

### REVISED SUMMARY OF SUBMISSIONS – TECHNICAL AND DRAFTING

This table is a summary of proposed variations 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](#)). This summary has been further revised to include feedback from the Conference on 9 February 2017 ([Transcript](#)).

ITEM	PARTY	DOCUMENT	CLAUSE (exposure draft)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1	Qantas	<a href="#">Sub-30/06/16</a>	2	<b>Definitions</b> – <i>Response to question raised by Commission</i> Definition of “Cabin crew supervisor” should not be inserted. Rather, the reference to “Cabin crew supervisor” in cl.14.2 (classifications & minimum wages) should be replaced with “Cabin crew manager”.	Page 2	Agreed. See <a href="#">Transcript-9Feb17</a> [PN230]
2	Qantas	<a href="#">Sub-30/06/16</a>	2	<b>Definitions – sign-on (international cabin crew)</b> – <i>Response to question raised by Commission</i> The reference to “at base” can refer to “at permanent base” (“home base” has same meaning).	Page 2	Agreed. See <a href="#">Transcript-9Feb17</a> [PN230]
	AIG	<a href="#">Reply sub-25/07/16</a>		Does not oppose amendment proposed by Qantas.	Para 85	
3	AIG	<a href="#">Sub-30/06/16</a>	11.1	<b>Casual employment</b> Reinstate original wording: “a casual employee is an employee engaged as such.” The absence of these words substantially alters definition.	Paras 197-201	Agreed. See <a href="#">Transcript-9Feb17</a> [PN233]
	Qantas	<a href="#">Reply sub-21/07/16</a>		Does not agree with AIG submission. Supports use of phrase “engaged on a casual basis” rather than “as such”. Generally, definition of “casual employee” should be consistent across awards.	Para 3	

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4	AIG	<a href="#">Sub-30/06/16</a>	11.2	<b>Casual employment</b> Clause should not refer to the “ordinary hourly rate” (re-calculating a casual employee’s rate of pay).	Paras 202-209	Withdrawn. See <a href="#">Transcript-9Feb17</a> [PN236]  <i>Note: Clause 11.2 of ED refers to “minimum hourly rate” to be paid to a casual cabin crew member, not the “ordinary hourly rate”.</i>  Qantas to confer with AIG prior to hearing.
	Qantas	<a href="#">Reply sub-21/07/16</a>		Does not agree with AIG submission that clause will increase hourly rate payable to casual employees. Clause 11.2, which refers to the “minimum hourly rate”, should remain as proposed in ED.	Paras 4-7	
5	AIG	<a href="#">Sub-30/06/16</a>	14.2	<b>Minimum wages</b> Clause should be amended to reflect that the minimum weekly rates are payable only to full-time employees. Proposal is to insert the words “(full-time employees)” directly below the words “minimum weekly wage”.	Paras 210-212	Agreed. See <a href="#">Transcript-9Feb17</a> [PN238]
6	AIG	<a href="#">Sub-30/06/16</a>	Schedule A.1.7(c) and A.1.7(d)	<b>Flying Allowance</b> – <i>Response to question raised by Commission</i> Clauses are not redundant. Deletion of these clauses may have tax and superannuation implications.	Paras 213-214	Agreed. See <a href="#">Transcript-9Feb17</a> [PN239]
	Qantas	<a href="#">Sub-30/06/16</a>		These clauses should remain. The “daily travelling allowance” component is treated differently from other components of the flying allowance for taxation purposes.	Page 2	
	AIG	<a href="#">Reply sub-25/07/16</a>		Agree the clauses should remain.	Para 86	

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7	Qantas	<a href="#">Sub-30/06/16</a>	Schedule A.1.8(b)	<b>Training allowance</b> – <i>Response to question raised by Commission</i> The rate referred to is based on a cabin crew member's rate.	Page 2	Agreed. See <a href="#">Transcript-9Feb17</a> [PN241]
	AIG	<a href="#">Sub-30/06/16</a>		The rate referred to is based on a cabin crew member's rate.	Paras 215-216	
	AIG	<a href="#">Reply sub – 25/07/16</a>		Agree with Qantas' submission.	Paras 87	
8	Qantas	<a href="#">Sub-30/06/16</a>	Schedule A.3.3 and Schedule B.4.5(a)	<b>Rostering and Changes to duties</b> Clauses A3.3 and B4.5 should not be made subject to cl. 24 (Consultation about changes to rosters or hours of work). Condition is unnecessary and possibly confusing since exception in cl. 24.3 would likely apply.	Para 2 (page 1)	Agreed. See <a href="#">Transcript-9Feb17</a> [PN244]  <del>Item added pursuant to feedback from Qantas, see <a href="#">Transcript-6Dec16</a> [PN261-PN265]</del>
	AIG	<a href="#">Reply sub – 25/07/16</a>		Agree with QANTAS submission.	Paras 88-89 (page 19)	
9	AIG	<a href="#">Corr-08/12/16</a>	27.4-27.5	<b>Annual leave common issue</b> QANTAS to circulate a draft to the other parties and arrange for the parties to consult and confer about issue. If agreement can't be reached, SDP proposed to list matter for further conference on 10 March 2017 at 9:30.		See <a href="#">Transcript-9Feb17</a> [PN127-247]

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

AIG	Australian Industry Group
ED	Exposure draft
Qantas	Qantas Group