



May 1, 2025

## Same Job Same Pay – A Historic Win on May Day!

### Same Job Same Pay Orders – Made at Aurizon

#### Aurizon NSW Coal Operations – Trojan & Railtrain

The Fair Work Commission has now made two regulated labour hire arrangement orders under section 306E of the *Fair Work Act 2009* covering labour hire workers performing rail operations work for Aurizon in New South Wales.

These orders apply to:

1. Trojan Rail Pty Ltd, Trojan Recruitment Group Pty Ltd, and Rail Logistic Services Pty Ltd (Matter LH2025/7)
2. Railtrain Pty Ltd and Railtrain Services Pty Ltd (Matter LH2025/6)

Both orders cover work performed under the *Aurizon NSW Coal Operations Enterprise Agreement 2021* and will apply from 4 May 2025.

The Commission was satisfied that:

1. Labour hire employees perform the same work as Aurizon employees, using Aurizon equipment and systems.
2. The work was not the provision of a service but the supply of labour, and
3. The RTBU is entitled to apply for the orders on behalf of affected workers.

Importantly, and it should be recognised, Aurizon and the labour hire employers did not oppose the orders, and all parties were consulted in the agreed form of the draft orders and statement of agreed facts.

This marks a significant victory in the fight to ensure labour hire workers are paid equally for doing the same job, and to put an end to the use of labour hire as a tool to undermine hard-won wages and conditions.

The orders will take effect from Sunday, 4 May 2025. If you're a labour hire employee covered by this decision and have questions about how this applies to your pay or conditions, please contact your delegate or RTBU organiser.

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### **Pacific National Bulk and Coal Operations – Trojan, Momentum & Railtrain**

Progress on the Pacific National matters is ongoing.

While Pacific National has not opposed the making of the Same Job Same Pay orders, it has sought additional time to file evidence in support of its application for a more generous recurring exemption period.

These applications remain before the Fair Work Commission and are expected to be determined shortly

### **Importance of Same Job Same Pay**

Labour hire has long been used to undercut wages in our industry. With these orders in place, some workers are expected to receive wage increases of up to **\$30,000 per year**, and this effective immediately. For some RTBU members who have endured up to eight years of this underpayment, this represents long-overdue justice.

But this isn't just a win for those directly affected. It's a win for all Locomotive Division members, a collective step toward ending exploitation and building a stronger, fairer rail industry.

For more details, contact Greg Cameron at [gcameron@rtbu-nsw.asn.au](mailto: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.**