

### REVISED SUMMARY OF SUBMISSIONS – TECHNICAL AND DRAFTING

This table is a summary of submissions on technical and drafting issues. The summary has been revised to include feedback from the hearing on 6 December 2016 ([Transcript](#)) and the Conferences on 9 February 2017 ([Transcript](#)) and 17 August 2017 ([Transcript](#)). The summary has been further revised to include correspondence received on 5 September 2017.

ITEM	PARTY	DOCUMENT	CLAUSE (exposure draft)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1	AAAA	<a href="#">Sub-30/6/16</a>	2	<b>Definitions – aerial application</b> In anticipation of a revision of the classification of operations by CASA, definition should be extended to include firebombing operations	Page 4	Withdrawn. See <a href="#">Transcript-9Feb17</a> [PN18]
	AIG	<a href="#">Reply-25/7/16</a>		Refers to substantive change – should be referred for discussion during a conference before a Member of the Commission	Para 83	
	AFAP	<a href="#">Reply-6/12/16</a>		Believes proposal is a substantive change	Pg 1	
2	AAAA	<a href="#">Sub-30/6/16</a>	2	<b>Definitions – application material</b> Extend to include ‘fire retardant or foam’	Page 4	Withdrawn. See <a href="#">Transcript-9Feb17</a> [PN20]
	AIG	<a href="#">Reply-25/7/16</a>		Refers to substantive change – should be referred for discussion during a conference before a Member of the Commission	Para 83	
	AFAP	<a href="#">Reply-6/12/16</a>		Believes proposal is a substantive change	Pg 1	
3	AIG	<a href="#">Sub-30/6/16</a>	2	<b>Definitions – appropriate accommodation</b> Reference to C.1.4 should instead be to C.1.2 – appears to be drafting error	Para 169	Agreed. ED updated See <a href="#">Transcript-9Feb17</a> [PN23]
	AFAP	<a href="#">Reply-6/12/16</a>		Agrees with altered reference	Pg 2	
4	AAAA	<a href="#">Sub-30/6/16</a>	2	<b>Definitions – CAO</b> CAO’s are to be repealed as new CASRs are introduced	Page 4	Withdrawn. See <a href="#">Transcript-9Feb17</a> [PN26]
	AIG	<a href="#">Reply-25/7/16</a>		Refers to substantive change – should be referred for discussion during a conference before a Member of the Commission	Para 83	

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	AFAP	<a href="#">Reply 6/12/16</a>		Believes proposal is a substantive change	Pg 2	
5	AAAA	<a href="#">Sub 30/6/16</a>	2	<b>Definitions—CAR</b> CARs only refer to part of the regulatory suite under the Civil Aviation Act. Definition should cover newer Civil Aviation Safety Regulations.	Page 4	Withdrawn. See <a href="#">Transcript-9Feb17</a> [PN28]
	AIG	<a href="#">Reply 25/7/16</a>		AIG submits this refers to substantive change—should be referred for discussion during a conference before a Member of the Commission	Para 83	
	AFAP	<a href="#">Reply 6/12/16</a>		Believes proposal is a substantive change	Pg 2	
6	AAAA	<a href="#">Sub 30/6/16</a>	2	<b>Definitions—chief pilot</b> Should include that Chief pilot may also be called the Head of Flying Operations (HOFO)—see CASR Part 137.	Page 4	Withdrawn. See <a href="#">Transcript-9Feb17</a> [PN28]
	AIG	<a href="#">Reply 25/7/16</a>		AIG submits this refers to substantive change—should be referred for discussion during a conference before a Member of the Commission	Para 83	
	AFAP	<a href="#">Reply 6/12/16</a>		Believes proposal is a substantive change	Pg 2	
7	AFAP	<a href="#">Sub 30/6/16</a>	2	<b>Definitions—Duty time</b> <i>In response to the question raised by Commission:</i> Definition of ‘duty time’ should be as provided under pre reform Pilots’ (General Aviation) Award 1998 (AP 7922332)	Page 2	Agreed, no definition necessary. Confirmed that this will be dealt with as a substantive issue. See <a href="#">Transcript 17Aug17</a> [PN57]
	QANTAS	<a href="#">Sub 30/6/2016</a>		Should not be defined in award	Item 1, Page 2	
	QANTAS	<a href="#">Reply 21/7/16</a>		Disagree with AFAP submission—not appropriate to reinstate definition from pre-reform award. Current award was a result of extensive consultation and concepts within it are well understood.	Para 5	
	AIG	<a href="#">Reply 25/7/16</a>		Agree with QANTAS submission. Oppose AFAP submission.	Para 74	
	QANTAS & Ors	<a href="#">Corr-05/09/17</a>			Parties agreed term ‘duty time’ does not need to be defined.	

