

## Question on Notice

No. 48

Asked on Thursday, 15 February 2018

**MR T MANDER** ASKED MINISTER FOR TRANSPORT AND MAIN ROADS (HON M BAILEY)—

### QUESTION:

Will the Minister advise what was the total remuneration received by the top five QR CityTrain drivers before tax, for the financial year 2016-17 including all overtime, bonuses, allowances and benefits?

### ANSWER:

I thank the Member for Everton for the question.

The Palaszczuk Government is committed to fixing the trains. We are implementing all 36 recommendations from the Strachan Commission of Inquiry with 17 already completed. This includes streamlining training, which is vital in securing the additional 200 drivers and 200 guards required and ensuring a pipeline of talent for the future.

The Strachan Commission of Inquiry recommended that Queensland Rail deliver and maintain a structural surplus of traincrew to reduce the reliance on overtime. Queensland Rail is working hard to recruit additional traincrew and has already reduced the level of overtime for train crew.

In addition, Queensland Rail has opened traincrew recruitment to external applicants, which is critical to boosting traincrew numbers and increasing Queensland Rail's services.

Since October 2016, Queensland Rail has made good progress in recruiting and training drivers and guards as follows:

| Driver/Guard recruitment                         | As at 14 March 2018 |
|--|---------------------|
| Number of drivers selected                       | 143                 |
| Number of guards selected                        | 260                 |
| Number of drivers in training                    | 77                  |
| Number of guards in training                     | 51                  |
| Number of drivers into supply since October 2016 | 69                  |
| Number of guards into supply since October 2016  | 168                 |

This year alone, more drivers will commence training than did under the entire term of the previous LNP government.

Train drivers and guards are responsible for the safety and well-being of up to 1000 customers at any one time. They are required to work weekends, public holidays and shift work and are remunerated accordingly for this time away from family, when most people are at home or enjoying time off. There is an expectation that they are resilient and adaptive, with the ability to problem solve during unplanned disruptions, critical incidents and emergency situations, however it is not mandatory to work overtime.

Base earnings for a Citytrain driver as at 1 September 2016 was \$95,351.32, and the total median remuneration paid to full-time Citytrain drivers in 2016–17 was \$130,022.05. This amount is inclusive of weekend and public holiday penalty rates, as well as overtime. The average number of overtime hours for Citytrain drivers was 6.45 hours per week which amounted to an average of \$511.98 per week in overtime. Traincrew do not receive bonuses.

Queensland Rail's first priority is safety and all rostering arrangements are in accordance with relevant fatigue management requirements.

It is however not unusual for operational workforces such as Traincrew to operate with a certain level of overtime. This enables required flexibility in the workforce to meet demand changes associated with special events that occur periodically.

Below is a table of the top five total remuneration amounts paid to Queensland Rail Citytrain drivers for the financial year 2016–17 as well as the hours worked throughout this period. This total remuneration includes ordinary hours paid at weekend or public holiday penalty rates, as well as overtime.

| <b>Employee</b> | <b>Ordinary Earnings including penalties and shift allowance</b> | <b>Overtime</b> | <b>Overtime Hours</b> | <b>Total Gross</b> |
|-----------------|--|-----------------|-----------------------|--------------------|
| 1               | \$117,618.62   | \$75,888.97     | 952.65                | \$193,507.59       |
| 2               | \$126,534.83   | \$61,912.34     | 778.24                | \$188,447.17       |
| 3               | \$117,800.94   | \$68,369.66     | 861.97                | \$186,170.60       |
| 4               | \$121,830.15   | \$63,628.24     | 798.85                | \$185,458.39       |
| 5               | \$129,158.19   | \$53,264.69     | 669.63                | \$182,422.88       |

\*Weekend/public holiday rates and shift allowances are within ordinary hours, however, they are paid at a higher rate