

Question on Notice

No. 329

Asked on 21 March 2024

MR M HART ASKED MINISTER FOR TRANSPORT AND MAIN ROADS AND MINISTER FOR DIGITAL SERVICES (HON B MELLISH)—

QUESTION:

Will the Minister advise what auditing Queensland Rail undertakes to ensure that train drivers are not working for other operators in their down time without Queensland Rail's knowledge, potentially increasing the risk of fatigue related incidents?

ANSWER:

I thank the Member for Burleigh for the question.

Queensland Rail takes conflict of interest seriously and is committed to reducing such a risk that may impact its operations and reputation, while ensuring the ongoing safety of customers and employees.

Under the *Queensland Rail Conflicts of Interest Standard* (Standard), every employee—including drivers—must disclose a conflict between their official duties to Queensland Rail and private interests that may influence, or appear to influence, the performance of their official duties.

This is an ongoing obligation and includes secondary employment. Additionally, under Queensland Rail's mandatory Code of Conduct, all employees are expected to:

- perform their work in a safe manner at all times
- comply with *Queensland Rail's Fatigue Management* and *Fitness for Work Alcohol and Other Drugs Management Standards* and other relevant legislative requirements
- advise their leader when involved in paid or unpaid work outside Queensland Rail, that may lead to a conflict of interest with their Queensland Rail duties
- advise their leader immediately of any private interests that are in conflict, or may be perceived to be in conflict, with the performance of their duties.

Breaches of either the Standard or Code of Conduct will be treated as a serious matter and may have significant consequences. Employees may be subject to disciplinary action, up to and including termination of employment.

Queensland Rail employees are also required to complete Code of Conduct training every year, and the requirement to declare any conflicts of interest is also regularly communicated to employees.