

Fleet Maintenance

Sydney Trains
Engineering and Maintenance



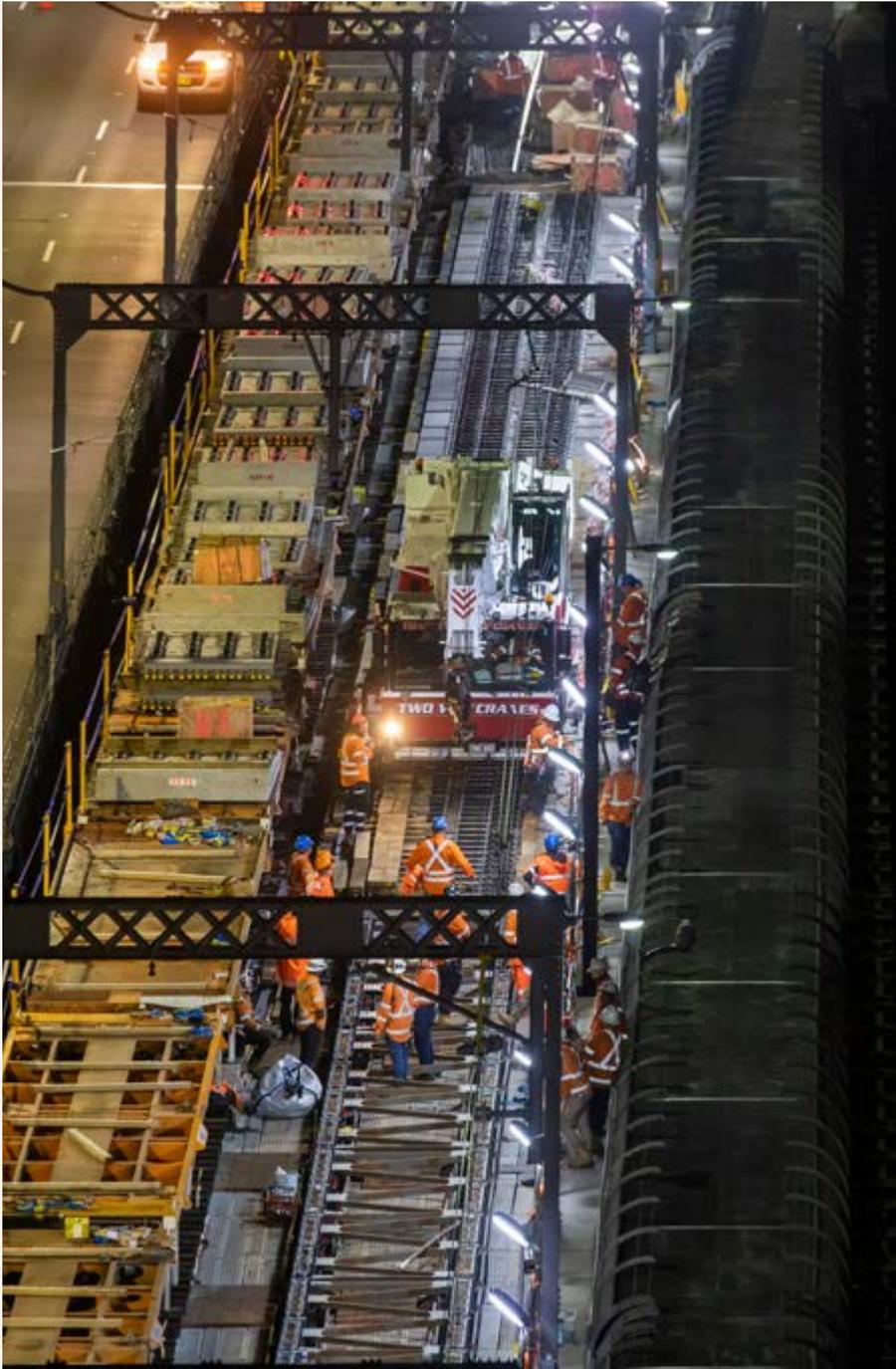
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About Engineering and Maintenance



Sydney Trains' Engineering and Maintenance Branch manages a \$1.5 billion annual maintenance program for Sydney Trains and NSW Trains.

