

# GANGER



## What is a ganger?

A supervisor, ganger or team leader is responsible for coordinating and supervising the work within their own 'gang' or work team for their specific area, section or region within the rail network. They need to ensure, along with the cooperation from their work team, that all work is carried out safely and to schedule. The role requires knowledge of the rail industry, achieved by having worked in the rail environment and progressed or advanced through on-the-job training.

## What might a ganger do?

It is the responsibility of the supervisor, ganger or team leader to assess hazards, determine risk, conduct regular inspections, and maintain a safe site for their workers, while scheduling and completing track works on time.

- Assist with track construction and maintenance
- Assist with maintenance of grounds, corridor, infrastructure
- Safe and accurate operation of plant including tamper, sleeper, ballast
- Ensure that required documentation is completed
- Responsible for the safety of the team
- Ensure all permits are in place and signed before work begins
- May allocate work to the team based on work plan or schedule
- Share and pass on knowledge to others

## Who it might suit

Gangers need the ability to work under pressure. They should have a flexible and adaptable approach, with the ability to problem-solve and multitask. Gangers need to lead and manage a team, so must lead by example. Gangers need to be able to communicate effectively in both written and verbal contexts.

- Good people skills with ability to motivate others, and if necessary, discipline work teams
- Exceptional time management and organisation skills
- Leadership skills, understand the team's strengths and weaknesses
- Physically fit and mechanically minded
- Ability to liaise with managers and leaders of all levels to get work done

## Where and when is the work?

This role has a great deal of autonomy and will be well suited to someone who enjoys planning and prioritising their own day. Typically, hours per week can be 40-50 with occasional shift work and weekends. The work is on a rotating roster with evenings, weekends and public holidays.

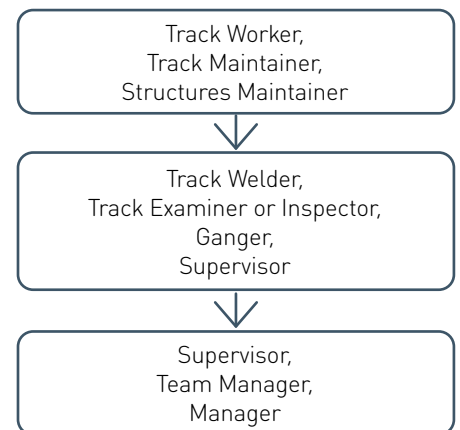
## What is the pay?

In 2020, the average ganger salary can vary between \$67,000 to \$75,000.

## Career path opportunities

There are three main career pathways available for rail infrastructure employees.

- 1. Rail Infrastructure – Track Work:**  
Track Worker, Track Installer, Track Maintainer
- 2. Rail Infrastructure – Structures:**  
Structures Maintainer
- 3. Rail Infrastructure – Track Surfacing:**  
Plant Operator, Mobile Plant Operator, Way Gang Driver



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