



FairWork
Commission

DRAFT DETERMINATION

Fair Work Act 2009

s.285—Annual wage review

Annual Wage Review 2024–25

(C2025/1)

RAIL INDUSTRY AWARD 2020

[MA000015]

Rail industry

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT MILLHOUSE
DEPUTY PRESIDENT O'NEILL
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2025

Annual Wage Review 2024–25.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2024–25 on 3 June 2025 [[2025] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 15.1(a) and inserting the following:

Classification	Annual salary equivalent ¹ (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$	\$
Level 1 Rail Worker (CAP)	50,617	970.30	25.53
Level 2 Rail Worker (CAP)	54,671	1048.00	27.58
Level 3 Rail Worker (CAP)	56,768	1088.20	28.64
Level 4 Rail Worker (CAP)	59,282	1136.40	29.91
Level 5 Rail Worker (CAP)	64,332	1233.20	32.45
Level 6 Rail Worker (CAP)	68,954	1321.80	34.78
Level 7 Rail Worker (CAP)	73,153	1402.30	36.90

Classification	Annual salary equivalent¹ (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$	\$
Level 8 Rail Worker (CAP)	82,392	1579.40	41.56
Level 9 Rail Worker (CAP)	98,767	1893.30	49.82

2. By deleting the table appearing in clause 15.1(b) and inserting the following:

Classification	Annual salary equivalent¹ (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$	\$
Level 1 Rail Worker (Op)	48,134	922.70	24.28
Level 2 Rail Worker (Op)	51,029	978.20	25.74
Level 3 Rail Worker (Op)	56,356	1080.30	28.43
Level 4 Rail Worker (Op)	61,823	1185.10	31.19
Level 5 Rail Worker (Op)	67,697	1297.70	34.15
Level 6 Rail Worker (Op)	72,360	1387.10	36.50

3. By deleting the table appearing in clause 15.1(c) and inserting the following:

Classification	Annual salary equivalent¹ (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$	\$
Level 1 Rail Worker (TCI)	49,454	948.00	24.95
Level 2 Rail Worker (TCI)	51,243	982.30	25.85
Level 3 Rail Worker (TCI)	52,928	1014.60	26.70
Level 4 Rail Worker (TCI)	55,735	1068.40	28.12
Level 5 Rail Worker (TCI)	58,213	1115.90	29.37
Level 6 Rail Worker (TCI)	60,800	1165.50	30.67
Level 7 Rail Worker (TCI)	65,600	1257.50	33.09

4. By deleting the year “2024” in clause 15.7(b) and inserting “2025”.
5. By deleting the amount “\$19.62” appearing in clause 18.2(a) and inserting “\$20.30”.

6. By deleting the amounts "\$13.42" and "\$33.66" appearing in clause 18.2(b)(i) and inserting "\$13.89" and "\$34.84" respectively.
7. By deleting the amount "\$0.79" appearing in clause 18.3(d)(i) and inserting "\$0.82".
8. By deleting the amount "\$1.03" appearing in clause 18.3(e) and inserting "\$1.07".
9. By deleting the amount "\$0.79" appearing in clause 18.3(f) and inserting "\$0.82".
10. By deleting the amount "\$0.57" appearing in clause 18.3(g) and inserting "\$0.59".
11. By deleting the amount "\$1.03" appearing in clause 18.3(h) and inserting "\$1.07".
12. By deleting the amounts "\$2.04" and "\$0.27" appearing in clause 18.3(i) and inserting "\$2.11" and "\$0.28" respectively.
13. By deleting the amount "\$0.60" appearing in clause 18.3(j)(i) and inserting "\$0.62".
14. By deleting the amount "\$3.60" appearing in clause 21.2(a) and inserting "\$3.72".
15. By deleting the amount "\$4.27" appearing in clause 21.2(b) and inserting "\$4.42".
16. By deleting the amount "\$8.11" appearing in clause 21.2(c) and inserting "\$8.40".
17. By deleting the table appearing in clause B.1.3 and inserting the following:

	Ordinary hours	Early morning/ afternoon	Night	Permanent night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹						
	100%	100% + \$3.72	100% + \$4.42	100% + \$8.40	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$
Level 1 Rail Worker (CAP)	25.53	29.25	29.95	33.93	38.30	51.06	63.83
Level 2 Rail Worker (CAP)	27.58	31.30	32.00	35.98	41.37	55.16	68.95
Level 3 Rail Worker (CAP)	28.64	32.36	33.06	37.04	42.96	57.28	71.60
Level 4 Rail Worker (CAP)	29.91	33.63	34.33	38.31	44.87	59.82	74.78
Level 5 Rail Worker (CAP)	32.45	36.17	36.87	40.85	48.68	64.90	81.13
Level 6 Rail Worker (CAP)	34.78	38.50	39.20	43.18	52.17	69.56	86.95

