



August 29, 2025

## Same Job Same Pay

### Same Job Same Pay Orders –PN Labour Hire Workers onto EA Rates

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

Our last update on our Same Job Same Pay applications reported that progress was being made with orders at Pacific National, and we're pleased to report the Fair Work Commission has handed down a significant win for RTBU members in our fight against labour hire undercutting.

On 29 August 2025, the Commission made SJSP orders covering Pacific National and the labour hire companies Railtrain, Railtrain Services, Trojan Rail, Trojan Recruitment, and Rail Logistics.

The application against Momentum was discontinued, as Momentum has ceased trading following the reduction in use of labour hire that has accompanied the introduction of our SJSP applications.

The decision means that:

1. From 21 September 2025, labour hire workers supplied to Pacific National to perform rail safety work in NSW will be covered by the pay and financial conditions of *the Pacific National Bulk Rail NSW Enterprise Agreement 2022*;
2. This means labour hire workers can no longer be used to undercut wages and conditions – they must receive the same rates, penalties and financial protections as directly-employed PN workers;
3. The Commission confirmed that these labour hire workers are, in practice, doing the same work under the same supervision, with the same equipment and safety systems as PN employees.

#### Reoccurring Exemption Period

The Commission also allowed a recurring exemption for the grain season, when PN requires short-term surges in labour between approximately October March each year.

Importantly, the RTBU secured limits and higher minimum rates on this exemption so it cannot be misused beyond genuine seasonal grain haulage needs. The exemption period will only apply to Trojan employees brought in to perform grain work at levels 1-3 of the EA, and the following base rates will apply:

1	Trainee	\$54.12
2	Driver assistant	\$62.24
3	Driver under instruction	\$67.82
4	Driver	N/A*
5	Mentor Driver	N/A*
6	Driver Trainer	N/A*

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# RTBU NSW LOCO DIVISION NEWSFLASH

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

SJSP Orders have been in effect at Aurizon Coal since 4 May 2025. We have heard reports of significant uplift in weekly pay, especially in penalties related to Lift Up and Lay Back.

If you have experienced a significant uplift in pay by virtue of the SJSP Order we would love to hear about it!

## **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 **\$35,000 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.

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.

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.**

