

# Position Description



|                          |                                                  |
|--------------------------|--------------------------------------------------|
| Position Title           | <b>Principal Adviser Fatigue Risk Management</b> |
| Position No              | 00090696                                         |
| Delegation Level         | 005                                              |
| Job Designation          | Adviser                                          |
| Organisational Unit      | Health Safety and Wellbeing                      |
| Work Centre              | Brisbane                                         |
| Position Type            | Temporary                                        |
| Rail Safety Worker       | No                                               |
| Medical Fitness Standard | Refer to relevant business instructions.         |
| Performance Plan Type    | Team Member/Tech Prof                            |
| Shiftworker              | No                                               |
| Classification (Range)   | PT5 .1 - PT5 .4                                  |
| Pay Scale Type           | ASPT                                             |
| Reports to Position      | Manager Safety (Discipline Head WHS)             |

## QUEENSLAND RAIL VALUES:

1 Queensland Rail - We do better together  
Treat others with respect - We appreciate everyone's contributions and differences  
Empower our people - We have confidence in our people  
Act Safely - We work safe, to go home safe  
Make a positive difference - We learn from today, to improve tomorrow

## Position Purpose

Lead the delivery of a targeted Fatigue Risk Management improvement program to strengthen Queensland Rail's fatigue management framework, controls and governance, addressing review recommendations and supporting sustainable compliance with rail safety obligations and industry best practice.

## Position Responsibilities

1. Lead the implementation of fatigue risk management improvements arising from regulatory reviews, audits, investigations and assurance activities ensuring timely and sustainable outcomes.
2. Develop and deliver a targeted program of work to enhance Queensland Rail's Fatigue Risk Management Framework, associated standards, procedures and supporting governance arrangements.
3. Evaluate the effectiveness of fatigue management controls and identify opportunities to strengthen organisational capability, compliance and risk management.
4. Conduct fatigue risk assessments relating to rail operations, shift work, rostering practices, workforce scheduling and operational change, including analysis and reporting on the effectiveness of fatigue management initiatives.
5. Provide specialist advice and recommendations regarding fatigue-related risks, the effectiveness of existing controls, and the application of contemporary fatigue science and human factors principles to improve safety and operational performance.
6. Work collaboratively with operational leaders, workforce planning teams, safety professionals and industrial stakeholders to implement fatigue management improvements.

## Additional Factors

The appointee will be required to :-

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- Comply with Queensland Rail's Code of Conduct;
- Observe all legal and safety obligations of the organisation;

## What is the key selection criteria

1. High level of skill in leading the implementation of fatigue risk management improvements within rail, transport, aviation, mining or other high-risk operational environments.
2. High level of skill in developing and delivering programs of work arising from regulator recommendations, audits, investigations or safety improvement initiatives with the ability to deliver agreed outcomes within defined timeframes.
3. High level of skill in reviewing fatigue management controls and identifying opportunities to strengthen organisational capability, compliance and risk management.
4. High level of skill in applying biomathematical fatigue modelling tools, including FAID (Fatigue Audit Inter Dyne).
5. Substantial level of skill in analysing fatigue-related operational data, incident information, roster characteristics and any data trends to identify emerging risks and opportunities for improvement.
6. Substantial level of skill in stakeholder engagement (including frontline workers, managers, executives and external stakeholders (e.g. regulators), consultation and influencing skills, particularly within complex operational environments.
7. Substantial level of knowledge of rail safety legislation, Safety Management Systems and regulator expectations relating to fatigue management.
8. Knowledge of and willingness to commit to and work within Queensland Rail's Values and Behaviours.

## Pre-employment Checks:

Not Applicable

## Pre-employment Qualifications:

### What qualifications do I need to hold prior to applying for the position?:

40009285 HF & Ergonomics Society Australia HFESA  
40010407 G\_Human Factors

## Health, Safety and Environment Responsibilities

Comply with the overarching document called Health, Safety and Environment Responsibilities MD-11-6843 located in the Safety and Environment Management System.

## Personal Protective Equipment needs:

Refer to relevant business instructions.

## Safety Publications

Refer to relevant business instructions.

### Please Note:

Queensland Rail has a random alcohol and other drug testing program.  
Testing can occur anywhere, at any time, on any day.