



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

RAIL INDUSTRY AWARD 2020
[MA000015]

Rail industry

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

SYDNEY, XX JUNE 2024

Annual Wage Review 2023–24.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[2024] 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 equivalent¹ (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$	\$
Level 1 Rail Worker (CAP)	48,906	937.50	24.67
Level 2 Rail Worker (CAP)	52,824	1012.60	26.65
Level 3 Rail Worker (CAP)	54,848	1051.40	27.67
Level 4 Rail Worker (CAP)	57,279	1098.00	28.89
Level 5 Rail Worker (CAP)	62,157	1191.50	31.36
Level 6 Rail Worker (CAP)	66,622	1277.10	33.61
Level 7 Rail Worker (CAP)	70,681	1354.90	35.66

Classification	Annual salary equivalent¹ (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$	\$
Level 8 Rail Worker (CAP)	79,606	1526.00	40.16
Level 9 Rail Worker (CAP)	95,428	1829.30	48.14

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)	46,507	891.50	23.46
Level 2 Rail Worker (Op)	49,303	945.10	24.87
Level 3 Rail Worker (Op)	54,452	1043.80	27.47
Level 4 Rail Worker (Op)	59,731	1145.00	30.13
Level 5 Rail Worker (Op)	65,407	1253.80	32.99
Level 6 Rail Worker (Op)	69,914	1340.20	35.27

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)	47,759	915.50	24.09
Level 2 Rail Worker (TCI)	49,511	949.10	24.98
Level 3 Rail Worker (TCI)	51,139	980.30	25.80
Level 4 Rail Worker (TCI)	53,852	1032.30	27.17
Level 5 Rail Worker (TCI)	56,246	1078.20	28.37
Level 6 Rail Worker (TCI)	58,745	1126.10	29.63
Level 7 Rail Worker (TCI)	63,383	1215.00	31.97

4. By deleting the year “2023” in clause 15.7(b) and inserting “2024”.
5. By deleting the amount “\$18.90” appearing in clause 18.2(a) and inserting “\$19.62”.

6. By deleting the amounts “\$12.93” and “\$32.44” appearing in clause 18.2(b)(i) and inserting “\$13.42” and “\$33.66” respectively.
7. By deleting the amount “\$0.76” appearing in clause 18.3(d)(i) and inserting “\$0.79”.
8. By deleting the amount “\$0.99” appearing in clause 18.3(e) and inserting “\$1.03”.
9. By deleting the amount “\$0.76” appearing in clause 18.3(f) and inserting “\$0.79”.
10. By deleting the amount “\$0.55” appearing in clause 18.3(g) and inserting “\$0.57”.
11. By deleting the amount “\$0.99” appearing in clause 18.3(h) and inserting “\$1.03”.
12. By deleting the amounts “\$1.96” and “\$0.26” appearing in clause 18.3(i) and inserting “\$2.04” and “\$0.27” respectively.
13. By deleting the amount “\$0.58” appearing in clause 18.3(j)(i) and inserting “\$0.60”.
14. By deleting the amount “\$3.47” appearing in clause 21.2(a) and inserting “\$3.60”.
15. By deleting the amount “\$4.12” appearing in clause 21.2(b) and inserting “\$4.27”.
16. By deleting the amount “\$7.82” appearing in clause 21.2(c) and inserting “\$8.11”.
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% + \$3.60	100% + \$4.27	100% + \$8.11	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$
Level 1 Rail Worker (CAP)	24.67	28.27	28.94	32.78	37.01	49.34	61.68
Level 2 Rail Worker (CAP)	26.65	30.25	30.92	34.76	39.98	53.30	66.63
Level 3 Rail Worker (CAP)	27.67	31.27	31.94	35.78	41.51	55.34	69.18
Level 4 Rail Worker (CAP)	28.89	32.49	33.16	37.00	43.34	57.78	72.23
Level 5 Rail Worker (CAP)	31.36	34.96	35.63	39.47	47.04	62.72	78.40
Level 6 Rail Worker (CAP)	33.61	37.21	37.88	41.72	50.42	67.22	84.03

