

**From:** Simon Miller [<mailto:Simon.Miller@afap.org.au>]

**Sent:** Wednesday, 25 January 2017 5:06 PM

**To:** Chambers - Gostencnik DP

**Cc:** Simon Lutton; Joanne Janes; Andrew Molnar; Patrick Larkins; James Mattner; Cate Larkins

**Subject:** Four Yearly Review of Modern Awards - Air Pilots Award 2010: Proposed Amendment to Revised Summary of Submissions - Technical and Drafting

Dear Associate,

We refer to the attached Revised Summary of Submissions – Technical and Drafting (“Summary”), published 5 January 2016, also posted at the Fair Work Commission’s website at the following link -

[AM2014/252 - Air Pilots Award 2010 \[MA000046\]](#)

In particular, we draw your attention to Item 23 on page 7 of the Summary, which, as you can see, deals with Clause 34.2 of the Exposure Draft of the Air Pilots’ Award, relating specifically to the job search entitlement in the case of redundancy.

You will note that the AFAP’s position regarding that item is noted on the Summary, referring to page 4 our submissions of 6 December 2016 (“Submissions”), also attached), as “Clause should not be amended as proposed”.

However, as you can see from page 4 from our Submissions, our position regarding Item 23 is noted as “Agree that clause should be retained to make clear where clause 34.2 of Exposure Draft applies, entitlement under clause 34.1 does not arise”.

Accordingly, we would appreciate it if our position regarding Item 23 as expressed in the Summary could please be amended.

Thank you for your assistance.

Yours sincerely,

**Simon Miller**  
Industrial Advisor



**AUSTRALIAN FEDERATION OF AIR PILOTS**  
LEVEL 4, 132-136 ALBERT ROAD  
SOUTH MELBOURNE, VIC 3205  
T 03 9928 5737 F 03 9699 8199

[WWW.AFAP.ORG.AU](http://WWW.AFAP.ORG.AU)

*Foundation Member of IFALPA*

### REVISED SUMMARY OF SUBMISSIONS – TECHNICAL AND DRAFTING

This table is a summary of submissions on technical and drafting issues lodged for this award on or before 5.00pm on 29 November 2016.

The summary has been revised to include feedback from the hearing on 6 December 2016 ([Transcript](#)).

ITEM	PARTY	DOCUMENT	CLAUSE (exposure draft)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1	AAAA	<a href="#">Sub-30/6/16</a>	2	<b>Definitions – aerial application</b> In anticipation of a revision of the classification of operations by CASA, definition should be extended to include firebombing operations	Page 4	
	AIG	<a href="#">Reply-25/7/16</a>		Refers to substantive change – should be referred for discussion during a conference before a Member of the Commission	Para 83	
	AFAP	<a href="#">Reply-6/12/16</a>		Believes proposal is a substantive change	Pg 1	
2	AAAA	<a href="#">Sub-30/6/16</a>	2	<b>Definitions – application material</b> Extend to include ‘fire retardant or foam’	Page 4	
	AIG	<a href="#">Reply-25/7/16</a>		Refers to substantive change – should be referred for discussion during a conference before a Member of the Commission	Para 83	
	AFAP	<a href="#">Reply-6/12/16</a>		Believes proposal is a substantive change	Pg 1	
3	AIG	<a href="#">Sub-30/6/16</a>	2	<b>Definitions – appropriate accommodation</b> Reference to C.1.4 should instead be to C.1.2 – appears to be drafting error	Para 169	
	AFAP	<a href="#">Reply-6/12/16</a>		Agrees with altered reference	Pg 2	
4	AAAA	<a href="#">Sub-30/6/16</a>	2	<b>Definitions - CAO</b> CAO’s are to be repealed as new CASRs are introduced	Page 4	
	AIG	<a href="#">Reply-25/7/16</a>		Refers to substantive change – should be referred for discussion during a conference before a Member of the Commission	Para 83	

