

**From:** Max Gale <max@faaa.com.au>  
**Sent:** Friday, April 5, 2024 5:15 PM  
**To:** Awards <Awards@fwc.gov.au>  
**Cc:** Michael Cope <michael@faaa.com.au>  
**Subject:** RE: FAAA Bundle

Dear Awards Team

The FAAA would like to respectfully request the opportunity to withdraw and replace the bundle provided to the Commission earlier this week.

We have regretfully omitted one extract from the original bundle, which we will seek to refer to in next week's consultation hearings.

The attached bundle is the updated version.

Specifically, the change is the inclusion of the 'MAM Enterprise Agreement Extract 2' and the consequent update of the page numbers.

Kind Regards  
Max

**From:** Max Gale  
**Sent:** Wednesday, April 3, 2024 9:50 AM  
**To:** Awards <[awards@fwc.gov.au](mailto:awards@fwc.gov.au)>  
**Cc:** Michael Cope <[michael@faaa.com.au](mailto:michael@faaa.com.au)>  
**Subject:** FAAA Bundle

Dear Awards Team

Please find attached the FAAA's work and care bundle to which we will be referring during our oral submissions over the next 2 weeks.

Best  
Max

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Max Gale  
Industrial Officer



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**AM2023/21 Modern Awards Review 2023-24**  
**Work and Care Consultations April 2024**

*FAAA Additional Bundle of Materials*

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28. Most Cabin Crew entering the occupation today are on salaries or remuneration only marginally higher than the minimum wages in the ACCA. By way of example, as of 1 August 2023, the table below sets out the base rates of pay for some major employers in the industry:

Employer and instrument in footnote	Base rate of pay	Amount more or less than the ACCA base rate of \$975.60
Qantas Domestic Pty Limited (which supplies labour to Qantas Airways Limited) <sup>1</sup>	\$1,024.92	\$49 per week more
Qantas Airways Limited (short haul new entrants to third year) <sup>2</sup>	\$950.28	\$25.32 per week less
Jetstar Group Pty Ltd T/A Team Jetstar (Jetstar) <sup>3</sup>	\$1,004.72	\$29.00 per week more
Maurice Alexander Management Pty Ltd (which supplied labour to Qantas Airways Limited domestic operations) <sup>4</sup>	\$942.12	\$33.48 per week less

<sup>1</sup> Based on an annual salary of \$53,296.01 per annum in clause 21.1 of the *Qantas Domestic Pty Limited Cabin Crew Workplace Agreement 2023* [2023] FWCA 1375, which does not provide for annual increments.

<sup>2</sup> *Flight Attendants' Association of Australia – Short haul Division (Qantas Airways Limited) Enterprise Agreement 10* [2023] FWCF 1360.

<sup>3</sup> *Team Jetstar Cabin Crew Agreement 2023* [2023] FWCA 208.

<sup>4</sup> *MAM Casual Flight Attendants Enterprise Agreement 2022* [2023] FWCA 655 – rate for Flight Attendant Category E calculated based on 36-hour week (based on clause 47.1, 1872 hours divided by 52) and hourly rate of ACCA hourly rate plus 50cents per hour as defined in clause 45.2 of the agreement.

Awards with less than 38 ordinary hours per week for full-time employees weekly rate and divisor compared

Award name	Certificate III/Trade Rate or equivalent	Number of ordinary hours for full time employee	Hourly rate	Divisor to arrive at hourly rate
Black Coal Mining Industry Award 2020 [MA000001];	1056.00	35	30.17	35
Coal Export Terminals Award 2020 [MA000045];	995.00	35	28.43	35
Electrical Power Industry Award 2020 [MA000088];	995.60	37.5	26.55	37.5
Marine Towage Award 2020 [MA000050];	1107.40	35	Minimum daily rate 158.20	7 days
Oil Refining and Manufacturing Award 2020 [MA000072];	995.00	35	28.43	35
Stevedoring Industry Award 2020 [MA000053]	987.80	35	28.22	35
Aircraft Cabin Crew Award 2020 [MA000047]	975.60	36	25.67	38

**Rest Period** shall commence from sign-off time at the conclusion of duty.

**Roster Period** is the 28 day roster period as notified by the client airline.

**Sign-off** is the time of completion of all duties associated with a tour of duty and shall be not less than 15 minutes after the actual engine shut-down where flight duty, including deadhead, is involved.

**Sign-on** is the actual sign-on time for duty by an operating Flight Attendant where flight duty or deadhead is involved which shall be not less than 45 minutes prior to departure of the flight unless the Flight Attendant is required to go directly to the aircraft.

**Tour of duty** is the elapsed period between sign-on and sign-off at home base designated by the Company.

**Unplanned duty** means duty not known to the Company prior to the Company-required reporting time at the Flight Attendant's base for that duty.

**Wide-bodied aircraft** is an aircraft with more than one aisle.

#### **44. BASE HOURLY RATE**

- 44.1 A Flight Attendant shall be paid a minimum hourly rate as set out in clause 45 and in addition a 25% casual loading will be paid on this rate in lieu of any entitlement to paid leave (subject to any applicable legislation), or payments for notice of termination (or in lieu of notice) or for redundancy.
- 44.2 Casual Flight Attendants are entitled to a minimum payment of 4 hours' work at the appropriate rate.

#### **45. WAGE AND ADDITIONS SCHEDULE**

- 45.1 Monies shall be paid in arrears fortnightly by electronic transfer. Transfer of monies shall commence within three weeks from the conclusion of the fortnightly pay period.

<b><u>Flight Attendant - Category E</u></b>	
<b><u>Hourly Rate</u></b>	
<u>Minimum hourly rate</u>	\$23.71
<u>Casual loading 25%</u>	\$5.93
<u>Total rate inclusive of casual loading (per hour)</u>	\$29.64
<b><u>Overtime</u></b>	
<u>Overtime - domestic and international flying only</u>	<u>A penalty of 100% additional to the Flight Attendant's minimum hourly rate</u>
<b><u>Allowances</u></b>	
<u>Flying allowance</u>	<u>\$14.80 per hour for scheduled block hours (including regional flying)</u>
<u>Team Leader - Wide Body (per hour)</u>	\$5.60
<u>Team Leader - Narrow Body (per hour)</u>	\$1.45
<u>Route Pay (per day)</u>	\$16.79
<u>Trainer allowance (inflight/ground)</u>	<u>9.5% of the Total hourly rate inclusive of casual loading</u>

45.2 The minimum hourly rate specified in cl. 45.1 is the Aircraft Cabin Crew Award 2020 rate (as at the date the Agreement was put for employee vote) with an addition of 50 cents per hour. This rate will be adjusted in line with any changes to the Aircraft Cabin Crew Award 2020 rate, with the retention of the 50 cent differential in respect of any national wage increase that comes into effect prior to the nominal expiry date of this agreement.

45.3 The Flying Allowance in cl. 45.1 will also be adjusted in line with any changes in the Aircraft Cabin Crew Award 2020 rate.

#### **46. ALLOWANCES**

##### 46.1 Accommodation

Flight Attendants on duty away from home base will be provided with accommodation and transport between the airport and provided accommodation.

##### 46.2 Ground transport allowance

(a) A Flight Attendant who does not have a car registered with the Company must, on request, be provided with approved transport or reimbursement for transport between the airport and central railway station or city bus terminal if sign-on occurs between the hours of 2000 and 0730.

(b) A Flight Attendant who overnights away from home base must be provided transport from airport to the overnight accommodation provided by the Company. The Company will arrange such transport to coincide within 15 minutes of the estimated time of arrival of the aircraft.