	Ordinary hours	Early morning/afternoon	Night	Permanent night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹						
	100%	100% + \$3.60	100% + \$4.27	100% + \$8.11	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$
Level 7 Rail Worker (CAP)	35.66	39.26	39.93	43.77	53.49	71.32	89.15
Level 8 Rail Worker (CAP)	40.16	43.76	44.43	48.27	60.24	80.32	100.40
Level 9 Rail Worker (CAP)	48.14	51.74	52.41	56.25	72.21	96.28	120.35

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)	37.01	49.34	37.01	49.34	61.68
Level 2 Rail Worker (CAP)	39.98	53.30	39.98	53.30	66.63
Level 3 Rail Worker (CAP)	41.51	55.34	41.51	55.34	69.18
Level 4 Rail Worker (CAP)	43.34	57.78	43.34	57.78	72.23
Level 5 Rail Worker (CAP)	47.04	62.72	47.04	62.72	78.40
Level 6 Rail Worker (CAP)	50.42	67.22	50.42	67.22	84.03
Level 7 Rail Worker (CAP) ²	53.49	71.32	53.49	71.32	89.15
Level 8 Rail Worker (CAP) ²	60.24	80.32	60.24	80.32	100.40
Level 9 Rail Worker (CAP) ²	72.21	96.28	72.21	96.28	120.35

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% + \$3.60	100% + \$4.27	100% + \$8.11	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$
Level 1 Rail Worker (TCI)	24.09	27.69	28.36	32.20	36.14	48.18	60.23
Level 2 Rail Worker (TCI)	24.98	28.58	29.25	33.09	37.47	49.96	62.45
Level 3 Rail Worker (TCI)	25.80	29.40	30.07	33.91	38.70	51.60	64.50
Level 4 Rail Worker (TCI)	27.17	30.77	31.44	35.28	40.76	54.34	67.93
Level 5 Rail Worker (TCI)	28.37	31.97	32.64	36.48	42.56	56.74	70.93
Level 6 Rail Worker (TCI)	29.63	33.23	33.90	37.74	44.45	59.26	74.08
Level 7 Rail Worker (TCI)	31.97	35.57	36.24	40.08	47.96	63.94	79.93

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)	36.14	48.18	36.14	48.18	60.23
Level 2 Rail Worker (TCI)	37.47	49.96	37.47	49.96	62.45
Level 3 Rail Worker (TCI)	38.70	51.60	38.70	51.60	64.50
Level 4 Rail Worker (TCI)	40.76	54.34	40.76	54.34	67.93
Level 5 Rail Worker (TCI)	42.56	56.74	42.56	56.74	70.93
Level 6 Rail Worker (TCI)	44.45	59.26	44.45	59.26	74.08
Level 7 Rail Worker (TCI)	47.96	63.94	47.96	63.94	79.93

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% + \$3.60	100% + \$4.27	100% + \$8.11	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$
Level 1 Rail Worker (Op)	23.46	27.06	27.73	31.57	35.19	46.92	58.65
Level 2 Rail Worker (Op)	24.87	28.47	29.14	32.98	37.31	49.74	62.18
Level 3 Rail Worker (Op)	27.47	31.07	31.74	35.58	41.21	54.94	68.68
Level 4 Rail Worker (Op)	30.13	33.73	34.40	38.24	45.20	60.26	75.33
Level 5 Rail Worker (Op)	32.99	36.59	37.26	41.10	49.49	65.98	82.48
Level 6 Rail Worker (Op)	35.27	38.87	39.54	43.38	52.91	70.54	88.18

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)	35.19	46.92	35.19	46.92	58.65
Level 2 Rail Worker (Op)	37.31	49.74	37.31	49.74	62.18
Level 3 Rail Worker (Op)	41.21	54.94	41.21	54.94	68.68
Level 4 Rail Worker (Op)	45.20	60.26	45.20	60.26	75.33
Level 5 Rail Worker (Op)	49.49	65.98	49.49	65.98	82.48
Level 6 Rail Worker (Op)	52.91	70.54	52.91	70.54	88.18

