

THE QUARTERLY MAGAZINE OF NOVO RAIL ISSUE 2

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FUTURE  
FOR NOVO RAIL IS  
BRIGHT

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**inFOCUS** : Having successfully 'shifted up a gear' with Year 1 business mobilisation, where the primary focus was on Critical Resource Development and the initiation of a handful of referred projects, Novo Rail is now aiming to optimise its potential in Year 2 and hit Top Gear. Key to this will be its ability to deliver Value for Money.

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**inSCOPE** : A round-up of our Projects plus some Community Gold, a new section honing in on some of the hidden project communications that help keep members of the local community involved and/or appeased whilst rail work is being constructed in their area.

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The Novo Rail Cricket X111 level the series and Peter Symons shares some of his wit and wisdom through a new regular Q&A spot.

### YOUR OPINIONS AND FEEDBACK ARE IMPORTANT TO US.

If you have any article ideas you would like to be included for consideration in future issues or spot any of our deliberate errors in this issue, we would love to hear from you. Please send an e-mail to [communications@novorail.com.au](mailto:communications@novorail.com.au)

# TAKE SAFETY PERSONALLY

## When it comes to safety, the standard that you walk past is the standard that you set

Tragic news of the RailCorp contractor fatality at Kogarah Station serves as a timely reminder of just how importantly we all need to take safety: it is and must remain our top priority.

Whilst the recent alliance health check survey indicated a positive response to how our staff currently view the existing Novo Safe culture, the job of creating the ideal safety culture at Novo Rail is only just beginning.

We have clearly benefitted from a solid starting point, with all four alliance partners already demonstrating their own commitment to safety. This goes a long way to helping us build a climate where safety is an over-riding priority and to incorporating the fundamentals of a 'just and flexible' reporting and learning safety culture.

In future issues of inNOVO, this regular safety segment will look to expand on the Novo Safe program; promote the importance of safety leadership in all levels of the business; share safety innovations from both within and the wider safety community whilst encouraging all of us to take an active interest in our safety culture and to 'take safety personally'.

All safety feedback is welcome, including your positive safety stories and ideas: please send an email to [safety@novorail.com.au](mailto:safety@novorail.com.au) and remember the Novo Rail mantra: 'when it comes to safety, the standard that you walk past is the standard that you set.'

**Bill Plakias, Novo Rail HSEQ Manager.**



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# FOREWORD



from Peter Winder, Alliance General Manager, Novo Rail

We find ourselves in a relatively unique position, where our ability and behaviours can significantly improve the timeliness of and approach to construction on the CityRail network

A few days ago I was asked to write up the highlights of the alliance so far, for the Norfolk Group Annual Report. Being a listed entity, what they were looking for were the tangible specifics: such as the fact that construction of West Ryde and Toongabbie substations is now well advanced, our approval from RailCorp of 8 TOCs (Target Out-turn Cost), the commencement of initial works at Glenfield and Clyburn junctions, and the fact that recruitment against our Critical Resource requirement is on target, with the first accredited employees – cable jointers – set to commencing work in April.

Other highlights lie in that ability to look back, from when we first took up residence at Pitt Street in June last year to the position we are in now, housing some 222 employees across 3 floors of the building. Back then, there were 8 of us, working with the support and co-operation of RailCorp and the other alliance partners towards a vision that we all knew would throw up a number of challenges along the way.

As we grew at an accelerated rate, it was extremely important to build a strong culture around us to imbue a sense of belonging to Novo Rail, as distinct from our respective parent companies. This culture came with a set of values and behaviours...a Novo Way of doing things: 'we do what we say we will'.

A year on, and I'm delighted with the progress. We have truly set ourselves up to deliver Value for Money and to adopt new or more efficient ways of doing things. As the emphasis of our business shifts towards timely project delivery and affordability, with a high degree of rigour built into our TOC development process, we find ourselves in a relatively unique position, where our ability and behaviours can significantly improve the timeliness of and approach to construction on the CityRail network.

In this issue of inNOVO, you can read more about this Novo Rail journey and how we are tracking with the now 32 projects referred. Even more than this, the interview with Rob Mason acts as an excellent endorsement of the level of importance and regard with which Novo Rail is held by RailCorp.

