



Alan Barham Maintenance Team Award

FY 1920 Nominations



West Wyalong Routine Maintenance Team



L to R: Trevor Watkins, Greg McKinnon, Kim Pursehouse, Anna Kidd, Craig Harland, Trent O’Meley, Julian Hyde, Chris Jamieson, Aaron Scealy, Lawrence Milsom, Ryan Scealy, Phil Milsom, Damien Webster, Paul Lamont, Rodney Oakes, David Scealy, Nathan Harrison, Kevin Langford, Errol Boots, John Brambley, Daniel Miners, Bill Spletter, Peter Coe, Chris Block, Lisa Lemon, Andrew Rogan, Mathew Pilon. Absent: Tytan Ritchie, Mark Downey, Chris Ingram and Steven Bennett

INTRODUCTION AND GENERAL DESCRIPTION

David Scealy Maintenance Superintendent has created a tight knit family in his time as manager at West Wyalong. There have been a few minor changes over the years but nothing drastic. When a new member starts at West Wyalong they quickly become part of the family. David's passion and pride for the rail network shines through all the team members with this shown in their work ethic and production. Nothing ever stands as a barrier for the West Wyalong team giving everything 100%, you only need to see their area and safety records to see clearly, they are a focused team. Safety is driven home immensely starting from the superintendent with it taking the number one priority. Nothing will be achieved unless it is done safely. West Wyalong will always put their hand up to help whether that is another routine maintenance team if they are short or Major Periodic Maintenance (MPM) and this is never an issue. The team respond to public complaints and incidents promptly. West Wyalong maintains a great team attitude and team culture.

The Team's Infrastructure

| West Wyalong | Kms | Turnouts | Bridges | Culverts | Level Crossings | Sidings |
|----------------------|----------------|-----------------|----------------|-----------------|------------------------|----------------|
| Total Network | 967.455 | 281 | 124 | 1809 | 863 | 168 |

The team is also responsible for inspections on 1000 kms of non-operational line.

PEOPLE

The Team Skills and Training

The West Wyalong RM team holds a highly diverse skill set profile with no training required. With experienced Track Supervisors who can mentor new staff, as well as the qualified and competent Leading Hands, West Wyalong is able to offer new and existing employees' guidance in the rail industry. In the last year we have lost 40 years' experience this including a track inspector, welder and operator, but have employed 3 new starters.

The Learning and Development (L&D) team has been working closely with the West Wyalong team to ensure all training records are nationally recognised, uploaded and verified. Monthly phone hook-ups take place between the Superintendent and the L&D team to cover training that is schedule, any expiring competencies that may be coming up and either book training in or get copies of the most recent drivers licence, high risk licence etc. Each team member earns the write to progress through their training plan with 4 EBA levels to be achieved at a minimum and elective training at the team's needs.

Lucky for the West Wyalong team we have 2 of our own trained Trainer and Assessor in our team Ryan Scealy and Julian Hyde who have taken on the task of inhouse training. We are very fortunate for these guys to train our new guys into the rail industry, they can sit and do their off-job, on-job and competency workbooks with the guys that are their supervisors/mentors.

Time Management

Time Management System (TMS) is the electronic system we use to track absenteeism and fatigue management. This system is managed by the supervisors and superintendent. We have created a shared calendar in outlook that all office staff have access too. We use this tool to input annual leave, meetings, training, service schedules so when planning works you can see any upcoming items. This is also used as the work/holiday roster.

Team Environment

The West Wyalong team is a close-knit team that has a great team focus and culture. West Wyalong team has kept its great work ethic and "can do attitude" that continues to inspire each other and are always very respectful of each other. The diverse range of tasks this team perform ensures that staff do not get bored or complacent in their duties. Examples of the team wanting the best for their area is taking on major projects in their area, so they have ownership of the outcome. Our team went and organised a 60th birthday cake and present for one of their teammates with great surprise from the birthday boy this sort of thing shows great pride and care for one and other.