(c) A Flight Attendant on AV Span called out for duty must be prepared to sign on at the airport as early as possible but not later than 90 minutes after receiving the duty call out. Transport to and from the airport at the Company's expense will be made

(d) A Flight Attendant undertaking regional flying is entitled to a 20 minute paid break which will be given within 6 hours after sign on except in exceptional circumstances. For every additional 4 hours of operating flight duty following the first 6 hours, the employee will be entitled to a further 20 minute paid meal break, the timing of which will take into account operational needs. Meal breaks can be taken in flight or at turn around but will not affect operations or service delivery.

#### **47. ORDINARY HOURS OF WORK**

47.1 Ordinary hours of work for Flight Attendants are 1872 hours each year, including attendance caused by flight delays and roster changes. Planned duty hours will be rostered:

(a) over 13 roster periods of 28 days of up to 144 duty hours plus reasonable additional hours;

(b) over 12 roster periods of a calendar month of up to 156 duty hours plus reasonable additional hours; or

(c) over a 14 day roster period up to 72 hours plus reasonable additional hours.

47.2 Ordinary hours of work for Flight Attendants include weekends and public holidays. If required by the Company, Flight Attendants may be required to perform work in any pattern of hours, including work on weekends and public holidays.

#### **48. ROSTERING**

Availability and rostering provisions are to be read in conjunction with and are subject to clause 18.

No later than 7 days prior to the obligation in the paragraph below, the Company may advise the Flight Attendant, via webCIS of up to 6 "specific dates" of required availability for the following roster period as defined in the paragraph below. If more than 3 days are nominated, the mandatory days will be in 2 separate blocks. Six mandatory days will be nominated for any roster where the Company is requiring more than 11 days availability in accordance with paragraph below. Where a day has been allocated as a "specific date" on which availability is required for the roster period, a duty will be allocated for that day.

Prior to bids closing each roster period, Flight Attendants are to provide the Company, via webCIS, with an indication of their Availability for the following 28-day roster period.

This Availability must:

- be a minimum, as set by the Company, of 11, 12 or 13 days, with a maximum of six consecutive days;
- include "specific dates" nominated by the Company for that roster;
- Include at least two (2) blocks of three (3) days.

In order to achieve this requirement, Flight Attendants must advise the Company of the days they will be Non-Available for duty. On all other days of the roster the Flight Attendants will be presumed to be Available for Duty. Exemption from these Availability requirements will be at the discretion of the Company.



## Schedule A—Classification Structure and Definitions

[Varied by [PR744246](#)]

- A.1** The classification structure and definitions set out in clauses A.3 and A.4 apply to employees covered by this award, except where otherwise specified.
- A.2** This Schedule does not apply to vehicle manufacturing employees covered by clause 4.8(a)(xi). The classification structure and definitions for these employees are prescribed in Schedule B—Vehicle Manufacturing Employees—Skill Level Definitions—Trades, Non-trades, Post-trades, Drivers, Technicians/ Technical Officers and Supervisors/Trainers/Coordinators of this award.

### A.3 Classification structure

#### A.3.1 C1–C14 Levels

[A.3.1 varied by [PR744246](#) ppc 01Aug22]

Classification levels	Classification title	Minimum training requirement	Wage relativity to C10 (see clause A.3.2)
<b>C1</b>	Professional Engineer Professional Scientist	Degree	180/210%
	NOTE: Professional Engineers and Professional Scientists in Level C1 are covered by the <i>Professional Employees Award 2020</i>		
<b>C2(b)</b>	Principal Technical Officer	Advanced Diploma or equivalent and sufficient additional training so as to enable the employee to meet the requirements of the relevant classification definition and to perform work within the scope of this level.	160%

Classification levels	Classification title	Minimum training requirement	Wage relativity to C10 (see clause A.3.2)
C2(a)	Leading Technical Officer	Advanced Diploma or equivalent and sufficient additional training so as to enable the employee to meet the requirements of the relevant classification definition and to perform work within the scope of this level.	150%
	Principal Supervisor/ Trainer/Co-ordinator	Advanced Diploma or equivalent of which at least 50% of the competencies are in supervision/training.	
C3	Engineering Associate/ Laboratory Technical Officer—Level II	Advanced Diploma of Engineering, Advanced Diploma of Laboratory Operations, or equivalent.	145%
C4	Engineering Associate/ Laboratory Technical Officer—Level 1	80% towards an Advanced Diploma of Engineering, 80% towards an Advanced Diploma of Laboratory Operations, or equivalent.	135%
C5	Advanced Engineering Tradesperson—Level II	Diploma of Engineering—Advanced Trade, or equivalent.	130%
	Engineering/Laboratory Technician—Level V	Diploma of Engineering—Technical, Diploma of Laboratory Technology, or equivalent.	
C6	Advanced Engineering Tradesperson—Level 1	C10 + 80% towards a Diploma of Engineering—Advanced Trade, or equivalent.	125%

Classification levels	Classification title	Minimum training requirement	Wage relativity to C10  (see clause A.3.2)
	Engineering/Laboratory Technician—Level IV	50% towards an Advanced Diploma of Engineering, or 85% towards a Diploma of Engineering—Technical, 50% towards an Advanced Diploma of Laboratory Operations or 85% towards a Diploma of Laboratory Technology, or equivalent.	
<b>C7</b>	Engineering/ Manufacturing Tradesperson—Special Class Level II	Certificate IV in Engineering, or C10 + 60% towards a Diploma of Engineering, 60% towards a Diploma of Laboratory Technology, or equivalent.	115%
	Engineering/Laboratory Technician—Level III	Certificate IV in Manufacturing Technology, provided that the minimum experience required for a Technology Cadet has been completed, or Certificate IV in Laboratory Techniques, or 45% towards an Advanced Diploma of Engineering, or 70% towards a Diploma of Engineering—Technical, 45% towards an Advanced Diploma of Laboratory Operations, or 70% towards a Diploma of Laboratory Technology, or equivalent	
<b>C8</b>	Engineering/ Manufacturing Tradesperson—Special Class Level I	C10 + 40% towards a Diploma of Engineering, or equivalent	110%

Classification levels	Classification title	Minimum training requirement	Wage relativity to C10 (see clause A.3.2)
	Engineering/Laboratory Technician—Level II	40% towards an Advanced Diploma of Engineering, or 60% towards a Diploma of Engineering—Technical, 40% towards an Advanced Diploma of Laboratory Operations, 60% towards a Diploma of Laboratory Technology, or equivalent	
<b>C9</b>	Engineering/ Manufacturing Tradesperson—Level II	C10 + 20% towards a Diploma of Engineering or equivalent	105%
	Engineering/Laboratory Technician—Level I	Certificate III in Engineering—Technician, or Certificate III in Laboratory Skills, or Certificate III in Manufacturing Technology, provided that the minimum experience required for a Technology Cadet has been completed, or 50% towards a Diploma of Engineering, or equivalent	
<b>C10</b>	Engineering/ Manufacturing Tradesperson—Level I	Recognised Trade Certificate, or Certificate III in Engineering—Mechanical Trade, or Certificate III in Engineering—Fabrication Trade, or Certificate III in Engineering—Electrical/Electronic Trade, or equivalent	100%

Classification levels	Classification title	Minimum training requirement	Wage relativity to C10 (see clause A.3.2)
	Engineering/ Manufacturing Systems Employee—Level V	Engineering Production Certificate III, or Certificate III in Engineering—Production Systems, or equivalent	
<b>C11</b>	Engineering/ Manufacturing Employee—Level IV	Engineering Production Certificate II, or Certificate II in Engineering—Production Technology, or Certificate II in Sampling and Measurement, or equivalent	92.4%
	Laboratory Tester		
<b>C12</b>	Engineering/ Manufacturing Employee—Level III	Engineering Production Certificate I or Certificate II in Engineering, or equivalent	87.4%
<b>C13</b>	Engineering/ Manufacturing Employee—Level II	In-house training	82%
<b>C14</b>	Engineering/ Manufacturing Employee—Level 1	Up to 38 hours induction training	78%

**A.3.2** The percentage wage relativities to C10 in the table in clause A.3.1 reflect the percentages prescribed in 1990 in *Re Metal Industry Award 1984—Part I* (M039 Print J2043). The minimum rates in this award do not reflect these relativities because some wage increases since 1990 have been expressed in dollar amounts rather than percentages and as a result have reduced the relativities.

