



Recruitment and Selection of Rail Traffic Drivers



Operations Standard

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The Standard was approved by the Development Group and the Operations Standing Committee in [Select SC approval date](#). On [Select Board approval date](#) the RISSB Board approved the Standard for release.

This standard was issued for public consultation and was independently validated before being approved.

Development of the Standard was undertaken in accordance with RISSB's accredited process. As part of the approval process, the Standing Committee verified that proper process was followed in developing the Standard.

RISSB wishes to acknowledge the positive contribution of subject matter experts in the development of this Standard. Their efforts ranged from membership of the Development Group through to individuals providing comment on a draft of the Standard during the open review.

I commend this Standard to the Australasian rail industry as it represents industry good practice and has been developed through a rigorous process.

Paul Daly

Chief Executive Officer

Rail Industry Safety and Standards Board

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Recruitment and Selection of Rail Traffic Drivers

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1 Introduction

1.1 Purpose

This Standard describes a set of requirements and guidance for the recruitment and selection of Rail Traffic Drivers (RTD) operate drive on Australian Rail Networks. The main purpose of this standard is to provide the requirements of recruitment and selection to identify the appropriate individuals for the role of RTD.

Rolling Stock Operators(RSO) may wish to use the guidance during the development and management of their RTD selection process.

1.2 Scope

This Standard is intended to be applied to the recruitment and selection of R TD in the areas of passenger, freight, heavy haul and track vehicle operations on the Australian Rail Network. Standard will include the requirements for –

- (a) providing education and awareness of role;
- (b) the use of psychometric testing;
- (c) understanding the general capability of task;
- (d) addressing technical and non-technical skills;
- (e) recruitment profiling;
- (f) career progression;
- (g) internal and external recruitment;
- (h) interoperability between RSOs;
- (i) selection criteria and tools;
- (j) competency Identification; and
- (k) meeting competency management criteria.

1.3 Compliance

There are two types of control contained within Australian Standards developed by RISSB:

- (a) mandatory requirements
- (b) recommended requirements.

Each of these types of control address hazards that are deemed to require controls on the basis of existing Australian and international Codes of Practice and Standards.

A **mandatory** requirement is a requirement that the Standard provides as the only way of treating the hazard.

Mandatory requirements are identified within the text by the term 'shall'.

A **recommended** requirement is one where the standard recognises that there are limitations to the universal application of the requirement and that there may be circumstances where the control cannot be applied or that other controls may be appropriate or satisfactory, subject to agreement with the Rail Infrastructure Manager (RIM), Rolling Stock Operator (RSO), and/or Rail Safety Regulator.

Recommended clauses are mandatory unless the RIM or RSO can demonstrate a better method of controlling the risk.

Recommended requirements are to be considered when compliance with the Standard is being assessed.

Recommended requirements are identified within the text by the term 'should'.

Hazards addressed by this Standard are included in an appendix. Refer to the RISSB website for the latest Hazard Register Guideline: www.rissb.com.au

1.4 Referenced documents

1.4.1 Normative references

The following referenced documents are indispensable for the application of this Standard:

- (a) National Standard for Health Assessment of Rail Safety Workers.
- (b) National Rail Safety Law.
- (c) Fletcher, S. (2004) Recruiting safe employees for safety-critical roles. HSE Research Report 271.
- (d) AS7470 Human Factors Integration in Engineering Design, RISSB

1.4.2 Informative references

The following referenced documents are used by this Standard for information only:

- (a) (a) RIS-3751-TOM Train Driver Selection, RISSB UK

1.5 Definitions

Assessment Centre: an organisation or part of an organisation that provides rail traffic driver psychometric assessment services to railway undertakings. Assessment centres can be within or external to a railway undertaking.

Assessment method: a standardised way of measuring one or more of the rail traffic driver selection criteria.

Assessor: any person qualified to administer the rail traffic driver psychometric assessment process.

Behavioural aptitudes selection criteria: the selection criteria that relate to the behavioural tendencies of the candidate as relevant to safe driving.

Candidate: a person being considered for a role as a rail traffic driver.

Non-technical skills (NTS): the cognitive, social and personal resource skills that complement technical skills and contribute to safe and efficient task performance.

Psychometric assessment process: the standardised assessment of safety-related cognitive, psychomotor and behavioural aptitudes for candidate rail traffic drivers. The process consists of standard selection criteria and assessment methods as set out in Appendix A.