Pride

All members of the team play a vital role; thus, giving each member a feeling of self-worth and a sense of ownership of the asset. This is displayed in the low turnover of work force. Having our own allocated plant mechanic keeps tools and vehicles in a well-maintained state.

West Wyalong depot make a huge effort in keeping the depot well maintained and organised including keeping the vehicles washed and tidy. The team pride really shows every day in the way the depot operates and is kept.

SAFETY

Records

There has not been an LTI, MTI or reportable incidents in the West Wyalong team since 2001. Having introduced many new team members during this period, the team is very proud of this achievement. This team is very safety conscious and it is instilled in all employees the importance of working safely in the workplace, as well as in the home. Leaders in the team stress the importance of safety daily. The push to 'rethink any task before you jump in' has paid off immensely.

Compliance

Safety Critical 100%, Safety Significant 100% waiver were put in place to cover any irregular examination variances e.g. Front of train, early start of various examination

Incident Performance Indicators

Broken Rails

2 broken rails report between 1/7/19 – 30/6/20 (both these occurred on the Junee-Griffith section which is up for re-railing)

Misalignments

Nil Misalignments.

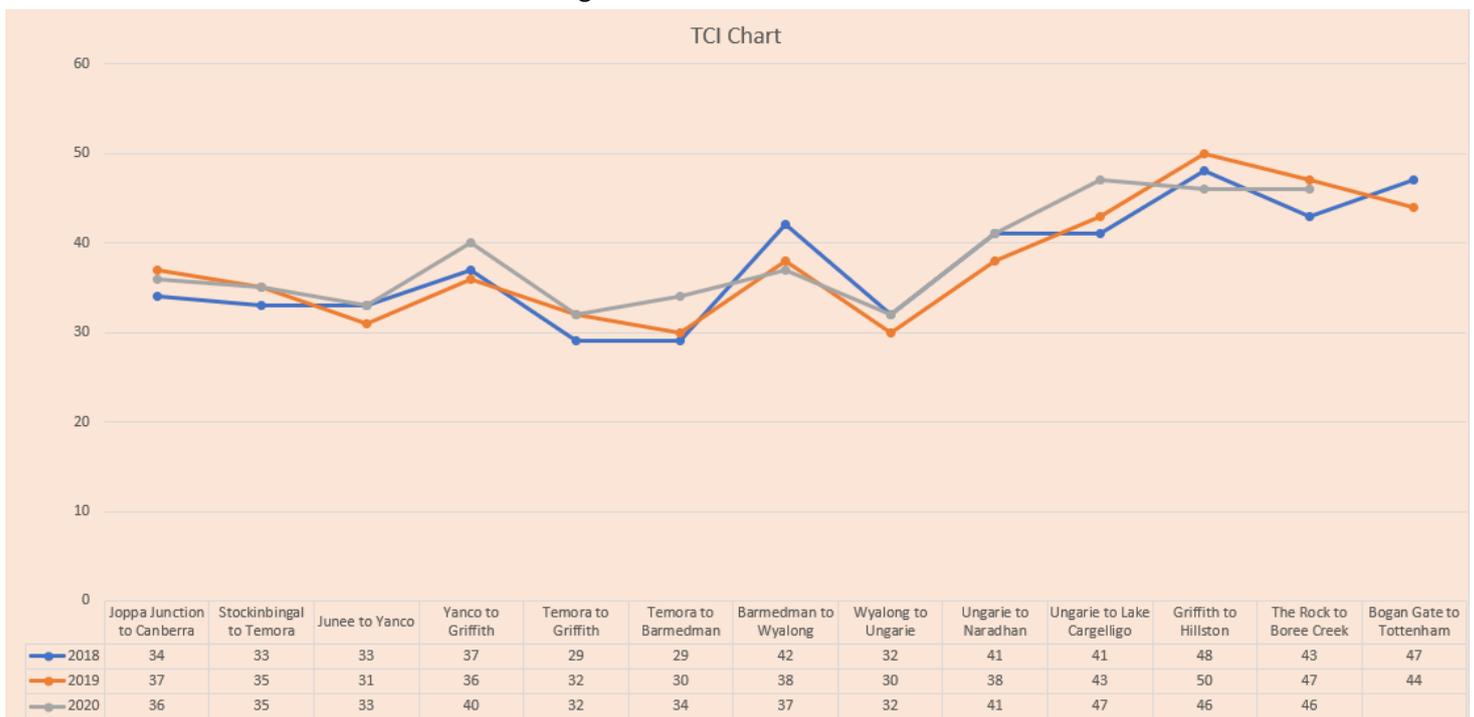
Speed Restrictions

Speeds are managed through equip production software that is managed by Engineer.

6 new speed restrictions were put in place due to various incidents throughout FY19/20 with only 1 still in place due to road closure required

TCIs

TCI data collected for the AK Car Track Recording Information



Defect Rates

Defect Statistics for Period 1 July 2019 to 30 June 2020 (the majority of these new defects are rail related on the Junee-Griffith section that is up for re-railing which will rectify these defect)

| | Found in Period | Removed in Period |
|--------------------|------------------------|--------------------------|
| Grand Total | 8666 | 1978 |

Worksite Safety Assurance