This also serves as due notice to all of us that the hard work is still to come and that our future success is very much in our own hands. Exciting times ahead and I look forward to helping navigate Novo Rail through the next important steps of our journey. Your journey, our journey... enjoy the ride.

# TOP GEAR

As the Chinese Year of the Ox officially drew to a close on 13th Feb 2010 making way for the Year of the Tiger, similarly Novo Rail chose February to draw a line in the metaphorical sand between its 2009 year of business mobilisation, 2010 as the year for business optimisation.

**'We have hit a hugely important junction in the alliance's future,' confirms Novo Rail Alliance General Manager, Peter Winder. 'And the path we now choose needs to provide us with a strong sustainable foundation for the life of the alliance.'**

**'We will only achieve this through optimising the business to its greatest potential and by hitting top gear in all that we do.'**

## **DRIVE - ACCELERATION - HIGH PERFORMANCE - SAFETY - TOP GEAR**

### **HITTING TOP GEAR**

At the end of 2009, the Novo Rail Alliance Management Team commissioned an independent review of alliance activity to ensure it was continuing to move in the right direction. This review highlighted the need to re-focus or change its approach across some key strategic areas, including:

- Streamlining its development process and reducing some of the content of its Project Proposals;
- Transition towards a model that allows for greater accountability of project managers;
- The need to drive stronger commercial and technical challenge to better highlight the 'value add' of the alliance model through an integrated team (owner, designer and deliverers) over a more traditional 'design and construct' approach

The review also recommended a strong shift in the balance of the business going forward, with less focus on the business support functions, which were key to getting the alliance to the point it is at today, and more emphasis on the broader Program delivery areas: Junctions, Stabling and TSU works respectively.

Strategy & Development Manager, Tanya Johnstone, adds: 'The move to group projects across key Program delivery arms in this way, necessarily gives us a greater 'cradle to grave' project focus and should enable us to capitalise on a number of operational and functional efficiencies across each of these delivery areas.'

'It also more closely aligns Novo Rail Program accountabilities with those of RailCorp, which should help remove any unnecessary duplication and allow for better project planning, reporting, and definition support in the future.'

# HARD WORK

## WILL DELIVER VALUE FOR MONEY

The need for us to be able to clearly demonstrate and deliver value for money has never been stronger,' explains Novo Rail VfM Coordinator, Graham Constable, 'particularly as we move towards potential changes in the political landscape and as RailCorp calls on Novo Rail to expressly demonstrate the value we are delivering.'



**He continues: 'Our ability both to achieve and demonstrate where we are driving Value for Money is critical to ensuring that the alliance has a long and healthy future. Not only will it help ensure that we meet our strategic and operational objectives but it will also positively enhance the reputations of each of the alliance participants.'**

**Working closely with the project and commercial teams, Graham is charged with creating appropriate processes and interventions through the project feasibility, definition and design phases, to help us track and measure value for money initiatives.**

'We've also been working on ways to help us differentiate between 'business as usual' VfM efficiencies and areas where Novo Rail is able to drive true innovations,' adds Graham. 'One such plan is to develop a conceptual idea, originally championed by George Kamensky, which will see a sort of 'Innovation Bank' as a potential source of information for the Value for Money register. It's early days, but there is already one innovation proposal under consideration which could literally save millions of dollars if applied across a range of RailCorp stabling projects.'

This prospective innovation aside, in Novo Rail's first official VfM report to RailCorp, Graham was able to highlight a number of activities and areas where Novo Rail has already added value to the original brief or made systems or processes more efficient. 'For example, Novo Rail has helped to drive a complete change in RailCorp's approach to funding the alliance,' explains Graham. 'The new approach will better enable Novo Rail project managers to deliver more time and cost efficiencies through streamlining the project referral process.'

'There has also been a considerable amount of work undertaken around continuous development and improvement of our over-arching Resource Development Plan.' The report, the result of several good minds within Novo Rail, also includes detail on Benchmarking, KPIs, Business Process improvements and a new strategic procurement process.