Rail Traffic: trains and track vehicles.

Recruitment process: searching for and obtaining a pool of potential candidates with the desired knowledge, skills and experience to allow an organisation to select the most appropriate

people to fill job vacancies against defined position descriptions and specifications. including: advertising the role and attracting candidates, the application process, sifting applications.

Reliability: the overall consistency of a measure. A measure is said to have a high reliability if it produces the same or very similar results under consistent conditions on repeated trials.

Selection criteria: aptitudes or skills that candidates must possess to a sufficient level in order to be considered as potential rail traffic drivers.

Selection process: identifying the most appropriate candidate, or candidates through a process including but not limited to interviewing, testing (including psychometric assessment) and reference checking.

Validity: two basic types:

- **Construct validity:** the degree to which a test measures what it claims to be measuring.
- **Criterion-related validity** is the extent to which a test measurement is related to an outcome.

2 General

2.1 Rail Traffic Driver (RTD)

The successful recruitment and selection of a candidate to meet the role requirements of a Rail Traffic Driver (RTD) is critical to the safety obligations of the Rolling Stock Operator (RSO).

The RSO who employs a RTD must satisfy themselves that the selection process used —

- (a) will not illegally discriminate against any applicants, and
- (b) will make sure as far as reasonably practicable that only suitable persons are selected meeting the organisation's selection requirements.

The inclusion of a psychometric assessment process to measure the attributes that are relevant to undertaking the responsibilities of the RTD role, and to distinguish between capable and potentially high safety risk candidates, is of paramount importance for safety and shall be part of the selection process.

2.2 Recruitments and selection process

The following illustrates the key stages that the RSO should go through when assembling a recruitment and selection process for safety-critical employees.

The stages are:

- (a) Undertake a comprehensive job analysis with job experts to identify the key personal characteristics required for safe and effective performance within the role.
- (b) Prepare, document and validate with job experts the key personal characteristics.
- (c) Assemble an assessment process by selecting or developing suitable but reliable and valid assessment tools to measure the desired characteristics.
- (d) Trial/use the assessment tools with the target group of employees.

- (e) Validate the assessment tools by demonstrating the link between the tool and success in training and more importantly job performance - ensuring that the training and job performance measures are appropriate, reliable and effective.
- (f) Update and refine the assessment process based on the outputs from the validation.
- (g) Continually monitor and review the assessment process.

2.3 Performance Information

Data on RTD performance during the training program including on the job, and any investigation outcomes is necessary to assess the validity of the recruitment and selection process. RSOs should have a system in place to capture data and feedback into the recruitment and selection process.

3 Recruitment of a candidate

3.1 Purpose

The purpose of the recruitment process is to identify potential candidates who are available to provide the RSO with the opportunity to select the most appropriate candidates for the role of RTD.

3.2 Role information

Prior to advertising for recruitment the RSO shall:

- (a) review the position description and related information used in the recruitment process, and
- (b) Ensure the information on the role of the RTD accurately reflects the current requirements of the role.

3.3 Age

Unless undergoing initial RTD training, the minimum permissible age to qualify as an RTD should be assessed to align with the operational risk of the RSO. The outcome of this assessment should be to ensure the RTD has sufficient maturity and aptitude to meet the responsibilities of the role as far as reasonably practicable. There should be no upper age limit for entry into the grade of RTD as long as medical and competence management requirements are met.

3.4 Physical Fitness

RSOs should assess the physical demands placed on RTDs by their operations, identifying the factors which influence the physical requirements for driving.

The key factors influencing physical requirements include —

- (a) ergonomics of rail traffic cab design - seating position in relation to driving cab sight lines and surrounding environment, ability to operate driving controls and emergency equipment, factors that may have the potential to effect fatigue, ability to gain safe entry and egress from the driving position and cab under all operating conditions, specifically in relation to height;

- (b) position of steps, door handles or handrails on rail traffic in relation to the railway infrastructure, and
- (c) operational requirements to access and operate equipment outside rail traffic or on the rail infrastructure.

The selection criteria based on these factors represents the minimum physical requirements necessary for performance of driving tasks without increased risk to the safety of RTDs or to operations.

The RSO should inform the occupational physicians who conduct or supervise medical assessments of RTDs of these physical requirements.

In addition, the RSO may wish to obtain advice from occupational physicians and ergonomists on defining and applying physical requirements and on compliance with disability discrimination legislation.