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% + \$3.60	125% + \$4.27	125% + \$8.11	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$
Level 1 Rail Worker (CAP)	30.84	34.44	35.11	38.95	43.17	55.51	67.84
Level 2 Rail Worker (CAP)	33.31	36.91	37.58	41.42	46.64	59.96	73.29
Level 3 Rail Worker (CAP)	34.59	38.19	38.86	42.70	48.42	62.26	76.09
Level 4 Rail Worker (CAP)	36.11	39.71	40.38	44.22	50.56	65.00	79.45
Level 5 Rail Worker (CAP)	39.20	42.80	43.47	47.31	54.88	70.56	86.24
Level 6 Rail Worker (CAP)	42.01	45.61	46.28	50.12	58.82	75.62	92.43
Level 7 Rail Worker (CAP)	44.58	48.18	48.85	52.69	62.41	80.24	98.07
Level 8 Rail Worker (CAP)	50.20	53.80	54.47	58.31	70.28	90.36	110.44
Level 9 Rail Worker (CAP)	60.18	63.78	64.45	68.29	84.25	108.32	132.39

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% + \$3.60	125% + \$4.27	125% + \$8.11	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$
Level 1 Rail Worker (TCI)	30.11	33.71	34.38	38.22	42.16	54.20	66.25
Level 2 Rail Worker (TCI)	31.23	34.83	35.50	39.34	43.72	56.21	68.70
Level 3 Rail Worker (TCI)	32.25	35.85	36.52	40.36	45.15	58.05	70.95

	Ordinary hours	Early morning/afternoon	Night	Permanent night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹						
	125%	125% + \$3.60	125% + \$4.27	125% + \$8.11	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$
Level 4 Rail Worker (TCI)	33.96	37.56	38.23	42.07	47.55	61.13	74.72
Level 5 Rail Worker (TCI)	35.46	39.06	39.73	43.57	49.65	63.83	78.02
Level 6 Rail Worker (TCI)	37.04	40.64	41.31	45.15	51.85	66.67	81.48
Level 7 Rail Worker (TCI)	39.96	43.56	44.23	48.07	55.95	71.93	87.92

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% + \$3.60	125% + \$4.27	125% + \$8.11	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$
Level 1 Rail Worker (Op)	29.33	32.93	33.60	37.44	41.06	52.79	64.52
Level 2 Rail Worker (Op)	31.09	34.69	35.36	39.20	43.52	55.96	68.39
Level 3 Rail Worker (Op)	34.34	37.94	38.61	42.45	48.07	61.81	75.54
Level 4 Rail Worker (Op)	37.66	41.26	41.93	45.77	52.73	67.79	82.86
Level 5 Rail Worker (Op)	41.24	44.84	45.51	49.35	57.73	74.23	90.72
Level 6 Rail Worker (Op)	44.09	47.69	48.36	52.20	61.72	79.36	96.99

26. By deleting the amount “\$26.18” appearing in clause C.1.1 and inserting “\$27.17”.

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	19.62	per week
On-call allowance: For a night	18.2(b)(i)	49.4	13.42	per night
On-call allowance: For a day and night	18.2(b)(i)	123.9	33.66	per day and night
Wet places	18.3(d)(i)	2.9	0.79	per hour
Confined spaces	18.3(e)	3.8	1.03	per hour
Dirty work	18.3(f)	2.9	0.79	per hour
Height money	18.3(g)	2.1	0.57	per hour
Insulation materials	18.3(h)	3.8	1.03	per hour
Explosive powered tools— per day	18.3(i)	7.5	2.04	per day
Explosive powered tools— per hour	18.3(i)	Per day divided by 7.6	0.27	per hour
Foundry allowance	18.3(j)(i)	2.2	0.60	per hour
Early morning or afternoon shift	21.2(a)	13.24	3.60	per hour
Night shift	21.2(b)	15.73	4.27	per hour
Permanent night shift	21.2(c)	29.86	8.11	per hour

B. This determination comes into operation on 1 July 2024. 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 2024.

PRESIDENT