Staff complete TRA (track risk assessment) and worksite safety briefings on all tasks performed; also, each employee has their own 'Start Card' to record details of the worksite, ensuring awareness of the task at hand. Incident Notification Forms are completed weekly, along with a Safety Leadership walk through and a GMR Assessment completed monthly. Superintendent and supervisors do random quality assurance checking. They will spot check inspection forms; protection plans and work sites to make sure things are done at a high standard. Before commencing any work, we have nominated our supervisor to have all PO's contact him prior to starting work to have him double check the correct protection method is taken for worksite location and the works will be taking place.

Depot Safety Inspections

Depot safety inspections are conducted weekly, at the end of each month they are scanned and emailed to the Work Health Safety team. Hard copies are filed in the West Wyalong depot. If any issues are identified they are documented on the inspection form and actioned by a nominated staff member. If any identified issues are property related they are entered as a property request and actioned by the property maintenance team and CBM (country building maintenance).

First Aid kit, Fire extinguishers, electrical test and tag, oxy equipment inspections are conducted on a 6-monthly basis, Chain and slings are inspected 3monthly and reports are filed in the West Wyalong depot. Evacuation plans are displayed throughout the depot and visitors are given an induction on the procedures upon arrival.

Toolbox Meetings

Toolbox meetings are held most Monday mornings, responses to issues are either dealt with on the spot or responses are sought and provided back to the team. These meetings are useful as a communication tool in our team as it is a relaxed environment and all team members feel they can talk freely about what work has happened or needs to happen. They are used as a great team bonding tool. Copies of toolbox meetings are scanned to the Records Management system and Work Health Safety rep and hard copies filed in the West Wyalong depot. We hold additional toolbox meetings if any issues are raised by the team, or if any Safety Alerts or Notifications are released.

ORGANISATION AND LEADERSHIP

Short Term Work Plans

The short-term planning of RM inspections and minor corrective maintenance works is set up on a weekly basis. The Asset Management System and annual works plan are the main sources of task collection, as well as a shared electronic calendar that the administration staff updates with training and leave information. The Planner/Scheduler works in consultation with Track Supervisors, the Superintendent and Project Engineer to establish the fortnightly plan.