ITEM	PARTY	DOCUMENT	CLAUSE (exposure draft)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
	AFAP	<a href="#">Reply-6/12/16</a>		Believes proposal is a substantive change	Pg 2	
5	AAAA	<a href="#">Sub-30/6/16</a>	2	<b>Definitions – CAR</b> CARs only refer to part of the regulatory suite under the Civil Aviation Act. Definition should cover newer Civil Aviation Safety Regulations.	Page 4	
	AIG	<a href="#">Reply-25/7/16</a>		AIG submits this refers to substantive change – should be referred for discussion during a conference before a Member of the Commission	Para 83	
	AFAP	<a href="#">Reply-6/12/16</a>		Believes proposal is a substantive change	Pg 2	
6	AAAA	<a href="#">Sub-30/6/16</a>	2	<b>Definitions – chief pilot</b> Should include that Chief pilot may also be called the Head of Flying Operations (HOFO) – see CASR Part 137.	Page 4	
	AIG	<a href="#">Reply-25/7/16</a>		AIG submits this refers to substantive change – should be referred for discussion during a conference before a Member of the Commission	Para 83	
	AFAP	<a href="#">Reply-6/12/16</a>		Believes proposal is a substantive change	Pg 2	
7	AFAP	<a href="#">Sub-30/6/16</a>	2	<b>Definitions – Duty time</b> <i>In response to the question raised by Commission:</i> Definition of ‘duty time’ should be as provided under pre-reform Pilots’ (General Aviation) Award 1998 (AP 7922332)	Page 2	
	QANTAS	<a href="#">Sub-30/6/2016</a>		Should not be defined in award	Item 1, Page 2	
	QANTAS	<a href="#">Reply-21/7/16</a>		Disagree with AFAP submission - not appropriate to reinstate definition from pre-reform award. Current award was a result of extensive consultation and concepts within it are well understood.	Para 5	
	AIG	<a href="#">Reply-25/7/16</a>		Agree with QANTAS submission. Oppose AFAP submission.	Para 74	

ITEM	PARTY	DOCUMENT	CLAUSE (exposure draft)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
8	AIG	<a href="#">Sub-30/6/16</a>	2	<b>Definitions – home base</b> (pilots employed subject to Schedule E of this Award) Reference to Schedule E should instead be to Schedule D – appears to be drafting error.	Para 170	
	AFAP	<a href="#">Reply-6/12/16</a>		Agree to change in reference	Pg 2	
9	AIG	<a href="#">Sub-30/6/16</a>	2	<b>Definitions – home base</b> (pilots employed subject to Schedules B, C or D of this Award) References to Schedules B, C or D should instead be to Schedules A, B or C.	Para 171	
	AFAP	<a href="#">Reply-6/12/16</a>		Agrees to change in reference	Pg 2	
10	AIG	<a href="#">Sub-30/6/16</a>	4.1	<b>Coverage</b> Change to clause has substantive effect and does not make provision simpler or easier to understand. Reference to ‘air pilots industry’ and the exclusion of other modern awards are particularly problematic.	Paras 172-183	
	QANTAS	<a href="#">Reply-21/7/16</a>		Agree with AIG that clause should not be amended. Introduction of concept of ‘industry’ in occupational award may result in ambiguity and uncertainty.	Para 3	
	AFAP	<a href="#">Reply-6/12/16</a>		Does not agree with clause being amended	Pg 2	
11	QANTAS	<a href="#">Sub-30/6/2016</a>	7.4	<b>Facilitative provisions</b> Clause 19.1(c) can be added to the list	Para 2	
	AIG	<a href="#">Sub-30/6/16</a>		Table does not properly reflect clause 15.3 which provides for an agreement between the employer and a majority of employees, not an individual employee. Clause 7.4 should be amended by deleting the words ‘An individual or’.	Paras 184-186	
	QANTAS	<a href="#">Reply-21/7/16</a>		Agree with AIG submission	Para 4	
	AIG	<a href="#">Reply-25/7/16</a>		Do not oppose QANTAS submission that 19.1(c) be inserted.	Para 75	