ITEM	PARTY	DOCUMENT	CLAUSE (exposure draft)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
8	AIG	<a href="#">Sub-30/6/16</a>	2	<b>Definitions – home base</b> (pilots employed subject to Schedule E of this Award) Reference to Schedule E should instead be to Schedule D – appears to be drafting error.	Para 170	Agreed. ED updated See <a href="#">Transcript-9Feb17</a> [PN45]
	AFAP	<a href="#">Reply-6/12/16</a>		Agree to change in reference	Pg 2	
9	AIG	<a href="#">Sub-30/6/16</a>	2	<b>Definitions – home base</b> (pilots employed subject to Schedules B, C or D of this Award) References to Schedules B, C or D should instead be to Schedules A, B or C.	Para 171	Agreed. ED updated See <a href="#">Transcript-9Feb17</a> [PN47]
	AFAP	<a href="#">Reply-6/12/16</a>		Agrees to change in reference	Pg 2	
10	AIG	<a href="#">Sub-30/6/16</a>	4.1	<b>Coverage</b> Change to clause has substantive effect and does not make provision simpler or easier to understand. Reference to ‘air pilots industry’ and the exclusion of other modern awards are particularly problematic.	Paras 172-183	Parties agreed that the existing coverage clause should remain. See <a href="#">Transcript-9Feb17</a> [PN57] ED updated
	QANTAS	<a href="#">Reply-21/7/16</a>		Agree with AIG that clause should not be amended. Introduction of concept of ‘industry’ in occupational award may result in ambiguity and uncertainty.	Para 3	
	AFAP	<a href="#">Reply-6/12/16</a>		Does not agree with clause being amended	Pg 2	
11	QANTAS	<a href="#">Sub-30/6/2016</a>	7.4	<b>Facilitative provisions</b> Clause 19.1(c) can be added to the list	Para 2	Agreed. ED updated See <a href="#">Transcript-9Feb17</a> [PN59]
	AIG	<a href="#">Sub-30/6/16</a>		Table does not properly reflect clause 15.3 which provides for an agreement between the employer and a majority of employees, not an individual employee. Clause 7.4 should be amended by deleting the words ‘An individual or’.	Paras 184-186	
	QANTAS	<a href="#">Reply-21/7/16</a>		Agree with AIG submission	Para 4	

ITEM	PARTY	DOCUMENT	CLAUSE (exposure draft)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
	AIG	<a href="#">Reply-25/7/16</a>		Do not oppose QANTAS submission that 19.1(c) be inserted.	Para 75	
	AFAP	<a href="#">Reply-6/12/16</a>		Agrees to 19.1(c) being added to the list and clause 7.4 be amended by deleting the words ‘an individual or’	Pg 2	
12	AFAP	<a href="#">Sub-30/6/16</a>	8.2	<b>Probation</b> <i>In response to the question raised by the Commission:</i> Last sentence of clause 8.2 should remain	Page 3	QANTAS would prefer the clause to be removed but there was no opposition to it being retained. See <a href="#">Transcript-9Feb17</a> [PN80]
	QANTAS	<a href="#">Sub-30/6/2016</a>		Last sentence should be deleted	Item 1, page 2	
	AAAA	<a href="#">Sub-30/6/16</a>		No view either way – being a seasonal industry, probation is generally shorter than 6 months anyway.	Page 11	
13	AFAP	<a href="#">Sub-30/6/16</a>	9	<b>Casual employment – definition of terms ‘flying hour’ and ‘flight time’.</b> <i>In response to the question raised by the Commission:</i> Unnecessary to define ‘flying hour’. ‘Flight time’ should be defined as under clause 3.19 of the pre-reform Pilots’ (General Aviation) Award 1998 (AP 7922332)	Page 3	Agreed, no amendment necessary. Parties have until 8 September 2017 to report back. See <a href="#">Transcript-17Aug17</a> [PN24, PN56]  Parties to confer and advise Chambers as to the position on proposed definition by C.O.B 3 March 2017. See <a href="#">Transcript-9Feb17</a> [PN95]
	QANTAS	<a href="#">Sub-30/6/2016</a>		Definition of ‘flying hour’ from Aircraft Cabin Crew Award should be included.	Page 3	
	QANTAS	<a href="#">Reply-21/7/16</a>		‘flying hour’ and ‘flight time’ are interchangeable terms. No issues with AFAP proposed definition of ‘flight time’ but same definition should also be used in Aircraft cabin Crew Award.		
	QANTAS	<a href="#">Sub-3/3/17</a>		Propose definitions for ‘flying hour’ and ‘flight time’.		