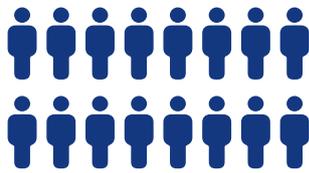
Engineering and Maintenance is made up of 4,173 people working across NSW to deliver a safe, reliable passenger fleet and metropolitan rail network, meet growing customer demand and keep Sydney and NSW moving.

Engineering and Maintenance is made up of six functions:

- Major Works
- Network Maintenance
- Fleet Maintenance
- Commercial and Supply Chain
- Asset Management
- Engineering System Integrity

Whether its identifying infrastructure needs, or procuring goods and services, or the designing, building, operating, or maintaining transport infrastructure, each function plays an important role in every aspect of our network.

Working in Engineering and Maintenance brings so much variety. You could be part of rebuilding bushfire-affected infrastructure. You might be crunching data to inform future network upgrades. Or working with drones to assess for flood and landslip damage to railway infrastructure. Or helping deliver significant events like the FIFA World Cup or Grand Final Day.



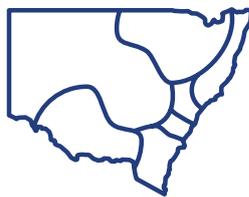
4,173

People in Engineering and Maintenance



\$39 bn

Value of assets under Sydney Trains management



364

Sydney Trains and NSW TrainLink stations maintained

We operate and maintain

2,190 electric and diesel cars

1,610 kilometres of track

948 kilometres of electrified mainline track

1,548 kilometres of overhead wiring

1,970 turnouts

3,972 signals

82 tunnels

97 substations

1,197 bridges

“We ultimately work as one team with a common purpose – our travelling customers. I love being involved in change and driving outcomes that directly benefit the communities we support.”

– Samiha Najem, AD Operational Technology, Network Maintenance





Fleet Maintenance

Our Fleet Maintenance teams deliver safe, reliable and commercially competitive fleet maintenance services for Sydney Trains and NSW TrainLink.

We're made up of 1,100 people that work around the clock as part of a 24-hour operating schedule for cleaning and maintenance. Our work ensures our fleets meet world-class standards of cleanliness and reliability now and into the future.



Stories from the team

A clean train equals a safe train in our customers' minds. That's why our Fleet teams have been working together to ensure our trains are sparkling clean, inside and out.

Customer feedback tells us that train cleanliness is important an important factor in making customers feel safe when they use our services. Even if a train is in perfect working order, we know that a graffitied exterior and a dirty interior can make people feel less secure. Our Fleet team has made it their mission to ensure our trains are pristine.

To speed up our efforts, we formed a special 'First Impressions' taskforce at Olympic Park. These cleaning teams operate like a pit crew, ready to swiftly clean and turnaround the trains upon arrival. In a show of support, executives from Sydney Trains were invited to join the team for a shift, allowing them to experience a day in the life of a train cleaner. The event was a resounding success, with positive experiences reported by all participants.

Alongside this, every train that arrives at our maintenance centre gets a thorough scrub every visit. Our Fleet Customer Experience teams look after the train interiors, ensuring the floors and surfaces are immaculate.

Everyone's efforts have been incredibly rewarding. Jodie Stoyles, Manager of Fleet Customer Experience, expressed, "In the first few months of this year, one of the most complained-about aspects has become one of the most praised."



75

WOLD
SIGN

Tangara Life Extension project



Be part of
delivering a
smarter, more
sustainable rail
network.

Our trains and network are evolving to meet the needs of our customers now and well into the future. Sydney Trains' Tangara fleet makes up a quarter of our suburban rail fleet. To ensure their longevity, the Sydney Trains Tangara Life Extension project will upgrade operating systems, modernise onboard passenger information systems, and enhance accessibility features for mobility-impaired passengers.



Project features



New operating systems



Multiple system upgrades including traction, braking, electric auxiliary, power supply and gangways



Improvements to customer information systems including visual displays, public announcement system and emergency intercom



Accessibility enhancements including flip-up seats



Inter-car door push button

Job types and team disciplines

We need people to help carry out specialised work that is vital in delivering safe, reliable and efficient rail services. You'll be able to hone your skill set and get plenty of hands-on experience learning new skills on the job.