Graham concludes: 'From hereon in, each Project and Program Delivery arm will have a series of VfM Registers, highlighting any notable cost and schedule benefits. Further down the track, this detail will be reflected by a dashboard illustrating the 'Cost', 'KPI/KRA', 'Benchmarking' and 'value indices' metrics for all projects, which will act as a quick visual executive summary of the value being added by Novo Rail. There is much work still needed to coordinate all the various initiatives from within Novo Rail into a cohesive and readily available story, but the message is clear that innovative thinking will definitely help deliver Value for Money.'

# DON'T MESS UP ROB'S RAILWAYS



The discussion was about Novo Rail: its invention, success to date and a personal crystal ball into the alliance's future. But the words that resonated the most were a jovial reference to a speech delivered earlier by Rob Mason's colleague and contemporary, Chris Lock, CEO of the Transport Infrastructure Development Corporation, who wryly explained the two main rules when engaging with RailCorp: 'firstly, don't mess up Rob's railways and secondly...DON'T mess up Rob's railways.'

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**Whilst this warning might have been adapted and adopted from the film *Fight Club*, there was no conflict inherent in its sentiment. 'Far from it,' explains Rob Mason, CEO RailCorp, who cited the reference in the context of RailCorp's unique client/partner relationship with the Novo Rail alliance. 'On the contrary, Novo Rail is off to a great start and personally I am in no doubt that this more mature alliance delivery method is far preferable to the often more adversarial 'design and construct' contract approach.'**

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But the relationship between RailCorp and Novo Rail has to be firm,' continues Mason, 'and assurance of competence is fundamental to progression of the alliance: we simply can't be in a position where we are over-promising and under-delivering on any part of our commitment.'

Novo Rail Alliance General Manager, Peter Winder, adds: 'This is good to hear and acts as a very timely reminder of our responsibilities with regards this alliance. With our main focus necessarily on establishment and mobilisation in our first year, 2010 will see a concentrated focus on efficient and timely project delivery with Novo Rail now active across a number of 'live' projects.'

#### **BROWNFIELD EXPERIENCE KEY**

Mason's confidence in Novo Rail can to an extent be measured by the fact that around 80% of the projects destined for alliance delivery over the next 5 years, have already been referred. 'We see Novo Rail as the delivery arm for almost 20% of our entire capital budget over the next five years,' confirms Mason, 'which is itself indicative of the importance with which we view the alliance. This is a fundamental building block in our overall plans.'

'Key to this is the brownfield site experience and capability Novo Rail brings: its ability to project manage work in high profile, high traffic areas, ensuring possessions and other disruptions to the public are kept to an absolute minimum.'

With construction of a substation at West Ryde – Novo Rail's first 'live' project – Mason is at pains to point out the simplicity of the equation. 'We will always own the relationship with the public,' he notes, 'and any flash-points can quickly undermine any amount of excellent technical work. So it is clearly of paramount importance that any of our construction partners, like Novo Rail, realise that project management, particularly in brownfield sites, often extends beyond the design and engineering aspects of the work and into areas like noise management, environmental considerations and of course, the highest emphasis on safety.'

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### CAREERING AHEAD

In addition to this inherent provision of competence assurance across brownfield sites, the other key challenge set for Novo Rail from the outset lies in its ability to attract the skilled people necessary to help address the rail industry's critical resources issue.

'At RailCorp we now have 350 apprentices and around 120 graduates and are placing considerable focus on how we train, upskill and nurture our people to ensure that we are in a position to continue to combat the challenging issues stemming from the industry-wide shortage of critical resources,' notes Mason somberly.

'It is hugely important that Novo Rail approaches this issue head on too and the ability to widen the skilled resources catchment area, through the alliance, to include private sector, has already had a hugely positive impact on our resource forecasting for the future.'

Mason adds: 'The good news for us is that a career in rail has really started to become quite fashionable. A lot of the projects we have on our program of works for the next five to ten years might be considered iconic in their own way. That ability to be involved in the construction of a key tunnel or bridge or new station is a real draw-card for someone from an engineering discipline and can definitely help shape your future career.'



## BRIGHT FUTURE

### And what of Novo Rail's future beyond its originally agreed 5 year remit?

Mason answers the question with due caution, aware that Novo Rail still has a number of important steps to take before discussion around the alliance's future can be tabled. 'Generally speaking,' he notes, 'the future for the rail industry in Australia, and in particular in NSW, is bright. Whatever the political landscape, the rising population and demands of rail patronage guarantee unprecedented work across this industry for at least the next decade.'

