

Question on Notice

No. 637

Asked on Thursday, 17 May 2018

MR S MINNIKIN ASKED MINISTER FOR TRANSPORT AND MAIN ROADS
(HON M BAILEY)

QUESTION:

With reference to Queensland Rail Citytrain train crew—

Will the Minister advise (a) how many men, and how many women are (i) drivers, (ii) guards, (b) for the 2016-17 financial year, the total wages, salaries, bonuses and other payments made to (i) men and (ii) women and (c) with reference to Question on Notice No. 48 asked on 15 February 2018, the total amount paid to (i) the top five men and (ii) the top five women?

ANSWER:

I thank the Member for Chatsworth for the question.

The Palaszczuk Government is committed to fixing the trains. We are implementing all 36 recommendations from the *Queensland Rail Train Crewing Practices Commission of Inquiry* (Strachan inquiry) with 18 already completed. This includes streamlining training, which is vital to secure the additional 200 drivers and 200 guards required and to ensure a pipeline of talent for the future.

The Strachan 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 traincrew.

Train drivers and guards are responsible for the safety and wellbeing 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.

As at 13 May 2018, Queensland Rail has 1129 traincrew. In this year alone, more drivers will commence training than did under the entire term of the former LNP Government. In fact, under the previous LNP Government, zero drivers commenced training in 2014.

The number of female traincrew employed at Queensland Rail has almost doubled from December 2014 when under the previous LNP government only 76 traincrew were women.

Role	Female	Male
Total Qualified Drivers	31	531
Total Qualified Guards	109	458
Total	140	989

Role	Female	Male
Driver	\$3,787,839.00	\$65,552,064.14
Guard	\$8,656,704.84	\$43,719,882.52
Total	\$12,444,543.84	\$109,271,946.66

The base salary and the conditions that determine shift penalties, allowances and overtime for all Queensland Rail's traincrew are set out in the *Queensland Rail Traincrew Enterprise Agreement 2017*.

Remuneration is derived from the enterprise agreement classification structure which is set on a basis of parity regardless of gender. Any difference in remuneration for traincrew, regardless of their gender, outside of the classification structure, is due to shift, weekend and public holiday penalty rates and availability to work overtime.

It is not appropriate to provide a breakdown of the top 5 earnings for drivers and guards by gender due to individual privacy concerns.

It is heartening to see the Member for Chatsworth's interest in diversity, given the LNP's disappointing record on this issue. It was only in 2017 at an Estimates committee hearing that the now Deputy Leader of the Opposition complained about an increase in female representation on the Parole Board representing a "major gender imbalance".

The Queensland Government has strong female representation in Parliament and we are committed to increasing female representation and diversity more broadly in the public service. We will continue work with Queensland Rail to see more female employees retained in these roles.