The StateRail FOI unit is unable to identify any FOI applications received from the media or members of Parliament which have qualified as G2 (non-contentious) since 2002.