'Anyone who has proved their worth in the industry should still be in a strong position. But they will also need to have consistently proved value for money and strong levels of competency.'

In short, there is no reason why Novo Rail shouldn't have a legacy beyond 2014, providing it 'doesn't mess up Rob's railways'.

After 18 years working on the London Underground (the Tube) - the last four of these as Main Board Director for customer service delivery - Rob Mason and his wife moved to Sydney over five years ago. He began his RailCorp career as COO and was appointed as CEO in April 2008. Rob is a keen sailor and one of the most memorable sailing events was competing in the 2001 Americas Cup Jubilee regatta alongside the iconic Australia II (which is probably as memorable as it gets for a Sheffield Wednesday fan).

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in Australia, and in particular  
in NSW, is bright

# PROJECT UPDATE

As the article on page 4 explains, Novo Rail has recently changed its focus from business mobilisation to business optimisation through the formation of 3 distinct Program Delivery arms for **Traction Supply Upgrades (TSU), Junctions and Stabling** works respectively.



## GLENFIELD JUNCTION

Two stages of the 3-phase Glenfield Junction project are now underway and site establishment is ongoing. This is part of a complex set of works in the area, which includes the South West Rail Link and work by the Federal corporation ARTC, all with the overarching objectives of:

- Increasing capacity for train movements through Glenfield Junction;
- Enabling future construction of the South West Rail Link; and
- Upgrading the existing train station into a transport interchange to increase the reliability of the junction.

Work so far has included ULX construction, the installation of GST, construction of the two hi-rail access pads, minor signal modifications and overhead wiring. The large-scale track construction and signal and OHW work will take place between February 2010 and December 2014.

## AUBURN'S STATION RD BRIDGE REPLACEMENT

Novo Rail's newest project in the field, this bridge was closed to traffic overnight on Sunday 28 March, with the project scheduled for completion at the end of September 2010. The new bridge will provide four traffic lanes and wider footpaths on both sides and is a joint project between RailCorp and Auburn City Council.

Construction between March 2010 and Sept 2010 will include:

- Bridge replacement
- Installation of high voltage transmission poles
- Footings and structures for overhead wiring transfer works
- Installation of a temporary gantry (to accommodate April to September pedestrian closure)

Extensive communications occurred prior to the bridge closure, including the delivery of 28,000 notifications to the local area, and advice to all types of road users.

## LEVEL CROSSINGS SOUTH OF BERRY

To improve safety, the existing 'passive' level crossings on the main north/south rail line at Jaspers Brush Road and O'Keefes Lane are currently being upgraded to active level crossings. This involves installation and commissioning of boom gates, bells as well as adjustments to some signage and road surfaces at both crossings.

The project works are well underway, with bells due to be installed and tested in May 2010. The work on both locations is due for completion in mid June 2010. To accommodate local residents' concerns, RailCorp has agreed to turn the bells off from 10pm to 6am each day.

[N.B. Signal construction and work on crossovers at Clyburn Junction is also currently underway, with construction and commissioning of a significant amount of new infrastructure at Sulphide Junction in Sydney's north also imminent. A range of additional OHW projects for work on various lines have also been referred and are currently in concept and feasibility project phase.]



### WEST RYDE SUBSTATION

Novo Rail's first project is on schedule and on budget with the building at lock-up stage and the electrical fitout now commenced. This timeline has been maintained through effective use of planned weekend possessions with the latest possession on 20/21 March involving the installation of new 1500V DC feeder cables on to the feeder gantry, installation of 33KV UGOH and Stay Poles and adjustments to the overhead wiring. Commissioning of the substation's DC component to be undertaken during the mid June 2010 possession weekend.

Residents adjacent to the new substation have been patient with the construction works and few calls have been received by the 1800 project information line. They have also been invited to be involved in developing the final landscape plan for regeneration of the affected area and the choice of colour for the perimeter security fencing.

### ART GALLERY SUBSTATION

A more challenging site than the other substations mentioned above, largely due to the constraints of an inner-City work site and proximity to the heritage listed Domain. Both day and night works are underway for construction of the substation next to the Eastern Suburbs rail line, which will enhance the traction supply for future rolling stock deployment.

