

CURRENT AWARD as at 31 May 2016**Aircraft Cabin Crew Award 2010****Table of Contents****Part 1— Application and Operation**

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EXPOSURE DRAFT**Aircraft Cabin Crew Award 2016****Table of Contents****Part 1— Application and Operation of this Award**

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<p>Part 1—Application and Operation</p> <p>1. Title</p> <p>This award is the <i>Aircraft Cabin Crew Award 2010</i>.</p> <p>2. Commencement and transitional</p> <p>2.1 This award commences on 1 January 2010.</p> <p>2.2 The monetary obligations imposed on employers by this award may be absorbed into overaward payments. Nothing in this award requires an employer to maintain or increase any overaward payment.</p> <p>2.3 This award contains transitional arrangements which specify when particular parts of the award come into effect. Some of the transitional arrangements are in clauses in the main part of the award. There are also transitional arrangements in Schedule A. The arrangements in Schedule A deal with:</p> <ul style="list-style-type: none"> • minimum wages and piecework rates • casual or part-time loadings • Saturday, Sunday, public holiday, evening or other penalties • shift allowances/penalties. <p>2.4 Neither the making of this award nor the operation of any transitional arrangements is intended to result in a reduction in the take-home pay of employees covered by the award. On application by or on behalf of an employee who suffers a reduction in take-home pay as a result of the making of this award or the operation of any transitional arrangements, the Fair Work Commission may make any order it considers appropriate to remedy the situation.</p> <p>2.5 The Fair Work Commission may review the transitional arrangements in</p>	<p>Part 1—Application and Operation of this Award</p> <p>1. Title and commencement</p> <p>1.1 This award is the <i>Aircraft Cabin Crew Award 2016</i>.</p> <p>1.2 This modern award, as varied, commenced operation on 1 January 2010.</p> <p>1.3 Neither the making of this award nor the operation of any transitional arrangements is intended to result in a reduction in the take-home pay of employees covered by the award. On application by or on behalf of an employee who suffers a reduction in take-home pay as a result of the making of this award or the operation of any transitional arrangements, the Fair Work Commission may make any order it considers appropriate to remedy the situation.</p> <p><i>References to transitional arrangements removed - obsolete</i></p>

<p>this award and make a determination varying the award.</p> <p>2.6 The Fair Work Commission may review the transitional arrangements:</p> <p>(a) on its own initiative; or</p> <p>(b) on application by an employer, employee, organisation or outworker entity covered by the modern award; or</p> <p>(c) on application by an organisation that is entitled to represent the industrial interests of one or more employers or employees that are covered by the modern award; or</p> <p>(d) in relation to outworker arrangements, on application by an organisation that is entitled to represent the industrial interests of one or more outworkers to whom the arrangements relate.</p>	
<p>3. Definitions and interpretation</p> <p>3.1 In this award, unless the contrary intention appears:</p> <p>Act means the <i>Fair Work Act 2009</i> (Cth)</p> <p>agreement-based transitional instrument has the meaning in the <i>Fair Work (Transitional Provisions and Consequential Amendments) Act 2009</i> (Cth)</p> <p>airport reserve is a term which applies to domestic and regional flying only and means duty time spent by a cabin crew member at the airport awaiting assignment to a flight or duty</p> <p>appropriate accommodation means accommodation which as a minimum is quiet and free from factors which may reduce adequate rest and must provide a separate room for each cabin crew member</p> <p>assigned or assignable is where a cabin crew member is directed or available for direction by the employer to a duty or vacancy</p> <p>award-based transitional instrument has the meaning in the <i>Fair Work (Transitional Provisions and Consequential Amendments) Act 2009</i> (Cth)</p> <p>block hour or flight hour is the time from engine start-up to engine shut-down</p>	<p>2. Definitions</p> <p>In this award, unless the contrary intention appears:</p> <p>Act means the <i>Fair Work Act 2009</i> (Cth)</p> <p>airport reserve is a term which applies to domestic and regional flying only and means duty time spent by a cabin crew member at the airport awaiting assignment to a flight or duty</p> <p>appropriate accommodation means accommodation which as a minimum is quiet and free from factors which may reduce adequate rest and must provide a separate room for each cabin crew member</p> <p>assigned or assignable is where a cabin crew member is directed or available for direction by the employer to a duty or vacancy</p> <p>block hour or flight hour is the time from engine start-up to engine shut-down</p> <p>cabin crew manager means a cabin crew member who is responsible for the supervision of cabin crew members and the management of all cabin activities including supply and delivery of in-flight product/entertainment in conjunction with overseeing customer and crew safety, and initiation and performance of emergency procedures when necessary onboard aircraft. A cabin crew manager also performs duties associated with arrivals and</p>

cabin crew manager means a cabin crew member who is responsible for the supervision of cabin crew members and the management of all cabin activities including supply and delivery of in-flight product/entertainment in conjunction with overseeing customer and crew safety, and initiation and performance of emergency procedures when necessary onboard aircraft. And also performs duties associated with arrivals and departures of aircraft, as required.

cabin crew member means a person responsible for the comfort and safety of passengers in their carriage by aircraft, in accordance with the standards and regulations determined by the employer, and employed under the provision of this award

calendar day means the 24 hour period commencing at 0000 hours local time

calendar month means the period between 0000 hours on the first day of each calendar month and 2359 hours on the last day of the same calendar month except for February, is the period between 0000 hours on 31 January and 2359 hours on 1 March and for March is the period between 0000 hours on 2 March and 2359 hours on 31 March

calendar year means the period between 0000 hours on 1 January and 2359 hours on 31 December of the same year

deadhead travel means all travel performed under direction not associated with the actual operation of the aircraft. For the purpose of this award deadhead travel time will be regarded as duty time.

default fund employee means an employee who has no chosen fund within the meaning of the *Superannuation Guarantee (Administration) Act 1992* (Cth)

defined benefit member has the meaning given by the *Superannuation Guarantee (Administration) Act 1992* (Cth)

Division 2B State award has the meaning in Schedule 3A of the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth)

Division 2B State employment agreement has the meaning in Schedule 3A of the *Fair Work (Transitional Provisions and Consequential*

departures of aircraft, as required.

cabin crew member means a person responsible for the comfort and safety of passengers in their carriage by aircraft, in accordance with the standards and regulations determined by the employer, and employed under the provision of this award

calendar day means the 24 hour period commencing at 0000 hours local time

calendar month means the period between 0000 hours on the first day of each calendar month and 2359 hours on the last day of the same calendar month, subject to the following exceptions:

- the calendar month of January is the period between 0000 hours on 1 January and 2359 hours on 30 January
- the calendar month of February is the period between 0000 hours on 31 January and 2359 hours on 1 March
- the calendar month of March is the period between 0000 hours on 2 March and 2359 hours on 31 March

deadhead travel means all travel performed under direction not associated with the actual operation of the aircraft. For the purpose of this award deadhead travel time will be regarded as duty time.

defined benefit member has the meaning given by the *Superannuation Guarantee (Administration) Act 1992* (Cth)

domestic cabin crew member means a cabin crew member predominantly undertaking domestic flying

domestic flying means any flying that is not international or regional flying

duty includes the following time:

- (a) all time spent as an operating cabin crew member whilst in flight including time spent in flight deadheading on duty, or while accompanying disabled people, aged people or infants;
- (b) time required for duty, including deadhead travel before and after each daily flight sequences, will be not less than 45 minutes prior to departure for sign-on purposes and not less than 15 minutes after

Amendments) Act 2009 (Cth)

domestic cabin crew member means a cabin crew member predominantly undertaking domestic flying

domestic flying means any flying that is not international or regional flying

duty includes the following time:

- (a) all time spent as an operating cabin crew member whilst in flight including time spent in flight deadheading on duty, or while accompanying disabled people, aged people or infants;
- (b) time required for duty, including deadhead travel before and after each daily flight sequences, will be not less than 45 minutes prior to departure for sign-on purposes and not less than 15 minutes after engine shut down for sign-off purposes;
- (c) time spent on the ground between sign-on and sign-off;
- (d) time spent on airport reserve duty;
- (e) time spent on reserve duty at home as specified in Schedule B, clause B.9;
- (f) time spent in deadhead flying and associated ground time for the purpose of operating a later service, or time spent in deadhead flying and associated ground time for the purpose of returning to base after operating a service terminating short of base. Credit under this subclause will cease if the cabin crew member released for an overnight stop elects to return by a later service;
- (g) time spent in emergency procedure practices, examinations and courses organised by the employer;
- (h) time spent on uniform fittings, where the employer pays the cost of the uniforms;
- (i) time spent when required for duty other than flying not specifically covered by this clause;
- (j) time spent as assignable in accordance with Schedule B, clause B.9; or

engine shut down for sign-off purposes;

- (c) time spent on the ground between sign-on and sign-off;
- (d) time spent on airport reserve duty;
- (e) time spent on reserve duty at home as specified in clause A.9;
- (f) time spent in deadhead flying and associated ground time for the purpose of operating a later service, or time spent in deadhead flying and associated ground time for the purpose of returning to base after operating a service terminating short of base. Credit under this subclause will cease if the cabin crew member released for an overnight stop elects to return by a later service;
- (g) time spent in emergency procedure practices, examinations and courses organised by the employer;
- (h) time spent on uniform fittings, where the employer pays the cost of the uniforms;
- (i) time spent when required for duty other than flying not specifically covered by this clause;
- (j) time spent as assignable in accordance with clause A.9; or
- (k) time spent where cabin crew members are required to be interviewed by police or legal counsel or give evidence in civil or criminal courts for matters arising out of their employment

duty period means the elapsed time between sign-on and sign-off at home base required to complete a duty or series of duties as directed

duty time means all time on duty in accordance with this award

employee means national system employee within the meaning of the Act

employer means national system employer within the meaning of the Act

exempt public sector superannuation scheme has the meaning given by the *Superannuation Industry (Supervision) Act 1993 (Cth)*

home base has the same meaning as permanent base

(k) time spent where cabin crew members are required to be interviewed by police or legal counsel or give evidence in civil or criminal courts for matters arising out of their employment

duty period means the elapsed time between sign-on and sign-off at home base required to complete a duty or series of duties as directed

duty time means all time on duty in accordance with this award

employee means national system employee within the meaning of the Act

employer means national system employer within the meaning of the Act

enterprise award-based instrument has the meaning in the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth)

exempt public sector superannuation scheme has the meaning given by the *Superannuation Industry (Supervision) Act 1993* (Cth)

home base has the same meaning as permanent base

international cabin crew member means a cabin crew member predominantly undertaking international flying

international flying means flying from a point of departure either:

- (a) within Australia to a point of arrival in another country;
- (b) within another country to a point of arrival in Australia; or
- (c) within another country to a point of arrival in another country,

provided that **another country** does not mean a place within the territorial waters of Australia

layover means a period of more than nine consecutive hours free of duty between duty periods at a port other than home base, in any 24 hours standing alone, measured from the time of commencement of duty

MySuper product has the meaning given by the *Superannuation Industry (Supervision) Act 1993* (Cth)

narrow-bodied aircraft means an aircraft with a single aisle

international cabin crew member means a cabin crew member predominantly undertaking international flying

international flying means flying from a point of departure either:

- (a) within Australia to a point of arrival in another country;
- (b) within another country to a point of arrival in Australia; or
- (c) within another country to a point of arrival in another country,

provided that **another country** does not mean a place within the territorial waters of Australia

layover means a period of more than nine consecutive hours free of duty between duty periods at a port other than home base, in any 24 hours standing alone, measured from the time of commencement of duty

MySuper product has the meaning given by the *Superannuation Industry (Supervision) Act 1993* (Cth)

narrow-bodied aircraft means an aircraft with a single aisle

NES means the National Employment Standards as contained in sections 59 to 131 of the *Fair Work Act 2009* (Cth)

non-airport reserve is time spent by a cabin crew member at their residence or nominated whereabouts at their permanent base awaiting assignment to a flight or duty

on-hire means the on-hire of an employee by their employer to a client, where such employee works under the general guidance and instruction of the client or a representative of the client

overlap is flying in a roster period which extends into the next roster period

permanent base is the employer-nominated geographical location from which cabin crew members are rostered for duty

planned duty means duty known to the employer prior to the employer required reporting time at the cabin crew member's base for that duty

regional airline means an employer operating aircraft for the primary

NES means the National Employment Standards as contained in sections 59 to 131 of the *Fair Work Act 2009* (Cth)

non-airport reserve is time spent by a cabin crew member at their residence or nominated whereabouts at their permanent base awaiting assignment to a flight or duty

on-hire means the on-hire of an employee by their employer to a client, where such employee works under the general guidance and instruction of the client or a representative of the client

overlap is flying in a roster period which extends into the next roster period

permanent base is the employer-nominated geographical location from which cabin crew members are rostered for duty

planned duty means duty known to the employer prior to the employer required reporting time at the cabin crew member's base for that duty

regional airline means an employer operating aircraft for the primary purpose of transporting goods and passengers by scheduled commercial air services or charter by air to and/or from regional airports throughout Australia (including between regional airports and airports in capital cities)

regional cabin crew member means a cabin crew member employed by a regional airline

regional flying means any flying by a regional airline

reserve line means a line which contains planned sequences of available days and designated duty free days and may include days of approved leave and/or ground duties

reserve line holder means an employee allocated to a reserve line

rest period means the time free from duty commencing at sign-off

roster is an arrangement of duties, rest periods and/or designated days off and/or approved leave which are allocated to a cabin crew member

rostered day off is a rostered calendar day free of duty at permanent base

purpose of transporting goods and passengers by scheduled commercial air services or charter by air to and/or from regional airports throughout Australia (including between regional airports and airports in capital cities)

regional cabin crew member means a cabin crew member employed by a regional airline

regional flying means any flying by a regional airline

reserve line means a line which contains planned sequences of available days and designated duty free days and may include days of approved leave and/or ground duties

reserve line holder means an employee allocated to a reserve line

rest period means the time free from duty commencing at sign-off

roster is an arrangement of duties, rest periods and/or designated days off and/or approved leave which are allocated to a cabin crew member

rostered day off is a rostered calendar day free of duty at permanent base or base of temporary transfer and must include the nominated duty free periods

sign-off means the completion of all duties associated with a tour of duty and will be not less than 15 minutes after the actual engine shut-down where flight duty, including deadhead, is involved

sign-on (domestic and regional cabin crew) means the time a cabin crew member is required to report for flight duty and will be no less than 45 minutes prior to the departure of a flight. Airport Reserve or other duties will be the rostered commencement time for that duty.

sign-on (international cabin crew) means the time a cabin crew member is required to report for flight duty which will be at least 75 minutes prior to the departure of the flight at base and 60 minutes at other ports or as otherwise agreed

standard rate means the minimum weekly rate for a cabin crew member in clause 14.2—Minimum wages

stand-by means an arrangement which consists of a maximum of 12 hours of availability to an employer under which the employer may require a cabin crew member to report for duty with 120 minutes' notice. Stand-bys

or base of temporary transfer and must include the nominated duty free periods

sign-off means the completion of all duties associated with a tour of duty and will be not less than 15 minutes after the actual engine shut-down where flight duty, including deadhead, is involved

sign-on (domestic and regional cabin crew) means the time a cabin crew member is required to report for flight duty and will be no less than 45 minutes prior to the departure of a flight. Airport Reserve or other duties will be the rostered commencement time for that duty.