3.5 Drugs screening and medical fitness

Prior to appointment the following health checks should be carried out:

- (a) Drugs screening: testing for illicit or improper use of prescribed drugs must be carried out in accordance with Rail Safety National Law of Rail Safety Workers.
- (b) Medical fitness: Unless there is documentary evidence to support attainment of medical fitness standards within the periodicity of examinations as required by National Standard for Health Assessment of Rail Safety Workers, a full medical examination must be carried out.

4 Selection of a candidate

4.1 Purpose

The purpose of the selection process is to ensure that the most appropriate candidate is appointed to the role using reliable, effective, fair and equitable assessment activities.

4.2 Overview of the selection process

Considerations should be made to the variations in the role based on the RTD profile. This may include, but not limited to, specific elements that direct the profile of RTD such as —

- (a) the type of operations undertaken - passenger (metro, country, distance) freight, heavy haul and track;
- (b) the type of rail traffic driven - electric, diesel, locomotive, on track vehicle; and
- (c) the type of environment - signalling systems, landscape.

RSOs shall use a selection process tools that are valid and reliable to select candidates that meets the requirements of the RTD role. Appendix C provides a list of process tools that are available.

4.3 Selection criteria

The RSO shall apply valid criteria to select suitable persons for the RTD role. The selection criteria should be identified from —

- (a) the physical demands of the operation on RTDs;

- (b) the technical requirements of applying the role of RTDs, and
- (c) the aptitudes and mental abilities identified as necessary to ensure capable operations, after the appropriate training and development has taken place.

The RSO may include the selection criteria as defined in Table 1 of Appendix A of this document.

4.4 Technical ability

To align with the requirements of RTD competence requirements, RSOs shall identify technical elements to be assessed ensuring the candidate is able to apply technical skills in the application of the role.

These technical requirements should be sourced from the competence criteria detailed in the organisations RTD competence management systems and appropriate testing applied to measure the candidate's ability in these areas.

Technical requirements should also consider the training and development that will be undertaken should the candidate progress to the RTD training program. The following list provides technical requirements to consider:

- (a) Practical driving tasks, including preparation and disposal of rail traffic
- (b) Operation of safety equipment and applicable systems.
- (c) Communication and reporting methods.
- (d) Mechanical/pneumatics.

4.5 Cognitive, psychomotor and behavioural aptitudes

In addition to the selection criteria detailed in Appendix A, the RSO shall assess candidates against any additional selection criteria that are relevant to their own operations.

It would be reasonable to predict that passenger operations have a number of different requirements to freight, and in turn the operation of track vehicles therefore the RTD should be assessed with this in mind.

The following list provides common characteristics for attributes that should be assessed for RTDs, other characteristics can be added based on the type of operations and profile of the RTD for the specific operations of the RSO.

- (a) Ability to maintain vigilance and concentration at all times.
- (b) Ability to react safely and quickly.
- (c) Ability to operate as an individual.
- (d) Ability to adapt to a variety of situations and environment.
- (e) Ability to retain and recall job related information.
- (f) Ability to learn new information.
- (g) Ability to understand mechanical principles.
- (h) Ability to operate a range of hand and foot controls.
- (i) Motivation to follow set rules and procedures.
- (j) Ability to remain calm in emergency/stressful situations.
- (k) Conscientiously works to exceed training course demands.

- (l) Ability to communicate clearly and effectively.
- (m) Checks, does not make assumptions.

4.6 Psychometric assessment

In addition to other elements of the selection process, the RSOs shall include a psychometric assessment process to supplement the assessment of aptitudes required for safe operations of rail traffic. In addition, the assessment shall aim to mitigate the risk of the RSO selecting candidates who do not possess, to the standard required, the core set of cognitive, psychomotor and behavioural aptitudes required.

4.6.1 Qualifications to administer and design psychometric assessment processes

The psychometric assessment process shall be administered within the RSO, external assessment centre, or an assessor can be appointed to administer the process.

The RSO that appoints an external assessment centre to administer the psychometric assessment should check that the assessments will be carried out according to this standard.

The RSOs shall appoint persons that have the necessary qualification, expertise and experience to interpret the psychometric assessment methods used, including the psychometric results process. The RSO may wish to take advice from a recognised industry body to seek guidance on this requirement.

The administrator may be used to communicate the feedback from the interpretation of the psychometric results.