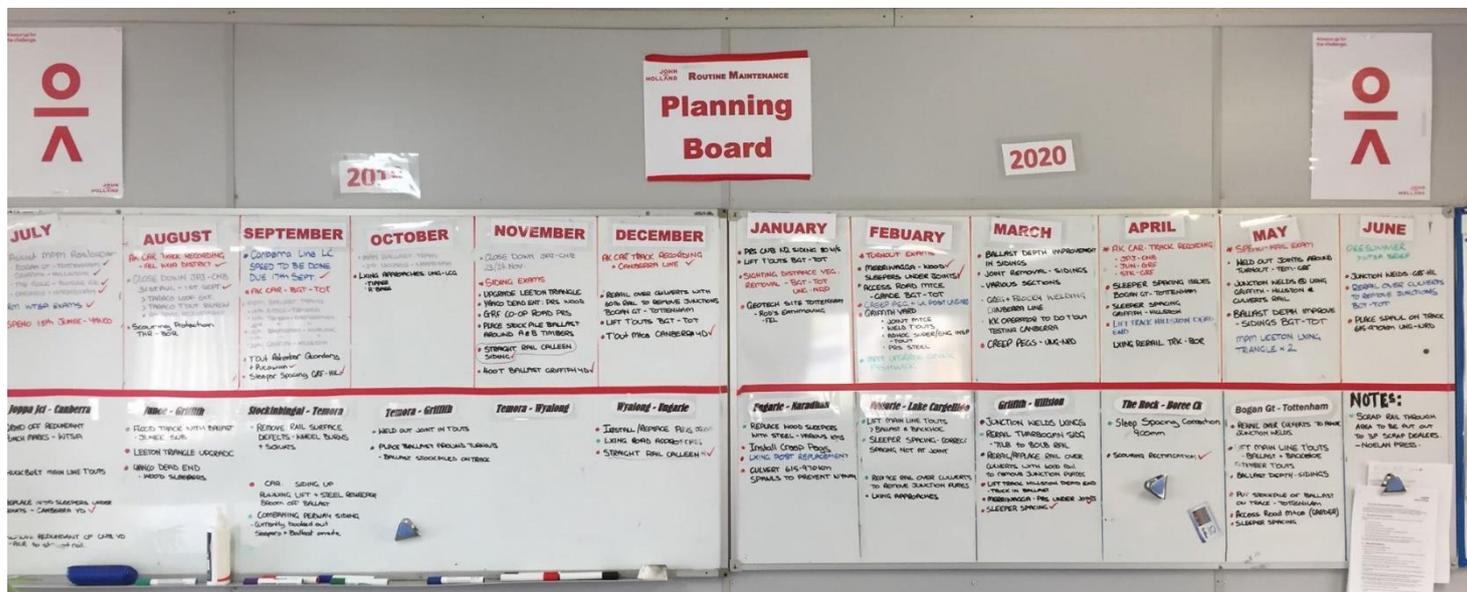
Each week, the Planner/Scheduler will highlight inspections in the plan to be carried out as well as any corrective maintenance, training, leave etc. that will be carried out in that timeframe. The plan, along with work orders, is then sent via email or hardcopies to the appropriate Track Supervisors. These plans are displayed in the Planner/Scheduler's office as well as the Track Supervisor's office.

Annual Plan (up to 12 months)

Preventive Maintenance Tasks are set up in the Asset Management System (Maximo) as per the Technical Maintenance Plan. The forecast of all inspections can be found displayed in the Planner/Scheduler's office as well as the Track

Supervisor's office. This annual forecast is used when setting up the short-term work plans as well as forecasting future works.

MPM projects are gathered from the long-term plan (15-year plan) and put forward for approval 24 months in advance. The current financial year's approved MPM program is displayed in the Planner/Scheduler's office. An annual work program is captured on the Planner/Scheduler's whiteboard to assist in forecasting work into the short-term plan, as well as budget forecasting.



West Wyalong's civil team delivers Major Periodic Maintenance projects in their area, in conjunction with general routine inspections and defect management. This includes resleepering, retimbering turnouts, ballasting and others. The Planner/Scheduler and Superintendent discuss with MPM management of dates, timeframes and work scopes for various projects.

