

Our ref: KZS\LGR\1000 041 081

26 November 2019

AM2014/254 - AIRLINE OPERATIONS - GROUND STAFF AWARD 2010

SUBMISSIONS ON BEHALF OF QANTAS GROUP

1. These submissions are made on behalf of the Qantas Group in respect of the exposure draft of the *Airline Operations – Ground Staff Award* published by the Fair Work Commission on 14 October 2019 (**Exposure Draft**).
2. We set out below a list of issues identified in the Exposure Draft.
3. **Clause 4.2 Airline operations industry definition** – We do not think the definition of airline operations industry requires amendment. We reiterate our understanding that although the definition of airline operations industry has been amended, the amendments are not intended to alter the existing coverage of the Ground Staff Award in any way.
4. **Clause 18.7 Higher Duties** – We query whether this is the appropriate placement of the clause.
5. **Clause 24.1(c) Payment for working overtime** – Clause 24.1(c) deals with taking time off instead of payment for overtime. We think it can be deleted given the overlap with clause 24.6.
6. **Schedule B Summary of hourly rates of pay** – We agree with the TWU's submissions (dated 21 November 2019) that Schedules B.2.4, B.3.4, B.4.4 and B.4.5 require amendment to reflect the variation to clause 24.1 of the Exposure Draft (see [2019] FWCFB 5619 at [109]-[112]), which now provides that for shiftworkers working on Sunday, the rate for working overtime is 200% of the ordinary hourly rate.
7. **Schedule B.5.3 Full-time and part-time storepersons and logistics shiftworkers – penalty rates** – The rates in Schedule B.5.3 appear to be incorrect. By our calculations, the rates for 150%, 200% and 250% of the ordinary hourly rate (which is based on the minimum hourly rate) should reflect those in B.5.1.

ASHURST AUSTRALIA

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