Local residents in the adjacent high rise residential building have been reasonably tolerant of the work as a result of Novo Rail's proactive management of noise mitigation and active environmental planning.

### TOONGABBIE SUBSTATION

Construction of the substation at Toongabbie is also progressing on time and on budget. On the local community front, one resident opposite the site expressed a concern for two jacaranda trees close to the construction boundary, which have since been taped off to prevent accidental damage to them.

[N.B. Planning work is also currently underway on projects referred in the area known as Sector 3b including: new traction substations at Seven Hills, Blacktown North and Rooty Hill; a new Section Hut at Blacktown West and AC feeder upgrades including a new AC feeder bulk supply (7W3) from IE Blacktown.

Planning Works and Overhead Wiring design also continues in the Bankstown area with the Project Proposal phase now underway. Novo Rail is working with RailCorp to expedite design works in order to meet a critical possession during July 2010. ]



### EMU PLAINS STABLING YARD

The suite of several environmental studies are underway with construction due to start in 2010 to 2013 (2017 for signalling component). The primary objective of this project is to enhance train services between Emu Plains and Sydney City through the design, construction and commissioning of:

- A 22 set train stabling yard
- A new platform
- Modernised signalling between Penrith station and Emu Plains
- De-commissioning of Penrith stabling yard

### WOLLONGONG STABLING YARD

This project consists of construction of a down yard expansion, up line shunt neck and up line stabling yard. Construction of a decanting facility on the down line is currently due to start in September 2010, subject to approval of project funding.

### AUTOMATIC TRAIN PROTECTION (ATP)

Novo Rail has also recently completed a concept and feasibility study on the proposed implementation and impact of switching to a new ATP system. The formal referral of the AP1 part of this project has recently been received, with the team now concentrating on the Northern rail corridor as well as finishing studies in the Blue Mountains area.

# THE BIGGER PICTURE



‘Our new Top Gear business optimisation process has seen greater alignment of Novo Rail with the RailCorp structure,’ explains Martin Griffiths, Novo Rail Stabling Program Director, ‘This has single-handedly enabled us to start to move away from the project ‘man-marking’ scenario that currently exists, where a Novo Rail Project Manager is effectively being shadowed by a RailCorp Project Manager, creating a set-up that is not as efficient as it could be.’

‘The reality is that the RailCorp Project Manager has a much broader remit of responsibility than just managing the construction delivery aspects of a project,’ adds Martin. ‘They have to be across all related customer issues, mindful of possessions, and up to speed with any media interest or likely political developments.’

But through our new Top Gear structure, we have effectively opened the door to allow our own Project Managers to see this bigger picture and to gain a greater understanding of how the RailCorp system operates.

#### **VIRTUOUS CIRCLE**

With a strong recruitment drive currently in place, aimed at persuading RailCorp employees to take up key seconded positions within Novo Rail, the ability to in turn allow Novo Rail Project Managers greater exposure to RailCorp’s environment creates a virtuous circle of opportunity within the alliance.

‘This is huge news for Novo Rail,’ enthuses Martin, ‘because it shows a level of maturity that we have not yet seen in the alliance’.

‘Nirvana being that Novo Rail will ultimately be able to offer total project solutions and move towards becoming a true delivery arm for RailCorp.’

# ON-SITE COMMUNITY GOLD



With an increasing amount of activity out in the field, how we communicate with local residents and communities and other key stakeholders is of increasing significance. Everything we touch in the metaphorical front-line, through our behaviour, our branding, even down to how we look, can have a positive impact on Novo Rail and each of the alliance partners.

'Perhaps of most significance is our capacity to positively enhance the reputation of RailCorp with the NSW public,' explains Novo Rail Project Communications Manager, Susan Allton. 'This is a requisite part of our over-arching charter and a key cornerstone in the foundation for the alliance's continued success.'

'Interestingly,' she continues, 'whilst RailCorp itself has an extremely active communications arm, the focus is primarily on commuter news for its passengers/customers. Aside perhaps from a few of the TIDC/RailCorp projects, Novo Rail's approach to project communications represents the first time that a RailCorp associated body has been actively involved in direct community and stakeholder relations, for all projects in the field, directly relating to people and businesses affected by our rail construction projects.'