4.7 Assessment of candidates with previous driving competence

The RSO shall select an appropriate selection process including the psychometric assessment based on operational risk candidates with previous competence as a RTD on the Australian rail network.

The extent to which the selection process is modified for such candidates, and the use of psychometric assessment methods in each individual case, depends on the information available to the recruiting RSO. The recruiting RSO should review information on the following factors when deciding on the selection process to be applied:

- (a) The amount of time spent as a RTD after initial training and certification.
- (b) The RTD safety record, confirmed by the current and previous employer.
- (c) Recent competence assessment and monitoring records confirmed by the current and previous employer.
- (d) Differences between previous driving experience and the RSOs own operations. This might be relevant to the choice of psychometric assessment methods (for example, metro operations compared with long-distance high-speed passenger, freight working compared with passenger, etc.).
- (e) The period of time since the RTD last worked as a RTD and the reason for ceasing RTD work.
- (f) Any evidence of major life events which might affect safe performance in future, for examples see Appendix B of this document.

The recruiting RSO should document the psychometric assessment process adopted for a candidate with driving experience, together with reasons for differences between it and that used for other candidates.

A RSO shall use a selection process including the psychometric assessment process for candidates with previous competence as a RTD on non-Australian rail networks.

4.8 Preparation of the assessment processes

The RSOs should consider what preparation materials are required for each assessment method and consider providing candidates appropriate time for preparation, with the following:

- (a) A description of the assessment methods and interview that will be used.
- (b) Practice materials with correct responses.
- (c) Advice on personal preparation for the process.

4.8.1 Results of the psychometric assessment process

The RSOs shall make a judgement to identify if the candidate has acquired a successful result the psychometric assessment based on an agreed scoring criteria.

On the candidates request the RSOs shall provide feedback regarding their performance on the psychometric assessment process.

The results of a psychometric assessment that was conducted shall be regarded as valid for a defined period of time from the date of assessment, unless the candidate has had a major life event (Refer to Appendix B) that may have caused a decrease in cognitive ability or a change in behavioural tendencies.

For candidates who have passed the psychometric assessment process, the final selection decision is a managerial one, for which the results of the psychometric assessment process provide evidence.

4.8.2 Re-assessments for failed candidates

The RSOs shall not re-assess a candidate who has failed the psychometric assessment process within the previous six months.

RSOs shall not re-assess a candidate who has failed the psychometric assessment process more than once unless there are mitigating circumstances that have been considered and documented by the RSO.

When a candidate is re-assessed, the process needs to cover only the elements which the candidate failed at the first assessment, if —

- (a) it is carried out within a defined period of time determined by the organisations requirements ; and
- (b) there is no evidence of a major life event having occurred since the first assessment.

Any candidate who failed a previous version of the psychometric assessment process should be eligible to be assessed up to twice.

4.9 Review of the recruitment and selection assessment process

The RSOs shall review the recruitment and selection assessment process including the psychometric assessment process periodically. With the aim to evaluate the suitability and effectiveness of the selection criteria and associated assessment methods for their organisation.

The RSOs shall consider the following elements, but not limited to, within the process review:

- (a) The impact of any changes to RTD work and the skills required of RTD on the selection criteria.
- (b) Developments in psychometric assessment methodology, and
- (c) The reliability, validity and fairness of the assessment methods used.

The suitability and effectiveness of any assessment processes can be affected by changes in the role being selected for and changes in the candidate population. The RSOs shall periodically review their assessment processes to check that they are still effective and remain fit for the purpose they are intended.

Examples of changes to RTD work which could trigger a review of the assessment process include —

- (a) the introduction of different working practices such as RTD only operation or operations across borders, and
- (b) technical changes, such as high-speed operation or new signalling systems affecting the interface between the RTD and the signalling system.

The RSOs shall take into consideration the characteristics of their own organisation and operations.

4.9.1 Audit of the psychometric assessment process

The RSOs should arrange for the audit of their psychometric assessment process to check the reliability and consistency of the process, including compliance with the procedures at the assessment centre. This shall include:

- (a) Appointing persons qualified to judge the reliability and consistency of the psychometric assessment process, and
- (b) Involving persons who are independent of the provider of the psychometric assessment process in their audit arrangements.

The scope of the audit should include, but not limited to —

- (a) use of industry standard selection tools;
- (b) candidate and assessor preparation;
- (c) training and certification of assessors;
- (d) administration of assessment methods (including adequacy of the premises where they are conducted), scoring and recording of results and processes for making and recording decisions based on the results of the assessment methods used;
- (e) confidentiality and security of selection materials and records; and
- (f) storing and recording of results.