**A.3.3 Supervisor/Trainer/Coordinator**

Where an employee is performing supervisory responsibilities, the employee is to be classified as a:

- (a) Supervisor/Trainer/Coordinator—Level I: **122%** of the minimum rate paid to the highest technically qualified employee supervised or trained subject to clause 20.1(g)(i).

- (b) Supervisor/Trainer/Coordinator—Level II: **115%** of the minimum rate paid to the highest paid employee supervised or trained subject to clause 20.1(g)(ii).
- (c) Supervisor/Trainer/Coordinator—Technical: **107%** of the minimum rate applicable to the employee’s technical classification.

## A.4 Classification definitions

A.4.1 The following classification definitions should be read in conjunction with:

- (a) the stream and field definitions in this award.
- (b) the following definitions:
  - (i) **Or equivalent** means:
    - any training which a registered provider (e.g. TAFE), or State recognition authority recognises as equivalent to a qualification which the relevant industry committee, which is currently the Manufacturing and Engineering Industry Reference Committee, recognises for this level, which can include advanced standing through recognition of prior learning and/or overseas qualifications; or
    - where competencies meet the requirements set out in the metal and engineering competency standards in accordance with the National Metal and Engineering Competency Standards Implementation Guide.
  - (ii) **Work within the scope of this level** means:
    - for an employee who does not hold a qualification listed as a minimum training requirement, that the employee can apply skills within the enterprise selected in accordance with the National Metal and Engineering Competency Standards Implementation Guide, provided that the competencies selected are competency standards recognised as relevant and appropriate by the relevant industry committee, which is currently the Manufacturing and Engineering Industry Reference Committee, and endorsed by Australian Industry Skills Committee; or
    - where an employee has a qualification, clause 20.5(b)(iv) applies.
  - (iii) **Engineering Associate/Technician** is a generic term which includes technical officers in a wide range of disciplines including laboratories and quality assurance, draughting officers, planners and other para-professionals.
- (c) the National Metal and Engineering Competency Standards Implementation Guide especially Table 2 of that guide which shows the alignment between old and new titles under the Australian Qualifications Framework (e.g. Advanced Certificates are now known as National Diplomas and Associate Diplomas as National Advanced Diplomas).
- (d) clause 20.5(c).

# Cert III Trade Pay Comparison – Modern Award Review

*In relation to Claim 8*

General Retail Industry Award 2020 [MA000004]	Social, Community, Home Care and Disability Services Industry Award 2010 [MA000100]	Hospitality Industry (General) Award 2020 [MA000009]	Fast Food Industry Award 2010 [MA000003]	Restaurant Industry Award 2020 [MA000119]	Children's Services Award 2010 [MA000120]	Clerks—Private Sector Award 2020 [MA000002]	Manufacturing and Associated Industries and Occupations Award 2020 [MA000010]
<b>Cl. A.4.</b> Minimum classification for an employee who has completed a certificate III is level 4 Retail Employee.	<b>Cl. 3.5.</b> Minimum classification for an employee who has completed a certificate III is Level 3.	<b>Cl. 2 / 18.1.</b> Minimum classification for an employee with a Certificate III is level 4 tradesperson.	<b>Cl. 12.4</b> Fast food employee level 2 is an employee 'required to exercise trade skills.'	<b>Cl. 2. / 18.1.</b> Minimum classification for an employee with a Certificate III is level 4 tradesperson.	<b>Cl. 2. / B.1.4.</b> Minimum classification for an employee who has completed a certificate III is Level 3.1	<b>A.4.3.</b> Minimum classification for an employee who has completed a certificate III is Level 3.	<b>Cl. A.3.1.</b> Minimum classification for an employee who has completed a certificate III is C10 tradesperson.
<b>17.1.</b> Minimum rate for this classification is \$995.00/wk	<b>17.1.</b> Minimum rate for this classification is \$995.00/wk	<b>18.1.</b> Minimum rate for this classification is \$995.00/wk	<b>15.1.</b> Minimum rate for this classification is \$995.00/wk	<b>18.1.</b> Minimum rate for this classification is \$995.00/wk	<b>14.1.</b> Minimum rate for this classification is \$995.00/wk	<b>16.1.</b> Minimum rate for this classification is \$1,050.90	<b>Cl. 20.1(a)</b> Provides C10/V5 is paid: \$995.00/wk

# Qualification details



## MEM30219 - Certificate III in Engineering - Mechanical Trade

### Summary

Releases:	Release	Status	Release date
	3	Current	2022/12/19
	2	Replaced	2021/03/31
	1	Replaced	2019/06/26

Usage recommendation: **Current**

Mapping:	Mapping	Notes	Date
	Supersedes and is equivalent to MEM30205 - Certificate III in Engineering - Mechanical Trade		2019/06/26

### Training packages that include this qualification

Code	Title	Release
MEM	Manufacturing and Engineering	3.0 - 4.0

### Units of competency

Code	Title	Essential
MEM05004	Perform routine oxy fuel gas welding	Elective
MEM05005	Carry out mechanical cutting	Elective
MEM05006	Perform brazing and/or silver soldering	Elective
MEM05007	Perform manual heating and thermal cutting	Elective
MEM05012	Perform routine manual metal arc welding	Elective
MEM05049	Perform routine gas tungsten arc welding	Elective
MEM05050	Perform routine gas metal arc welding	Elective
MEM05095	Weld using flame powder spraying	Elective
MEM06007	Perform basic incidental heat/quenching, tempering and annealing	Elective
MEM07002	Perform precision shaping/planing/slotting operations	Elective
MEM07005	Perform general machining	Elective
MEM07006	Perform lathe operations	Elective
MEM07007	Perform milling operations	Elective
MEM07008	Perform grinding operations	Elective
MEM07009	Perform precision jig boring operations	Elective
MEM07010	Perform tool and cutter grinding operations	Elective
MEM07011	Perform complex milling operations	Elective
MEM07012	Perform complex grinding operations	Elective
MEM07013	Perform machining operations using horizontal and vertical boring machines	Elective
MEM07014	Perform electro-discharge machining (EDM) operations	Elective



