

LH200071 PR789877

The attached document replaces the document previously issued with the above code on 1 August 2025.

Additional reference number added to document.

Associate to Deputy President Boyce

Dated 4 August 2025



ORDER

Fair Work Act 2009

s.306E, 306M - Regulated labour hire arrangement; alternative protected rate of pay order

Transport Workers' Union of Australia

v

Aviation Industry Resources Pty Ltd trading as Altara Resources

(C2024/5556) [LH200071]

DEPUTY PRESIDENT BOYCE

SYDNEY, 1 AUGUST 2025

Regulated labour hire arrangement order; alternative protected rate of pay order; employees of Aviation Industry Resources Pty Ltd trading as Altara Resources in relation to work performed for Jetstar Airways Pty Limited

[1] Pursuant to s.306E of the *Fair Work Act 2009* (**Act**), the Fair Work Commission makes a regulated labour hire arrangement order covering:

- a) Jetstar Airways Pty Limited (**Jetstar**), the **regulated host**;
- b) Aviation Industry Resources Pty Ltd (**Altara**), the **employer**;
- c) the *Jetstar Airways Cabin Crew Agreement 2022*, the **host employment instrument**;
- d) each Altara employee:
 - i. who is employed as a cabin crew member and covered by the *Aircraft Cabin Crew Award 2020*; and
 - ii. who is supplied by Altara to perform work for Jetstar; and
 - iii. to whom the host employment instrument would apply if they were employed by Jetstar to perform work as cabin crew,

(each a **regulated employee**).

[2] This order comes into force on 1 September 2025.

[3] 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 Act.

Alternative protected rate of pay order

[4] Pursuant to s.306M of the Act, the rate of pay at which Altara must pay each regulated employee in connection with work performed for the regulated host is the protected rate of pay that would apply if the references in s.306F to the host employment instrument were instead references to the *Team Jetstar Cabin Crew Agreement 2023*.

[5] This order comes into force on 1 September 2025.

NOTE: Section 306F(2) of the 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). The protected rate of pay is the 'full rate of pay', which is defined under ss.12 and 18 of the Act.



DEPUTY PRESIDENT

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