Production

- Rail maintainers
- Team leaders/delivery managers

Supply chain

- Stores coordinators
- Material analysts
- Supply chain support services

Engineering

- Production engineers
- Testing and commissioning
- Design and assurance





↖ Watch the video

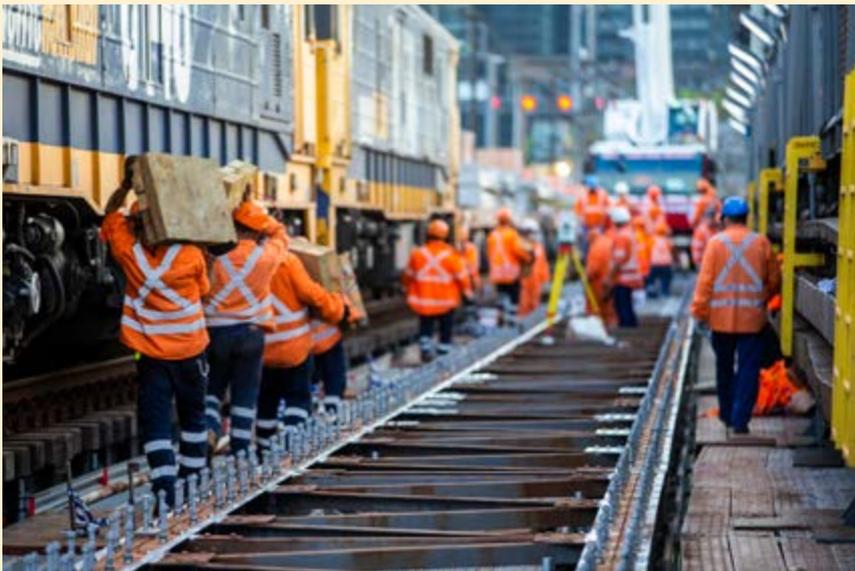
About Sydney Trains

At Sydney Trains, our rail services keep Sydney moving by putting our customers at the centre of everything we do.

We work with our local communities to deliver safe, timely and efficient rail services 24 hours a day, seven days a week.

Our trains and network are evolving to meet the needs of our customers now and well into the future. We're continuing to integrate technological innovations that help us deliver a smarter and more sustainable network.

Find out more about [Sydney Trains](#)



Deliver transport infrastructure projects across NSW

We're committed to delivering better transport for the future of NSW. Our current projects are helping to shape our cities, centres and communities for generations to come.

Explore all current projects via [Projects - Transport for NSW](#)

Our teams voted these as the top four reasons to work at Transport



**Flexible working/
work-life balance**



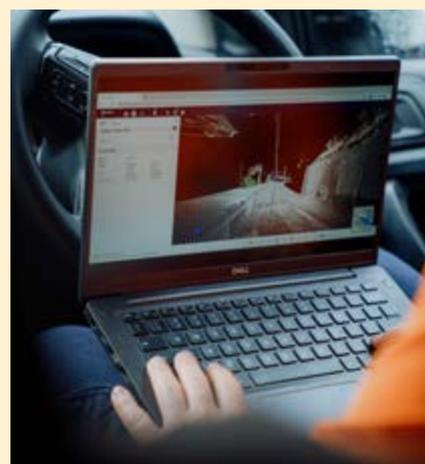
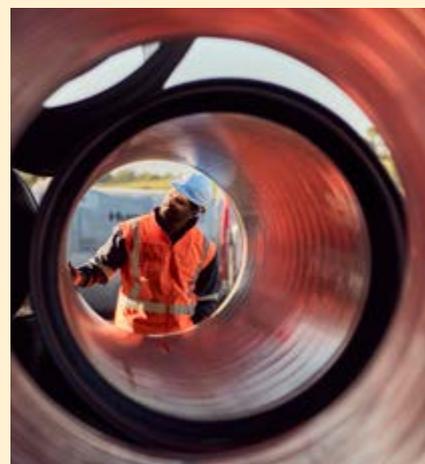
**Great teams and
co-workers**



Interesting projects



**Job impact in making
NSW a better place to
live, work and visit**



Why join Transport?

Flexible hours and leave

We want our people to feel empowered to work in ways that work for them and their teams. We know work-life balance looks different to everyone so we've developed workplace flexibility policies. That might mean working remotely some days. Or having the option to start and finish a bit earlier or later, or allocating extra hours you've worked to a day off from time to time. We offer paid annual leave, sick leave, family leave, and community service leave for things like volunteering.