5 Transfer of Rail Traffic Drivers

5.1 Transfer of information

The RSOs should, if a candidate discloses previous experience as a RTD, request information relevant to driving performance from an RSO named as a previous employer.

The RSOs should co-operate with another RSO which requests information to facilitate its compliance.

5.2 Previous train driving competence

The recruiting RSO should obtain the information to meet this requirement before the RTD is permitted to operate rail traffic by the recruiting RSO.

5.3 Information from the candidate

When a RTD indicates that they are, or have been, employed as a RTD, the RSO is to request information, in as much detail as possible, which can be passed to the current or former employer for verification.

When requesting information from the candidate, the RSO may wish to consider —

- (a) the results of any assessment methods used for selection as a RTD;
- (b) the most recent competency records that demonstrate the RTD's competency;
- (c) incidents and accidents for which the RTD was found to be wholly or partly responsible;
- (d) records of any special monitoring arrangements in place at the time the RTD left that RSO;
- (e) route and rail traffic competence current at the time the RTD left the former RSO, and
- (f) temporary or permanent restrictions or exclusions placed upon the RTD work because of a safety incident, medical reasons or other cause.

The information provided by a current / previous employer is to be, so far as is reasonably practicable, sufficient for the recruiting RSO to confirm the accuracy of information provided by the candidate and to fill in any gaps.

The accuracy and value of competence information reduces over time, and it is advisable to treat cautiously any information more than two years old that relates to performance. It is inappropriate to use out-of-date competence records as a justification for curtailing selection procedures.

6 Records

6.1 Retention of records

The RSOs shall retain records (or retain access to records if held elsewhere, for example by an external assessment centre) for such period as is necessary to assist them in responding to requests from other RSOs.

The type of information a RSO may wish to retain includes —

- (a) results of psychometric assessments;
- (b) competence assessment records; the most recent competency records that demonstrate the RTDs competence;
- (c) route and rail traffic knowledge; current at the time the RTD left the company;
- (d) training records; details of training received, dates and trainee performance;

- (e) safety records; details of any accidents, incidents or near misses for which the RTD was found to be wholly or partly responsible; and
- (f) occupational medical records of conditions that have affected a RTD's ability to undertake their duties as a RTD.

6.2 Data protection

The RSOs should obtain expert advice on data protection, liabilities arising from the provision of references or any aspect of employment law, as these matters are not within the scope of this document.

Appendix A Standard Rail Traffic Driver selection criteria

Selection Criteria	Sub Selection Criteria and Definitions
Attention	<ul style="list-style-type: none"> • Selective Attention - The ability to differentiate between different sources of information and attend selectively to them, for example distinguishing and attending to alarms (selective attention) • Divided Attention - The ability to switch attention between sources of information, for example lineside information and in-cab information and perform different tasks in parallel, for example making train announcements while on the move
Vigilance	<ul style="list-style-type: none"> • The ability to attend and respond to stimuli which occur relatively infrequently and over extended periods of time.
Memory	<ul style="list-style-type: none"> • The ability to learn, recall and apply job related information in appropriate time limits, for example learn new information in training; remembering instructions from signallers; applying specific rules and procedures.
Reasoning	<ul style="list-style-type: none"> • The ability to solve problems and make decisions, for example fault diagnosis; understanding and interpreting information from instrumentation.
Perception	<ul style="list-style-type: none"> • The ability to anticipate elements in a traffic environment and make a correct decision about how to respond given the speed and distances involved, for example identifying a landmark cue before a station and starting to decelerate.
Reaction time	<ul style="list-style-type: none"> • A quick and adequate response to simple and complex visual and acoustic stimuli and the associated quality of performance.
Hand coordination	<ul style="list-style-type: none"> • The ability to make appropriate and controlled movements in response to decisions about complex stimuli.
Communication	<ul style="list-style-type: none"> • The ability to read, listen, understand and respond appropriately, and effectively convey information orally and in writing.
Behavioural aptitudes	<ul style="list-style-type: none"> • No established occupational psychological deficiencies, particularly in operational aptitudes or any relevant personality factor.

This criterion represent the core set of cognitive, psychomotor and behavioural aptitudes required to have the potential to become a safe driver and were developed and validated by occupational psychologists at RISSB UK with considerable input from operations subject matter experts.

