

## Question on Notice

No. 557

Asked on 12 May 2021

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

### QUESTION:

With reference to Queensland Rail staffing—

Will the Minister provide (a) a table showing the current number of CityTrain drivers, CityTrain guards, long distance service train staff, and other QR employees; and for each of these categories, the number of sick days taken this financial year (to date) and (b) the same information as of 30 June (reported separately for each of the previous 3 financial years)?

### ANSWER:

I thank the Member for Coomera for the question.

Queensland Rail's employees (except casuals) accrue ten days personal/carer's leave per annum in accordance with the conditions of each of its Enterprise Agreements and the *Fair Work Act 2009*. This entitlement predominantly encompasses unscheduled absence (UA) which includes both paid and unpaid leave types such as sick/personal leave and family/carer's leave.

Personal/carer's leave is available for employees to take time off to help deal with personal illness, caring responsibilities and/or family emergencies.

Queensland Rail takes the health and safety of its people seriously and encourages all employees to stay home if they are unwell or unfit for duty, in accordance with relevant Queensland Rail safety policies. The safety policy framework includes an Alcohol and Other Drugs policy which requires employees not be affected by alcohol or other drugs while in the workplace and may result in employees who are impacted by prescription medication (or otherwise unfit for duty) being required to access sick/personal leave.

To support the health and wellbeing of its employees, Queensland Rail offers an annual free influenza vaccination service as well as free and confidential counselling services for employees and their immediate family members. Queensland Rail also actively supports mental health initiatives such as Rail R U OK? Day and has resources available through its Employee Assistance Program to support employees.

Queensland Rail also continues to have a number of COVID-19 health and safety measures in place to protect its staff and the communities in which it operates, including the provision of face masks for employees who are unable to maintain a safe social distance, provision of hand sanitiser throughout its workplaces and support for impacted employees who may have to self-isolate.

Sick leave is reported alongside family and carer's leave as one part of UA. To separate and report the sick leave of Queensland Rail's more than 7500 employees would take considerable time and resourcing. However, Queensland Rail has been able to break down the details of sick and personal leave for Citytrain and Regional traincrew for the financial year to date (as at 31 May 2021). Note: the rate of UA across Queensland Rail is included in the Annual Report.

Grouping	Measure	FY 2020/21 (as at 31 May 2021)	
		Sick & Personal Leave	Family & Carers Leave
Citytrain Drivers*	Days (Total)	7,722	2,516
	Days per FTE	10.15	3.31
Citytrain Guards*	Days (Total)	9,135	2,486
	Days per FTE	12.61	3.43
Regional Traincrew*	Days (Total)	1,189	1.71
	Days per FTE	10.52	1.52

\* This does not include other categories including workers compensation and accident and other unscheduled absence and includes Citytrain Drivers 2A Position Descriptions of Locomotive Driver Class II, Tutor Driver, Tutor Driver (Heritage), Tutor Driver Team Leader, Trainee Driver / Citytrain Guards - 2A Position Descriptions of Guard, Tutor Guard, Tutor Guard Team Leader, Trainee Guard / Regional Traincrew All 2B Position Descriptions.