

**From:** Chambers - Gostencnik DP <Chambers.Gostencnik.DP@fwc.gov.au>  
**Sent:** Friday, May 10, 2024 3:08 PM  
**To:** Kathy.Srdanovic@ashurst.com  
**Cc:** Chambers - O'Neill DP <Chambers.O'Neill.DP@fwc.gov.au>; Chambers - Tran C <chambers.tran.c@fwc.gov.au>; Awards <Awards@fwc.gov.au>  
**Subject:** AM2023/21 - Modern Awards Review 2023-24

OFFICIAL

Good afternoon,

I refer to the above matter and attached email.

The timeframe for making submissions has passed for the Job Security and the Work and Care streams of the *Modern Award Review 2023-24 (Review)*.

Your correspondence is noted and will be published on the Review webpages for this matter.

Kind regards,

**Charlotte Coburn**

**Associate to Deputy President Gostencnik**



**Fair Work Commission**

Australia's national workplace relations tribunal

T (03) 8656 4528

I work in the [Melbourne office](#).



At the Fair Work Commission we respect and celebrate the diversity of our communities and we are committed to creating a safe and welcoming space for all.

We acknowledge that our business is conducted on the traditional lands of Aboriginal and Torres Strait Islander people. We acknowledge their continuing connection to Country and pay our respects to their Elders past and present. This email was sent from Wurundjeri Woi Wurrung Country.

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**From:** Gabriella.Lubrano@ashurst.com <Gabriella.Lubrano@ashurst.com>  
**Sent:** Thursday, May 9, 2024 5:12 PM  
**To:** Awards <Awards@fwc.gov.au>  
**Cc:** Kathy.Srdanovic@ashurst.com  
**Subject:** AM2023/21 - Modern Awards Review – Job Security and Work and Care [ASH-AUS.FID31150482]

You don't often get email from [gabriella.lubrano@ashurst.com](mailto:gabriella.lubrano@ashurst.com). [Learn why this is important](#)

Dear Associates and Modern Awards Review team

**AM2023/21 - Modern Awards Review – Job Security**

**AM2023/21– Modern Awards Review - Work and Care**

We attach our correspondence of today's date in response to the Job Security and Work and Care streams of the Modern Awards Review.

Yours faithfully

Kathy and Gabriella

**Kathy Srdanovic**

Partner

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**Gabriella Lubrano**

Lawyer

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## Modern Awards Review 2023-24 (AM2023/21)

### Submission cover sheet

#### Name

(Please provide the name of the person lodging the submission)

Ashurst Australia

#### Organisation

(If this submission is completed on behalf of an organisation or group of individuals, please provide details)

Qantas Group

#### Contact details:

Street Address 1: 5 Martin Place

Street Address 2:

Suburb/City: Sydney, NSW

Postcode: 2000

Email: Kathy.Srdanovic@ashurst.com

Telephone: +61 2 9258 6171

#### Modern Award Review Stream:

Arts and Culture:

Job Security:

Work and Care:

Usability of awards:

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9 May 2024

The Associates to:  
Deputy President Gostencnik, Deputy President O'Neill and  
Commissioner Tran  
Fair Work Commission  
**By email: awards@fwc.gov.au**

Dear Associates

## **Modern Awards Review 2023-2024: Job Security and Work and Care**

We act for entities within the Qantas Group of companies.

We refer to the consultation process for the Modern Awards Review in respect of Job Security and Work and Care (**Awards Review**).

In particular, we refer to submissions and material filed by the Flight Attendants' Association of Australia (**FAAA**) in respect of the Awards Review concerning the *Aircraft Cabin Crew Award 2020 (ACCA)*.

The Qantas Group does not consent to the variations proposed by the FAAA to the ACCA.

It is our understanding that while industry specific matters may be raised by stakeholders as part of the consultation process, the Commission will not be considering variations to awards such as the ACCA at this stage of the Awards Review. In this regard, many of the variations proposed by the FAAA were the subject of extensive submission by interested stakeholders during the making of the ACCA and subsequent reviews of the ACCA, including by the Qantas Group.

We understand the next step will involve the Commission publishing its final report in the Awards Review. The Qantas Group will continue to monitor the process. In the event the Commission wishes to consider the matters raised by the FAAA regarding the ACCA at this stage of the Awards Review, we respectfully request the opportunity to make submissions, and that provision be made for this in any subsequent timetable for the Awards Review.

Yours faithfully





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