

FAIR WORK COMMISSION

AM2014/253 – Aircraft Cabin Crew 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 Aircraft Cabin Crew 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 11.1 (Casual employment) – We support the current Award wording of "engaged on a casual basis" being retained, and as a general proposition note that the definition of casual employee should be kept consistent across all modern awards (unless there are special circumstances which warrant departing from the definition).
4. Clause 11.2 (Casual employment) – We note Ai Group's submission about the provisions relating to casual employment. As a general proposition, we oppose any amendments to the current Award which would have the effect of increasing the hourly rate payable to casual employees, or the basis upon which the casual loading is calculated.
5. Clause 11.2 of the Exposure Draft Award published by the Fair Work Commission relevantly provides:

A casual cabin crew member must be paid per hour at the minimum hourly rate prescribed for the class of work performed, plus 25%. ...
6. We are satisfied that, when read in conjunction with clause 14.2 of the Exposure Draft Award, there does not appear to be an increase in the hourly rate payable to casual employees when compared with the current Award.
7. We will confer with Ai Group about this matter in advance of the hearing currently scheduled for late August.

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

iCabin Crew Connect

8. We refer to the submissions filed by iCabin Crew Connect on 18 July 2016 requesting an extension of time to file submissions in reply.
9. While we do not oppose the request, we respectfully request the opportunity to make further submissions as necessary in response (noting iCabin Crew Connect has not yet filed any submissions with respect to the technical and drafting issues).

We welcome the opportunity to make oral submissions to support these written submissions on the Exposure Draft Award.

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