Long Term Plans

15-year plans are estimated and developed with the Superintendent, Planner/Scheduler and the Senior Management Team. Certain tasks are prioritised and delivered through a detailed Annual Works Plan based on defect management, asset configuration and condition, budget and maintenance requirements.

Emergency Response

The team has a callout roster and emergency contact list in place to deal with any emergency circumstances. This information is provided to all staff members. An incident plan has been set up containing employees' personal contact details, as well as details for emergency services in the area. West Wyalong has a good supply of materials in case of an emergency. They are prepared and have enough resources to make sure the track can be repaired and functional as quickly as possible.

Resource Management

• **Plant and material procurement**

Purchasing of material, both internal and external, is done in accordance with JHR purchasing procedures. Contracts are set up for all suppliers or a minimum of three quotes are obtained ensuring the best value for money.

• **Contracts**

All external contracts for the West Wyalong depot are compiled by the JHR contract administration department, however input into the contract is provided by either the Planner/Scheduler or administration staff, depending on the type of contract required.

• **Financial Reporting**

The Superintendent, Planner/Scheduler and administration staff have access to the Maximo system which enables precise reporting on budgets etc. Last financial year we came within 0.4% of our overall budget

ACHIEVEMENTS

In 19/20, alongside RM tasks, the West Wyalong team:

- **19 Years LTI FREE – outstanding result and the most proudest moment as a superintendent to achieve this shows that the west wyalong team is totally committed to safety first with the can do attitude which involves a high risk chance of injuries through this labour intensive day to day work**
- Audit results – outstanding result of nil non-conformances from numerous audits
- Delivered MPM Turnout Retimbering projects, installing Turnout timbers;
- Assisted 3rd Party works with straight raiiling, Tarago siding extension, Temora west siding
- Delivered the unloading of ballast trains (Maintenance Ballast and Resleeping Ballast MPM projects);
- Performed Heat Patrols through the summer period - 162
- Turnout timbers under routine maintenance – 747
- Steel sleepers under routine maintenance – 1108
- Wood sleepers under routine maintenance – 576
- Replaced bolts in joint maintenance – 1039
- Carried out a lot WTSA defect rectification to ensure a better outcome next time round
- Nil Misalignments
- Supported other teams in the CRN with loan of supervisors to assist with filling roles at different locations while leading hands filled gaps left by supervisors
- Developing supervisors that can act up in Superintendent roles for long periods without great disturbance to the day to day workings of the West Wyalong team.
- Developing a multi skilled work force that can manage, build and maintain every facet of the per way.

All of this was achieved while being complaint, and without any lost time injuries. The Superintendent, David Scealy, feels that this was the team's biggest achievement, as these tasks were carried out without any incidents, injuries or any environmental issues.

Innovation

How we dealt with COVID

Our team structure was broken down to stop/slow the transmitting of COVID. Smaller teams worked together to complete inspection that were bought forward through a waiver process. This provided extra work in own district to complete inspections like Level Crossing, detailed walking etc.

The delivery of a project at Leeton triangle which was an AWP project was a massive achievement, this included the forecasting, delivery, budget management and finished product 100% completed by our team. This major works included 500m re-railling, resleepering, full track upgrade and 2 level crossing. We had different shifts created to stop employees interacting with others that don't normally work together. We had a site hut that had all our hygiene sanitiser, gloves and face masks stored to be used by all onsite on arrival, after breaks and used to clean all equipment daily. Having these safe precautionary processes in place allowed all employees to stay in the workplace during the uncertain times at the beginning of COVID. We only used local contractors to avoid bringing people in from out of the region and they all adhered to the COVID safe plan we had in place. The site was set up well with barriers for designated work areas and so no members of the public entered site. We completed this project with no impact to the main user of the triangle Rice Mill which used the siding daily. To top it all off we had great feedback from the public for the efficient manner and limit of delay caused during the road closures. And most importantly it was all delivered on budget with nil injuries or incidents.

