



July 11, 2025

Qube Members Update

QUBE WORKPLACE DETERMINATION MADE

The Fair Work Commission late yesterday formally made the *Qube Logistics (Rail) Train Crew NSW Workplace Determination 2025*, following the RTBU's successful application for an intractable bargaining declaration.

The Determination was made under the Secure Jobs, Better Pay reforms, which allows the Commission to impose a binding outcome where bargaining has become intractable. The RTBU sought the declaration after Qube refused to move on key claims, despite years-long negotiations.

After the declaration was made in May, the parties entered a short final negotiating period and reached agreement on terms. Those terms are reflected exactly in the Determination that was made by a Full Bench of the Commission which takes effect immediately.

From the perspective of Members working for Qube, a workplace determination works exactly the same as an enterprise agreement, the only difference you will notice is that you did not get the opportunity to vote on this instrument before it is made.

Members will now receive higher flat hourly rates which include base pay, penalties and loadings. The new rates take effect immediately, with uplifts to be applied in the current pay cycle.

Backpay must be processed by Qube within one month.

The next scheduled pay increase will occur in November 2025 under the terms of the Determination.

Members are encouraged to check their payslips and contact the union with any questions regarding implementation or entitlements.

This result was only possible because members stood together throughout a long and difficult campaign.

For further information, contact your local delegate or RTBU organiser.

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