sign-on (international cabin crew) means the time a cabin crew member is required to report for flight duty which will be at least 75 minutes prior to the departure of the flight at base and 60 minutes at other ports or as otherwise agreed

standard rate means the minimum weekly wage for a cabin crew member in clause 18—Classifications and minimum wages

stand-by means an arrangement which consists of a maximum of 12 hours of availability to an employer under which the employer may require a cabin crew member to report for duty with 120 minutes' notice. Stand-bys can only be given to international cabin crew members at their home base or nominated address but not at airports. Stand-bys can be allocated to a reserve line holder only.

substitute day off means a day off which is provided as a substitute for a rostered day off

temporary transfer means the transfer of a cabin crew member from a permanent base to another base for the purpose of being temporarily employed at that base for a period of time to be not less than seven consecutive days and not more than 31 consecutive days

tour of duty is the elapsed period between sign-on and sign-off at the cabin crew member's permanent base

transitional minimum wage instrument has the meaning in the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth)

unplanned duty means duty not known to the employer prior to the

can only be given to international cabin crew members at their home base or nominated address but not at airports. Stand-bys can be allocated to a reserve line holder only.

substitute day off means a day off which is provided as a substitute for a rostered day off

temporary transfer means the transfer of a cabin crew member from a permanent base to another base for the purpose of being temporarily employed at that base for a period of time to be not less than seven consecutive days and not more than 31 consecutive days

tour of duty is the elapsed period between sign-on and sign-off at the cabin crew member's permanent base

unplanned duty means duty not known to the employer prior to the employer-required reporting time at the cabin crew member's base for that duty

URTI means upper respiratory tract infection

warlike or hostile circumstances includes:

- (a) acts of war, whether declared or undeclared;
- (b) warlike acts in the course of civil war or armed civil insurrection;
- (c) deliberate attacks on aircraft by units or armed forces (including shooting or forcing down in time of peace); or
- (d) where a cabin crew member is killed in the course of duty with the employer as a result of proven acts of sabotage or acts of hijacking

wide-bodied aircraft means an aircraft with more than one aisle

Definitions relating to transitional instruments removed - obsolete

<p>employer-required reporting time at the cabin crew member's base for that duty</p> <p>URTI means upper respiratory tract infection</p> <p>warlike or hostile circumstances includes:</p> <p>(a) acts of war, whether declared or undeclared;</p> <p>(b) warlike acts in the course of civil war or armed civil insurrection;</p> <p>(c) deliberate attacks on aircraft by units or armed forces (including shooting or forcing down in time of peace); or</p> <p>(d) where a cabin crew member is killed in the course of duty with the employer as a result of proven acts of sabotage or acts of hijacking</p> <p>wide-bodied aircraft means an aircraft with more than one aisle</p>	
<p>3.2 Where this award refers to a condition of employment provided for in the NES, the NES definition applies.</p>	<p>3. The National Employment Standards and this award</p> <p>3.2 Where this award refers to a condition of employment provided for in the NES, the NES definition applies.</p>
<p>4. Coverage</p> <p>4.1 This award covers employers of aircraft cabin crew and their employees employed throughout Australia in the classifications listed in clause 18—Classifications and minimum wages, to the exclusion of any other modern award.</p> <p>4.2 The award does not cover an employee excluded from award coverage by the Act.</p> <p>4.3 The award does not cover employees who are covered by a modern enterprise award, or an enterprise instrument (within the meaning of the <i>Fair Work (Transitional Provisions and Consequential Amendments) Act 2009</i> (Cth)), or employers in relation to those employees.</p> <p>4.4 The award does not cover employees who are covered by a State reference public sector modern award, or a State reference public sector transitional award (within the meaning of the <i>Fair Work (Transitional Provisions and Consequential Amendments) Act 2009</i> (Cth)), or employers in relation to</p>	<p>4. Coverage</p> <p>4.1 This award covers employers of aircraft cabin crew and their employees employed throughout Australia in the classifications listed in clause 14—Minimum wages to the exclusion of any other modern award.</p> <p>4.2 This award covers any employer which supplies on-hire employees in classifications set out in clause 14—Minimum wages and those on-hire employees, if the employer is not covered by another modern award containing a classification which is more appropriate to the work performed by the employee. This subclause operates subject to the exclusions from coverage in this award.</p> <p>4.3 The award does not cover:</p> <p>(a) an employee excluded from award coverage by the Act;</p> <p>(b) employees who are covered by a modern enterprise award, or an enterprise instrument (within the meaning of the <i>Fair Work (Transitional Provisions and Consequential Amendments) Act 2009</i></p>

<p>those employees.</p> <p>4.5 This award covers any employer which supplies on-hire employees in classifications set out in clause 18 and those on-hire employees, if the employer is not covered by another modern award containing a classification which is more appropriate to the work performed by the employee. This subclause operates subject to the exclusions from coverage in this award.</p> <p>4.6 Subject to clause 4.1 where an employer is covered by more than one award, an employee of that employer is covered by the award classification which is most appropriate to the work performed by the employee and to the environment in which the employee normally performs the work.</p> <p>NOTE: Where there is no classification for a particular employee in this award it is possible that the employer and that employee are covered by an award with occupational coverage.</p>	<p>(Cth)), or employers in relation to those employees; or</p> <p>(c) employees who are covered by a State reference public sector modern award, or a State reference public sector transitional award (within the meaning of the <i>Fair Work (Transitional Provisions and Consequential Amendments) Act 2009</i> (Cth)), or employers in relation to those employees.</p> <p>4.4 Where an employer is covered by more than one award, an employee of that employer is covered by the award classification which is most appropriate to the work performed by the employee and to the environment in which the employee normally performs the work.</p> <p>NOTE: Where there is no classification for a particular employee in this award it is possible that the employer and that employee are covered by an award with occupational coverage.</p>
<p>5. Access to the award and the National Employment Standards</p> <p>The employer must ensure that copies of this award and the NES are available to all employees to whom they apply either on a noticeboard which is conveniently located at or near the workplace or through electronic means, whichever makes them more accessible.</p> <p>6. The National Employment Standards and this award</p> <p>The NES and this award contain the minimum conditions of employment for employees covered by this award.</p>	<p>3. The National Employment Standards and this award</p> <p>3.1 The National Employment Standards (NES) and this award contain the minimum conditions of employment for employees covered by this award.</p> <p>...</p> <p>3.3 The employer must ensure that copies of the award and the NES are available to all employees to whom they apply, either on a notice board which is conveniently located at or near the workplace or through accessible electronic means.</p>
<p><i>Clause inserted – proposed new provision</i></p>	<p>5. Effect of variations made by the Fair Work Commission</p> <p>A variation to this award does not affect any right, privilege, obligation or liability that a person acquired, accrued or incurred under the award as it existed prior to that variation.</p>
<p>7. Award flexibility</p> <p><i>Provision not reproduced - standard clause - no change</i></p>	<p>6. Award flexibility for individual arrangements</p> <p><i>Provision not reproduced - standard clause - no change</i></p>

