

FAIR WORK COMMISSION

AM2014/252 – Air Pilots Award 2010

Exposure Draft Award - Submission on behalf of Qantas Group

Introduction

1. This submission is made on behalf of the entities within the Qantas Group concerning the exposure draft of the Air Pilots Award 2016 published on 2 June 2016 (**Exposure Draft**).
2. The Qantas Group generally agrees with and supports the terms of the Exposure Draft, subject to the following matter:
 - (a) Clause 7.4 contains a list of facilitative provisions. Clause 19.1(c) (Frequency of payment) can be added to the list.
3. It is noted that no examples have been included in the Exposure Draft. We do not think it is necessary to include any examples.
4. The Commission has invited stakeholders to respond to certain matters as outlined in the text of the Exposure Draft. **Attached** is a schedule which outlines the Qantas Group's position.
5. We welcome the opportunity to make oral submissions to supplement these written submissions.

ASHURST AUSTRALIA

Lawyers for the Qantas Group

30 June 2016

Jon Lovell

Partner

T: +61 2 6234 4157

E: jon.lovell@ashurst.com

Kathy Srdanovic

Counsel

T: +61 2 9258 6171

E: kathy.srdanovic@ashurst.com

Lodged on behalf of:
Address for Service:
Ashurst Australia
Level 11, 5 Martin Place
Sydney NSW 2000

Qantas Group
Tel: (02) 6234 4157 / (02) 9258 6171
Fax: (02) 9258 6666
Email: jon.lovell@ashurst.com /
kathy.srdanovic@ashurst.com
Ref: JEL KZS 02 3002 0550

AM2014/252 – Air Pilots Award 2010

Exposure Draft Award - Submissions on behalf of Qantas Group

Item	Clause	Question from Fair Work Commission	Qantas Group Response
1.	2 – defined benefit member	<p>Parties are asked to consider whether the term "duty time" should be defined. The pre-reform <i>Pilots' (General Aviation Award 1998 (AP792332))</i> defined duty time as:</p> <p>Duty time means all time on duty in accordance with the CAO's and this award.</p>	<p>We respectfully submit that the term "duty time" should not be defined in the Award.</p> <p>The current <i>Air Pilots Award</i> was the subject of an agreed outcome following an extensive consultative process between stakeholders including the Qantas Group and the Australian Federation of Air Pilots.</p> <p>The term "duty time" is well known and understood within the industry.</p> <p>The definition from the pre-reform <i>Pilots' (General Aviation) Award 1998</i> was not incorporated into the current award as it does not reflect the way in which modern airlines operate.</p> <p>Further, clause 15.2 of the Award provides for the way in which hours of work, days off and rest periods are to be determined by reference to a range of factors, including CASA regulations and the applicable Fatigue Risk Management System.</p> <p>We can provide more detailed submissions with respect to this issue if needed.</p>
2.	8.2	Parties are asked wither the last sentence of clause 8.2 regarding probation should be deleted	Yes, this sentence can be deleted.
3.	9.2	Parties are asked to consider whether the terms "flying hour" and "flight time" should be defined.	<p>The following definition of "flying hour" in the Aircraft Cabin Crew Award can be included:</p> <p style="text-align: center;">flight hour is the time from engine start-up to engine shut-down.</p>
4.	B.1.1	Parties are asked whether the reference to 'Beechcraf 55' in the table below should be 'Beechcraft 55'	Yes, this should be 'Beechcraft 55'.

AM2014/252 – Air Pilots Award 2010

Exposure Draft Award - Submissions on behalf of Qantas Group

Item	Clause	Question from Fair Work Commission	Qantas Group Response
5.	C.6.3	Parties are asked to clarify the operation of clause C.6.3, in particular, whether the clause is consistent with the NES.	This Schedule concerns Aerial Application Operations, and is not relevant to the Qantas Group.
6.	Schedule E	A summary of hourly rates of pay for full-time and part-time employees has not been included. If parties think it would be helpful, one can be prepared.	We do not think this is necessary but are content for a summary to be prepared if it would assist other stakeholders.
7.	F.3.1(b)	Should the applicable consumer price index figure for the pilots daily travelling allowance in clause D.6.6(c)(i) be included in the table in clause F.3.1(b).	Clause D.6.6(c)(i) concerns Helicopter Operations, and is not relevant to the Qantas Group.