



ORDER

Fair Work Act 2009

s.306E - Application for a regulated labour hire arrangement order

Australian Rail, Tram and Bus Industry Union

(LH2025/9)

PACIFIC NATIONAL SERVICES PTY LTD REGULATED LABOUR HIRE ARRANGEMENT ORDER

(ODN LH2025/9) [LH200077]

Rail industry

DEPUTY PRESIDENT SLEVIN

SYDNEY, 29 AUGUST 2025

Application for a regulated labour hire arrangement order in respect of Railtrain Pty Ltd and Railtrain Services Pty Ltd in relation to work performed for Pacific National Services Pty Ltd
Application for a regulated labour hire arrangement order in respect of Total Momentum Pty Ltd in relation to work performed for Pacific National Services Pty Ltd

Further to the decision in [\[2025\] FWC 2553](#), the Fair Work Commission makes the following regulated labour hire arrangement order pursuant to s 306E of the *Fair Work Act 2009* (Cth) (FW Act).

- A. The regulated host covered by the Order is Pacific National Services Pty Ltd (Regulated Host).
- B. The employer covered by the Order is Railtrain Pty Ltd and Railtrain Services Pty Ltd (Employer).
- C. The regulated employees covered by the Order are employees of the Employer who perform work at the Regulate Host's sites in the State of New South Wales who would, if employed by the Regulated Host, be covered by Part B or Part C of the host employment instrument identified in D.
- D. The host employment instrument covered by the Order is the *Pacific National Bulk Rail NSW Enterprise Agreement 2022* [AE519238] (the Host Employment Instrument).
- E. This Order comes into force on 21 September 2025.

- F. This Order cease to be in force where the Host Employment Instrument ceases to apply and no other new employment instrument starts to apply pursuant to s 306EB of the FW Act.



DEPUTY PRESIDENT

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Note 1: Section 306F(2) of the FW Act provide that, while a regulated labour hire order is in force, an employer covered by the order must pay any regulated employee covered by the order no less than the ‘protected rate of pay’ for the employee in connection with the work performed by the employee for the regulated host. The ‘protected rate of pay’ for a regulated employee is defined in ss 306F (4)-(6). There are certain expectations to this obligation under ss 306F(3) and (3A).

Note 2: The applicant, Regulated Host and Employer agree that the rates of pay (including the Aggregate Allowance) payable as at 21 September 2025 under the Host Employment Instrument are those contained in Annexure A to this Order. Annexure A does not form part of the Order. The applicable rates of pay from time to time are as set out in the Host Employment Instrument.

ANNEXURE A

Part B

Level	Annual					Travel								
	Part B - Annual Salary	Base Hourly rate	Agg Annual	Agg Hrly Rate	APM	Casual Loading	Overtime	Public Holiday	Push-Pull	Protection Officer	Barracks (After 12 hrs)	Living Away From Home Allowance (incl. Accom & Meals)	Meal allowances (excluding Accom.)	Travel on own car
1	\$75,051.70	\$37.98	\$ 8,497.86	\$ 4.30	Depot Master Roster APM	25%	1.8	1.5	10% of employees base rate	18% of employees base rate	1.8	\$288.95	Breakfast \$33.90 Lunch \$38.10 Dinner \$64.95	ATO schedule of rates
2	\$87,173.31	\$44.12	\$ 8,497.86	\$ 4.30										
3	\$96,519.26	\$48.34	\$ 8,497.86	\$ 4.30										
4	\$99,308.64	\$50.26	\$ 8,497.86	\$ 4.30										
5	\$103,089.49	\$52.17	\$ 8,497.86	\$ 4.30										
6	\$106,489.80	\$53.89	\$ 8,497.86	\$ 4.30										
7	\$115,201.72	\$58.30	\$ 8,497.86	\$ 4.30										
(inclusive of 2025 increase)														

Part C

Level	Annual					Travel						
	Part C - Annual Salary	Base Hourly rate	Agg Annual	Agg Hrly Rate	APM	Casual Loading	Overtime	Public Holiday	Barracks (After 12 hrs)	Living Away From Home Allowance (incl. Accom & Meals)	Meal allowances (excluding Accommodation)	Travel on own car
1	\$77,199.53	\$39.07	\$ 7,273.94	\$ 3.68	Depot Master Roster APM	25%	1.7*	1.5	1.7	\$288.95	Breakfast \$33.90 Lunch \$38.10 Dinner \$64.95	ATO schedule of rates
2	\$83,442.69	\$42.23	\$ 7,273.94	\$ 3.68								
3	\$98,248.57	\$49.72	\$ 7,273.94	\$ 3.68								
4	\$98,248.57	\$49.72	\$ 7,273.94	\$ 3.68								
5	\$98,567.75	\$49.88	\$ 7,273.94	\$ 3.68								
6	\$102,320.54	\$51.78	\$ 7,273.94	\$ 3.68								
7	\$106,489.80	\$53.89	\$ 7,273.94	\$ 3.68								
8	\$110,770.87	\$56.06	\$ 7,273.94	\$ 3.68								
9	\$115,201.72	\$58.30	\$ 7,273.94	\$ 3.68								
(inclusive of 2025 increase)												
* DC OT above 168 hours is 2.0)												

TO - Bulk

Level	Annual					Travel								
	Part B - Annual salary	Base Hourly rate	Agg Annual	Agg Hrly Rate	APM	Casual Loading	Overtime	Public Holiday	Push-Pull	Protection Officer	Living Away From Home Allowance (incl. Accom & Meals)	Meal allowances (excluding Accommodation)	Travel on own car	
1	\$75,028.99	\$37.97	\$ 8,497.86	\$ 4.30	Depot Master Roster APM	25%	1.8	1.5	10% of employees base rate	18% of employees base rate	\$288.95	Breakfast \$33.90 Lunch \$38.10 Dinner \$64.95	ATO schedule of rates	
2	\$87,153.41	\$44.11	\$ 8,497.86	\$ 4.30										
3	\$89,934.21	\$45.51	\$ 8,497.86	\$ 4.30										
(inclusive of 2025 increase)														