<p>8. Facilitative provisions</p> <p>8.1 This award contains facilitative provisions that allow agreement between an employer and cabin crew members and their representatives on how specific award provisions are to apply at the workplace or section or sections of it.</p> <p>8.2 The specific award provisions establish both the standard award condition and the framework within which agreement can be reached as to how the particular provisions should be applied in practice. Facilitative provisions are not to be used as a device to avoid award obligations nor should they result in unfairness to a cabin crew member or cabin crew members covered by this award.</p> <p>8.3 Where agreement is reached with the majority of employees and their representative in the workplace or part of it to implement a facilitative provision that requires agreement between the employer and majority of cabin crew members and their representative in the workplace or part of it, that agreement binds all such cabin crew members.</p>	<p>7. Facilitative provisions for flexible working practices</p> <p>7.1 This award contains facilitative provisions that allow agreement between an employer and cabin crew members and their representatives on how specific award provisions are to apply at the workplace or part or parts of it.</p> <p>7.2 The specific award provisions establish both the standard award condition and the framework within which agreement can be reached as to how the particular provisions should be applied in practice. Facilitative provisions are not to be used as a device to avoid award obligations nor should they result in unfairness to a cabin crew member or cabin crew members covered by this award.</p> <p>7.3 If a facilitative provision requires agreement between the employer and the majority of cabin crew members and their representatives in the workplace or part or parts of it and agreement is reached, the agreement binds all cabin crew members in that workplace or part or parts of it.</p>																											
<p><i>Clause inserted – proposed new provision</i></p>	<p>7.4 Facilitative provisions in this award are contained in the following clauses:</p> <table border="1" data-bbox="1220 813 2094 1441"> <thead> <tr> <th>Clause</th> <th>Provision</th> <th>Agreement between an employer and:</th> </tr> </thead> <tbody> <tr> <td>11.4(b)</td> <td>Payment of wages—casual employees</td> <td>An individual or the majority of employees</td> </tr> <tr> <td>14.3(a)(ii)</td> <td>Period of payment</td> <td>An individual or the majority of employees</td> </tr> <tr> <td>18.7</td> <td>When payment will be made for annual leave</td> <td>An individual</td> </tr> <tr> <td>18.8</td> <td>Recall of employee from annual leave</td> <td>An individual</td> </tr> <tr> <td>A.6.1(c)</td> <td>Domestic flying—overtime</td> <td>An individual</td> </tr> <tr> <td>B.1.6(a)(ii)</td> <td>Accommodation and meals on a layover—general entitlement</td> <td>An individual</td> </tr> <tr> <td>B.1.6(a)(iv)</td> <td>Accommodation and meals on a layover—general entitlement</td> <td>An individual</td> </tr> <tr> <td>C.6.1</td> <td>International flying—overtime</td> <td>An individual</td> </tr> </tbody> </table>	Clause	Provision	Agreement between an employer and:	11.4(b)	Payment of wages—casual employees	An individual or the majority of employees	14.3(a)(ii)	Period of payment	An individual or the majority of employees	18.7	When payment will be made for annual leave	An individual	18.8	Recall of employee from annual leave	An individual	A.6.1(c)	Domestic flying—overtime	An individual	B.1.6(a)(ii)	Accommodation and meals on a layover—general entitlement	An individual	B.1.6(a)(iv)	Accommodation and meals on a layover—general entitlement	An individual	C.6.1	International flying—overtime	An individual
Clause	Provision	Agreement between an employer and:																										
11.4(b)	Payment of wages—casual employees	An individual or the majority of employees																										
14.3(a)(ii)	Period of payment	An individual or the majority of employees																										
18.7	When payment will be made for annual leave	An individual																										
18.8	Recall of employee from annual leave	An individual																										
A.6.1(c)	Domestic flying—overtime	An individual																										
B.1.6(a)(ii)	Accommodation and meals on a layover—general entitlement	An individual																										
B.1.6(a)(iv)	Accommodation and meals on a layover—general entitlement	An individual																										
C.6.1	International flying—overtime	An individual																										

<p>Part 2—Consultation and Dispute Resolution</p> <p>9. Consultation</p> <p><i>Provision not reproduced - standard clause - no change</i></p>	<p>Part 7—Consultation and Dispute Resolution</p> <p>23. Consultation about major workplace change</p> <p>24. Consultation about changes to rosters or hours of work</p> <p><i>Provision not reproduced – no change other than renumbering of clause and clause titles</i></p>
<p>10. Dispute resolution</p> <p><i>Provision not reproduced - standard clause - no change</i></p>	<p>25. Dispute resolution</p> <p><i>Provision not reproduced - standard clause - no change</i></p>
<p>Part 3—Types of Employment and Termination of Employment</p> <p>11. Types of employment</p> <p>11.1 Cabin crew members under this award will be employed in one of the following categories:</p> <ul style="list-style-type: none"> (a) full-time; (b) part-time; or (c) casual. <p>11.2 At the time of engagement an employer will inform each cabin crew member of the terms of their engagement and in particular whether they are to be full-time, part-time or casual.</p> <p>11.3 A cabin crew member can be appointed to:</p> <ul style="list-style-type: none"> (a) predominantly undertake international flying; (b) predominantly undertake domestic flying; (c) predominantly undertake regional flying; or (d) undertake a mix of international and domestic flying. 	<p>Part 2—Types of Employment</p> <p>8. Types of employment</p> <p>8.1 Cabin crew members under this award will be employed in one of the following categories:</p> <ul style="list-style-type: none"> (a) full-time; (b) part-time; or (c) casual. <p>8.2 At the time of engagement an employer will inform each cabin crew member of the terms of their engagement and in particular whether they are to be full-time, part-time or casual.</p> <p>8.3 A cabin crew member can be appointed to:</p> <ul style="list-style-type: none"> (a) predominantly undertake international flying; (b) predominantly undertake domestic flying; (c) predominantly undertake regional flying; or (d) undertake a mix of international and domestic flying.
<p>12. Full-time employment</p> <p>A full-time employee is an employee who is engaged as such and is rostered between 1716 and 1872 hours per annum.</p>	<p>9. Full-time employment</p> <p>A full-time employee is an employee who is engaged as such and is rostered between 1716 and 1872 hours per annum.</p>

<p>13. Part-time employment</p> <p>13.1 A part-time employee is an employee who is engaged as such and is required to perform less than the full-time hours at the workplace on a reasonably predictable basis.</p> <p>13.2 Part-time employees are entitled on a pro rata basis to equivalent pay and conditions to those of full-time cabin crew members who do the same work in the classification concerned.</p> <p>13.3 At the time of engagement the employer and the part-time cabin crew member will agree in writing on a regular pattern of work.</p> <p>13.4 An employer is required to roster a part-time cabin crew member for a minimum of four consecutive hours on any shift.</p> <p>13.5 All time worked in excess of the hours mutually arranged will be overtime and paid for at the appropriate overtime rate.</p> <p>13.6 A part-time cabin crew member employed under the provisions of this clause must be paid for ordinary hours worked at the rate of 1/38th of the weekly rate prescribed for the class of work performed.</p>	<p>10. Part-time employment</p> <p>10.1 A part-time employee is an employee who is engaged as such and is required to work less than the full-time hours at the workplace on a reasonably predictable basis.</p> <p>10.2 Part-time employees are entitled on a pro rata basis to equivalent pay and conditions to those of full-time cabin crew members who do the same work in the classification concerned.</p> <p>10.3 At the time of engagement the employer and the part-time cabin crew member will agree in writing on a regular pattern of work.</p> <p>10.4 An employer is required to roster a part-time cabin crew member for a minimum of four consecutive hours on any shift.</p> <p>10.5 All time worked in excess of the hours mutually arranged will be overtime and paid for at the appropriate overtime rate.</p> <p>10.6 A part-time cabin crew member employed under the provisions of this clause must be paid for ordinary hours worked at the minimum hourly rate prescribed for the class of work performed.</p>
<p>14. Casual employment</p> <p>14.1 A casual employee is an employee engaged as such.</p> <p>14.2 A casual cabin crew member must be paid per hour at the rate of 1/38th of the weekly rate prescribed for the class of work performed, plus 25%. This loading is instead of entitlements to leave and other matters from which casuals are excluded by the terms of this award and the NES.</p>	<p>11. Casual employment</p> <p>11.1 A casual employee is an employee engaged on a casual basis.</p> <p>11.2 A casual cabin crew member must be paid per hour at the minimum hourly rate prescribed for the class of work performed, plus 25%. This loading is instead of entitlements to leave and other matters from which casuals are excluded by the terms of this award and the NES.</p> <p>11.3 Casual cabin crew members are entitled to a minimum payment of four hours' work at the appropriate rate.</p>
<p>14.3 Casual cabin crew members must be paid at the termination of each engagement, weekly, fortnightly or monthly in accordance with usual payment methods for full-time employees. Alternatively, by agreement between the employer and the employees and a majority of employees in the relevant enterprise, wages may be paid, in arrears, over such other period as is agreed. Agreement in this respect may also be reached between the employer and an individual employee.</p>	<p>11.4 Payment of wages—casual employees</p> <p>(a) Casual cabin crew members must be paid either at the termination of each engagement, weekly, fortnightly or monthly, in accordance with the method of payment in clause 14.3(b).</p> <p>(b) Alternatively, by agreement between the employer and the majority of employees in the relevant enterprise, wages may be paid, in</p>

