



Level 1, 457 Upper Edward Street, Brisbane QLD 4000

Email: info@rtbu.com.au

Phone: Public 3839 4988

6 May 2014

Dear Member

Psychometric Assessments for Safety Critical Tasks and Duties

Changes to Queensland Rail's Psychometric Testing on Network employees holding specific qualifications have caused major concern to the RTBU. This is because the application of the assessments has the potential to 'shut down' the capabilities of members performing a huge range of tasks required in Network operations and prevent Network employees in progression and promotion. As a result of the release of these instructions, by Queensland Rail, the RTBU will be meeting with QR Management shortly to address our concerns.

The RTBU always supports appropriate safety initiatives but considers the proposition that people who have mastered skills in various fields, in lots of cases, over many years or decades, who may not successfully complete a specific psychometric test, should not be allowed to continue carrying out their function, even though they are quite capable of succeeding in accreditation or reaccreditation, is fundamentally wrong. The RTBU's understanding is that this is not a requirement under the Rail Safety Act.

Below is QLD Rail's new requirement for Network Employees:

Effective from Monday, 7 April 2014, the following qualifications will need to undertake psychometric assessments prior to undertaking training and/or during recruitment if it is a position based role:

- PO 1, 2 and 3 Qualification
- Cat 3 Driver Qualification
- Hand Signalling Qualification
- Clipping Points Qualification

What does this mean?

Assessments must be undertaken before training can commence for the above qualifications. This applies in the following circumstances:

- anyone who wants to obtain a qualification and does not currently have one
- anyone who wants to move between PO qualification levels e.g. PO1 wanting to be PO2
- prior to re-accreditation of a current qualification (every 3 years)

The RTBU is requesting any member undergoing the assessment to provide feedback to your local Delegate/Organiser.

I will keep members advised of all developments in relation to this matter as they occur.

Unity is Strength

Owen Doogan
State Secretary
Queensland Branch