



Australian Government

TLIL4081A Ensure competency of rail safety workers

Release 1

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Modification History

Release 1 - New unit of competency

Unit Descriptor

This unit involves the skills and knowledge required to ensure the competency of rail safety workers.

It includes identifying, implementing and monitoring requirements for managing the competency of rail safety workers.

Licensing, legislative, regulatory or certification requirements are applicable to this unit.

Application of the Unit

Work must be carried out in compliance with the relevant Australian regulations, organisational and/or network standards and codes of practice.

The unit generally applies to those with responsibility for resource coordination and allocation, and for providing leadership to others, individually or in teams.

Licensing/Regulatory Information

Not applicable.

Pre-Requisites

Not applicable.

Employability Skills Information

This unit contains employability skills.

Elements and Performance Criteria Pre-Content

Elements describe the essential outcomes of a unit of competency.

Performance criteria describe the required performance needed to demonstrate achievement of the element. Assessment of performance is to be consistent with the evidence guide.

Elements and Performance Criteria

1 Identify or confirm re/certification requirements for rail safety workers

- 1.1 Rail safety worker activities/tasks being undertaken within the organisation are identified
- 1.2 Task analysis is conducted in accordance with organisational policies and procedures
- 1.3 Safety task analysis is conducted to identify the skills and knowledge required to carry out rail safety work
- 1.4 Existing competency standards are identified and validated against rail safety work to be carried out
- 1.5 Where no competency standards currently exist methods by which they can be developed or alternative methods for determining competency are identified

2 Implement, manage and monitor rail safety worker systems

- 2.1 Competency training and assessment plans are identified, developed and/or implemented for all activities being carried out by rail safety workers
- 2.2 Appropriate training and assessment providers are identified and delivery plans are developed to meet organisational and regulatory requirements
- 2.3 Rail safety worker register is developed and maintained in accordance with regulatory requirements
- 2.4 Training and assessment records are captured and maintained in accordance with regulatory and organisational requirements
- 2.5 Individual rail safety worker identification system is developed and/or implemented in accordance with regulatory and organisational requirements
- 2.6 Rail safety worker information system is monitored and amended where required

Required Skills and Knowledge

This section describes the knowledge and skills required for this unit.

Required knowledge:

- Components of a rail safety worker competency system
- Procedures and tools for monitoring and reviewing an organisation's rail safety worker competency system and related policy and procedures, and for reporting outcomes
- Processes and resources for assessing employee competence
- Relevant legislation, regulations, permit and licence requirements related to rail safety worker competency
- Responsibilities of organisation and employees for implementing rail safety worker competency regulations and policies, including requirements of suppliers and sub-contractors in the supply chain of the organisation's services and products
- Sources of information on rail safety worker competence
- Task analysis methodologies for rail safety worker competence

Required skills:

- Adapt to any changes in legislation and regulations as they may relate to rail safety worker competency
- Communicate effectively with others when implementing the organisation's rail safety worker competency system
- Facilitate systems that assist employees to identify their own learning needs on matters related to rail safety worker competency
- Modify activities and take appropriate initiatives to manage the implementation of organisation's rail safety worker competency system depending on differing contexts, risk situations and environments
- Organise monitoring and reviewing of organisation's rail safety worker competency system
- Read and interpret documentation on rail safety worker competency legislation
- Recognise breaches of rail safety worker competency requirements and take appropriate action in accordance with organisation's rail safety worker competency system
- Work collaboratively with employees and management to implement the organisation's rail safety worker competency system

Evidence Guide

The evidence guide provides advice on assessment and must be read in conjunction with the performance criteria, required knowledge and skills, the range statement and the assessment guidelines for this Training Package.

Critical aspects for assessment and evidence required to demonstrate competency in this unit

- The evidence required to demonstrate competency in this unit must be relevant to and satisfy all of the requirements of the elements and performance criteria of this unit and include demonstration of applying:
 - the required knowledge and skills
 - relevant legislation and workplace procedures
 - other relevant aspects of the range statement
- Assessment must include exercises which demonstrate competent performance of the following in a range of situations:
 - identifying rail safety workers within a rail organisation
 - developing a system to manage rail safety worker competency
 - reviewing a rail safety worker competency system

Context of and specific resources for assessment

- Performance is demonstrated consistently over a period of time and in a suitable range of contexts
- Resources for assessment include:
 - a range of relevant exercises, case studies and/or other simulated practical and knowledge assessment, and/or
 - access to an appropriate range of relevant operational situations in the workplace
- In both real and simulated environments, access is required to:
 - relevant and appropriate materials and equipment, and
 - applicable documentation including workplace procedures, regulations, codes of practice and operation manuals

Method of assessment

- As a minimum, assessment of knowledge must be conducted through appropriate written/oral tests
- Practical assessment must occur:
 - through activities in an appropriately simulated environment at the registered training organisation, and/or
 - in an appropriate range of situations in the workplace

Range Statement

The range statement relates to the unit of competency as a whole. It allows for different work environments and situations that may affect performance.

Components of a rail safety worker competency system may include:

- competency standards under the Australian Qualifications Framework (AQF)
- endorsed training components
- organisational assessment requirements
- registered training organisations
- training records and reporting systems
- individual identification systems
- notification requirements

Regulatory requirements may include:

- acts
- regulations
- guidelines
- industry standards
- codes of practice
- standard operating procedures
- company procedures
- enterprise procedures
- established procedures

Depending on the business, organisational procedures may be known as:

- commonwealth and state/territory regulations and guidelines concerning rail safety worker competency
- rail safety worker competency system documents
- workplace instructions and procedures on rail safety worker competency
- reports of audits of rail safety worker competency systems
- error and safety incident reports
- relevant occupational health and safety (OH&S) regulations and procedures
- relevant standards and certification requirements
- quality assurance procedures

Information and documents may include:

Unit Sector(s)

Not applicable.

Competency Field

L – Resource Management