

**From:** [Vince.Rogers@ashurst.com](mailto:Vince.Rogers@ashurst.com) [<mailto:Vince.Rogers@ashurst.com>]  
**Sent:** Wednesday, 4 April 2018 10:20 AM  
**To:** [michael.nguyen@amwu.org.au](mailto:michael.nguyen@amwu.org.au); Chambers - Hamilton DP; AMOD;  
[Chris.Ridings@emaconsulting.com.au](mailto:Chris.Ridings@emaconsulting.com.au)  
**Cc:** [gabriel.miller@amwu.org.au](mailto:gabriel.miller@amwu.org.au)  
**Subject:** RE: AM2016/3 Proposed Helicopter Aircrew Award

Dear Associate

I can confirm that Babcock agrees that the summary provided by Michael Nguyen reflects the current position between the parties.

Regards

**Vince Rogers**

Partner

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**From:** Michael Nguyen [<mailto:michael.nguyen@amwu.org.au>]  
**Sent:** Wednesday, 4 April 2018 10:14 AM  
**To:** Chambers - Hamilton DP; 'AMOD'; 'Chris.Ridings@emaconsulting.com.au'  
**Cc:** Rogers, Vince 67285; Gabriel Miller  
**Subject:** RE: AM2016/3 Proposed Helicopter Aircrew Award

Dear Associate to Deputy President Hamilton

Please find attached an summary of issues agreed and in dispute between the parties.

I understand that Babcock also agree to the accuracy of the summary.

Regards

Michael.

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Michael Nguyen  
**Senior Research Officer**  
**Australian Manufacturing Workers' Union**  
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## IN THE FAIR WORK COMMISSION

**Matter No.:** AM2016/3 Proposed Helicopter Award  
**Re Application by:** "Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU)



### Summary of issues agreed and in dispute between the parties

#### 4 Yearly Review of Modern Awards

## COVER SHEET

### About the Australian Manufacturing Workers' Union

The Australian Manufacturing Workers' Union (AMWU) is registered as the "Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union". The AMWU represents members working across major sectors of the Australian economy, including in the manufacturing sectors of vehicle building and parts supply, engineering, printing and paper products and food manufacture. Our members are engaged in maintenance services work across all industry sectors. We cover many employees throughout the resources sector, mining, aviation, aerospace and building and construction industries. We also cover members in the technical and supervisory occupations across diverse industries including food technology and construction. The AMWU has members at all skills and classifications from entry level to Professionals holding degrees.

The AMWU's purpose is to improve member's entitlements and conditions at work, including supporting wage increases, reasonable and social hours of work and protecting minimum award standards. In its history the union has campaigned for many employee entitlements that are now a feature of Australian workplaces, including occupational health and safety protections, annual leave, long service leave, paid public holidays, parental leave, penalty and overtime rates and loadings, and superannuation.

<b>Lodged by:</b> Michael Nguyen AMWU National Research Centre	Telephone: +61 2 8868 1500
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## **Introduction**

1. This document outlines the issues still in dispute between the parties (AMWU and Babcock Mission Control) and issues where agreement has been reached. Where agreement has been reached, updating is required to the draft Award which the Australian Manufacturing Workers' Union (AMWU) dated 20 September 2017.
2. The AMWU seeks an opportunity to lodge a revised draft Award which indicates the issues in dispute and including the newly agreed terms within a week.

## **Agreed issues**

3. The following are now agreed issues between the parties, which will require updating to the proposed draft Award:
  - a. Clause 16.6 - Transmission of Business;
  - b. Clause 17.1 – new Surveillance Aircrewperson definition
  - c. Clause 18.1 and 18.3 – Annual increments clause to be incorporated into 9 year pay scale based on the Helicopter Pilots Offshore search and rescue 9000 pay scale
  - d. Clause 18.9 – new clause detailing All Purpose Allowances (Arising out of overtime issue)
  - e. Clause 19.1 - Safety Equipment Allowance / Tools of Trade
  - f. Clause 19.3 – Mobile Intensive Care Ambulance Allowance
  - g. Clause 19.22 – Indemnity
  - h. Clause 19.23 – Life Insurance and Total and Permanent Disability Insurance
  - i. Clause 20 – Accident Pay
  - j. Clause 31 – Personal Leave and Upper Respiratory Tract Infection (URTI) Leave

## **Issues in dispute**

4. The following are the issues still in dispute between the parties:
  - a. Clause 18.4 – New Surveillance Mission Coordinator Definition and Allowance (arising out of Surveillance Aircrewperson Definition)
  - b. Clause 18.6 – New clause defining ordinary hourly rate of pay (Arising out of Overtime issue)

- c. Clause 18.7 – New clause defining ordinary weekly rate of pay (Arising out of overtime issue)
  - d. Clause 18.8 – New clause defining ordinary daily rate of pay (Arising out of overtime issue and discussions around rostering)
  - e. Clause 19.4 – New Other additional skills certification (Revised clause following discussions. However, still not agreed)
  - f. Clause 19.6 – Fitness Allowance
  - g. Clause 19.25 – Income Protection
  - h. Clause 22.4 – Superannuation fund
  - i. Clause 23 – New Ordinary Hours of Work and Rostering (Arising out of overtime issue)
  - j. Clause 26 – Multiple Day Tours
  - k. Clause 27 – Overtime Days worked
  - l. Clause 28 – Overtime Hours worked
  - m. Clause 30 – Annual Leave (as it relates to multiple day tours issue)
  - n. Clause 32 – Community Service Leave (Jury Service)
  - o. Clause 33 – Public Holidays (as it relates to multiple day tours issue)
5. The AMWU proposed to submit a new draft Award which incorporates the new terms which are agreed as well as highlighting the terms which are not agreed.

**End**

**4 April 2018**