



RTBU NSW LOCO DIVISION

NEWSFLASH

January 31, 2025

Same Job Same Pay

RTBU Newsflash: Securing Better Conditions for Rail Workers

The RTBU is fighting hard to protect the rights of rail workers, and we're excited to announce a major milestone in that effort. On 31 January 2025, we officially filed multiple applications with the Fair Work Commission under the *Fair Work Act 2009* for regulated labour hire arrangement orders.

These applications will help ensure that labour hire workers across NSW are treated fairly and receive the same protections as directly employed workers.

Who's Involved?

So far, Pacific National and Aurizon have been identified as the most prolific users of Labour Hire – so these first applications are targeted at their NSW based Enterprise Agreements:

- **Aurizon NSW Coal Operations Enterprise Agreement 2021**
- **Pacific National Bulk Rail NSW Enterprise Agreement 2022**

The Labour Hire firms we have included are: **Trojan, Railtrain** and **Momentum**.

Why This Matters

Labour hire workers are often exploited in our industry and are subject to uncertain conditions and lower pay compared to their directly employed counterparts. Over time this has lowered wages and conditions across the whole industry.

Work Covered by These Applications

The applications focus on workers performing critical rail operations, such as operating rolling stock and performing Rail Safety Work.

It will cover all employees performing the same work captured by the Aurizon Coal EA and parts B and C of the PN EA.

What This Means for You

This is a step toward ensuring that every rail worker, whether hired directly or through labour hire arrangements, is given the respect and conditions they deserve. These applications will provide greater consistency across workplaces and give labour hire workers access to the same rates of pay as permanent staff.

These applications are a direct response to the concerns raised by our members. We're committed to ensuring that no one in the rail industry is left behind.



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Next Steps

The Fair Work Commission will be reviewing our applications in the coming weeks. The employers will be required to respond. We'll be working closely with members to keep the pressure on and ensure a positive outcome.

If the employers do not consent, we will be required to put on witness statements and other evidence to support our application. If you have been approached by an organiser recently and indicated a willingness to give evidence in this matter, you may be contacted.

How You Can Support the Cause

- Put your hand up to give evidence.
- Stay informed by checking LocoExpress and our member newsletters.
- **If you are a labour hire employee** who has not signed-up, join the RTBU today to ensure you receive your new pay benefits when these orders are made.
- Talk to your local delegate or organiser if you have any questions or concerns.
- Attend upcoming meetings and events (*to be announced*) to show your support.

This important first step is a win!

This is your win too — together, we're building a stronger and fairer rail industry.

For more details, contact Greg Cameron at gcameron@rtbu-nsw.asn.au or reach out to your local representative.



Not a Member, Join Now

If you have any questions about joining,
please contact the RTBU Head Office on (02) 9264 2511.