ITEM	PARTY	DOCUMENT	CLAUSE (exposure draft)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
	AFAP	<a href="#">Reply-6/12/16</a>		Agrees to 19.1(c) being added to the list and clause 7.4 be amended by deleting the words ‘an individual or’	Pg 2	
12	AFAP	<a href="#">Sub-30/6/16</a>	8.2	<b>Probation</b> <i>In response to the question raised by the Commission:</i> Last sentence of clause 8.2 should remain	Page 3	
	QANTAS	<a href="#">Sub-30/6/2016</a>		Last sentence should be deleted	Item 1, page 2	
	AAAA	<a href="#">Sub-30/6/16</a>		No view either way – being a seasonal industry, probation is generally shorter than 6 months anyway.	Page 11	
13	AFAP	<a href="#">Sub-30/6/16</a>	9	<b>Casual employment – definition of terms ‘flying hour’ and ‘flight time’.</b> <i>In response to the question raised by the Commission:</i> Unnecessary to define ‘flying hour’. ‘Flight time’ should be defined as under clause 3.19 of the pre-reform Pilots’ (General Aviation) Award 1998 (AP 7922332)	Page 3	
	QANTAS	<a href="#">Sub-30/6/2016</a>		Definition of ‘flying hour’ from Aircraft Cabin Crew Award should be included.	Page 3	
	QANTAS	<a href="#">Reply-21/7/16</a>		‘flying hour’ and ‘flight time’ are interchangeable terms. No issues with AFAP proposed definition of ‘flight time’ but same definition should also be used in Aircraft cabin Crew Award.		
14	AFAP	<a href="#">Sub-30/6/16</a>	9.5(b)	<b>Minimum payments</b> Reference to clause 9.5 should be a reference to 9.5(a)	Page 3	
	AIG	<a href="#">Reply-25/7/16</a>		Do not oppose amendment proposed by AFAP	Para 76	

ITEM	PARTY	DOCUMENT	CLAUSE (exposure draft)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
15	AAAA	<a href="#">Sub-30/6/16</a>	15.4	If this clause seeks to mirror the requirements in CASA regulation, then it should be checked against the new CAO 48.1. The provisions listed here, while not applying to aerial application, appear to be more restrictive than CAO 48.1 for certain operations. AAAA suggests that as CASA has the carriage of fatigue management issues, and the risk of the provisions of this award creating inconsistencies between two requirements is significant. Serious consideration should be given to simply referring to the requirements of the relevant CASA regulations rather than recreating them here.	Page 16	
	AFAP	<a href="#">Reply-6/12/16</a>		Does not support amendments to this clause	Pg 3	
16	AAAA	<a href="#">Sub-30/6/16</a>	19.1(a)	<b>Frequency of payment</b> Is this exemption meant to apply to the whole of Part 19? If so, it should be placed above 19.1 rather than in it and thereby limited only to 'Frequency of Payment' issues.	Page 20	
	AFAP	<a href="#">Reply-6/12/16</a>		Clause should not be amended as proposed	Pg 3	
17	AAAA	<a href="#">Sub-30/6/16</a>	21	<b>Accident pay</b> There seems to be a contradiction introduced here between Clause 21.2 and 21.4. Clause 21.2 is clearer in its clarification regarding the exclusion of commission for aerial application operations. The reference to aerial application in 21.4 could simply be removed.	Page 24	
	AFAP	<a href="#">Reply-6/12/16</a>		Clause should not be amended as proposed	Pg 3	