ITEM	PARTY	DOCUMENT	CLAUSE (exposure draft)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
	AFAP	<a href="#">Reply-8/3/17</a>		Maintains position as outlined previous submissions regarding definition of 'flight time'.		
	QANTAS & Ors	<a href="#">Corr-05/09/17</a>		Parties agreed terms 'flight time' and 'flying hour' do not need to be defined.		
14	AFAP	<a href="#">Sub-30/6/16</a>	9.5(b)	<b>Minimum payments</b> Reference to clause 9.5 should be a reference to 9.5(a)	Page 3	Agreed. ED updated See <a href="#">Transcript-9Feb17</a> [PN98]
	AIG	<a href="#">Reply-25/7/16</a>		Do not oppose amendment proposed by AFAP	Para 76	
15	AAAA	<a href="#">Sub-30/6/16</a>	15.4	If this clause seeks to mirror the requirements in CASA regulation, then it should be checked against the new CAO 48.1. The provisions listed here, while not applying to aerial application, appear to be more restrictive than CAO 48.1 for certain operations. AAAA suggests that as CASA has the carriage of fatigue management issues, and the risk of the provisions of this award creating inconsistencies between two requirements is significant. Serious consideration should be given to simply referring to the requirements of the relevant CASA regulations rather than recreating them here.	Page 16	Withdrawn. See <a href="#">Transcript-9Feb17</a> [PN100]
	AFAP	<a href="#">Reply-6/12/16</a>		Does not support amendments to this clause	Pg 3	
16	AAAA	<a href="#">Sub-30/6/16</a>	19.1(a)	<b>Frequency of payment</b> Is this exemption meant to apply to the whole of Part 19? If so, it should be placed above 19.1 rather than in it and thereby limited only to 'Frequency of Payment' issues.	Page 20	Withdrawn. See <a href="#">Transcript-9Feb17</a> [PN102]
	AFAP	<a href="#">Reply-6/12/16</a>		Clause should not be amended as proposed	Pg 3	

ITEM	PARTY	DOCUMENT	CLAUSE (exposure draft)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
17	AAAA	<a href="#">Sub 30/6/16</a>	21	<b>Accident pay</b> There seems to be a contradiction introduced here between Clause 21.2 and 21.4. Clause 21.2 is clearer in its clarification regarding the exclusion of commission for aerial application operations. The reference to aerial application in 21.4 could simply be removed.	Page 24	Withdrawn. See <a href="#">Transcript-9Feb17</a> [PN102]
	AFAP	<a href="#">Reply 6/12/16</a>		Clause should not be amended as proposed	Pg 3	
18	AAAA	<a href="#">Sub 30/6/16</a>	21.11	<b>Accident insurance</b> Attainment of insurance for aerial application pilots is sometimes simply not available. Check previous clauses in this regard from 2010 award	Page 25	Withdrawn. See <a href="#">Transcript-9Feb17</a> [PN104]
	AFAP	<a href="#">Reply 6/12/16</a>		Believes change is substantive	Pg 3	
19	AAAA	<a href="#">Sub 30/6/16</a>	21.12	<b>Pilot indemnity</b> The inclusion of negligence here is problematic, especially when compared to the final sentence that provides an exclusion. The final sentence should remain and the 'negligence' reference should be removed. Check against 2010 clause.	Page 25	Withdrawn. See <a href="#">Transcript-9Feb17</a> [PN104]
	AFAP	<a href="#">Reply 6/12/16</a>		Clause should not be amended as proposed	Pg 3	
20	AAAA	<a href="#">Sub 30/6/16</a>	22.4	<b>Superannuation Fund</b> An additional bullet should be added to ensure that the employee can nominate a fund. While that power is here in the first sentence, it is not as clear as if it were put as an option a)	Page 26	Withdrawn. See <a href="#">Transcript-9Feb17</a> [PN104]
	AFAP	<a href="#">Reply 6/12/16</a>		Clause should not be amended as proposed	Pg 3	

