



AM2023/21 Modern Awards Review 2023-24
Job Security Consultation Hearing 18 March 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) ¹ | \$1,024.92 | \$49 per week more |
| Qantas Airways Limited (short haul new entrants to third year) ² | \$950.28 | \$25.32 per week less |
| Jetstar Group Pty Ltd T/A Team Jetstar (Jetstar) ³ | \$1,004.72 | \$29.00 per week more |
| Maurice Alexander Management Pty Ltd (which supplied labour to Qantas Airways Limited domestic operations) ⁴ | \$942.12 | \$33.48 per week less |

¹ 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.

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

³ *Team Jetstar Cabin Crew Agreement 2023* [2023] FWCA 208.

⁴ *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.

| <u>Flight Attendant - Category E</u> | |
|--|---|
| <u>Hourly Rate</u> | |
| <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 |
| <u>Overtime</u> | |
| <u>Overtime - domestic and international flying only</u> | <u>A penalty of 100% additional to the Flight Attendant's minimum hourly rate</u> |
| <u>Allowances</u> | |
| <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

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) |
|-----------------------|--|---|--|
| C1 | 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> | | |
| C2(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. | |
| C7 | 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 | |
| C8 | 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 | |
| C9 | 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 | |
| C10 | 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 | |
| C11 | 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 | | |
| C12 | Engineering/ Manufacturing Employee—Level III | Engineering Production Certificate I or Certificate II in Engineering, or equivalent | 87.4% |
| C13 | Engineering/ Manufacturing Employee—Level II | In-house training | 82% |
| C14 | 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] |
| Cl. A.4. Minimum classification for an employee who has completed a certificate III is level 4 Retail Employee. | Cl. 3.5. Minimum classification for an employee who has completed a certificate III is Level 3. | Cl. 2 / 18.1. Minimum classification for an employee with a Certificate III is level 4 tradesperson. | Cl. 12.4 Fast food employee level 2 is an employee 'required to exercise trade skills.' | Cl. 2. / 18.1. Minimum classification for an employee with a Certificate III is level 4 tradesperson. | Cl. 2. / B.1.4. Minimum classification for an employee who has completed a certificate III is Level 3.1 | A.4.3. Minimum classification for an employee who has completed a certificate III is Level 3. | Cl. A.3.1. Minimum classification for an employee who has completed a certificate III is C10 tradesperson. |
| 17.1. Minimum rate for this classification is \$995.00/wk | 17.1. Minimum rate for this classification is \$995.00/wk | 18.1. Minimum rate for this classification is \$995.00/wk | 15.1. Minimum rate for this classification is \$995.00/wk | 18.1. Minimum rate for this classification is \$995.00/wk | 14.1. Minimum rate for this classification is \$995.00/wk | 16.1. Minimum rate for this classification is \$1,050.90 | Cl. 20.1(a) 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 |

Master Claims List – Modern Award Review

| Number | Claim | Variation | Page Ref | Job Sec | Work and Care |
|--------|--|---|----------------------------------|---------|---------------|
| 1 | <p>Definition of Duty</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&C: 37</p> | ✓ | ✓ |
| 2 | <p>Definition of Operational Reasons</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"> (i) Overlap Flying; (ii) Roster Period-end changeover; (iii) Checking and/or training; (iv) Courses; (v) Publicity; (vi) Duty hour limitations; (vii) Cancellation of flights; (viii) Rest Period Requirements; (ix) Transfer and Base Swap (travelling); (x) Any leave specified in this Agreement; (xi) Misconnections; (xii) Aircraft type changes (to a smaller crew complement aircraft); and (xiii) Uniform fittings. | <p>JS: 26</p> <p>W&C: 26</p> | ✓ | ✓ |
| 3 | <p>Part-time = less than 33 hours/week</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 | Part-time pro rata entitlement for RDOs Vary clause 10.2 to include a specific provision regarding the pro rata entitlement for rostered days off. | 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. (b) The pro rata provisions for part-time employees regarding rostered days off are prorated in reverse. Example of how the pro rata provisions in 10.2(b) works: a part-time employee working half the hours of a fulltime employee is entitled to 16 rostered days off in a 28 day roster' | JS: 17 W&C: 18 | ✓ | ✓ |
| 5 | Changes to pattern of work to be agreed in writing. 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. | "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." | JS: 18 W&C: 19 | ✓ | ✓ |
| 6 | Casuals not to be rostered on days which they have given notice they are unavailable. Vary clause 11 to include an entitlement for casuals not to be rostered on days which | '11.5 A casual cabin crew member will not be rostered on a day they have identified as not available.' | JS: 18 W&C: 48 | ✓ | ✓ |