ITEM	PARTY	DOCUMENT	CLAUSE (exposure draft)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
18	AAAA	<a href="#">Sub-30/6/16</a>	21.11	<b>Accident insurance</b> Attainment of insurance for aerial application pilots is sometimes simply not available. Check previous clauses in this regard from 2010 award	Page 25	
	AFAP	<a href="#">Reply-6/12/16</a>		Believes change is substantive	Pg 3	
19	AAAA	<a href="#">Sub-30/6/16</a>	21.12	<b>Pilot indemnity</b> The inclusion of negligence here is problematic, especially when compared to the final sentence that provides an exclusion. The final sentence should remain and the 'negligence' reference should be removed. Check against 2010 clause.	Page 25	
	AFAP	<a href="#">Reply-6/12/16</a>		Clause should not be amended as proposed	Pg 3	
20	AAAA	<a href="#">Sub-30/6/16</a>	22.4	<b>Superannuation Fund</b> An additional bullet should be added to ensure that the employee can nominate a fund. While that power is here in the first sentence, it is not as clear as if it were put as an option a)	Page 26	
	AFAP	<a href="#">Reply-6/12/16</a>		Clause should not be amended as proposed	Pg 3	
21	AIG	<a href="#">Sub-30/6/16</a>	32	<b>Transfer to lower paid job on redundancy</b> Heading is anomalous, should be replaced with 'Transfer to lower paid duties by reason of redundancy'.	Paras 187-190	Qantas support AIG submission. See <a href="#">Transcript-6Dec16</a> [PN236] May be dealt with by plain language FB. See <a href="#">Transcript-6Dec16</a> [PN241-246].
	AFAP	<a href="#">Reply-6/12/16</a>		Agree to change	Pg 3	

ITEM	PARTY	DOCUMENT	CLAUSE (exposure draft)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
22	AIG	<a href="#">Sub-30/6/16</a>	33	<b>Employee leaving during redundancy notice period</b> Cross reference in clause 33 should be replaced with references to clauses 32 and 34. This will ensure provision does not deviate substantively from current clause in 13.3.	Paras 191-193, page 42	Qantas support AIG submission. See <a href="#">Transcript-6Dec16</a> [PN236] May be dealt with by plain language FB. See <a href="#">Transcript-6Dec16</a> [PN241-246].
	AFAP	<a href="#">Reply-6/12/16</a>		Agree to change	Pg 4	
23	AIG	<a href="#">Sub-30/6/16</a>	34.2	<b>Job search entitlement - redundancy</b> Current clause 13.4(c) has not been included in ED. Clause should be retained to make clear where clause 34.2 of ED applies, entitlement under clause 34.1 does not arise.		Qantas support AIG submission. See <a href="#">Transcript-6Dec16</a> [PN236] May be dealt with by plain language FB. See <a href="#">Transcript-6Dec16</a> [PN241-246].
	AFAP	<a href="#">Reply-6/12/16</a>		Clause should not be amended as proposed	Pg 4	
24	AFAP	<a href="#">Sub-18/7/16</a>	Sch A.1.3	<b>Classifications and minimum salaries</b> Remove reference to 'Senior Commercial Pilots' License' – obsolete terminology.	Page 1	
	QANTAS	<a href="#">Reply-21/7/16</a>		Agree with AFAP submission to remove obsolete term.	Para 10	
25	AFAP	<a href="#">Sub-30/6/16</a>	Sch A.1.6	<b>Classifications and minimum salaries – First Officer/Second Pilot</b> Reference to 'clause A.1.3 (a), (b) or (c)' should read 'A.1.3 (a), (c) or (d).	Page 3	
	AIG	<a href="#">Sub-30/6/16</a>		Same as above.	Para 195	

