



Form 73A – Notice of WHS dispute



Work Health and Safety Act 2011, s 102B

Information
<ul style="list-style-type: none"> Use this form to notify of a WHS dispute. Once filed, this notice must be immediately served on all other parties to the dispute. This Notice will be published on the QIRC website pursuant to s 102B(3) of the Work Health and Safety Act 2011. If a relevant union for a worker affected by the WHS matter not already named as a party wish to participate in the resolution of the dispute, they may notify the Industrial Registrar in writing. Please read this form carefully and complete all relevant sections. Documents which are longer than 30 pages in length must be provided to the Industrial Registry in hard copy before it will be accepted for filing. For further information on please refer to the website www.qirc.qld.gov.au or contact the Industrial Registry on 1300 592 987 or via email at qirc.registry@qirc.qld.gov.au.

Notification
Notice is hereby given of a dispute in accordance with s 102B of the <i>Work Health and Safety Act 2011</i> .
Has a <i>Form 74 – Application for WHS review</i> been filed in relation to the matter/s in dispute? <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes [Matter No. WHS/____/____]

Notifier	Australian Rail, Tram and Bus Industry Union
AND	
Respondent	Queensland Transit Authority t/a Queensland Rail

If there are more parties to the WHS dispute, please complete a **Form 1 – Parties List** and file it together with this form.

1. Particulars of the party notifying of the dispute	
Name:	Australian Rail, Tram and Bus Industry Union
Postal/Service address:	Level 1, 457 Upper Edward Street
	Suburb/Town Spring Hill Postcode 4000
Phone number:	0738394988 Mobile number:
Email address:	industrial@rtbu.com.au
Name of contact person:	Lucas Kennedy
Direct phone number:	0430146956 Mobile number:
Direct email address:	lucas.kennedy@rtbu.com.au

2. Particulars of the other party to the dispute

Name:	Queensland Rail Transit Authority t/a Queensland Rail		
Postal/Service address:	GPO 1429		
	Suburb/Town	Brisbane	Postcode 4001
Phone number:	8920332	Mobile number:	
Email address:			
Name of contact person:	Dion Matley		
Direct phone number:	3072 0979	Mobile number:	0428 483 794
Direct email address:	Dion.Matley@qr.com.au		

3. Workplace where dispute exists

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4. WHS matter subject of the dispute

This dispute (as defined in s 102A of the *Work Health and Safety Act 2011*) is in relation to:
[Please pick one or more of the options below]

<input type="checkbox"/>	A work group determination matter.
<input type="checkbox"/>	A work group variation matter.
<input type="checkbox"/>	Access to information by a health and safety representative under s 70(1)(c) of the Act.
<input type="checkbox"/>	The giving of a notice or information to a health and safety representative under s 70(1)(cb) or (cc) of the Act.
<input type="checkbox"/>	A request by a health and safety representative for a person assisting the representative to have access to the workplace under s 70(1)(g) of the Act.
<input type="checkbox"/>	A matter mentioned in s 72(2)(aa), (a) or (b), or s 72(4)(a), (b) or (c) of the Act relating to training for a health and safety representative.
<input type="checkbox"/>	A health and safety committee matter.
<input checked="" type="checkbox"/>	A matter about work health and safety that is an issue to which Part 5, Division 5 (Issue Resolution) of the Act applies.
<input type="checkbox"/>	An issue about cessation of work under Part 5, Division 6 (Right to cease or direct cessation of unsafe work) of the Act.

Does this dispute relate to any of the following decisions made by an Inspector?

<input type="checkbox"/>	s 54(5) – Negotiations regarding an agreement
<input type="checkbox"/>	s 76(6B) – Regarding a health and safety committee

5. Compliance powers

Has an inspector been appointed to assist the parties reach an agreement or resolve the dispute?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
If yes, was a decision made by an inspector to exercise, or not to exercise, compliance powers under Part 10 of the Act subject to review under Part 12 of the Act?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

6. Issues in dispute

Please outline the issues in dispute between the parties:

[Please note that any details you provide will be published as part of this Notice]


Please attach a schedule if more room required

1. Queensland Rail Transit Authority (“Queensland Rail” or “QR”) have sought to implement a series of new workplace practices dubbed the “Workforce Scheduling System” or “WFS”.
2. This new scheduling process and system introduced a significant body of changes to both the systems of work and workloads of QR's Shift Roster workforce.
3. Over the past several months, wherein this new system has been implemented, the affected workers have raised a number of fatigue and psychosocial concerns about the new system.
4. Amongst these concerns have been the following:
 - a. An increased workload on Shift Roster Officers without meaningful decreases of the mental load nor an increase to labour; and
 - b. Concerns about the safety of the system as a system of work ensuring that the subjected Station Staff do not suffer overexertion and fatigue due to the new rostering system; and
 - c. An introduction of privacy concerns that generate psychosocial and physical risks for Shift Roster workforce which were not in existence prior to the introduction of the WFS system; and
 - d. The introduction of inadequate training concerning the WFS for the Shift Roster workforce which has exacerbated psychosocial distress concerning the change.
5. Consequently, on 18 March 2026 the Australian Rail, Tram and Bus Industry Union, Queensland Branch (“RTBU”) issued Queensland Rail with a WHS dispute notice as per s 81(2), *Work Health and Safety Act 2011* (Qld) concerning the implementation of the WFS system. This dispute notice has been attached and marked “RTBU1”.
6. Over the course of the prevailing weeks the parties have attempted to settle the dispute.
7. However, Queensland Rail has failed to adequately address the psychosocial, workload, and fatigue issues which gave rise to the dispute.
8. Consequently, Queensland Rail remains in breach of its duties under ss 17, 18, 19 of the *Work Health and Safety Act 2011* (Qld)

7. Briefly state the relevant industrial instrument/s affected (e.g. award, agreement, determination) OR the industry in which the dispute arose and/or type of work being undertaken by those in dispute

1. Queensland Rail Administrative, Professional and Technical Enterprise Agreement 2023 (Rail Industry)

8. Signature of the party notifying of the WHS dispute

Signature:	
Name:	Lucas Kennedy
Position/Capacity:	Principal Industrial Officer, RTBU (Queensland Branch)
Date:	01/06/2026