<p>14.4 Casual cabin crew members are entitled to a minimum payment of four hours work at the appropriate rate.</p>	<p>arrears, over such other period as is agreed. Agreement in this respect may also be reached between the employer and an individual employee.</p>
<p>15. Termination of employment <i>Provision not reproduced - no change</i> ...</p> <p>15.3 Job search entitlement</p>	<p>Part 8—Termination of Employment and Redundancy</p> <p>26. Termination of employment <i>Provision not reproduced - no change</i> <i>Clauses 15.3 and 16.4 moved to clause 30</i></p>
<p>16. Redundancy <i>Provision not reproduced - no change other than renumbering of clause and clause titles</i></p> <p>16.2 Transfer to lower paid duties</p> <p>16.3 Employee leaving during notice period</p> <p>16.4 Job search entitlement</p>	<p>27. Redundancy <i>Provision not reproduced - no change other than renumbering of clause and clause titles</i></p> <p>28. Transfer to lower paid job on redundancy</p> <p>29. Employee leaving during redundancy notice period</p> <p>30. Job search entitlement <i>Provision not reproduced - no change other than renumbering of clause and clause titles</i></p>
<p>16.6 Transitional provisions – NAPSA employees</p> <p>16.7 Transitional provisions – Division 2B State employees</p>	<p><i>Transitional provisions - clauses removed - obsolete</i></p>
<p>17. Employee duties</p> <p>17.1 The employer may employ employees, and employees must serve the employer, in any part of the world where it may, from time to time, be operating.</p> <p>17.2 The employer may direct an employee to carry out such duties as are within the limits of the employee’s skills, competence and training including duties which are related, peripheral or incidental to such duties.</p> <p>17.3 Notwithstanding the requirements of clauses 17.1 and 17.2 an employer cannot require service of an employee in warlike or hostile circumstances.</p>	<p>12. Employee duties</p> <p>12.1 The employer may employ employees, and employees must serve the employer, in any part of the world where it may, from time to time, be operating.</p> <p>12.2 The employer may direct an employee to carry out such duties as are within the limits of the employee’s skills, competence and training including duties which are related, peripheral or incidental to such duties.</p> <p>12.3 Notwithstanding the requirements of clauses 12.1 and 12.2 an employer cannot require service of an employee in warlike or hostile circumstances.</p>

<p>Part 4—Minimum Wages and Related Matters</p> <p>18. Classifications and minimum wages</p> <p>The classifications and minimum wages for an adult employee are set out in the following table:</p> <table border="1"> <thead> <tr> <th style="text-align: left;">Classification</th> <th style="text-align: right;">Minimum weekly wage</th> </tr> <tr> <td></td> <th style="text-align: center;">\$</th> </tr> </thead> <tbody> <tr> <td>Cabin crew member</td> <td style="text-align: right;">750.00</td> </tr> <tr> <td>Cabin crew supervisor (narrow-bodied aircraft, four or more crew)</td> <td style="text-align: right;">875.00</td> </tr> <tr> <td>Cabin crew manager (wide-bodied aircraft)</td> <td style="text-align: right;">1022.00</td> </tr> </tbody> </table>	Classification	Minimum weekly wage		\$	Cabin crew member	750.00	Cabin crew supervisor (narrow-bodied aircraft, four or more crew)	875.00	Cabin crew manager (wide-bodied aircraft)	1022.00	<p>Part 4—Wages and Allowances</p> <p>14. Minimum wages</p> <p>14.1 The classifications and minimum wages under this award are set out in clause 14.2.</p> <p>14.2 An employer must pay employees the following minimum wages for ordinary hours worked by the employee:</p> <table border="1"> <thead> <tr> <th style="text-align: left;">Employee classification</th> <th style="text-align: right;">Minimum weekly rate</th> <th style="text-align: right;">Minimum hourly rate</th> </tr> <tr> <td></td> <th style="text-align: center;">\$</th> <th style="text-align: center;">\$</th> </tr> </thead> <tbody> <tr> <td>Cabin crew member</td> <td style="text-align: right;">750.00</td> <td style="text-align: right;">19.74</td> </tr> <tr> <td>Cabin crew supervisor (narrow-bodied aircraft, four or more crew)</td> <td style="text-align: right;">875.00</td> <td style="text-align: right;">23.03</td> </tr> <tr> <td>Cabin crew manager (wide-bodied aircraft)</td> <td style="text-align: right;">1022.00</td> <td style="text-align: right;">26.89</td> </tr> </tbody> </table>	Employee classification	Minimum weekly rate	Minimum hourly rate		\$	\$	Cabin crew member	750.00	19.74	Cabin crew supervisor (narrow-bodied aircraft, four or more crew)	875.00	23.03	Cabin crew manager (wide-bodied aircraft)	1022.00	26.89
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<p>19. Allowances</p> <p>19.1 Domestic cabin crew member allowances including wage, expense and disability allowances are contained in Schedule B.</p> <p>19.2 Regional cabin crew member allowances including wage, expense and disability allowances are contained in Schedule C.</p> <p>19.3 International cabin crew member allowances including wage, expense and disability allowances are contained in Schedule D.</p>	<p>15. Allowances</p> <p>15.1 Domestic cabin crew member allowances including wage, expense and disability allowances are contained in Schedule A.</p> <p>15.2 Regional cabin crew member allowances including wage, expense and disability allowances are contained in Schedule B.</p> <p>15.3 International cabin crew member allowances including wage, expense and disability allowances are contained in Schedule C.</p>																									