ITEM	PARTY	DOCUMENT	CLAUSE (exposure draft)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
26	QANTAS	<a href="#">Sub-30/6/2016</a>	Sch B.1.1	<b>Classifications, Minimum Salaries and Additions to Salaries Regional Airlines</b> <i>In response to the question raised by the Commission:</i> Reference to 'Beechcraft 55' should be 'Beechcraft 55'	Page 2	
	AIG	<a href="#">Reply-25/7/16</a>		Agree with QANTAS submission	Para 78	
	AFAP	<a href="#">Reply-6/12/16</a>		Agree with submission	Pg 4	
27	AFAP	<a href="#">Sub-18/7/16</a>	Sch B.1	Alter references to 'Beecherall' and "Beechrall' to 'Beechcraft'.	Page 1	
28	AAAA	<a href="#">Sub-30/6/16</a>	Sch C.2.3	<b>Sector Specific Conditions–Aerial Application Operations–Hours of work</b> Is there a need to add something here regarding days off due to weather, lack of work etc to come off this tally? i.e the figure calculated should be net of all days already taken off as agreed.	Page 46	
	AFAP	<a href="#">Reply-6/12/16</a>		Proposed change is substantive	Pg 4	
29	AAAA	<a href="#">Sub-30/6/16</a>	Sch C.6.3	<b>Personal leave</b> <i>In response to the question raised by the Commission:</i> In a seasonal industry, this clause is critical and provides for leave to be generally taken in the 'off' season.  AAAA fully supports the retention of this clause and does not see it unreasonably interfering with the requirements of the NES.	Page 48	

ITEM	PARTY	DOCUMENT	CLAUSE (exposure draft)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				Clause 33 of the NES specifically provides for agreement between employer and employee on when leave is to be taken (in addition to the facilitative and flexibility of the Air Pilots Award) and AAAA sees clause 6.3 as providing useful additional guidance to both employees and employers in a highly seasonal industry.		
	AFAP	<a href="#">Reply-6/12/16</a>		Maintains position	Pg 4	
30	AAAA	<a href="#">Sub-30/6/16</a>	Sch C.8.1	<b>Protective Clothing</b> Change terminology from 'crash helmet' to 'flight helmet'.	Page 48	
	AFAP	<a href="#">Reply-6/12/16</a>		Clause should not be amended as proposed	Pg 4	
31	AAAA	<a href="#">Sub-30/6/16</a>	Sch C.9.5	<b>Minimum additions to minimum salary– commission</b> Add 'firebombing' to second bullet point. Change 'sundry' to 'similar'.	Page 49	
	AFAP	<a href="#">Reply-6/12/16</a>		Proposed changes are substantive	Pg 4	
32	AAAA	<a href="#">Sub-30/6/16</a>	Sch C.9.6	<b>Training and/or checking</b> Need to update terminology to reflect changes to CASA Part 61 – replace 'agricultural pilot' with 'application pilot'. Could make transitional mention of 'formerly agricultural pilots'.  The former '3% of the base rate' should not be changed to a dollar amount (\$22.96).  Where it says '100% of the commission payable' – unless they are conducting a spray job, there won't be a commission – error?	Page 49	
	AFAP	<a href="#">Reply-6/12/16</a>		Proposed changes are substantive	Pg 5	

ITEM	PARTY	DOCUMENT	CLAUSE (exposure draft)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
33	AFAP	<a href="#">Sub-30/6/16</a>	Sch E.2.2	<b>Summary of hourly rates of pay</b> Wage rates for casual regional airline employees are incorrect (except for Group 2 Captain rate). See submission for proposed amendment.	Pages 3-5	
	QANTAS	<a href="#">Reply-21/7/16</a>		AFAP's calculations do not appear to take into account the revised rates of pay in the current award which took effect from 1 July 2016. Submit that the Commission may wish to prepare revised schedules for review prior to hearing.	Para 8	
	AIG	<a href="#">Reply-25/7/16</a>		Appears that AFAP submission is based on earlier iteration of ED. Concern doesn't arise in later iteration of ED, published 7 June 2016.	Para 82	
	AFAP	<a href="#">Reply-6/12/16</a>		Acknowledges calculations made prior to publication of rates that took effect from 1 July 2016. Commission may wish to prepare revised schedules for review	Pg 5	
34	AFAP	<a href="#">Sub-30/6/16</a>	Sch E and F	<b>Summary of hourly rates of pay and Summary of monetary allowances</b> Tables reflecting casual rates of pay as set out in Sched E should also include references to amounts reflecting the wage-related allowances set out in Sched F for casual pilots in General Aviation (see proposed amounts in sub)	Page 6	
	QANTAS	<a href="#">Reply-21/7/16</a>		In response to AFAP - Not necessary to include allowances expressed on an hourly basis for casual employees.	Para 9	
	AIG	<a href="#">Reply-25/7/16</a>		Agree with QANTAS – not necessary to include summary of hourly rates for casuals. Already prescribed in Schedule A and summarised at	Paras 79-81	