Code	Title	Essential
MEM07015	Set computer controlled machines and processes	Elective
MEM07016	Set and edit computer controlled machines and processes	Elective
MEM07021	Perform complex lathe operations	Elective
MEM07030	Perform basic metal spinning lathe operations	Elective
MEM07031	Perform complex metal spinning lathe operations	Elective
MEM07032	Use workshop machines for basic operations	Elective
MEM07040	Set multistage integrated processes	Elective
MEM08010	Manually finish/polish materials	Elective
MEM08011	Prepare surfaces using solvents and/or mechanical means	Elective
MEM08014	Apply protective coatings (basic)	Elective
MEM09002	Interpret technical drawing	Core
MEM09003	Prepare basic engineering drawing	Elective
MEM09011	Apply basic engineering design concepts	Elective
MEM10002	Terminate and connect electrical wiring	Elective
MEM10004	Enter and change programmable controller operational parameters	Elective
MEM10005	Commission programmable controller programs	Elective
MEM10006	Install machine/plant	Elective
MEM10010	Install pipework and pipework assemblies	Elective
MEM11010	Operate mobile load shifting equipment	Elective
MEM11011	Undertake manual handling	Core
MEM11016	Order materials	Elective
MEM11022	Operate fixed/moveable load shifting equipment	Elective
MEM12002	Perform electrical/electronic measurement	Elective
MEM12003	Perform precision mechanical measurement	Elective
MEM12006	Mark off/out (general engineering)	Elective
MEM12019	Measure components using coordinate measuring machines	Elective
MEM12020	Set and operate coordinate measuring machines	Elective
MEM12023	Perform engineering measurements	Core
MEM12024	Perform computations	Core
MEM13001	Perform emergency first aid	Elective
MEM13003	Work safely with industrial chemicals and materials	Elective
MEM13015	Work safely and effectively in manufacturing and engineering	Core
MEM13019	Undertake work health and safety activities in the workplace	Elective
MEM14006	Plan work activities	Core
MEM15001	Perform basic statistical quality control	Elective
MEM15003	Use improvement processes in team activities	Elective
MEM15004	Perform inspection	Elective
MEM16005	Operate as a team member to conduct manufacturing, engineering or related activities	Elective
MEM16006	Organise and communicate information	Core
MEM16008	Interact with computing technology	Core
MEM17003	Assist in the provision of on-the-job training	Core
MEM18001	Use hand tools	Core
MEM18002	Use power tools/hand held operations	Core
MEM18003	Use tools for precision work	Elective
MEM18004	Maintain and overhaul mechanical equipment	Elective

Code	Title	Essential
MEM18005	Perform fault diagnosis, installation and removal of bearings	Elective
MEM18006	Perform precision fitting of engineering components	Elective
MEM18007	Maintain and repair mechanical drives and mechanical transmission assemblies	Elective
MEM18008	Balance equipment	Elective
MEM18009	Perform precision levelling and alignment of machines and engineering components	Elective
MEM18010	Perform equipment condition monitoring and recording	Elective
MEM18011	Shut down and isolate machines/equipment	Elective
MEM18012	Perform installation and removal of mechanical seals	Elective
MEM18013	Perform gland packing	Elective
MEM18018	Maintain pneumatic system components	Elective
MEM18020	Maintain hydraulic system components	Elective
MEM18049	Disconnect/reconnect fixed wired equipment up to 1000 volts a.c./1500 volts d.c.	Elective
MEM18055	Dismantle, replace and assemble engineering components	Elective
MEM24001	Perform basic penetrant testing	Elective
MEM24003	Perform basic magnetic particle testing	Elective
MEM24005	Perform basic eddy current testing	Elective
MEM24007	Perform ultrasonic thickness testing	Elective
MSMENV272	Participate in environmentally sustainable work practices	Core
MSMENV472	Implement and monitor environmentally sustainable work practices	Elective
TLILIC0003	Licence to operate a forklift truck	Elective
TLILIC0024	Licence to operate a vehicle loading crane (capacity 10 metre tonnes and above)	Elective

## Classifications

Scheme	Code	Name
ANZSCO Identifier	323000	Mechanical Engineering Trades Workers
ASCED Qualification/Course Field of Education Identifier	0307	Mechanical And Industrial Engineering And Technology
Qualification/Course Level of Education Identifier	514	Certificate III
Taxonomy - Industry Sector	N/A	Electricity Distribution, Jewellery, Electricity Generation Operations, Oil and Gas Drilling, Mechanical Engineering, Electrotechnology, Airconditioning and Refrigeration
Taxonomy - Occupation	N/A	Fluid Power Mechanic, Mechanical Engineering Tradesperson, Maintenance Fitter, Steam Generation / Boilerhouse Operator (Pulp and Paper), Knitting Mechanic, Plant Service and Maintenance Operator (Quarry), Sewing Machine Mechanic, Electrical Instrumentation Tradesperson, Tufting Mechanic, Maintenance Mechanic, Textiles Mechanic, Weaving Mechanic, Pumpman, Motorman, Mechatronics Tradesperson, Spinning Mechanic

# Qualification details



## AVI30219 - Certificate III in Aviation (Cabin Crew)

### Summary

Releases:	Release	Status	Release date
	4	Current	2022/10/20
	3	Replaced	2022/03/23
	2	Replaced	2021/05/25
	1	Replaced	2019/08/13

Usage recommendation: **Current**

Mapping:	Mapping	Notes	Date
	Supersedes and is equivalent to AVI30116 - Certificate III in Aviation (Cabin Crew)		2019/08/13

### Training packages that include this qualification

Code	Title	Release
AVI	Aviation Training Package	10.0

### Units of competency

Code	Title	Essential
AVIB0001	Manage and carry out pre- and post-flight cabin checks	Core
AVIF0023	Apply aircraft safety procedures	Core
AVIF0024	Provide first aid in an aviation environment	Elective
AVIF0026	Implement aviation risk management processes	Elective
AVIF0034	Apply aviation work health and safety procedures	Core
AVIF0035	Manage human factors in aviation operations	Elective
AVIF0036	Implement regulations and policies during aviation safety and service operations	Elective
AVIF0038	Undertake aircraft underwater escape and survival	Elective
AVIF0040	Employ fatigue risk management practices in an aviation workplace	Elective
AVIF0041	Maintain the safety of people and aircraft	Core
AVIF0042	Respond to abnormal and emergency situations in an aircraft	Core
AVIG0003	Work effectively in the aviation industry	Core
AVII0003	Advise on major services and attractions at aviation destinations	Elective
AVII0004	Provide quality customer service	Elective
AVII0005	Provide customer service on an aircraft	Elective
AVII0006	Carry out beverage service on an aircraft	Elective
AVII0007	Provide advice about cuisine on an aircraft	Elective
AVII0008	Conduct in-flight retailing	Elective
AVII0011	Carry out food preparation and service on an aircraft	Elective

Code	Title	Essential
AVII0012	Apply knowledge of the structure, products and services of an airline operator	Elective
AVIO0017	Manage disruptive behaviour and unlawful interference with aviation	Core
AVIO0019	Apply and monitor aviation workplace security procedures	Core
AVIZ0004	Maintain security awareness and vigilance in an aviation workplace	Core
BSBLDR301	Support effective workplace relationships	Elective
BSBOPS301	Maintain business resources	Elective
BSBOPS402	Coordinate business operational plans	Elective
BSBTWK201	Work effectively with others	Elective
BSBWOR301	Organise personal work priorities and development	Core
HLTAID011	Provide First Aid	Elective
SITHFAB021	Provide responsible service of alcohol	Elective
TLIE3004	Prepare workplace documents	Core
TLIF2018	Operate firefighting equipment	Core
TLIG0002	Lead a work team	Elective
TLII0004	Provide assistance to customers	Elective
TLIO0001	Undertake emergency response action to a security threat	Core

### Classifications

Scheme	Code	Name
ANZSCO Identifier	451711	Flight Attendant
ASCED Qualification/Course Field of Education Identifier	1101	Food And Hospitality
Qualification/Course Level of Education Identifier	514	Certificate III
Taxonomy - Industry Sector	N/A	Aviation
Taxonomy - Occupation	N/A	Senior Cabin Crew

# Qualification details



## AVI40122 - Certificate IV in Aviation (Supervision)

### Summary

Releases:	Release	Status	Release date
	1	Current	2022/10/20

Usage recommendation: **Current**

Mapping:	Mapping	Notes	Date
	Supersedes AVI40120 - Certificate IV in Aviation (Aviation Supervision)		2022/10/20