| Number | Claim | Variation | Page Ref | Job Sec | Work and Care | | | | | | | | | | | | | | | | | | | | |
|-------------------------|---|--|-------------------------------|--|---------------------|------------|--|----|----|---|-----------------|--------|--------------|-----|----------------|---------|-------|-----|-----------------|---------|-------|-----|----------------------------------|---|---|
| | they have given notice they are unavailable. | | | | | | | | | | | | | | | | | | | | | | | | |
| 7 | <p>Minimum engagement periods for casuals (including after a call out from home reserve)</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&C: 20</p> | ✓ | ✓ | | | | | | | | | | | | | | | | | | | | |
| 8 | <p>Minimum Hourly Rates and Skill-Based Classification Structures</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="967 763 1422 1516"> <thead> <tr> <th>Employee classification</th> <th>Minimum weekly rate (full-time employee)</th> <th>Minimum hourly rate</th> <th>Percentage</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><u>27.64</u></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 | Percentage | | \$ | \$ | % | Cabin crew Yr 1 | 995.00 | <u>27.64</u> | 100 | Cabin Crew Yr2 | 1044.75 | 29.02 | 105 | Cabin Crew Yr 3 | 1094.50 | 30.40 | 110 | <p>JS: 22 W&C: 41-42</p> | ✓ | ✓ |
| Employee classification | Minimum weekly rate (full-time employee) | Minimum hourly rate | Percentage | | | | | | | | | | | | | | | | | | | | | | |
| | \$ | \$ | % | | | | | | | | | | | | | | | | | | | | | | |
| Cabin crew Yr 1 | 995.00 | <u>27.64</u> | 100 | | | | | | | | | | | | | | | | | | | | | | |
| Cabin Crew Yr2 | 1044.75 | 29.02 | 105 | | | | | | | | | | | | | | | | | | | | | | |
| Cabin Crew Yr 3 | 1094.50 | 30.40 | 110 | | | | | | | | | | | | | | | | | | | | | | |

| Number | Claim | Variation | Page Ref | Job Sec | Work and Care | | | | | | | | | | | | | | | |
|---|---|---|-------------------|---------------------------|---------------|-----|---------------------------|---|----------|-------|-----|--|---|---------|-------|-----|--|--|--|--|
| | | <table border="1"> <tr> <td>Cabin Crew Yr 4</td> <td>1,144.25</td> <td>31.78</td> <td>115</td> <td>14.2 An employer must pay</td> </tr> <tr> <td>Cabin Crew Supervisor (narrow-bodied aircraft, four or more crew)</td> <td>1,194.00</td> <td>33.17</td> <td>120</td> <td></td> </tr> <tr> <td>Cabin crew manager (wide-bodied aircraft)</td> <td>1357.30</td> <td>37.70</td> <td>136</td> <td></td> </tr> </table> <p>employees the following minimum rates for ordinary hours worked by the employee.</p> | 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 | | | | |
| 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>Annual Leave – Sundays and Public Holidays</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>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>URTI Leave</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>Layover Allowance – Accommodation and Meals</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&C: 44-45</p> | ✓ | ✓ |