Appendix B Examples of major life events

There are situations which could impair cognitive performance in the short term, such as the death of a loved one, divorce, or illness. While these events are likely to cause considerable emotional stress to the individual, any decrement in performance would be temporary, and the individual would recover without any long term impact.

There are other conditions that could cause long term, or permanent detriment to the individual's cognitive performance and impact on the likelihood that they would be suitable for a safety-critical role.

The list below provides examples of significant events or conditions that could lead to cognitive impairment and affect a candidate's suitability. This is not an exhaustive list. Consideration of the types of events shown below may be used to decide whether reassessment using the psychometric assessment process is required. The list is to be used only for this purpose and not to eliminate or discriminate against candidates.

Examples of significant events or conditions that could affect cognitive performance include:

- serious illness (including Cancer, Bacterial Meningitis);
- stroke;
- significant accident or injury;
- traumatic brain injury;
- brain tumour;
- degenerative disorders (for example dementias);
- progressive disorders (for example Multiple Sclerosis, Parkinson's Disease);
- toxic or metabolic disorders (for example alcohol related disorders, neurotoxins);
- oxygen deprivation;
- alcohol or substance abuse / long term use of medication;
- epilepsy /seizures;
- psychological illness such as: clinical / serious depression, clinically diagnosed anxiety, Post-Traumatic Stress Disorder;
- Motor Neurone Disorder; and
- sleep disorder (for example Sleep Apnoea).

If there is evidence that a significant event or condition has occurred, it is recommended that an assessment is completed by either, depending on the nature of the assessment, a medical professional / practitioner, registered psychologist to determine the extent to which the significant event and / or condition may have affected the cognitive performance of the RTD.

Appendix C Selection process tools

Tool		Outcomes
C1	Job Analysis	To determine the knowledge, skills and attributes required to perform in a particular role. This can assist in building the job profile that can be used to identify selection criteria.
C2	Interviewing	Interviewing is the most commonly used selection tool. Interviewing can be a good predictor of work performance. It is important to ensure that the correct interviewing techniques are used in order to get the most out of the interaction
C3	Assessments	Assessment can be used in a number of ways and for various requirements. Through interactive on line assessments to a paper based task. The tools could include psychometric testing, work scenarios, job knowledge testing and simulated activities. All assessment activities should be aligned to the role requirements of the RTD.
C4	Reference Checks	Are used to obtain the following information: <ul style="list-style-type: none"> • employment dates • verifying the candidates claims against the key selection criteria • gives an insight into the candidate's job performance capabilities • indicates if the former employer would re-hire the candidate.
C5	Evaluation	Collecting accurate information is essential to not only understand what is taking place, but also to ensure correct interpretation of the facts. A gap analysis assessment tool has been developed to provide a resource for the sector to assess recruitment and selection processes against those defined as best practice.

Appendix D Hazard table

Hazard Number	Source	Related Factors	Applicable Section
7.1 Derailment and Collision	7.1.1. Human Factors	7.1.1.3 Miss-communication 7.1.1.12 Loss of situational awareness 7.1.1.16 Drug and or Alcohol Usage 7.1.1.11 Lack of fitness for duty	3.3, 3.4, 3.5, 4.3, 4.4, 4.5, 4.6, 4.7, 4.9
7.2 Harm to Persons	7.2.1 Human Factors	7.2.1.3 Miss-communication 7.2.1.12b Loss of situational awareness 7.2.1.11 Lack of fitness for duty 7.2.1.17 Drug and or Alcohol Usage	3.3, 3.4, 3.5, 4.3, 4.4, 4.5, 4.6, 4.7, 4.9
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8.1 Derailment and or Collision	8.2.1 Human Error, Design Failure, Health Failure, Organisational SMS Failure, Environmental Impact, Security Breach, Vandalism and or Threat	8.2.1.5 Operator procedural breach 8.2.1.9 Network Rules and or Procedure breach	3.3, 3.4, 3.5, 4.3, 4.4, 4.5, 4.6, 4.7, 4.9
8.3 Third Party Property Damage	8.3.1 Human Error, Design Failure, Health Failure, Organisational SMS Failure, Environmental Impact, Security Breach, and or Threat	8.3.1.5 Operator Procedural Breach 8.3.1.9 Network Rules and or procedure breach	3.3, 3.4, 3.5, 4.3, 4.4, 4.5, 4.6, 4.7, 4.9

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