### Training packages that include this qualification

Code	Title	Release
AVI	Aviation Training Package	10.0

### Units of competency

Code	Title	Essential
AVIB0002	Inspect and report on aerodrome serviceability	Elective
AVIB0003	Inspect and report on serviceability of aerodrome lighting systems	Elective
AVIB0004	Inspect and report on obstacle limitation surfaces	Elective
AVIC0001	Drive on the airside	Elective
AVIC4002	Administer airside driving	Elective
AVID0005	Accept dangerous goods for air transport	Elective
AVIE0003	Operate aeronautical radio	Elective
AVIE0005	Complete a Notice to Airmen (NOTAM)	Elective
AVIF0023	Apply aircraft safety procedures	Elective
AVIF0026	Implement aviation risk management processes	Core
AVIF0027	Implement aviation fatigue risk management processes	Core
AVIF0033	Manage aircraft passengers and cargo	Elective
AVIF0034	Apply aviation work health and safety procedures	Elective
AVIF0035	Manage human factors in aviation operations	Core
AVIF0041	Maintain the safety of people and aircraft	Elective
AVIF0042	Respond to abnormal and emergency situations in an aircraft	Elective
AVIF0043	Apply relevant laws and regulations to the operation of an aerodrome	Elective
AVIF0045	Facilitate the safety of aerodrome works and works site access	Elective
AVIF0046	Facilitate an aerodrome emergency response	Elective
AVIF4008	Supervise cabin safety and security	Elective
AVIG2003	Work in a socially diverse environment	Elective
AVIH0018	Implement flight planning procedures	Elective
AVIH0019	Manage aircraft performance and load	Elective

Code	Title	Essential
AVII4013	Supervise cabin operations	Elective
AVII4015	Monitor and enhance customer service excellence	Elective
AVIJ0002	Conduct quality control operations related to refuelling and defuelling aircraft	Elective
AVIL0002	Manage shifts, crewing and rostering activities in aviation	Core
AVIL0005	Plan an aircraft load	Elective
AVIL0006	Assess pavement concessions	Elective
AVIO0007	Control access to and exit from a security sensitive area	Elective
AVIO0019	Apply and monitor aviation workplace security procedures	Elective
AVIO0022	Undertake response action to an emergency or security threat	Elective
AVIO0023	Coordinate response to security incidents and breaches	Elective
AVIO0024	Facilitate screening of people with special circumstances	Elective
AVIO0025	Interpret and implement transport security policies and procedures	Elective
AVIO0026	Manage aviation security screening equipment	Elective
AVIO4003	Implement airside access	Elective
AVIW0023	Implement wildlife hazard control measures	Elective
AVIW0033	Coordinate the removal of disabled aircraft	Elective
AVIY0091	Apply aeronautical knowledge and civil air law to flight dispatch operations	Elective
AVIZ0003	Maintain basic situational awareness in an aviation workplace	Core
AVIZ0004	Maintain security awareness and vigilance in an aviation workplace	Elective
BSBAUD411	Participate in quality audits	Elective
BSBHRM415	Coordinate recruitment and onboarding	Elective
BSBLDR411	Demonstrate leadership in the workplace	Elective
BSBLDR414	Lead team effectiveness	Core
BSBLDR522	Manage people performance	Elective
BSBOPS402	Coordinate business operational plans	Elective
BSBPEF401	Manage personal health and wellbeing	Elective
BSBPMG421	Apply project time management techniques	Elective
BSBTWK502	Manage team effectiveness	Elective
BSBWHS411	Implement and monitor WHS policies, procedures and programs	Core
CPPSEC4004	Supervise security operations	Elective
HLTAID011	Provide First Aid	Elective
HLTAID014	Provide Advanced First Aid	Elective
HLTAID015	Provide advanced resuscitation and oxygen therapy	Elective
TLIA0002	Prepare cargo for export	Elective
TLIA0013	Maintain container and freight records	Elective
TLIA0020	Package goods	Elective
TLIA0026	Check and control records and documentation	Elective
TLIA0027	Consolidate freight	Elective
TLIA0029	Monitor temperature controlled stock	Elective
TLIA0030	Organise international transport of freight	Elective
TLIA0031	Organise transport of freight or goods	Elective
TLIC4006	Drive multi-combination vehicle	Elective
TLIE0007	Apply workplace statistics	Elective
TLIE0010	Identify, analyse and report workplace data and information	Core
TLIF0012	Implement and coordinate accident-emergency procedures	Core

Code	Title	Essential
TLIF0024	Develop and maintain a safe workplace	Core
TLIF4064	Manage fatigue management policy and procedures	Elective
TLIG0001	Facilitate work teams	Elective
TLII4001	Coordinate quality customer service	Elective
TLIJ5007	Conduct internal quality audits	Elective
TLIL0004	Apply conflict and grievance resolution strategies	Elective
TLIL0005	Assess and confirm customer transport requirements	Elective
TLIL0011	Implement equal employment opportunity strategies	Elective
TLIL0012	Promote effective workplace practice	Core
TLIL4009	Manage personal work priorities and professional development	Core
TLIO0001	Undertake emergency response action to a security threat	Elective
TLIP0006	Develop plans to meet customer and organisation needs	Elective
TLIP0007	Facilitate and capitalise on change in the workplace	Elective
TLIP0009	Manage workplace information	Elective
TLIP5007	Contribute to the development of a workplace learning environment	Elective
TLIR0003	Monitor supplier performance	Elective
TLIR0004	Negotiate a contract	Elective
TLIR4002	Source goods/services and evaluate contractors	Elective
TLIU4001	Implement and monitor environmental protection policies and procedures	Elective
TLIU5006	Conduct environmental audits	Elective

## Classifications

Scheme	Code	Name
ANZSCO Identifier	231199	Air Transport Professionals Nec
ASCED Qualification/Course Field of Education Identifier	0315	Aerospace Engineering And Technology
Qualification/Course Level of Education Identifier	511	Certificate IV
Taxonomy - Industry Sector	N/A	Aviation
Taxonomy - Occupation	N/A	Senior Cabin Crew, Airport Operations Supervisor

- 12.2 Employers must advise their employees in writing of their classification upon commencement and of any subsequent changes to their classification.

### Part 3—Hours of Work

#### 13. Ordinary hours of work and rostering arrangements

##### 13.1 Ordinary hours and roster cycles

(a) **Span of hours—day worker**

Ordinary hours of work for a **day worker** are worked between 6.00 am and 6.00 pm, Monday to Friday.

- (b) A **shiftworker** is an employee who is regularly rostered to work their ordinary hours of work outside the span of hours of a day worker as defined in clause 13.1(a).

- (c) The ordinary hours of work for a full-time employee will be:

- (i) 38 hours per week; or
- (ii) 76 hours per fortnight; or
- (iii) 152 hours over 28 days.

- (d) The shift length or ordinary hours of work per day will be a maximum of 10 hours exclusive of meal breaks.

- (e) An accrued day off (ADO) system of work may be implemented where a full-time employee works no more than 19 days in a 4 week period of 152 hours.

- (f) Each employee must be free from duty for not less than:

- (i) 2 full days in each week; or
- (ii) 4 full days in each fortnight; or
- (iii) 8 full days in each 28-day cycle.

- (g) Where practicable, days off referred to in clause 13.1(f) must be consecutive.

- (h) For the purposes of clauses 13.1(f) and 13.1(g), duty includes time an employee is on-call.

- (i) The hours of work will be continuous, except for meal breaks. Except for the regular changeover of shifts, an employee will not be required to work more than one shift in each 24 hours.

