

**FAIR WORK COMMISSION**

**AM2014/252 – Air Pilots Award 2010**

**Exposure Draft Award - Submissions in reply on behalf of Qantas Group**

**Introduction**

1. We refer to the submissions filed by interested stakeholders with respect to the *Exposure draft Air Pilots Award 2016* published by the Fair Work Commission on 2 June 2016 (**Exposure Draft Award**).
2. These submissions are made in reply on behalf of the Qantas Group. We have indicated where we support or do not otherwise agree with the submissions made by other stakeholders.

**Ai Group**

3. Clause 4.1 (Coverage) – We agree that the coverage clause should not be amended as proposed in the Exposure Draft. The introduction of the concept of an air pilots industry (not defined) in an occupational award may result in ambiguity and uncertainty about the scope of award coverage. We respectfully submit that the wording in the current Award be retained.
4. Clause 7.4 (Facilitative provisions) – We agree with Ai Group's submissions about this clause.

**AFAP**

5. Clause 2 (Definitions) – We note the AFAP's submissions with respect to the definition of "duty time". We refer to and repeat our submissions filed on 30 June 2016 as to the reasons why it would not be appropriate to reinstate the definition from the pre-reform Pilots' (General Aviation) Award 1998. Further, we reiterate that the current Award was the subject of an agreed outcome following an extensive consultation process between stakeholders, including the Qantas Group and the AFAP, and as such the concept within the current Award are well understood.
6. Clause 8.2 (Types of employment) – We repeat our earlier submissions that the last sentence of clause 8.2 relating to probation periods can be deleted.
7. Clause 9 (Casual employment) and clause 2 (Definitions) – The terms "flying hour(s)" and "flight time" are interchangeable terms. We do not have any particular issues with the AFAP's proposed definition of "flight time", but think it would be preferable for the same definition to be used across the Air Pilots Award and the Aircraft Cabin Crew Award.

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8. Schedules E and F (Summaries of hourly rates of pay and monetary allowances) – We note the AFAP's submissions about the calculation of the casual rates of pay. The 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. We respectfully submit that the Commission may wish to prepare revised schedules for review by interested stakeholders prior to the hearing currently scheduled for late August 2016.
9. We do not consider that it is necessary to include allowances expressed on an hourly basis for casual employees in Schedule E.
10. Schedules A.1.3(b) and F.1 – We agree with the AFAP's submission that the reference to a Senior Commercial Pilots' Licence reflects obsolete terminology and can be deleted from the Exposure Draft Award.

We welcome the opportunity to make oral submissions to supplement these written submissions.

**ASHURST AUSTRALIA**

**Lawyers for the Qantas Group**

**21 July 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