| Number | Claim | Variation | Page Ref | Job Sec | Work and Care |
|--------|---|--|---|---------|---------------|
| | | <p>Lunch 1200 to 1330 = \$28.97 Dinner 1800 to 2000 = \$65.42</p> | | | |
| 12 | <p>Displacement Provisions 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><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"> (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); (ii) give written notice of the reassigned duty as soon as possible along with the reason why; and (iii) have a buffer of two additional hours on the new duty. <p><u>For Schedule B</u></p> <p>“B.4.5 Changes to duties (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. (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 W&C: B.4.5 (25) A.3.3 & C.3.3 (27-8)</p> | ✓ | ✓ |

| Number | Claim | Variation | Page Ref | Job Sec | Work and Care |
|--------|---|--|-------------------------------------|---------|---------------|
| 13 | <p>Floor on rostering of single days off</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&C: 29</p> | ✓ | ✓ |
| 14 | <p>Allowance for working on an RDO</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&C: 33</p> | ✓ | ✓ |
| 15 | <p>Meal breaks not taken</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&C: 32</p> | ✓ | ✓ |

| Number | Claim | Variation | Page Ref | Job Sec | Work and Care |
|--------|--|---|----------------------------------|---------|---------------|
| 16 | <p>Hours worked above planned duty hours</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&C: 30</p> | ✓ | ✓ |
| 17 | <p>Minimum overtime payments</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&C: 30-31</p> | ✓ | ✓ |
| 18 | <p>Maximum hours from reserve sign on to duty sign off</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&C: 37</p> | ✓ | ✓ |

| Number | Claim | Variation | Page Ref | Job Sec | Work and Care |
|--------|--|--|-------------------------------------|---------|---------------|
| 19 | <p>Home reserve credit ratios</p> <p>Vary Schedules A, B, and C so that:</p> <ul style="list-style-type: none"> i. permanent employees on at-home-reserve duty before a call out is credited on a 1:3 instead of the current 1:4. 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. | <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:</i> 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).”</p> | <p>JS: 33</p> <p>W&C: 34-35</p> | ✓ | ✓ |
| 20 | <p>Credit for home reserve duties when not subsequently called in</p> <p>Vary Schedules A, B, and C so that:</p> <ul style="list-style-type: none"> 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. | <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&C: 36</p> | ✓ | ✓ |

| Number | Claim | Variation | Page Ref | Job Sec | Work and Care |
|--------|---|---|--------------------------------------|---------|---------------|
| 21 | <p>Home reserve sign on from 90 minutes to 120 minutes</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 stand-by) 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&C: 38</p> | ✓ | ✓ |
| 22 | <p>Reduce maximum fortnightly hours from 90 to 72</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&C: 29</p> | ✓ | ✓ |
| 23 | <p>Daily duty hour limitations – return to home base</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> <ul style="list-style-type: none"> (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 (ii) deadhead to home base and be paid at the employee’s minimum hourly rate (where a flight is available). | <p>JS: 23-24 W&C: 22</p> | ✓ | ✓ |

| Number | Claim | Variation | Page Ref | Job Sec | Work and Care |
|--------|---|---|----------------------|---------|---------------|
| | | (f) Where duty extends beyond 12 hours crew will receive the following calendar day free from duty in addition to any overtime provisions. | | | |
| 24 | Daily duty hour limitations – penalty payment The FAAA proposes that a new clause (g) be added at B.2.4: | “(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 | Roster notification and display 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. Vary A.3.2 and C.3.2 to include that rosters are to be available to all cabin crew. | 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 | SDO accrual 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 | “(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 with 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 | ✓ | ✓ |

| Number | Claim | Variation | Page Ref | Job Sec | Work and Care |
|--------|--|---|----------------------------------|---------|---------------|
| | months of the SDOs not being used. | | | | |
| 27 | <p>International meal allowance</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&C: 47</p> | ✓ | ✓ |