## RESIDENTIAL TREATMENT

Part of Susan's remit is to keep all affected communities, businesses, residents and Councils informed about the project going on in their area and to assess and mitigate any potential construction impacts.

'We do this through a range of leaflet drops, from notifications about the broad plans for a project and proposed construction work, its stages, timings and likely work hours to offering a site 1800 number for local residents to call with enquiries, suggestions or complaints.'

Susan adds: 'Input from adjacent businesses and residents can often assist us in adapting our construction methodology on a site, particularly when it comes to minimising use of specific equipment or adapting the hours we might work or introducing specific mitigation measures to better suit our close neighbours. We always, where possible, research local issues and mitigation options with those people most closely affected and add this input to site inductions and brief the Novo Rail project managers accordingly.'

By working closely with both the Novo Rail project teams and RailCorp's own communications arm, we have already managed to deliver a few examples of on-site Community Gold.

These include, but are by no means limited to:

- Delivery of a Christmas card and gift hamper to local residents most affected by construction of a new substation at West Ryde and more recently, inviting their involvement in the development of a landscape plan for the site and choice of colour for the security fencing
- The taping off of two Jacaranda trees on the Toongabbie substation construction site, to ensure they are not damaged, at the request of a local resident
- Meeting with the leaders of a local Mosque in Auburn, in relation to the Station Bridge replacement project there, knowing that their community would be directly affected on Fridays regarding the required closure of pedestrian access across the bridge (the notifications also included translations in 4 languages in addition to English).

In future issues of inNOVO, the plan is to highlight more on-site Community Gold and even to talk to local residents about their experiences in relation to specific projects.

# GETTING TO KNOW YOU



## PETER SYMONS

System Engineering and Design Manager and a member of the Alliance Management Team

### Your favourite time of the day?

I'm a morning person so first thing in the morning for me.

### What picks you up when you feel like you've taken a punch?

A walk around the block to clear my head and then back into it.

### What charity pulls at your heart strings the most?

I find Tim Costello a very convincing speaker, so World Vision.

### The part of your job that gives you the biggest buzz?

Seeing the results of the transfer of my knowledge and expertise to the next generation of engineers.

### Who do you look up to the most in your personal life?

My son he is taller than me.

### Spending the average weekend with you?

Brewing an all grain beer and then some sensory evaluation afterwards

### The 3 things you take with you on a long train journey?

My Netbook, Lord of the Rings (the book) and noise cancelling headphones for ultimate peace and quiet.

### When you started out in business, what was the biggest mistake you made?

Not paying enough attention to the numbers.

### What is the phrase or quote that you live by?

'Do as you would be done by.'

### What do you want to be when you grow up?

Taller!



## ACHIEVING THE EXTRA-ORDINARY

In early February, Novo Rail alliance partner Laing O'Rourke, held its 4th annual summer event, Extraordinary 4. Employees and their guests were whisked away to the Gold Coast's Convention and Exhibition centre for a day of learning, development and fun!

Saturday's 'Speaker Spectacular' produced an impressive line-up, educating and entertaining a jam-packed auditorium. The agenda included time to discuss the serious side of business, with Ray O'Rourke and the executive team taking the stage; time to celebrate the company's success and look forward to the future; and time to reward and recognise employee success with the Laing O'Rourke Excellence Awards.

John Eales (pictured above), former Wallaby Captain, entertained with insights into 'Building a Winning Team' and was very generous with his time, happily signing all matters of memorabilia. Li Cunxin, writer of Mao's Last Dancer, commanded the stage like a veteran: his emotional delivery and amazing personal story inspiring the audience to never give up. The 'Speaker Spectacular' wrapped up with the wacky yet wonderful Amanda Gore, who challenged comfort zones using quirky props and public assertions to achieve 'Less stress and more joy'.

The day culminated with an invitation to the Gala Dinner where the ticket price paid by staff and partners is matched by Laing O'Rourke and donated to Freedom Projects (Laing O'Rourke's corporate charity). The innovative theme for the night included a light show rarely seen before in Australia and table decorations that kept everyone somewhat amused. And if that wasn't enough, a decadent meal and surprise band—the Hoodoo Gurus—sent us dancing wildly into the night.

