

AS 7453:2017



Recruitment and Selection of Rail Traffic Drivers



Operations Standard



This Australian Standard® AS 7453 Recruitment and Selection of Rail Traffic Drivers was prepared by a Rail Industry Safety and Standards Board (RISSB) Development Group consisting of representatives from the following organisations:

MTM	Aurizon	DPTI
Rail Safety Consultants	CQU	

The Standard was approved by the Development Group and the Operations Standing Committee in August, 2017. On September 21, 2016 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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1 Introduction

1.1 Purpose

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

1.2 Scope

This Standard is intended to be applied to the recruitment and selection of RTD in the areas of passenger, freight, heavy haul and track vehicle operations on Australian railway network.

This Standard includes the requirements for–

- (a) providing education and awareness of the RTD role;
- (b) the use of various assessment methods;
- (c) understanding the knowledge, skills and attributes of the RTD role;
- (d) defining and assessing technical and non-technical skills;
- (e) recruitment profiling;
- (f) internal and external recruitment;
- (g) information sharing between RSOs;
- (h) selection criteria and assessment methods;
- (i) competency identification; and
- (j) meeting competency management criteria for the recruitment and selection process.

This Standard is not specifically intended to cover urban on-street tramway, or light rail networks, or heritage railways operating on a private reservation, but items from this Standard may be applied to such systems as deemed appropriate by the relevant Rail Infrastructure Manager (RIM).

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 controls addresses hazards that are deemed to require controls based on 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.