<p>19.4 Adjustment of expense related allowances</p> <p>(a) At the time of any adjustment to the standard rate, each expense related allowance will be increased by the relevant adjustment factor. The relevant adjustment factor for this purpose is the percentage movement in the applicable index figure most recently published by the Australian Bureau of Statistics since the allowance was last adjusted.</p> <p>(b) The applicable index figure is the index figure published by the Australian Bureau of Statistics for the Eight Capitals Consumer Price Index (Cat No. 6401.0), as follows:</p> <table border="1" data-bbox="268 526 1030 1133"> <thead> <tr> <th>Allowance</th> <th>Applicable Consumer Price Index figure</th> </tr> </thead> <tbody> <tr> <td>Accommodation, incidentals and layover allowance</td> <td>All groups</td> </tr> <tr> <td>Loss or damage to personal effects and death benefits allowance</td> <td>Insurance sub-group</td> </tr> <tr> <td>Meal allowance</td> <td>Take away and fast foods sub-group</td> </tr> <tr> <td>Uniform and grooming allowance</td> <td>Clothing and footwear group</td> </tr> <tr> <td>Vehicle/travel allowance</td> <td>Private motoring sub-group</td> </tr> </tbody> </table>	Allowance	Applicable Consumer Price Index figure	Accommodation, incidentals and layover allowance	All groups	Loss or damage to personal effects and death benefits allowance	Insurance sub-group	Meal allowance	Take away and fast foods sub-group	Uniform and grooming allowance	Clothing and footwear group	Vehicle/travel allowance	Private motoring sub-group	<p>E.2.1 Adjustment of expense related allowances</p> <p>(a) At the time of any adjustment to the standard rate, each expense related allowance will be increased by the relevant adjustment factor. The relevant adjustment factor for this purpose is the percentage movement in the applicable index figure most recently published by the Australian Bureau of Statistics since the allowance was last adjusted.</p> <p>(b) The applicable index figure is the index figure published by the Australian Bureau of Statistics for the Eight Capitals Consumer Price Index (Cat No. 6401.0), as follows:</p> <table border="1" data-bbox="1299 510 2083 1133"> <thead> <tr> <th>Allowance</th> <th>Applicable Consumer Price Index figure</th> </tr> </thead> <tbody> <tr> <td>Accommodation, incidentals and layover allowance</td> <td>All groups</td> </tr> <tr> <td>Loss or damage to personal effects and death benefits allowance</td> <td>Insurance sub-group</td> </tr> <tr> <td>Meal allowance</td> <td>Take away and fast foods sub-group</td> </tr> <tr> <td>Uniform and grooming allowance</td> <td>Clothing and footwear group</td> </tr> <tr> <td>Vehicle/travel allowance</td> <td>Private motoring sub-group</td> </tr> </tbody> </table>	Allowance	Applicable Consumer Price Index figure	Accommodation, incidentals and layover allowance	All groups	Loss or damage to personal effects and death benefits allowance	Insurance sub-group	Meal allowance	Take away and fast foods sub-group	Uniform and grooming allowance	Clothing and footwear group	Vehicle/travel allowance	Private motoring sub-group
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<p>20. District allowances</p> <p>21. Accident pay</p>	<p><i>Transitional provisions - clauses removed - obsolete</i></p>																								

<p>22. Payment of wages</p> <p>22.1 Period of payment</p> <p>(a) Except as provided in clause 22.1(b), wages must be paid each 14 or 28 days or calendar month, in arrears.</p> <p>(b) By agreement between the employer and a majority of employees in the relevant enterprise, wages may be paid, in arrears, over such other period as is agreed. Agreement in this respect may also be reached between the employer and an individual employee.</p>	<p>14.3 Payment of wages</p> <p>(a) Period of payment</p> <p>(i) Except as provided in clause 14.3(a)(ii), wages must be paid each 14 or 28 days or calendar month, in arrears.</p> <p>(ii) By agreement between the employer and a majority of employees in the relevant enterprise, wages may be paid, in arrears, over such other period as is agreed. Agreement in this respect may also be reached between the employer and an individual employee.</p>
<p>22.2 Method of payment</p> <p>Wages must be paid by cheque or electronic funds transfer into the employee's bank account or other recognised financial institution account</p>	<p>(b) Method of payment</p> <p>Wages must be paid by cheque or electronic funds transfer into the employee's bank account or other recognised financial institution account.</p> <p>NOTE: Regulations 3.33(3) and 3.46(1)(g) of <i>Fair Work Regulations 2009</i> set out the requirements for pay records and the content of payslips including the requirement to separately identify any allowance paid.</p>
<p>23. Superannuation</p> <p><i>Provision not reproduced - no change</i></p>	<p>16. Superannuation</p> <p><i>Provision not reproduced - no change</i></p>
<p>Part 5—Hours of Work and Related Matters</p> <p>24. Ordinary hours of work and rostering</p> <p>24.1 Domestic cabin crew member hours of work and duty hour limitations provisions are contained in Schedule B.</p> <p>24.2 Regional cabin crew member hours of work and duty hour limitations provisions are contained in Schedule C.</p> <p>24.3 International cabin crew member hours of work and duty hour limitations provisions are contained in Schedule D.</p>	<p>Part 3—Hours of Work</p> <p>13. Ordinary hours of work and rostering</p> <p>13.1 Domestic cabin crew member hours of work and duty hour limitations provisions are contained in Schedule A.</p> <p>13.2 Regional cabin crew member hours of work and duty hour limitations provisions are contained in Schedule B.</p> <p>13.3 International cabin crew member hours of work and duty hour limitations provisions are contained in Schedule C.</p>

<p><i>Clause inserted – proposed new provision</i></p>	<p>Part 5—Overtime</p> <p>17. Overtime</p> <p>17.1 Domestic cabin crew member overtime entitlements are contained in Schedule A.</p> <p>17.2 Regional cabin crew member overtime entitlements are contained in Schedule B.</p> <p>17.3 International cabin crew member overtime entitlements are contained in Schedule C.</p>
<p>Part 6—Leave and Public Holidays</p> <p>25. Annual leave</p> <p>25.1 Annual leave is provided for in the NES.</p> <p>25.2 Entitlement to annual leave</p> <p>An employee is entitled to annual leave such that the employee’s total entitlement to annual leave pursuant to the NES and this award for each year of employment is a total of 42 days’ annual leave, inclusive of Saturdays, Sundays and public holidays on full salary for each completed year of service.</p> <p>25.3 Annual leave loading</p> <p>In addition to the entitlement to payment under clause 25.2, an employee when proceeding on annual leave will be paid in respect of the first 28 of 42 days’ annual leave falling due each year (inclusive of Saturdays, Sundays and public holidays) an annual leave loading equivalent to 17.5% of the base rate of pay.</p> <p>25.4 Requirement to take leave notwithstanding terms of the NES</p> <p>An employer may require an employee to take annual leave by giving at least four weeks’ notice in the following circumstances:</p> <p>(a) as part of a close-down of its operations; or</p> <p>(b) where more than eight weeks’ leave is accrued the employer may</p>	<p>Part 6—Leave and Public Holidays</p> <p>18. Annual leave</p> <p>18.1 Annual leave is provided for in the NES.</p> <p>NOTE: Where an employee is receiving overaward payments such that the employee’s base rate of pay is higher than the rate specified under this award, the employee is entitled to receive the higher rate while on a period of paid annual leave (see ss.16 and 90 of the Act).</p> <p>18.2 Entitlement to annual leave</p> <p>An employee is entitled to annual leave such that the employee’s total entitlement to annual leave pursuant to the NES and this award for each year of employment is a total of 42 days’ annual leave, inclusive of Saturdays, Sundays and public holidays on full salary for each completed year of service.</p> <p>18.3 Annual leave loading</p> <p>In addition to the entitlement to payment under clause 18.2, an employee when proceeding on annual leave will be paid in respect of the first 28 of 42 days’ annual leave falling due each year (inclusive of Saturdays, Sundays and public holidays) an annual leave loading equivalent to 17.5% of the minimum hourly rate.</p> <p>18.4 Requirement to take leave notwithstanding terms of the NES</p> <p>An employer may require an employee to take annual leave by giving at</p>