##### 13.2 Rostering

- (a) Employees will work in accordance with a weekly or fortnightly roster fixed by the employer.



- (b) The roster will set out employees' daily ordinary working hours and starting and finishing times.
- (c) The roster will be displayed in a place conveniently accessible to employees at least 7 days before the commencement of the roster period.
- (d) Unless the employer otherwise agrees, an employee desiring a roster change will give 7 days' notice except where the employee is ill or in an emergency.
- (e) Subject to clause 13.2(f), 7 days' notice of a change of roster will be given by the employer to an employee.
- (f) The employer may alter a roster at any time to enable the functions of the hospital or facility to be carried out where another employee is absent from work pursuant to clauses 23—Ceremonial leave; 25—Personal/carer's leave and compassionate leave, and 27—Family and domestic violence leave, or in an emergency. Where any such alteration requires an employee working on a day which would otherwise have been the employee's day off, an alternative day off will be taken at an agreed time.

### **13.3 Accumulation and taking of accrued days off (ADOs)**

- (a) Where a full-time employee is entitled to an ADO, in accordance with the arrangement of ordinary hours of work as set out in clause 13, the ADO will be taken within 12 months of the date on which the first full ADO accrued.
- (b) With the consent of the employer, ADOs may be accumulated up to a maximum of 5 in any one year.
- (c) An employee will be paid for any accumulated ADOs, at ordinary rates, on the termination of their employment for any reason.

### **13.4 Rest breaks between rostered work**

- (a) An employee will be allowed a rest break of 10 hours between the completion of one ordinary work period or shift and the commencement of another work period or shift.
- (b) By mutual agreement between the employer and employee, the 10 hour rest break may be reduced to 8 hours.
- (c) If, on the instruction of the employer, an employee resumes or continues to work without having had 10 consecutive hours off duty, or 8 hours as agreed, they will be paid at the rate of **200%** of the minimum hourly rate applicable to their classification and pay point (or **200%** of the casual hourly rate in the case of a casual employee) until released from duty for such period.

## Master Claims List – Modern Award Review

Number	Claim	Variation	Page Ref	Job Sec	Work and Care
1	<p><b>Definition of Duty</b></p> <p>Vary the definition in clause 2 for "duty" at (e) to clarify that the circumstance of reserve duty at home applies to all three schedules.</p>	<p>"(e) time spent on reserve duty at home as specified in Schedules A, B and C; and</p> <p>(j) time spent as assignable in accordance with being on reserve as specified in Schedules A, B and C"</p>	<p>JS: 35</p> <p>W&amp;C: 37</p>	✓	✓
2	<p><b>Definition of Operational Reasons</b></p> <p>Vary the definition in clause 2 to insert a definition for "operational reasons" in order to provide clarity and roster stability and describe the scope of what might fall within those words.</p>	<p>"operational reason" means any of the following:</p> <ul style="list-style-type: none"> <li>(i) Overlap Flying;</li> <li>(ii) Roster Period-end changeover;</li> <li>(iii) Checking and/or training;</li> <li>(iv) Courses;</li> <li>(v) Publicity;</li> <li>(vi) Duty hour limitations;</li> <li>(vii) Cancellation of flights;</li> <li>(viii) Rest Period Requirements;</li> <li>(ix) Transfer and Base Swap (travelling);</li> <li>(x) Any leave specified in this Agreement;</li> <li>(xi) Misconnections;</li> <li>(xii) Aircraft type changes (to a smaller crew complement aircraft); and</li> <li>(xiii) Uniform fittings.</li> </ul>	<p>JS: 26</p> <p>W&amp;C: 26</p>	✓	✓
3	<p><b>Part-time = less than 33 hours/week</b></p> <p>Vary clause 10.1 in the part-time employment provisions so that they refer to hours less than the range of full-</p>	<p>"10.1 A part-time employee is an employee who is engaged as such and is required to work the lesser of the full-time hours at the workplace or less than 1716 per annum, on a reasonably predictable basis."</p>	<p>JS: 16</p>	✓	

Number	Claim	Variation	Page Ref	Job Sec	Work and Care
	time hours being 33 hours per week.				
4	<p><b>Part-time pro rata entitlement for RDOs</b></p> <p>Vary clause 10.2 to include a specific provision regarding the pro rata entitlement for rostered days off.</p>	<p>10.2 (a) Part-time employees are entitled on a pro rata basis to equivalent pay and conditions to those of full-time cabin crew members who do the same work in the classification concerned.</p> <p>(b) The pro rata provisions for part-time employees regarding rostered days off are prorated in reverse.</p> <p><b>Example of how the pro rata provisions in 10.2(b) works:</b> a part-time employee working half the hours of a fulltime employee is entitled to 16 rostered days off in a 28 day roster'</p>	<p>JS: 17</p> <p>W&amp;C: 18</p>	✓	✓
5	<p><b>Changes to pattern of work to be agreed in writing.</b></p> <p>Vary 10.3 to include the standard modern award provisions, which require that any changes to the agreed regular pattern of work be in writing and require employee consent, be attached to the employee record with a copy to be provided to the employee.</p>	<p>"10.3 At the time of engagement the employer and the part-time cabin crew member will agree in writing on a regular pattern of work. Such pattern of work will only be varied by agreement in writing, with a copy to be given to the employee and a copy to be kept as an employee record."</p>	<p>JS: 18</p> <p>W&amp;C: 19</p>	✓	✓
6	<p><b>Casuals not to be rostered on days which they have given notice they are unavailable.</b></p> <p>Vary clause 11 to include an entitlement for casuals not to be rostered on days which</p>	<p>'11.5 A casual cabin crew member will not be rostered on a day they have identified as not available.'</p>	<p>JS: 18</p> <p>W&amp;C: 48</p>	✓	✓