	Ordinary hours	Early morning/ afternoon	Night	Permanent night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹						
	100%	100% + \$3.72	100% + \$4.42	100% + \$8.40	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$
Level 7 Rail Worker (CAP)	36.90	40.62	41.32	45.30	55.35	73.80	92.25
Level 8 Rail Worker (CAP)	41.56	45.28	45.98	49.96	62.34	83.12	103.90
Level 9 Rail Worker (CAP)	49.82	53.54	54.24	58.22	74.73	99.64	124.55

18. By deleting the table appearing in clause B.1.4 and inserting the following:

	Weekday – first 3 hours	Weekday – after 3 hours	Saturday – all day	Sunday – all day	Public holiday – all day
	% of ordinary hourly rate¹				
	150%	200%	150%	200%	250%
	\$	\$	\$	\$	\$
Level 1 Rail Worker (CAP)	38.30	51.06	38.30	51.06	63.83
Level 2 Rail Worker (CAP)	41.37	55.16	41.37	55.16	68.95
Level 3 Rail Worker (CAP)	42.96	57.28	42.96	57.28	71.60
Level 4 Rail Worker (CAP)	44.87	59.82	44.87	59.82	74.78
Level 5 Rail Worker (CAP)	48.68	64.90	48.68	64.90	81.13
Level 6 Rail Worker (CAP)	52.17	69.56	52.17	69.56	86.95
Level 7 Rail Worker (CAP) ²	55.35	73.80	55.35	73.80	92.25
Level 8 Rail Worker (CAP) ²	62.34	83.12	62.34	83.12	103.90
Level 9 Rail Worker (CAP) ²	74.73	99.64	74.73	99.64	124.55

19. By deleting the table appearing in clause B.1.5 and inserting the following:

	Ordinary hours	Early morning/ afternoon	Night	Permanent night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹						
	100%	100% + \$3.72	100% + \$4.42	100% + \$8.40	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$
Level 1 Rail Worker (TCI)	24.95	28.67	29.37	33.35	37.43	49.90	62.38
Level 2 Rail Worker (TCI)	25.85	29.57	30.27	34.25	38.78	51.70	64.63
Level 3 Rail Worker (TCI)	26.70	30.42	31.12	35.10	40.05	53.40	66.75
Level 4 Rail Worker (TCI)	28.12	31.84	32.54	36.52	42.18	56.24	70.30
Level 5 Rail Worker (TCI)	29.37	33.09	33.79	37.77	44.06	58.74	73.43
Level 6 Rail Worker (TCI)	30.67	34.39	35.09	39.07	46.01	61.34	76.68
Level 7 Rail Worker (TCI)	33.09	36.81	37.51	41.49	49.64	66.18	82.73

20. By deleting the table appearing in clause B.1.6 and inserting the following:

	Weekday – first 3 hours	Weekday – after 3 hours	Saturday – all day	Sunday – all day	Public holiday – all day
	% of ordinary hourly rate¹				
	150%	200%	150%	200%	250%
	\$	\$	\$	\$	\$
Level 1 Rail Worker (TCI)	37.43	49.90	37.43	49.90	62.38
Level 2 Rail Worker (TCI)	38.78	51.70	38.78	51.70	64.63
Level 3 Rail Worker (TCI)	40.05	53.40	40.05	53.40	66.75
Level 4 Rail Worker (TCI)	42.18	56.24	42.18	56.24	70.30
Level 5 Rail Worker (TCI)	44.06	58.74	44.06	58.74	73.43
Level 6 Rail Worker (TCI)	46.01	61.34	46.01	61.34	76.68
Level 7 Rail Worker (TCI)	49.64	66.18	49.64	66.18	82.73

21. By deleting the table appearing in clause B.1.7 and inserting the following:

	Ordinary hours	Early morning/ afternoon	Night	Permanent night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹						
	100%	100% + \$3.72	100% + \$4.42	100% + \$8.40	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$
Level 1 Rail Worker (Op)	24.28	28.00	28.70	32.68	36.42	48.56	60.70
Level 2 Rail Worker (Op)	25.74	29.46	30.16	34.14	38.61	51.48	64.35
Level 3 Rail Worker (Op)	28.43	32.15	32.85	36.83	42.65	56.86	71.08
Level 4 Rail Worker (Op)	31.19	34.91	35.61	39.59	46.79	62.38	77.98
Level 5 Rail Worker (Op)	34.15	37.87	38.57	42.55	51.23	68.30	85.38
Level 6 Rail Worker (Op)	36.50	40.22	40.92	44.90	54.75	73.00	91.25

22. By deleting the table appearing in clause B.1.8 and inserting the following:

	Weekday – first 3 hours	Weekday – after 3 hours	Saturday – all day	Sunday – all day	Public holiday – all day
	% of ordinary hourly rate¹				
	150%	200%	150%	200%	250%
	\$	\$	\$	\$	\$
Level 1 Rail Worker (Op)	36.42	48.56	36.42	48.56	60.70
Level 2 Rail Worker (Op)	38.61	51.48	38.61	51.48	64.35
Level 3 Rail Worker (Op)	42.65	56.86	42.65	56.86	71.08
Level 4 Rail Worker (Op)	46.79	62.38	46.79	62.38	77.98
Level 5 Rail Worker (Op)	51.23	68.30	51.23	68.30	85.38
Level 6 Rail Worker (Op)	54.75	73.00	54.75	73.00	91.25

23. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary hours	Early morning/ afternoon	Night	Permanent night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹						
	125%	125% + \$3.72	125% + \$4.42	125% + \$8.40	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$
Level 1 Rail Worker (CAP)	31.91	35.63	36.33	40.31	44.68	57.44	70.21
Level 2 Rail Worker (CAP)	34.48	38.20	38.90	42.88	48.27	62.06	75.85
Level 3 Rail Worker (CAP)	35.80	39.52	40.22	44.20	50.12	64.44	78.76
Level 4 Rail Worker (CAP)	37.39	41.11	41.81	45.79	52.34	67.30	82.25
Level 5 Rail Worker (CAP)	40.56	44.28	44.98	48.96	56.79	73.01	89.24
Level 6 Rail Worker (CAP)	43.48	47.20	47.90	51.88	60.87	78.26	95.65
Level 7 Rail Worker (CAP)	46.13	49.85	50.55	54.53	64.58	83.03	101.48
Level 8 Rail Worker (CAP)	51.95	55.67	56.37	60.35	72.73	93.51	114.29
Level 9 Rail Worker (CAP)	62.28	66.00	66.70	70.68	87.19	112.10	137.01

24. By deleting the table appearing in clause B.2.2 and inserting the following:

	Ordinary hours	Early morning/ afternoon	Night	Permanent night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹						
	125%	125% + \$3.72	125% + \$4.42	125% + \$8.40	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$
Level 1 Rail Worker (TCI)	31.19	34.91	35.61	39.59	43.66	56.14	68.61
Level 2 Rail Worker (TCI)	32.31	36.03	36.73	40.71	45.24	58.16	71.09
Level 3 Rail Worker (TCI)	33.38	37.10	37.80	41.78	46.73	60.08	73.43

	Ordinary hours	Early morning/ afternoon	Night	Permanent night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹						
	125%	125% + \$3.72	125% + \$4.42	125% + \$8.40	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$
Level 4 Rail Worker (TCI)	35.15	38.87	39.57	43.55	49.21	63.27	77.33
Level 5 Rail Worker (TCI)	36.71	40.43	41.13	45.11	51.40	66.08	80.77
Level 6 Rail Worker (TCI)	38.34	42.06	42.76	46.74	53.67	69.01	84.34
Level 7 Rail Worker (TCI)	41.36	45.08	45.78	49.76	57.91	74.45	91.00

25. By deleting the table appearing in clause B.2.3 and inserting the following:

	Ordinary hours	Early morning/ afternoon	Night	Permanent night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹						
	125%	125% + \$3.72	125% + \$4.42	125% + \$8.40	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$
Level 1 Rail Worker (Op)	30.35	34.07	34.77	38.75	42.49	54.63	66.77
Level 2 Rail Worker (Op)	32.18	35.90	36.60	40.58	45.05	57.92	70.79
Level 3 Rail Worker (Op)	35.54	39.26	39.96	43.94	49.75	63.97	78.18
Level 4 Rail Worker (Op)	38.99	42.71	43.41	47.39	54.58	70.18	85.77
Level 5 Rail Worker (Op)	42.69	46.41	47.11	51.09	59.76	76.84	93.91
Level 6 Rail Worker (Op)	45.63	49.35	50.05	54.03	63.88	82.13	100.38

26. By deleting the amount “\$27.17” appearing in clause C.1.1 and inserting “\$28.12”.

27. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance	18.2(a)	72.2	20.30	per week
On-call allowance: For a night	18.2(b)(i)	49.4	13.89	per night
On-call allowance: For a day and night	18.2(b)(i)	123.9	34.84	per day and night
Wet places	18.3(d)(i)	2.9	0.82	per hour
Confined spaces	18.3(e)	3.8	1.07	per hour
Dirty work	18.3(f)	2.9	0.82	per hour
Height money	18.3(g)	2.1	0.59	per hour
Insulation materials	18.3(h)	3.8	1.07	per hour
Explosive powered tools—per day	18.3(i)	7.5	2.11	per day
Explosive powered tools—per hour	18.3(i)	Per day divided by 7.6	0.28	per hour
Foundry allowance	18.3(j)(i)	2.2	0.62	per hour
Early morning or afternoon shift	21.2(a)	13.24	3.72	per hour
Night shift	21.2(b)	15.73	4.42	per hour
Permanent night shift	21.2(c)	29.86	8.40	per hour

B. This determination comes into operation on 1 July 2025. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) this determination does not take effect in relation to a particular employee until the start of the employee's first full pay period that starts on or after 1 July 2025.

PRESIDENT