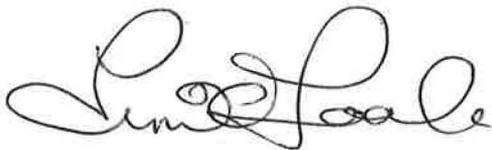


IN THE FAIR WORK COMMISSION

Matter No: AM2014/1

4 Yearly Review of Modern Awards

1. The Flight Attendants' Association of Australia - National and International Divisions make this submission in response to the Statement of the Commission [2017] FWC 6623 dated 11 December 2017.
2. For a number of years, the FAAA has been involved in a CASA (Civil Aviation Safety Authority) working group's review of fatigue management for cabin members – proposed Civil Aviation Order (CAO) 48.2.
3. The FAAA has previously requested that the Fair Work Commission grant it an opportunity to file more detailed submissions on the 4 yearly review of the *Aircraft Cabin Crew Award 2010* once the corresponding Civil Aviation Order had been amended. The FAAA's letter dated 2 February 2015 outlining this position is **attached**.
4. To this date, the Civil Aviation Order dealing with cabin crew remains unchanged.
5. Nevertheless, drastic changes in the aviation industry have altered the working conditions of Australian cabin crew over recent years and will continue to do so. These include, but are not limited to: limits on cabin crew ratios, locked flight deck doors and the introduction of ultra long range flying and associated fatigue. The FAAA believes that such considerations must be taken into account in the 4 yearly review of modern awards and will provide more detailed submissions when appropriate.
6. The FAAA also supports the ACTU's response to the President's provisional view that it is not practicable for the Commission to commence the second 4 yearly review until such time as the current review is completed.
7. In light of both the delay in amendments to the Civil Aviation Order and the status of the initial 4 yearly review of modern awards, it is the FAAA's view that the second 4 yearly review would be more effective in achieving its purpose once the first 4 yearly review has been completed.



Teri O'Toole
Secretary – International Division

Flight Attendants' Association of Australia



Shane Scanlon
Secretary – National Division

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2 February 2015

Fair Work Commission
Terrace Tower
80 William Street
East Sydney NSW 2000

Attention: President Justice Ross

4 yearly Review of Modern Awards

1. The FAAA has prepared this outline for the purpose of the conference scheduled for 31 March 2015, regarding Aircraft Cabin Crew Award 2010 (AM2014/253).
2. Pursuant to the Commission's Statement of 23 January 2015, (AM2014/217), requests an extension in relation to the Commission's statement on the following basis:
 - a. The FAAA has for over 12 months been involved in a CASA (Civil Aviation Safety Authority) review of Cabin Crew matters consistent with many of the provisions of the Modern Award.
 - b. This Review by CASA is a precursor to an NPRM (Notice of Proposed Rule Making) making a Civil Aviation Order 48.2.
 - c. This substantial review includes but is not limited to; rest away from home base, onboard rest, and rest at home base as well as flight duty limitations and FRMS (Fatigue Risk Management Systems).
 - d. The review by the CASA working group also includes the Modern Award Provisions as well as a range of Enterprise Agreements.
3. The FAAA requests that on the basis of this substantive CASA review of significant Cabin Crew conditions, and having regard to CASA's regulatory powers, that the Fair Work Commission grants the FAAA an opportunity to file more substantive submissions following the completion of the CASA review.

A handwritten signature in blue ink, appearing to read 'John Playford'.

John Playford
Manager Industrial Relations
National Division

A handwritten signature in blue ink, appearing to read 'Steven Reed'.

Steven Reed
National Industrial Officer
International Division