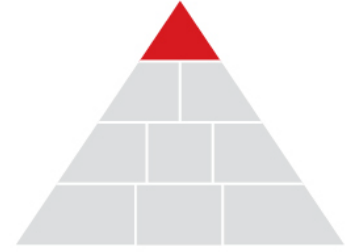


Policy

People

MD-10-67

QUEENSLAND RAIL OFFICIAL



Policy statement

People

Our Commitment

Queensland Rail recognises that our people are our greatest assets. We are committed to ensuring our workplace is an inclusive, collaborative, and productive environment where our people work together to help Queensland Rail achieve its strategic and operational objectives.

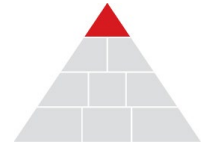
What we will do

We want our people to be accountable, proud, and committed to delivering better outcomes for Queensland Rail and the people of Queensland. We have a high-performance culture which:

- consistently reinforces our values and appropriate behaviours as the way we work together
- strives for a workplace that respects human rights and is free of discrimination, harassment and violence
- enables our people to understand Queensland Rail's expectations of its people
- encourages a diverse, fit and healthy workforce
- engages all employees in their development and continuous learning
- identifies and selects the right people, at the right time, in the right place based on principles of merit, equity and diversity
- provides strong, visible leadership
- values constructive behaviours
- appropriately recognises and rewards outstanding performance
- allows for a reasonable work / life balance
- enables a consultative relationship between our people and their representatives
- ensures unsatisfactory performance and / or inappropriate behaviour is managed appropriately; and
- allows Queensland Rail to comply with legal and regulatory obligations.

Kat Stapleton
Chief Executive Officer

Version 6.5 | Updated on 08 April 2024

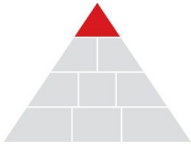


1 Responsibilities

The following establishes the broad accountabilities and responsibilities of the key internal stakeholders applicable to this Policy.

1.1 Who does what?

Who	What
Board	Responsible for the approval of Policy in accordance with legal and regulatory obligations, and to enable Queensland Rail's pursuit of opportunities aligned with its vision and values in an ethical and responsible manner.
Chief Executive Officer (CEO)	Leads Queensland Rail's implementation of and compliance with this Policy, by: <ul style="list-style-type: none"> communicating Queensland Rail's vision, and the importance of the Policy, to all Queensland Rail employees, and responding to recommendations made when this Policy is reviewed, to ensure the Policy remains up to date and relevant to Queensland Rail.
Executive Leadership Team (ELT)	Are accountable for leading the implementation of the Policy in their respective functions and ensuring this Policy has been complied with.
Group Executive People and Culture (GE P&C) (Policy Owner)	Is the Business Function Owner (Policy Owner) and must: <ul style="list-style-type: none"> develop the Policy and enabling processes (i.e. Policy-related documents and systems) to ensure this Policy is reflected in Queensland Rail's operations establish and maintain processes to provide Management and Board (at least annually) with visibility of Policy related implementation and performance, and review this Policy annually and provide recommendations to the ERC.
Senior Manager Employee Relations (SM ER)	Is the Content Developer for the Policy, on behalf of the Business Function Owner (Policy Owner).
Leaders of functions, areas and teams	Must: <ul style="list-style-type: none"> communicate the Policy to their employees, relevant contractors and consultants to ensure they understand the Policy, and demonstrate compliance with the Policy and are also responsible for leading the implementation in their respective functions, areas and teams develop process to enable implementation of policy requirements, and Management within Queensland Rail must implement assurance processes to enable achievement of business objectives and compliance with this Policy.
All employees, relevant contractors and consultants	Everyone who needs to make use of this Policy for work purposes must ensure that they understand and comply with this Policy.



2 Document history

2.1 Document Information

Current Version	6.5
First Released	01 July 2010
Last Updated	08 April 2024
Review Frequency	Annually
Review Before	08 April 2025
Document Authoriser	Queensland Rail Board
Functional Owner	Group Executive People and Culture (EGM P&C)
Content Developer	Senior Manager Employee Relations (SM ER)
Audience	All employees, relevant contractors and consultants

2.2 Document Amendment History

Version	Date	Section(s) Amended	Summary of Amendment
6.5	08/04/2024	Whole document	Updated next review and version.
		1.1	Amended responsibilities for Policy Owner, Content Developer and Leaders to provide for practical application.
6.4	04/08/2023	Whole document	Updated next review and version.
6.3	05/08/2022	Whole document	Updated next review and version.
		1.1	Changes to further clarify the accountabilities and responsibilities, aligned to Policy ownership and business implementation.
6.2	30/03/2021	Whole document	Updated next review and version.

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