ITEM	PARTY	DOCUMENT	CLAUSE (exposure draft)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
21	AIG	<a href="#">Sub-30/6/16</a>	32	<b>Transfer to lower paid job on redundancy</b> Heading is anomalous, should be replaced with 'Transfer to lower paid duties by reason of redundancy'.	Paras 187-190	<b>No amendment to ED.</b> Drafted in accordance with Plain Language Drafting Guidelines in AM2016/15. See <a href="#">[2017] FWCFB 4419</a> Agreed. See <a href="#">Transcript-9Feb17 [PN106]</a>
	AFAP	<a href="#">Reply-6/12/16</a>		Agree to change	Pg 3	
22	AIG	<a href="#">Sub-30/6/16</a>	33	<b>Employee leaving during redundancy notice period</b> Cross reference in clause 33 should be replaced with references to clauses 32 and 34. This will ensure provision does not deviate substantively from current clause in 13.3.	Paras 191-193, page 42	<b>No amendment to ED at this time.</b> Drafted in accordance with Plain Language Drafting Guidelines in AM2016/15. See <a href="#">[2017] FWCFB 4419</a> . Agreed. See <a href="#">Transcript-9Feb17 [PN108]</a>
	AFAP	<a href="#">Reply-6/12/16</a>		Agree to change	Pg 4	
23	AIG	<a href="#">Sub-30/6/16</a>	34.2	<b>Job search entitlement - redundancy</b> Current clause 13.4(c) has not been included in ED. Clause should be retained to make clear where clause 34.2 of ED applies, entitlement under clause 34.1 does not arise.		<b>No amendment to ED</b> Drafted in accordance with Plain Language Drafting Guidelines in AM2016/15. See <a href="#">[2017] FWCFB 4419</a> Agreed. See <a href="#">Transcript-9Feb17 [PN108]</a>
	AFAP	<a href="#">Reply-6/12/16</a>		Agree that clause should be retained to make clear where clause 34.2 of Exposure Draft applies, entitlement under clause 34.1 does not arise.	Pg 4	

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24	AFAP	<a href="#">Sub-18/7/16</a>	Sch A.1.3	<b>Classifications and minimum salaries</b> Remove reference to ‘Senior Commercial Pilots’ License’ – obsolete terminology.	Page 1	Agreed. ED updated See <a href="#">Transcript-9Feb17</a> [PN111]
	QANTAS	<a href="#">Reply-21/7/16</a>		Agree with AFAP submission to remove obsolete term.	Para 10	
25	AFAP	<a href="#">Sub-30/6/16</a>	Sch A.1.6	<b>Classifications and minimum salaries – First Officer/Second Pilot</b> Reference to ‘clause A.1.3 (a), (b) or (c)’ should read ‘A.1.3 (a), (c) or (d).	Page 3	Agreed. ED updated See <a href="#">Transcript-9Feb17</a> [PN113]
	AIG	<a href="#">Sub-30/6/16</a>		Same as above.	Para 195	
	AFAP	<a href="#">Sub-3/3/17</a>		References to ‘clauses A.1.3(b) or (c) are in error. Should refer to clauses A.1.3(c) or (d).	Page 2	
26	QANTAS	<a href="#">Sub-30/6/2016</a>	Sch B.1.1	<b>Classifications, Minimum Salaries and Additions to Salaries Regional Airlines</b> <i>In response to the question raised by the Commission:</i> Reference to ‘Beechraf 55’ should be ‘Beechcraft 55’	Page 2	AMOD: Error – ED amended Agreed. See <a href="#">Transcript-9Feb17</a> [PN116]
	AIG	<a href="#">Reply-25/7/16</a>		Agree with QANTAS submission	Para 78	
	AFAP	<a href="#">Reply-6/12/16</a>		Agree with submission	Pg 4	
27	AFAP	<a href="#">Sub-18/7/16</a>	Sch B.1	Alter references to ‘Beecherall’ and ‘Beechrall’ to ‘Beechcraft’.	Page 1	AMOD: Error – ED amended Agreed. Also to fix typo in Sched E. See <a href="#">Transcript-9Feb17</a> [PN120-123]
27A	AFAP	<a href="#">Sub-3/3/17</a>	Sch E.2.2	Alter references to ‘Beecherall’ and ‘Beechrall’ to ‘Beechcraft’ in clause E.2.2 also.	Page 1	AMOD: Error – ED amended



