

FAIR WORK COMMISSION

Matter No: AM2014/1 Four yearly review of modern awards
AM2016/15 Plain language redrafting
AM2014/253 Aircraft Cabin Crew Award 2010
Re: Flight Attendants' Association of Australia

Submission of the Flight Attendants' Association of Australia on the scope of the plain language 'light touch' process & the Gardening Award example.

Introduction

1. The Flight Attendants' Association of Australia (FAAA) makes the following submission in response to the Statement published by the full bench on 2 May 2019 [\[2019\] FWC 2984](#), inviting parties to provide submissions with respect to the scope of the light touch process and the Gardening Award example.¹
2. Given that we have recently reengaged in the Award review process, we have unfortunately not had the opportunity to give detailed consideration regarding the scope of the process. However, we submit that we are comfortable not to seek to expand the scope of the process.
3. In terms of reducing the scope, whilst the Gardening Award example provides us with an idea of the light touch changes that are likely to be applied, it is difficult to provide a position at this point in time as we have not had the opportunity to carefully consider the issues. We have assessed that there are at least 12 distinct entitlement issues we will need to consider in detail. The consideration will not only include consideration of the history of the entitlement in the Aircraft Cabin Crew Award 2010 but it will also need to include the history of the entitlements before this current 4 yearly modern award review, which the FAAA has not been deeply engaged in until recently.

¹ MA000101 Gardening and Landscaping Services Award 2016 – Exposure Draft (published 18 April 2019)

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In addition to this, we would also need to get relevant feedback from members and officials, particularly with respect to the unique working conditions of cabin crew (eg. 24 hour operations in some sections of the industry).

4. There has been inadequate time for the FAAA to be able to properly prepare and get across the relevant background information described above.
5. For the above reasons, we respectfully reserve our position to provide detailed further submissions regarding the implementation of the plain language light touch changes to the Aircraft Cabin Crew Award 2010 after the exposure draft is published.
6. The FAAA is already taking steps to collate and understand the background to the entitlement issues. In light of our current work, we respectfully submit that the FAAA is provided with at least 6 weeks after the exposure draft of the Aircraft Cabin Crew Award 2010 is published with the plain language light touch changes to provide further submissions.

END

9 May 2019