



ORDER

Fair Work Act 2009

s.306E—Application for a regulated labour hire arrangement order

Application by the Flight Attendants’ Association of Australia re Qantas Airways Limited

(C2024/3620)

QANTAS AIRWAYS LIMITED REGULATED LABOUR HIRE ARRANGEMENT ORDER NO 1

[LH200028]

JUSTICE HATCHER, PRESIDENT

SYDNEY, 22 APRIL 2025

Regulated labour hire arrangement order – Qantas Domestic Ltd in relation to work performed for Qantas Airways Ltd – Flight Attendants’ Association of Australia - Short Haul Division (Qantas Airways Limited) Enterprise Agreement 10.

- A. Further to the decision in *Applications by the Flight Attendants’ Association of Australia re Qantas Airways Limited* [\[2025\] FWC 1121](#), the Fair Work Commission makes this regulated labour hire arrangement order (order) pursuant to s 306E of the *Fair Work Act 2009* (Cth) (FW Act).
- A.1 The regulated host covered by the order is Qantas Airways Limited (the Regulated Host).
- A.2 The employer covered by the order is Qantas Domestic Pty Ltd (the Employer).
- A.3 The regulated employees covered by the order are employees of the Employer who perform work as cabin crew, including as flight attendants and customer service managers, on Qantas domestic flights who would, if employed by the Regulated Host, be covered by the host employment instrument identified in item A.4.
- A.4 The host employment instrument covered by the order is the *Flight Attendants’ Association of Australia - Short Haul Division (Qantas Airways Limited) Enterprise Agreement 10* [AE519994] (the Host Employment Instrument).
- B. This order comes into force on 14 July 2025.
- C. This order ceases to be in force where the Host Employment Instrument ceases to apply and no other new employment instrument starts to apply pursuant to s 306EB of the FW Act.

NOTE: Section 306F(2) of the FW Act provides that, while a regulated labour hire order is in force, an employer covered by the order must pay any regulated employee covered by the order no less than the 'protected rate of pay' for the employee in connection with the work performed by the employee for the regulated host. The 'protected rate of pay' for a regulated employee is defined in ss 306F(4)–(6). There are certain exceptions to this obligation under ss 306F(3) and (3A).



PRESIDENT

Printed by authority of the Commonwealth Government Printer