<p>direct an employee member to take 25% of the accrued leave.</p> <p>25.5 When annual leave can be taken</p> <p>(a) A period of leave will commence on a Monday unless otherwise mutually agreed.</p> <p>(b) Normally, annual leave will be granted and will be taken within 12 months from the date on which it falls due or alternatively 15 months from the date of commencement of the preceding period of leave.</p> <p>(c) Annual leave will be allocated in no more than two periods unless otherwise mutually agreed between the employee and the employer.</p> <p>(d) Subject to clause 25.4, annual leave must be taken at a time mutually agreed between the employee and employer.</p> <p>25.6 Proportionate annual leave on termination of employment</p> <p>On termination of employment an employee will be paid fully instead of annual leave:</p> <p>(a) for all untaken annual leave entitlements that have fallen due in relation to any completed years of service, in accordance with clause 25.2, and the loading specified in clause 25.3 for each completed year of service; and</p> <p>(b) for the balance of the employment period, or for the whole period where it has been less than one completed year, at the rate of 1/365th of the entitlement in clause 25.3 for each completed day of employment in respect of which annual leave has not been granted; and</p> <p>(c) the annual leave loading, as specified in clause 25.3, will be paid in the case of redundancy.</p> <p>25.7 When payment will be made for annual leave</p> <p>An employee will be paid in full for the period of leave to be taken prior to commencing such leave unless mutually agreed between the employee and the employer.</p>	<p>least four weeks' notice in the following circumstances:</p> <p>(a) as part of a close-down of its operations; or</p> <p>(b) where more than eight weeks' leave is accrued the employer may direct an employee member to take 25% of the accrued leave.</p> <p>18.5 When annual leave can be taken</p> <p>(a) A period of leave will commence on a Monday unless otherwise mutually agreed.</p> <p>(b) Normally, annual leave will be granted and will be taken within 12 months from the date on which it falls due or alternatively 15 months from the date of commencement of the preceding period of leave.</p> <p>(c) Annual leave will be allocated in no more than two periods unless otherwise mutually agreed between the employee and the employer.</p> <p>(d) Subject to clause 18.4, annual leave must be taken at a time mutually agreed between the employee and employer.</p> <p>18.6 Proportionate annual leave on termination of employment</p> <p>On termination of employment an employee will be paid fully instead of annual leave:</p> <p>(a) for all untaken annual leave entitlements that have fallen due in relation to any completed years of service, in accordance with clause 18.2, and the loading specified in clause 18.3 for each completed year of service; and</p> <p>(b) for the balance of the employment period, or for the whole period where it has been less than one completed year, at the rate of 1/365th of the entitlement in clause 18.3 for each completed day of employment in respect of which annual leave has not been granted; and</p> <p>(c) the annual leave loading, as specified in clause 18.3, will be paid in the case of redundancy.</p> <p>18.7 When payment will be made for annual leave</p> <p>An employee will be paid in full for the period of leave to be taken prior to</p>
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<p>25.8 Recall of employee from annual leave</p> <p>An employer will not be entitled to recall an employee from annual leave except by mutual agreement between the employer and the employee. Where an employee is so recalled the employee will be granted two days' annual leave in place of each such day and the employee may elect to add such additional entitlements to the balance of this interrupted annual leave period.</p>	<p>commencing such leave unless mutually agreed between the employee and the employer.</p> <p>18.8 Recall of employee from annual leave</p> <p>An employer will not be entitled to recall an employee from annual leave except by mutual agreement between the employer and the employee. Where an employee is so recalled the employee will be granted two days' annual leave in place of each such day and the employee may elect to add such additional entitlements to the balance of this interrupted annual leave period.</p>
<p>25.9 Illness during annual leave</p> <p>An employee who:</p> <p>(a) would not be fit for work during annual leave because of a personal illness, or personal injury, affecting the employee;</p> <p>(b) advises the employer as soon as practicable of such illness or injury; and</p> <p>(c) produces medical evidence of the illness or injury;</p> <p>will be allowed to take that period against personal/carer's leave credits and have the annual leave credit adjusted accordingly. The personal/carer's leave documentation must be submitted within 15 days of return to duty.</p>	<p>18.9 Illness during annual leave</p> <p>An employee who:</p> <p>(a) would not be fit for work during annual leave because of a personal illness, or personal injury, affecting the employee;</p> <p>(b) advises the employer as soon as practicable of such illness or injury; and</p> <p>(c) produces medical evidence of the illness or injury;</p> <p>will be allowed to take that period against personal/carer's leave credits and have the annual leave credit adjusted accordingly. The personal/carer's leave documentation must be submitted within 15 days of return to duty.</p>
<p>26. Personal/carer's leave and compassionate leave</p> <p>26.1 Personal/carer's leave and compassionate leave are provided for in the NES.</p> <p>26.2 This clause applies to full-time and part-time employees.</p> <p>26.3 Effect of workers compensation</p> <p>There is no entitlement to paid leave of absence for any period the employee is receiving workers compensation payments.</p>	<p>19. Personal/carer's leave and compassionate leave</p> <p>19.1 Personal/carer's leave and compassionate leave are provided for in the NES.</p> <p>19.2 This clause applies to full-time and part-time employees.</p> <p>19.3 Effect of workers compensation</p> <p>There is no entitlement to paid leave of absence for any period the employee is receiving workers compensation payments.</p>

<p>26.4 Return from personal leave</p> <p>An employee who has been granted paid personal leave for an injury or illness in respect of which they have consulted a medical practitioner will remain on such leave subject to their entitlements from time to time, until such time as they are deemed to be medically fit in accordance with the relevant Civil Aviation Orders (CAOs) and/or Civil Aviation Regulations (CARs) to resume flying.</p> <p>26.5 URTI leave</p> <p>A cabin crew member must be granted up to six working days per annum, not cumulative for sickness associated with URTI, on the production of a medical certificate if required by the employer.</p>	<p>19.4 Return from personal leave</p> <p>An employee who has been granted paid personal leave for an injury or illness in respect of which they have consulted a medical practitioner will remain on such leave subject to their entitlements from time to time, until such time as they are deemed to be medically fit in accordance with the relevant Civil Aviation Orders (CAOs) and/or Civil Aviation Regulations (CARs) to resume flying.</p> <p>19.5 URTI leave</p> <p>A cabin crew member will be granted up to six working days' leave per annum, not cumulative, for sickness associated with upper respiratory tract infection (URTI). If required by the employer a medical certificate must be produced.</p>
<p><i>Clause inserted – proposed new provision</i></p>	<p>20. Parental leave and related entitlements</p> <p>Parental leave and related entitlements are provided for in the NES.</p>
<p>27. Community service leave</p> <p>Community service leave is provided for in the NES.</p>	<p>22. Community service leave</p> <p>Community service leave is provided for in the NES.</p>
<p>28. Public holidays</p> <p>28.1 For the avoidance of doubt:</p> <ul style="list-style-type: none"> (a) the minimum wage provided for in this award; and (b) the entitlement to annual leave in clause 25, <p>take into account an employee's entitlement to public holidays in the NES and include compensation for all public holidays provided for in the NES.</p>	<p>21. Public holidays</p> <p>21.1 For the avoidance of doubt:</p> <ul style="list-style-type: none"> (a) the minimum wage provided for in this award; and (b) the entitlement to annual leave in clause 18, <p>take into account an employee's entitlement to public holidays in the NES and include compensation for all public holidays provided for in the NES.</p> <p>21.2 Part-day public holidays</p> <p>For provisions in relation to part-day public holidays see Schedule F—2015 Part-day Public Holidays.</p>
<p>Schedule A—Transitional Provisions</p> <p><i>Transitional provision - clause removed - obsolete</i></p>	<p><i>Transitional provision - clause removed - obsolete</i></p>

Schedule B—Domestic Flying**B.1 Allowances****B.1.1 Relocation expenses**

- (a) An employee is entitled to receive payment from their employer of all reasonable expenses incurred by them for the removal of their furniture and personal effects if required to relocate at the direction of the employer from one base to another base for a period in excess of six months. This subclause applies whether the transfer is permanent or temporary, so long as the actual period of transfer (whether known at the time of initial transfer or not) exceeds six months.
- (b) Clause B.1.1(a) does not apply when an employee requests to transfer to another base on a permanent or temporary basis.

B.1.2 Uniforms

- (a) Uniforms required by an employer to be worn by employees must be provided on an adequate scale by the employer and replaced from time to time as may be required as a result of fair wear and tear whilst on duty. The employee must wear the uniform at all times whilst on duty and must keep the uniform in good order and condition and must, at their own cost, replace the uniform if such replacement becomes necessary, other than as a result of fair wear and tear. Uniforms remain the property of the employer at all times, and must be returned by the employee on termination of their employment.
- (b) Employees who are required to attend a fitting for an employer supplied uniform will receive duty credits of 30 minutes, provided that this period will count for pay purposes only and not otherwise for duty hour calculations or limitations.

