

## FAIR WORK COMMISSION

### AM2014/253 – Aircraft Cabin Crew Award 2010

#### Exposure Draft Award - Submissions on behalf of Qantas Group

##### Introduction

1. This submission is made on behalf of the entities within the Qantas Group concerning the exposure draft of the Aircraft Cabin Crew Award 2010 published on 2 June 2010 (**Exposure Draft**).
2. The Qantas Group generally agrees with and supports the terms of the Exposure Draft, subject to the following matter:
  - (a) Clauses A3.3 and B4.5(a) have been amended to be read subject to clause 24 (Consultation about changes to rosters or hours of work). We do not think this amendment is necessary. Given the nature of work performed by employees covered by clauses A3.3 and B4.5(a), it is very likely that the exception in clause 24.3 would apply. In those circumstances, expressing clauses A3.3 and B4.5 as being subject to clause 24 may create ambiguity and possible confusion.
3. It is noted that no examples have been included in the Exposure Draft. We do not think it is necessary to include any examples.
4. The Commission has invited stakeholders to respond to certain matters as outlined in the text of the Exposure Draft. **Attached** is a document which outlines the Qantas Group's position.
5. We welcome the opportunity to make oral submissions to supplement these written submissions.

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Item	Clause	Question from Fair Work Commission	Qantas Group Response
1.	2 – Cabin Crew Manager	'Cabin crew supervisor' is an 'employee classification' in clause 14 – Minimum wages. Parties are asked whether a definition of 'cabin crew supervisor' should be inserted and if so, what definition would apply.	<p>We suggest that the reference to cabin crew supervisor in clause 14.2 of the Award is deleted and replaced with 'Cabin crew manager', ie so that the classifications are:</p> <ul style="list-style-type: none"> <li>• Cabin crew member</li> <li>• Cabin crew supervisor (narrow-bodied aircraft, four or more crew)</li> <li>• Cabin crew manager (wide-bodied aircraft)</li> </ul> <p>This can be done instead of including a definition of cabin crew supervisor.</p>
2.	2 – sign-on	Parties are asked if the reference to 'at base' should refer to 'at permanent base' or 'at home base'.	Yes, the definition can refer to 'at permanent base' (noting that 'home base' has the same meaning as permanent base).
3.	A.1.7 (d)	As the flying allowance is a wage related allowance adjusted in line with the standard rate, this clause may be misleading. Parties are asked to comment on whether clause A.1.7(d) (and clause A.1.7(c)) are redundant.	<p>These clauses should remain.</p> <p>The Daily Travelling Allowance component is the subject of an ATO Taxation Determination (TD2015/14) and is treated differently from the other components of the flying allowance for taxation purposes.</p>
4.	A.1.8(b)	Does clause A.1.8(b) mean that a cabin crew manager is not entitled to this allowance or that the rate is based on a cabin crew member's rate?	The allowance provided for in clause A.1.8(a) is based on the cabin crew member's rate.