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28	AAAA	<a href="#">Sub 30/6/16</a>	Sch C.2.3	<del><b>Sector Specific Conditions – Aerial Application Operations – Hours of work</b></del> Is there a need to add something here regarding days off due to weather, lack of work etc to come off this tally? i.e the figure calculated should be net of all days already taken off as agreed.	Page 46	Withdrawn. See <a href="#">Transcript-9Feb17</a> [PN125]
	AFAP	<a href="#">Reply 6/12/16</a>		Proposed change is substantive	Pg 4	
29	AAAA	<a href="#">Sub 30/6/16</a>	Sch C.6.3	<b>Personal leave</b> <i>In response to the question raised by the Commission:</i> In a seasonal industry, this clause is critical and provides for leave to be generally taken in the 'off' season.  AAAA fully supports the retention of this clause and does not see it unreasonably interfering with the requirements of the NES.  Clause 33 of the NES specifically provides for agreement between employer and employee on when leave is to be taken (in addition to the facilitative and flexibility of the Air Pilots Award) and AAAA sees clause 6.3 as providing useful additional guidance to both employees and employers in a highly seasonal industry.	Page 48	Withdrawn. See <a href="#">Transcript-9Feb17</a> [PN125]
	AFAP	<a href="#">Reply 6/12/16</a>		Maintains position	Pg 4	
30	AAAA	<a href="#">Sub 30/6/16</a>	Sch C.8.1	<b>Protective Clothing</b> Change terminology from 'crash helmet' to 'flight helmet'.	Page 48	Withdrawn. See <a href="#">Transcript-9Feb17</a> [PN125]
	AFAP	<a href="#">Reply 6/12/16</a>		Clause should not be amended as proposed	Pg 4	
31	AAAA	<a href="#">Sub 30/6/16</a>	Sch C.9.5	<del><b>Minimum additions to minimum salary – commission</b></del> Add 'firebombing' to second bullet point. Change 'sundry' to 'similar'.	Page 49	Withdrawn. See <a href="#">Transcript-9Feb17</a> [PN125]
	AFAP	<a href="#">Reply 6/12/16</a>		Proposed changes are substantive	Pg 4	

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32	AAAA	<a href="#">Sub-30/6/16</a>	Sch C.9.6	<b>Training and/or checking</b> Need to update terminology to reflect changes to CASA Part 61— replace ‘agricultural pilot’ with ‘application pilot’. Could make transitional mention of ‘formerly agricultural pilots’. The former ‘3% of the base rate’ should not be changed to a dollar amount (\$22.96). Where it says ‘100% of the commission payable’— unless they are conducting a spray job, there won’t be a commission— error?	Page 49	Withdrawn. See <a href="#">Transcript-9Feb17</a> [PN125]
	AFAP	<a href="#">Reply-6/12/16</a>		Proposed changes are substantive	Pg 5	
33	AFAP	<a href="#">Sub-30/6/16</a>	Sch E.2.2	<b>Summary of hourly rates of pay</b> Wage rates for casual regional airline employees are incorrect (except for Group 2 Captain rate). See submission for proposed amendment.	Pages 3-5	Issue has been rectified. See <a href="#">Transcript-9Feb17</a> [PN127]
	QANTAS	<a href="#">Reply-21/7/16</a>		AFAP’s calculations do not appear to take into account the revised rates of pay in the current award which took effect from 1 July 2016. Submit that the Commission may wish to prepare revised schedules for review prior to hearing.	Para 8	
	AIG	<a href="#">Reply-25/7/16</a>		Appears that AFAP submission is based on earlier iteration of ED. Concern doesn’t arise in later iteration of ED, published 7 June 2016.	Para 82	
	AFAP	<a href="#">Reply-6/12/16</a>		Acknowledges calculations made prior to publication of rates that took effect from 1 July 2016. Commission may wish to prepare revised schedules for review	Pg 5	