Laing O'Rourke again meeting the challenge to surpass the year before; thanks for Extraordinary 4!



# NOVO RAIL vs RAILCORP 'ASHES' TIED AT 1-1



**Having already fallen foul to a sticky wicket and a lack of first team experience, the Novo Rail XIII cricket team who took to the field for the second match in as many months, were still smarting with the taste of defeat and included a few new faces coupled with a much firmer resolve.**

The net result, after a measured day at the crease and a fierce 'bodyline' bowling attack, the Novo Rail vs RailCorp Cricket Challenge Trophy was duly returned to its rightful owners at 338 Pitt Street.

'Cricket has been the real winner here,' an elated Novo Rail captain, Faisal Bilgrami was heard to say as he graciously

applauded his cricketing nemesis, RailCorp's team captain Nigel Howlett. Both had the honour of leading their teams out to respective victory in Matches 1 and 2 and the official decider may now be in the hand of the weather gods as the winter season starts to set in.

[Novo Rail Team Players included: Faisal Bilgrami, Darin O'Brien, Andrew Dwyer, Geoff Griffiths, Mukund Guruji, Sanjeev Hanumaiah, David Luk, Chris Paras, Gary Pedersen, Bill Plakias, Vijay Singh, Kaniyur Sundar, Clements Soosapilla, Graeme Andean, Nirav Pandya, Steve Cotton and Andrew Taylor.]



## A FINAL WORD FROM THE EDITOR

A recent alliance 'health check' highlighted a number of areas that are working well for Novo Rail and others that still need further development.

The great news is, as this edition of inNOVO shows, changes related to our Top Gear business optimisation, coupled with a lot of hard work and positive energy from around the business, have us on track to deliver our objectives in 2010 and beyond.

The round-up of our current projects and the work we are carrying out to keep local communities informed and involved clearly demonstrates that we are making the right noises in the field.

Similarly, Rob Mason's article goes a long way to illustrating the top-level support for Novo Rail, showing that RailCorp itself also has a keen interest in the health and sustainability of the alliance.

On a personal note, the cultural growth of the alliance, as evidenced in this spread, tells me that we are gradually morphing well as a team, moving away from identifying ourselves with our parent companies and in a direction that fosters a stronger, more united collective. Worth noting with this in mind that behind the scenes, the Communications team has also been working hard on refreshing our brand to enhance our messaging and project a professional image; expanding on the existing look and feel, which will also help bring us even closer together and boost us on our journey towards energising the rail industry.

## FRESCH APPROACH

**With a critical industry-wide shortage of qualified and skilled workers throughout the Rail industry, it is absolutely imperative that Novo Rail continues to place a strong focus on and investment in rail-related training for its current resources and apprentice programs. Pictured here are some of the guys who have recently completed their Signalling Principles Training.**



Congratulations too to Laing O'Rourke Graduate, Michael Fresch, who has recently completed a Bachelor of Engineering, Civil (Hons) degree at the University of Sydney's School of Civil Engineering

# CAREER IN RAIL THE NEW BLACK

A career in rail construction is becoming increasingly fashionable, offering a broad scope for challenging and diverse job opportunities.

Nowhere is this scope of challenging roles more evident than at Novo Rail, an exciting new rail construction delivery alliance bringing the best of RailCorp and relevant private sector experience together.

Through our alliance partners, Novo Rail is actively seeking qualified rail personnel and graduates for a wide variety of Rail Design, Engineering and Support roles in Sydney.

Please note that Novo Rail is an alliance and not the employing entity. If successful in your application, you may be employed by one of the alliance partner companies: Aurecon, Laing O'Rourke, O'Donnell Griffin or RailCorp. The appointment of the employing entity will be made in accordance with alliance procedures.

If you are interested in helping shape the future of Australia's Rail industry, e-mail your resume today to our Recruitment Manager at [recruitment@novorail.com.au](mailto:recruitment@novorail.com.au) (please put in NOVO in the subject box when sending your e-mail).

The Novo Rail vision is to be recognised for energising the rail industry, always focusing on safety, delivering value and surpassing expectations. **Peter Winder, Alliance General Manager, Novo Rail**