Number	Claim	Variation	Page Ref	Job Sec	Work and Care																				
7	<p>they have given notice they are unavailable.</p> <p><b>Minimum engagement periods for casuals (including after a call out from home reserve)</b></p> <p>Vary clause 11.2 and 11.3 to include that the minimum engagement applies once a duty has been assigned and where the duty is cancelled within 24 hours and also to ensure rates are paid for all duty hours (reserve).</p>	<p>“11.2 Casual cabin crew members are entitled to a minimum payment of 4 hours work at the appropriate rate, including where the duty is cancelled within twenty-four hours of scheduled sign-on and substitute duty is not assigned.</p> <p>11.3 In accordance with the definition of “duty” and “duty hours”, all-time on-home reserve counts as duty hours required to be paid at the hourly rate of pay, except for the particular circumstances outlined for when a crew member is called out for duty while on reserve at home.”</p>	<p>JS: 19 W&amp;C: 20</p>	✓	✓																				
8	<p><b>Minimum Hourly Rates and Skill-Based Classification Structures</b></p> <p>Vary clause 14.2 so that the minimum hourly rate of pay is in alignment with the full-time hours of work.</p> <p>Vary clause 14.2 to include a skill-based classification structure.</p>	<table border="1" data-bbox="971 716 1393 1423"> <thead> <tr> <th>Employee classification</th> <th>Minimum weekly rate (full-time employee)</th> <th>Minimum hourly rate</th> <th>Percent age</th> </tr> </thead> <tbody> <tr> <td></td> <td>\$</td> <td>\$</td> <td>%</td> </tr> <tr> <td>Cabin crew Yr 1</td> <td>995.00</td> <td>27.64</td> <td>100</td> </tr> <tr> <td>Cabin Crew Yr2</td> <td>1044.75</td> <td>29.02</td> <td>105</td> </tr> <tr> <td>Cabin Crew Yr 3</td> <td>1094.50</td> <td>30.40</td> <td>110</td> </tr> </tbody> </table>	Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate	Percent age		\$	\$	%	Cabin crew Yr 1	995.00	27.64	100	Cabin Crew Yr2	1044.75	29.02	105	Cabin Crew Yr 3	1094.50	30.40	110	<p>JS: 22 W&amp;C: 41-42</p>	✓	✓
Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate	Percent age																						
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Number	Claim	Variation				Page Ref	Job Sec	Work and Care
		Cabin Crew Yr 4	1,144.25	31.78	115	14.2 An employer must pay		
	Cabin Crew Supervisor (narrow-bodied aircraft, four or more crew	1,194.00	33.17	120				
	Cabin crew manager (wide-bodied aircraft)	1357.30	37.70	136				
9	<p><b>Annual Leave – Sundays and Public Holidays</b></p> <p>Vary clause 19.2 to increase annual leave provided to Cabin Crew who regularly fly on Sundays and Public Holidays to align with that paid to shift workers.</p>	<p>employees the following minimum rates for ordinary hours worked by the employee.</p> <p>19.2 Entitlement to annual leave</p> <p>(a) An employee is entitled to annual leave such that the employee's total entitlement to annual leave pursuant to the NES and this award for each year of employment is a total of 42 days' annual leave, inclusive of Saturdays, Sundays, and public holidays on full salary for each completed year of service.</p> <p>(b) An employee who has worked 32 Sundays in the previous 12 months will receive an additional week of annual leave.</p>				W&C: 38-39		✓
10	<p><b>URTI Leave</b></p> <p>Vary clause 21.2 and 21.5 to provide that casual employees who are rostered regularly have access to Upper Respiratory Tract Infection Leave (known as URTI).</p>	<p>“21.5 URTI leave</p> <p>A cabin crew member will be granted up to 6 working days' leave per annum, not cumulative, for sickness associated with upper respiratory tract infection (URTI). If required by the employer, a medical certificate must be produced.”</p> <p>“21.2 Clause 21 applies to full-time and part-time employees. Clause 21.5 applies to regular casuals.”</p>				JS: 20 W&C: 39	✓	✓

Number	Claim	Variation	Page Ref	Job Sec	Work and Care
11	<p><b>Layover Allowance – Accommodation and Meals</b></p> <p>Vary A.1.3 to include a layover allowance that appropriately provides support for meals for Domestic Cabin Crew.</p>	<p>A. 1.3 Accommodation and meals on a layover</p> <p>(a) General entitlement</p> <p>(i) The employer must reimburse the cabin crew member for the cost of appropriate accommodation and meals when the cabin crew member is on a layover.</p> <p>(ii) The provisions of clause A.1.3 do not apply when the employer elects to provide the appropriate accommodation and meals free of charge. If the employer and cabin crew member agree, the employer may only provide the appropriate accommodation as per A. 1.3(a)(i) and pay the cabin crew member the applicable allowances in clause A.1.3(b) instead of providing meals.</p> <p>(iii) Where appropriate accommodation was not available or provided on the layover in accordance with clause A.1.3(a) a cabin crew member will be paid a disability allowance of \$105.49 per night.</p> <p>(iv) If the employer and the cabin crew member agree, a cabin crew member may arrange and pay for their own accommodation and meals, and the employer will pay an allowance of \$152.38 per 24-hour period or pro-rated and be deemed to have discharged the obligations in clause A.1.3</p> <p>(v) Layover allowance A cabin crew member on a layover must be paid a layover allowance of \$25.00 per layover.</p> <p>A. 1.3(b) Meal periods and Allowances</p> <p>Where a cabin crew member commences a tour of duty from a layover port, which involves duty in excess of 30 minutes within the meal periods, as specified below, they must be provided with a meal or paid the appropriate meal allowance.</p> <p>Breakfast 0630 to 0800 = \$25.13</p>	<p>JS: 36-37</p> <p>W&amp;C: 44-45</p>	✓	✓

Number	Claim	Variation	Page Ref	Job Sec	Work and Care
12	<p><b>Displacement Provisions</b></p> <p>Vary clause A.3.3, B.4.5 and C.3.3 to include stability on “displacements” resulting from re-assignments due to “operational reasons”.</p>	<p>Lunch 1200 to 1330 = \$28.97 Dinner 1800 to 2000 = \$65.42</p> <p><u>For Schedules A and C</u></p> <p>“A.3.3 The employer may reassign employees an alternative duty for an operational reason at any time during the roster period. For any replacement duty that a Cabin Crew member is reassigned to under this clause the employer must:</p> <ul style="list-style-type: none"> <li>(i) ensure the new duty is consistent with the employee performing their next planned duty on their roster (that is it must not for example, disrupt any subsequent planned duty on their published roster by either running over into the next planned duty or not leaving sufficient rest time for the Cabin Crew member to perform the next planned duty);</li> <li>(ii) give written notice of the reassigned duty as soon as possible along with the reason why; and</li> <li>(iii) have a buffer of two additional hours on the new duty.</li> </ul> <p><u>For Schedule B</u></p> <p>“B.4.5 Changes to duties</p> <p>(a) All alterations to rostered duty must be made within 48 hours after provision of the roster must be advised as soon as possible and will be confirmed in writing.</p> <p>(b) A regional cabin crew member will only be displaced from rostered duty from 48 hours after the publication of the roster for operational reasons.</p>	<p>JS: 25</p> <p>W&amp;C: B.4.5 (25)</p> <p>A.3.3 &amp; C.3.3 (27-8)</p>	✓	✓

Number	Claim	Variation	Page Ref	Job Sec	Work and Care
13	<p><b>Floor on rostering of single days off</b></p> <p>Vary clause A.3.5, Schedule B.4 and C.3 to place floor on rostering of single days off</p>	<p><u>For Schedules A, B, and C</u></p> <p>A.3.5 An employee will not be rostered beyond a maximum of 6 sectors in any duty period and will not be rostered to work on more than 6 consecutive days. An employee cannot be rostered more than 2 single days off in a 28 day roster or 3 single days off in a calendar month.</p>	<p>JS: 28-29</p> <p>W&amp;C: 29</p>	✓	✓
14	<p><b>Allowance for working on an RDO</b></p> <p>Vary A.4 and C.4 to include an entitlement to be paid an allowance when an employee works on a rostered day off and also provided with a substitute day off, which may accrue up to 6 substitute days off ("SDO"), with an option for the employee to convert accrued days to annual leave or be paid out after six months of the SDOs not being used.</p>	<p><u>No specific variation proposed</u></p>	<p>JS: 32</p> <p>W&amp;C: 33</p>	✓	✓
15	<p><b>Meal breaks not taken</b></p> <p>Vary A.3.6 and C.3.5 to provide for a missed meal break allowance at the cabin crew hourly rate pro-rated for the length of each meal break missed.</p>	<p>(b) Where a meal break cannot be taken the cabin crew member must be paid an allowance equivalent to the employee's minimum hourly rate prorated for the period of the break'</p>	<p>JS: 30</p> <p>W&amp;C: 32</p>	✓	✓