ITEM	PARTY	DOCUMENT	CLAUSE (exposure draft)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
				Schedule F – numerous notes or references may result in schedule that is unwieldy and confusing.		
35	AFAP	<a href="#">Sub-30/6/16</a>	Sch E.2.4	<b>Casual off-shore adult helicopter operations employees</b> Reference to “Twin over 9000 l” on page 65 should read “Twin over 9000 lbs”	Page 7	
36	AFAP	<a href="#">Sub-18/7/16</a>	Sch F.1	<b>Summary of monetary allowances – wage related allowances</b> Remove reference to ‘Senior Commercial Pilots’ License’ – obsolete terminology.	Page 1	
	QANTAS	<a href="#">Reply-21/7/16</a>		Agree with AFAP submission to remove obsolete term.	Para 10	
37	AFAP	<a href="#">Reply-6/12/16</a>	F.3.1(b)	<i>In response to the question raised by the Commission:</i> The applicable consumer price index figure in D.6.6(c)(i) should be included in clause F.3.1(b)	Page 1	See <a href="#">Transcript-6Dec16</a> [PN219].

**List of abbreviations (in alphabetical order)**

AAAA	Aerial Application Association of Australia
AFAP	Australian Federation of Air Pilots
AIG	Australian Industry Group
ED	Exposure draft
QANTAS	QANTAS Group



06 December 2016

Justice Iain Ross  
President, Fair Work Commission  
Melbourne Registry  
Level 4, 11 Exhibition Street  
MELBOURNE VIC 3001

By email: [chambers.ross.j@fwc.gov.au](mailto:chambers.ross.j@fwc.gov.au)

Dear Justice Ross,

***4 Yearly Review of Modern Awards - Air Pilots Award 2010 – Substantive Claims Being Pursued***

We refer to your Statement and Directions concerning the 4 Yearly Review of Modern Awards, dated 26 August 2016, and to our previous submissions in this matter dated 30 June 2016 and 18 July 2016.

To assist in your determination of the technical and drafting matters to be considered at today's hearing, we now seek to make comments regarding the existing claims made by the parties, as reflected in the summary of submissions on the technical and drafting issues lodged for this award.

We apologize for the delay in making these comments. Unfortunately, we were not notified of your Statement and Directions dated 26 August 2016 until they were brought to our attention late last week.

Referring specifically to the document headed "AM2014/252 – Air Pilots Award 2010 Summary of Submissions – Technical and Drafting" (as at 29 November 2016), and the items identified in that document, we say as follows:

ITEM	CLAUSE (EXPOSURE DRAFT)	SUMMARY OF ISSUE	NOTES
1	2	Definitions – Aerial Application	Proposed change is substantive - appropriate to discuss at a conference.
2	2	Definitions – Application Material	Proposed change is substantive - appropriate to discuss at a conference

<b>ITEM</b>	<b>CLAUSE (EXPOSURE DRAFT)</b>	<b>SUMMARY OF ISSUE</b>	<b>NOTES</b>
3	2	Definitions – appropriate accommodation	Agree that reference to C.1.4 should instead be to C.1.2.
4	2	Definitions – CAO	Proposed change is substantive - appropriate to discuss at a conference.
5	2	Definitions – CAR	Proposed change is substantive - appropriate to discuss at a conference
6	2	Definitions – Chief Pilot	Proposed change is substantive - appropriate to discuss at a conference.
7	2	Definitions – Duty Time	The AFAP maintains its position.
8	2	Definitions – Home Base	Agree that reference to Schedule E should instead be to Schedule D.
9	2	Definitions – Duty Time	Agree that references to Schedules B, C or D should instead be to Schedules A, B or C
10	4.1	Coverage	The clause should not be amended as proposed.
11	7.4	Facilitative Provisions	Agree that Clause 19.1(c) can be added to the list, and that Clause 7.4 can be amended by deleting the words ‘An individual or’

