



What is the SDP and what does it involve?

The Public Transport Authority (PTA) has developed the Safety Development Program (SDP) to support development and succession planning for a range of rail safety roles across the Network & Infrastructure Division at the PTA, including rail access planning, rail safety, project safety and work health & safety.

The SDP is a structured development program with two distinct stages, where participants undertake a range of rail safety work (including Protection Officer duties) whilst also receiving on-the-job and off-the job training to develop expertise in rail safety.

Stage 1	Stage 2
<p>During the first stage of the SDP, you will be employed on a fixed term basis as a <i>Trainee Safety Officer (Rail)</i>, Level 3.</p> <p>During this time, you undertake a range of rail safety work (including Protection Officer tasks) whilst also completing on the job work placements and off the job training.</p> <p>Once you successfully complete Stage 1 of the SDP, you will be offered permanent appointment as a <i>Trainee Safety Officer (Rail)</i> Level 3 with the PTA.</p> <p>You will be considered to have successfully completed Stage 1 of the SDP once you have completed:</p> <ul style="list-style-type: none"> • A minimum of 12 months service on Stage 1 of the SDP. • All SDP work placements; and • All required training for Stage 1 of the SDP <p>At the completion of Stage 1, you have the option to either:</p> <ul style="list-style-type: none"> • Exit the Program and continue working as a <i>Trainee Safety Officer (Rail)</i> Level 3; or • Continue and complete Stage 2 of the SDP. 	<p>If you chose to continue to Stage 2, you will undertake a range of rail safety work (including Protection Officer tasks) and work placements, whilst also completing a:</p> <ul style="list-style-type: none"> • Certificate IV in Work Health & Safety; or • Cert IV in Rail Safety Management; or • Certificate IV in Training and Assessment; or • Other relevant qualification (as approved by the PTA). <p>You will also receive an allowance equivalent to a Level 4 rate of pay whilst undertaking Stage 2 of the Program.</p> <p>Once you have successfully completed Stage 2 of the SDP, you will be permanently appointed as an <i>Assistant Safety Officer (Rail)</i>, Level 4.</p> <p>You will be considered to have successfully completed the Stage 2 of the SDP once you have completed:</p> <ul style="list-style-type: none"> • A minimum of 12 months service on Stage 2 of the SDP. • All SDP work placements; and • All required training for Stage 2 of the SDP, including an approved Certificate IV qualification (or equivalent approved by the PTA)



<p>What if I've already done some of the training required?</p>	<p>If you have already undertaken some of the training required in the SDP (eg through your previous experience), the PTA will assess this and where appropriate, include this as credit towards the completion of your SDP training.</p>					
<p>Am I eligible to apply?</p>	<p>Appointment to the SDP is via a merit-based recruitment and selection process. Candidates from within and external to the PTA are eligible to apply for the SDP, subject to the special appointment requirements specified on the <i>Trainee Safety Officer (Rail) Level 3 Job Description Form</i>. Candidates under consideration for the Program will be required to successfully complete a medical assessment relevant to the position and provide a national police clearance.</p>					
<p>What conditions of employment will I be entitled to?</p>	<p>Whilst on the SDP, you will be subject to the employment conditions (including leave, hours of work etc.) applicable under the <i>Public Transport Authority Salaried Officers Agreement 2022</i> (including applicable Industrial Circulars) or its successor.</p>					
<p>What rate of pay will I receive?</p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center; padding: 5px;">Stage 1</th> <th style="text-align: center; padding: 5px;">Stage 2</th> </tr> </thead> <tbody> <tr> <td style="padding: 5px;"> <p>As a <i>Trainee Safety Officer (Rail) Level 3</i>, you will receive the rate of pay applicable to the Level 3 classification as outlined in the <i>Public Transport Authority Salaried Officers Agreement 2022</i> (including applicable Industrial Circulars) or its successor.,.</p> <p>As of April 2026, the commencement base salary for a Trainee Safety Officer (Rail), Level 3 operational position, is \$91 660 (plus shift and weekend penalties as appropriate, based on roster).</p> </td> <td style="padding: 5px;"> <p>In Stage 2 of the SDP, you will receive an allowance equivalent to a Level 4 rate of pay, as outlined in the <i>Public Transport Authority Salaried Officers Agreement 2022</i> (including applicable Industrial Circulars) or its successor. As of April 2026, the commencement base salary for an Assistant Safety Officer (Rail), Level 4 operational position, is \$102 103 (plus shift and weekend penalties as appropriate, based on roster).</p> </td> </tr> </tbody> </table>	Stage 1	Stage 2	<p>As a <i>Trainee Safety Officer (Rail) Level 3</i>, you will receive the rate of pay applicable to the Level 3 classification as outlined in the <i>Public Transport Authority Salaried Officers Agreement 2022</i> (including applicable Industrial Circulars) or its successor.,.</p> <p>As of April 2026, the commencement base salary for a Trainee Safety Officer (Rail), Level 3 operational position, is \$91 660 (plus shift and weekend penalties as appropriate, based on roster).</p>	<p>In Stage 2 of the SDP, you will receive an allowance equivalent to a Level 4 rate of pay, as outlined in the <i>Public Transport Authority Salaried Officers Agreement 2022</i> (including applicable Industrial Circulars) or its successor. As of April 2026, the commencement base salary for an Assistant Safety Officer (Rail), Level 4 operational position, is \$102 103 (plus shift and weekend penalties as appropriate, based on roster).</p>	
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<p>What will be my hours of work?</p>	<p>Employees occupying this position are “Operational Employees” as defined by the <i>Public Transport Authority Salaried Officers Agreement 2022</i> or its successor. Operational Employees are required to work ordinary hours of duty of on average 40 per week Sunday to Saturday inclusive. This is currently worked over a 10-day fortnight. Shift work and overtime will be required based on the PTA's operational requirements. This can include working unsociable hours.</p>					
<p>Where will I be working?</p>	<p>During your placement, you may be allocated to any PTA based location within the Perth public transport area on a temporary or permanent basis.</p>					



What happens to me at the end of the SDP?

If you elect to exit the SDP at the end of Stage 1, you will be permanently appointed as a *Trainee Safety Officer (Rail)* Level 3 with the PTA.

If you elect to elect to complete Stage 2 of the SDP, you will be you will be permanently appointed as a *Trainee Safety Officer (Rail)* Level 3 with the PTA and will receive an allowance equivalent to a Level 4 rate of pay whilst undertaking Stage 2. You will be offered permanent appointment as an *Assistant Safety Officer (Rail)*, Level 4 once you have successfully completed Stage 2 of the SDP

If a permanent vacancy does not exist when you successfully complete the SDP, you will be permanently appointed and held 'above establishment' at your substantive classification level until a position vacancy arises.