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34	AFAP	<a href="#">Sub-30/6/16</a>	Sch E and F	<b>Summary of hourly rates of pay and Summary of monetary allowances</b> Tables reflecting casual rates of pay as set out in Sched E should also include references to amounts reflecting the wage-related allowances set out in Sched F for casual pilots in General Aviation (see proposed amounts in sub)	Page 6	QANTAS do not oppose AFAP submission. Awaiting response from AIG. See <a href="#">Transcript-17Aug17</a> [PN26, PN45]  AFAP to prepare an amended schedule containing the rates (additional) and circulate it to parties by 3 March 2017. See <a href="#">Transcript-9Feb17</a> [PN138]
	QANTAS	<a href="#">Reply-21/7/16</a>		In response to AFAP - Not necessary to include allowances expressed on an hourly basis for casual employees.	Para 9	
	AIG	<a href="#">Reply-25/7/16</a>		Agree with QANTAS – not necessary to include summary of hourly rates for casuals. Already prescribed in Schedule A and summarised at Schedule F – numerous notes or references may result in schedule that is unwieldy and confusing.	Paras 79-81	
	AFAP	<a href="#">Sub-3/3/17</a>		Amend clause E.2.1 to include a table reflecting applicable additions to salary for casuals (E.2.1(a)), provides draft table in submission.	Page 1	
35	AFAP	<a href="#">Sub-30/6/16</a>	Sch E.2.4	<b>Casual off-shore adult helicopter operations employees</b> Reference to “Twin over 9000 l” on page 65 should read “Twin over 9000 lbs”	Page 7	AMOD: Error – ED amended. See <a href="#">Transcript-9Feb17</a> [PN143]
36	AFAP	<a href="#">Sub-18/7/16</a>	Sch F.1	<b>Summary of monetary allowances – wage related allowances</b> Remove reference to ‘Senior Commercial Pilots’ License’ – obsolete terminology.	Page 1	Agreed. ED updated See <a href="#">Transcript-9Feb17</a> [PN146]
	QANTAS	<a href="#">Reply-21/7/16</a>		Agree with AFAP submission to remove obsolete term.	Para 10	

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37	AFAP	<a href="#">Reply-6/12/16</a>	F.3.1(b)	<i>In response to the question raised by the Commission:</i> The applicable consumer price index figure in D.6.6(c)(i) should be included in clause F.3.1(b)	Page 1	AIG to consult and advise Chambers by 3 March 2017. See <a href="#">Transcript-9Feb17</a> [PN154] See <a href="#">Transcript-6Dec16</a> [PN219].
38	AIG	<a href="#">Corr-08/12/16</a>	27.4-27.5	Annual leave common issue QANTAS to circulate a draft to the other parties and arrange for the parties to consult and confer about issue. If agreement can't be reached, SDP proposed to list matter for further conference on 10 March 2017 at 9:30.		ED updated 5 January 2017 in accordance with <a href="#">PR582953</a> . See <a href="#">Trans-17Aug17</a> [PN37] See <a href="#">Trans-9Feb17</a> [PN127]
39	AFAP	<a href="#">Sub-3/3/17</a>	Sch A.1.6	<del><b>Classifications and minimum salaries—First Officer/Second Pilot</b></del> <del>References to ‘clauses A.1.3(b) or (c) are in error. Should refer to clauses A.1.3(e) or (d).</del>	Page 2	Submission moved to item 25.

**List of abbreviations (in alphabetical order)**

AAAA	Aerial Application Association of Australia
AFAP	Australian Federation of Air Pilots
AIG	Australian Industry Group
ED	Exposure draft
QANTAS	QANTAS Group
QANTAS & Ors	QANTAS Group, Australian Federation of Air Pilots and Australian Industry Group