Number	Claim	Variation	Page Ref	Job Sec	Work and Care
16	<p><b>Hours worked above planned duty hours</b></p> <p>Vary clause A.6.1 and C.6.1 to include overtime penalties for duty hours above the planned duty for that day up to the unplanned maximum and to include an overtime rate where hours are extended beyond unplanned hours.</p>	<p>"X.6.1 (d) For each hour worked above the planned duty hours for that day the cabin crew member will be paid 150% of their minimum hourly rate for the first 2 hours and 200% for each hour above that (up to the maximum number of unplanned duty hours)."</p>	<p>JS: 29 W&amp;C: 30</p>	✓	✓
17	<p><b>Minimum overtime payments</b></p> <p>Vary clause A.6.1(c) and C.6.1(c) to include a minimum floor overtime payment for daily duty hours above the unplanned duty for that day.</p>	<p>(c) Where unplanned extensions exceed the daily limit, the affected cabin crew member may agree to a further extension. Agreement will also include agreement on an appropriate payment subject to a minimum of an additional 200% of the minimum hourly rate for all hours exceeding the unplanned limit. Such agreement will be made in accordance with clause 7 — Facilitative provisions of the award.</p>	<p>JS: 29 W&amp;C: 30-31</p>	✓	✓
18	<p><b>Maximum hours from reserve sign on to duty sign off</b></p> <p>Vary A.9, Schedule B and C.7 to include that the maximum hours between reserve sign-on and sign-off for an allocated duty is 18 hours.</p>	<p>"(xxx) the maximum number of hours between reserve duty sign on and sign off for an allocated tour of duty is 18 hours."</p>	<p>JS: 35 W&amp;C: 37</p>	✓	✓

Number	Claim	Variation	Page Ref	Job Sec	Work and Care
19	<p><b>Home reserve credit ratios</b></p> <p>Vary Schedules A, B, and C so that:</p> <ul style="list-style-type: none"> <li>i. permanent employees on at-home-reserve duty before a call out is credited on a 1:3 instead of the current 1:4.</li> <li>ii. casual employees on at-home-reserve duty before a call-out are credited on the basis of 1:3 instead of 1:4 hours and contribute to the 4-hour minimum engagement.</li> </ul>	<p>"X.9.5</p> <p>(a) If an employee commences a planned stand-by period without having been assigned a duty and is subsequently called in, the hours elapsed between the commencement of the stand-by duty and the sign-on for the duty must be credited on a 1:3 basis. Such credited hours will count toward the roster period hourly total but will not be included in any duty period limitation for the purposes of Clause A.5.1.</p> <p>(b) for casual employees this provision operates subject to clause 11.2</p> <p><i>Example of how the reserve period ratio in clause C.7.5 works: If an employee is rostered to commence reserve duty at home at 0900 hours, and they are called in to work to sign-on at 12.00 hours, with respect to the 3 hours elapsed on stand-by the employee will be credited with 60 minutes towards the roster period hourly total (and zero minutes for the purposes of duty period limitation calculations)."</i></p>	<p>JS: 33</p> <p>W&amp;C: 34-35</p>	✓	✓
20	<p><b>Credit for home reserve duties when not subsequently called in</b></p> <p>Vary Schedules A, B, and C so that:</p> <ul style="list-style-type: none"> <li>iii. clarifying that at-home-reserve duty, all hours when not assigned a duty are credited to roster hours for permanent employees and duty hours for casual employees.</li> </ul>	<p>X.9.8 Where an employee completes a period of reserve at home without being assigned a duty all hours on home reserve will count towards the roster period. Casual employees will be paid for all hours spent on home reserve where they are not assigned a duty.</p>	<p>JS: 34</p> <p>W&amp;C: 36</p>	✓	✓

Number	Claim	Variation	Page Ref	Job Sec	Work and Care
21	<p><b>Home reserve sign on from 90 minutes to 120 minutes</b></p> <p>Vary A.9, B, and C.7 to change the 90 minutes from contact to sign-on to 120 minutes.</p>	<p>"X.7.3 If employees are on reserve duty (other than an airport standby) employees must be contactable and ready to perform duties within 120 minutes of contact. This time limit may be extended in particular circumstances and employees will be advised of any such extensions. Where an employee is provided with less than 120 minutes notice of the sign-on time of a duty, the employee on request will be provided with the cost of direct transport.</p>	<p>JS: 36 W&amp;C: 38</p>	✓	✓
22	<p><b>Reduce maximum fortnightly hours from 90 to 72</b></p> <p>Vary clause B.2.3(a) to reduce the maximum fortnightly hours of duty from 90 hours to 72 hours.</p>	<p>B.2.3 Fortnightly hours</p> <p>(a) An employer must not roster a regional cabin crew member to fly when completion of the flight will result in the regional cabin crew member exceeding 72 hours of duty of any nature associated with the regional cabin crew member's employment standing alone</p>	<p>JS: 16 W&amp;C: 29</p>	✓	✓
23	<p><b>Daily duty hour limitations – return to home base</b></p> <p>Amend the ACCA to include a new clause B.2.4(e) to facilitate the return to home base for crew who would be forced to stay overnight away from home due to delays exceed daily hours' limitations.</p>	<p>B.2.4 Daily Duty Hours</p> <p>...</p> <p>(e) Notwithstanding the daily hour limitations in this clause B.2.4, to expedite a return to home base for crew required to overnight away from home due to daily duty or flying hours being exceeded by delay, cabin crew may elect to:</p> <p>(i) operate beyond the daily hour limitations at B.2.4 (b) and (d) and be paid 150% additional to the employee's minimum hourly rate; or</p> <p>(ii) deadhead to home base and be paid at the employee's minimum hourly rate (where a flight is available).</p>	<p>JS: 23-24 W&amp;C: 22</p>	✓	✓

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		(f) Where duty extends beyond 12 hours crew will receive the following calendar day free from duty in addition to any overtime provisions.			
24	<p><b>Daily duty hour limitations – penalty payment</b></p> <p>The FAAA proposes that a new clause (g) be added at B.2.4:</p>	“(g) Where a tour of duty extends beyond the limits described in B.2.4(a) or(c) a cabin crew member will be paid an additional 150% for the additional hours provided at B.2.4(b) and (d)’	JS: 30 W&C: 31-32	✓	✓
25	<p><b>Roster notification and display</b></p> <p>Amend the ACCA to include roster notification and display provisions from clause B.4.2 into Schedules A and C and include online access as an alternative.</p> <p>Vary A.3.2 and C.3.2 to include that rosters are to be available to all cabin crew.</p>	B.4.2 A copy of the complete roster must be displayed on the cabin crew notice board (which may include an online notice board or facility) at least 7 days prior to the commencement of the roster. All cabin crew who receives a roster are to be included in the complete roster and be given access to where the complete roster is displayed (unless the crew member has requested not to be included).”	JS: 24 W&C: 24	✓	✓
26	<p><b>SDO accrual</b></p> <p>Vary B.2.9 by deleting and replacing paragraph (b) with an entitlement to accrue up to 6 substitute days off (“SDO”), with an option for the employee to convert accrued days to annual leave or be paid out after six</p>	“(b) Where there is no agreement reached under B.2.9(a) substitute days may accrue up to a maximum of 6. If not taken within 6 months of accruing the day an employee can choose to be paid out or have each day substitute for allocated leave.	JS: 31 W&C: 33	✓	✓

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	months of the SDOs not being used.				
27	<p><b>International meal allowance</b></p> <p>Vary C. 1.8 to stipulate that the amount meeting the standard described in the clause is to be agreed at each airline and will be at least equal to the Australian Taxation Office daily travelling allowance minimum rate.</p>	<p>C. 1.8 International meal allowance</p> <p>When on international flying duty, employees must be provided with all meals. Meals must be of an appropriate standard. The employer may pay an allowance instead of arranging the provision of meals. Such allowance must be of an adequate standard and reflect community norms in the expected quality and adequacy of the meals intended to be covered by the allowance. The amount of the allowances provided in lieu of the employer providing the meals will be no less than the equivalent to the Australian Taxation Office ruling for travel allowance breakfast, lunch and dinner meals for the location.</p>	<p>JS: 39</p> <p>W&amp;C: 47</p>	✓	✓