ITEM	CLAUSE (EXPOSURE DRAFT)	SUMMARY OF ISSUE	NOTES
12	8.2	Probation	The AFAP maintains its position.
13	9	Casual Employment – Definition of Terms ‘Flying Hour’ and ‘Flight Time’	The AFAP maintains its position.
14	9.5(b)	Minimum Payments	The AFAP maintains its position.
15	15.4	Hours of Work, Days Off and Rest Periods	The AFAP does not support amendments to this clause.
16	19.1(a)	Frequency of Payment	The clause should not be amended as proposed.
17	21	Accident Pay	The clause should not be amended as proposed.
18	21.11	Accident Insurance	Proposed change is substantive - appropriate to consider during a conference.
19	21.12	Pilot Indemnity	The clause should not be amended as proposed.
20	22.4	Superannuation Fund	The clause should not be amended as proposed.
21	32	Transfer to Lower Paid Job on Redundancy	Agree that the heading should be replaced with ‘Transfer to lower paid duties by reason of redundancy’.

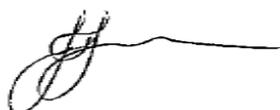
ITEM	CLAUSE (EXPOSURE DRAFT)	SUMMARY OF ISSUE	NOTES
22	33	Employee Leaving During Redundancy Notice Period	Agree that cross reference in clause 33 should be replaced with references to clauses 32 and 34.
23	34.2	Job Search Entitlement - Redundancy	Agree that clause should be retained to make clear where clause 34.2 of Exposure Draft applies, entitlement under clause 34.1 does not arise.
24	Schedule A.1.3	Classifications and Minimum Salaries	AFAP maintains its position that that reference to 'Senior Commercial Pilots' Licence' should be removed
25	Schedule A.1.6	Classifications and Minimum Salaries – First Officer/Second Pilot	The AFAP maintains its position that clause should read 'A.1.3(a), (c) or (d).
26	Schedule B.1.1	Classifications, Minimum Salaries and Additions to Salaries Regional Airlines	Reference should be to 'Beechcraft 55'
27	Schedule B.1	Altering References from 'Beecherall' and 'Beechcrall' to 'Beechcraft'	References should be to 'Beechcraft'
28	Schedule C.2.3	Sector Specific Conditions – Aerial Application Operations – Hours of Work	Proposed change is substantive - appropriate to discuss at a conference.
29	Schedule C 6.3	Personal Leave	The AFAP maintains its position
30	Schedule C.8.1	Protective Clothing	The clause should not be amended as proposed.
31	Schedule C 6.3	Minimum Additions to Minimum Salary - Commission	Proposed changes are substantive - appropriate to discuss at a conference

ITEM	CLAUSE (EXPOSURE DRAFT)	SUMMARY OF ISSUE	NOTES
32	Schedule C.9.6	Training and/or Checking	Proposed change is substantive - appropriate to discuss at a conference.
33	Schedule E 2.2	Summary of Hourly Rates of Pay	The AFAP acknowledges that its calculations may have been made prior to the publication of rates taking effect from 1 July 2016.  We also submit that the Commission may wish to prepare revised schedules for review prior to hearing.
34	Schedules E & F	Summary of Hourly Rates of Pay and Summary of Monetary Allowances	The AFAP maintains its position.
35	Schedule E.2.4	Casual Off-Shore Adult Helicopter Operations Employees	The AFAP maintains its position.
36	Schedule F.1	Summary of Monetary Allowances – Wage Related Allowances	The AFAP maintains its position.

We trust that this further submission is of assistance to the Commission.

Please contact Simon Miller at [smiller@afap.org.au](mailto:smiller@afap.org.au) or on (03) 9928 5737 or should you have any queries or wish to discuss these matters further.

Yours sincerely,



Joanne Janes  
Operations Manager