Health and wellbeing

We are committed to providing a healthy workplace for our people, both mentally and physically. This includes a range of initiatives to promote wellness across our organisation as part of our Mental Health and Wellbeing Strategy.

- Fitness Passport provides discounted access to more than 400 gyms, pools and recreational centres across NSW for employees and their families.
- Free support and counselling for employees and their families through Transport's Employee Assistance Program.
- Free annual influenza vaccinations.
- Regular health and wellbeing workshops.





We're diverse because you're diverse

Transport for NSW is deeply committed to creating an inclusive and diverse workplace where our people can be their whole selves at work. We champion people of all backgrounds, abilities, sexual orientations, gender identities, ages, family statuses and lived experiences.

We've developed a range of initiatives that support and develop great people from diverse backgrounds, and encourage a culture built on respect.

Some of E&M's key initiatives include:

- Harmony Week events to celebrate inclusion, diversity, and respect through employees sharing their personal stories.
- Our PPE Working Group ensures PPE options for women, including maternity clothing.
- Women within E&M have exclusive access to development events such as our regular E&M Connecting Women forums, Women in Rail, Women in Engineering and Women in Leadership groups.
- RISE Program intensive career and leadership training program for women.
- Our E&M Women's Amenities Working Group has introduced specific amenities for women at E&M worksites, including more toilets at remote and out-of-hours work locations and 25 breastfeeding rooms at E&M work locations.
- Opportunities for schools to participate in Engineering and Maintenance's immersive experience to help build an understanding of engineering activities within early-career groups and encourage students to consider Sydney Trains as a career option.
- School visits as part of the Inspiring the Future Australia program, where students learn about STEM careers from industry workers to encourage more students to pursue VET courses or engineering degrees.
- Participating in EmpowerHER Trades - Try-a-Trade Networking events, which target female students from Western and South Western Sydney schools.
- The development of the Women's Stream within the E&M Inclusion and Diversity Committee to hear and understand what women need to be supported and succeed in the workplace and create more opportunities for women to network and develop their careers.

A place to progress your career

We're passionate about supporting our people to pursue their career goals and deliver great work. We offer a range of learning and development opportunities designed to grow your skills, get experience in different areas and plan for the future.



Entry-level programs

Sydney Trains offers a range of apprentice and trainee programs for people who are new to the industry or workforce to kick-start a career in rail and transport. All programs involve mentoring, on-the-job learning and working towards an industry-recognised accreditation.

It's your career. Own it.

Taking ownership of your career starts right here. Our career hub, *Drive your career*, is full of advice, tools and strategies. These resources will help you get a clear picture of where you're at, what to work on and how to plan for your future career.

Five Ways of Leading

Leadership isn't about a position, title or role — everyone is considered a leader at Transport. The [Five Ways of Leading](#) website covers the five key behaviours of strong leaders and promotes practical ways of applying these in our everyday interactions with each other. A range of podcasts, tool kits, videos, guides and activities are available to all Transport employees.

Online and classroom-based learning

Stay curious and keep learning, with access to a variety of online and classroom-based courses to build your skills in a range of areas. We also offer a huge range of internally-run courses and workshops, access to LinkedIn Learning, subsidised programs, conferences and seminars to further your development and professional networks.

Study assistance

Keep learning while you work. Study assistance is available for employees enrolled in part-time study. You may be eligible for financial contributions to help cover tuition and course-related expenses, as well as study leave for exams and study commitments.



Transfers, temporary transfers, secondments and acting opportunities

Transfers, temporary transfers, secondments and acting opportunities

Whether you're looking to build on your skills or try something completely new, there are lots of ways to get experience across the huge variety of teams and projects at Transport or even another government agency.

Temporary transfers and secondments are temporary placement arrangements where you have the option to return to your substantive role.

Acting opportunities are a chance to step into a more senior role for a period of time and stretch your skills and experience.

Role changes also help Transport and the NSW Public Service meet short and long-term organisational goals by matching existing employee skills with available opportunities.

“Work within the railways is truly unique and there are so many great opportunities to learn more and work in different areas across Transport.”

— **Jack Siu, Professional Head
Electrical Engineering, Engineering
System Integrity (ESI)**

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