Schedule A—Domestic Flying**A.1 Allowances****A.1.1 Relocation expenses**

- (a) An employee is entitled to receive payment from their employer of all reasonable expenses incurred by them for the removal of their furniture and personal effects if required to relocate from one base to another base for a period in excess of six months at the direction of the employer.
- (b) Clause A.1.1 applies whether the transfer is permanent or temporary, so long as the actual period of transfer exceeds six months (whether known at the time of initial transfer or not).
- (c) Clauses A.1.1(a) and (b) do not apply when an employee requests to transfer to another base on a permanent or temporary basis.

A.1.2 Uniforms

- (a) If an employer requires employees to wear uniforms, the employer must provide an adequate number of uniforms and replace them from time to time as may be required as a result of fair wear and tear on duty.
- (b) The employee must wear the uniform at all times whilst on duty and must keep the uniform in good order and condition.
- (c) The employee must replace the uniform at their own cost if replacement becomes necessary, except as a result of fair wear and tear.
- (d) Uniforms remain the property of the employer at all times, and must be returned by the employee on termination of their employment.
- (e) Employees who are required to attend a fitting for an employer supplied uniform will receive duty credits of 30 minutes, provided that this period will count for pay purposes only and not otherwise for duty hour calculations or limitations.

<p>B.1.3 Accommodation</p> <p>Employees away from home base on duty will be provided with appropriate accommodation and transport between the airport and hotel.</p> <p>B.1.4 Higher duties</p> <p>Where an employee is required to work in a higher classification on a temporary basis, the employee will be entitled to a higher duties allowance. The allowance will be paid at the rate of the higher position.</p> <p>B.1.5 Passports and visas</p> <p>If an employer specifically requires an employee to obtain a passport and visa(s), the employer must bear all costs associated with the issue of the passport and visa(s).</p>	<p>A.1.3 Accommodation</p> <p>Employees on duty away from home base will be provided with appropriate accommodation and transport between the airport and hotel.</p> <p>A.1.4 Higher duties</p> <p>Where an employee is required to work in a higher classification for a temporary period, the employee will be entitled to payment at the rate of the higher classification for that period.</p> <p>A.1.5 Passports and visas</p> <p>If an employer specifically requires an employee to obtain a passport and visa(s), the employer must bear all costs associated with the issue of the passport and visa(s).</p>
<p>B.1.6 Ground transport allowance</p> <p>(a) A cabin crew member who does not have a car registered with the employer must be provided with transport between the airport and the city office if sign-on occurs between the hours of 2000 and 0730.</p> <p>(b) A cabin crew member who overnights away from home base must be provided transport from airport to overnight accommodation. The employer will arrange such transport to coincide within 15 minutes of the estimated time of arrival of the aircraft.</p> <p>(c) A reserve cabin crew member called out for duty must be prepared to sign on at the airport as early as possible but not later than 90 minutes after receiving the duty call out. Transport to and from the airport at the employer's expense will be made available to the cabin crew member on request if required to sign on within 90 minutes of call out.</p>	<p>A.1.6 Ground transport allowance</p> <p>(a) A cabin crew member who does not have a car registered with the employer must be provided with transport between the airport and the city office if sign-on occurs between the hours of 2000 and 0730.</p> <p>(b) A cabin crew member who overnights away from home base must be provided transport from airport to overnight accommodation. The employer will arrange such transport to coincide within 15 minutes of the estimated time of arrival of the aircraft.</p> <p>(c) A reserve cabin crew member called out for duty must be prepared to sign on at the airport as early as possible but not later than 90 minutes after receiving the duty call out. Transport to and from the airport at the employer's expense will be made available to the cabin crew member on request if required to sign on within 90 minutes of call out.</p>
<p>B.1.7 Flying allowance</p> <p>(a) In addition to the base annual salary, employees will be paid a flying allowance at the rate of 1.68% of the standard rate per hour. The flying allowance will be paid for scheduled block hours only and will not be paid for any flight where employees have not operated as a cabin crew member.</p>	<p>A.1.7 Flying allowance</p> <p>(a) In addition to the minimum weekly rate, employees will be paid a flying allowance of \$12.60 per hour. The flying allowance will be paid for scheduled block hours only and will not be paid for any flight where employees have not operated as a cabin crew member.</p>

<p>(b) The flying allowance applies to cabin crew members if their rostered flying in a roster period is primarily domestic flying.</p> <p><i>Example of how the flying allowance works</i></p> <p>If a cabin crew member’s average scheduled hours in a roster period are approximately 120 hours, of these 120 hours on average about 90 hours would be block hours, that is, the time that the employee is actually operating as a cabin crew member on a flight. Thus in the roster period, in addition to the employee’s base rate of pay, the employee would earn an additional \$1134.00 pay per month (\$12.60 x 90 block hours).</p> <p>NOTE: This is an example only. Scheduled hours and block hours will vary from roster period to roster period.</p> <p>(c) The flying allowance in clause B.1.7 is instead of:</p> <ul style="list-style-type: none"> (i) daily travelling allowance (DTA); (ii) uniform and grooming allowance; (iii) hose allowance; (iv) shoe allowance; and (v) miscellaneous expense reimbursement (MER) allowance. <p>(d) A component of the flying allowance is paid as reimbursement for meals and incidentals (daily travelling allowance). The DTA component is calculated using the Australian Taxation Office travel allowance Table 1 rate for meals and incidentals: divided by 24. The resultant amount is paid for every block hour of duty. At June 2015, the component is \$121.25 = \$5.05 per hour.</p>	<p>(b) The flying allowance applies to cabin crew members if their rostered flying in a roster period is predominantly domestic flying.</p> <p><i>Example of how the flying allowance works</i></p> <p>If a cabin crew member’s average scheduled hours in a roster period are approximately 120 hours, of these 120 hours on average about 90 hours would be block hours, that is, the time that the employee is actually operating as a cabin crew member on a flight. Thus in the roster period, in addition to the employee’s minimum rate of pay, the employee would earn an additional \$1134.00 pay per month (\$12.60 x 90 block hours).</p> <p>NOTE: This is an example only. Scheduled hours and block hours will vary from roster period to roster period.</p> <p>(c) The flying allowance in clause A.1.7 is instead of:</p> <ul style="list-style-type: none"> (i) daily travelling allowance (DTA); (ii) uniform and grooming allowance; (iii) hose allowance; (iv) shoe allowance; and (v) miscellaneous expense reimbursement (MER) allowance. <p>(d) A component of the flying allowance is paid as reimbursement for meals and incidentals (daily travelling allowance). The DTA component is calculated using the Australian Taxation Office travel allowance Table 1 rate for meals and incidentals: divided by 24. The resultant amount is paid for every block hour of duty. At June 2015, the component is \$121.25 = \$5.05 per hour.</p>
<p>B.1.8 Training allowance</p> <p>(a) A cabin crew member appointed as either an in-flight trainer (a cabin crew member appointed for periods of time by the employer for the purpose of in-flight training of trainee cabin crew members) or a ground school trainer (a cabin crew member appointed by the employer to conduct on ground training as required) must be paid per week 9.5% of a cabin crew member’s base rate of pay.</p>	<p>A.1.8 Training allowance</p> <p>(a) A cabin crew member appointed as either an in-flight trainer or a ground school trainer must be paid a training allowance of 9.5% of the cabin crew member’s minimum weekly rate, where:</p> <ul style="list-style-type: none"> (i) in flight trainer means a cabin crew member appointed for periods of time by the employer for the purpose of in-flight

<p>(b) For the purpose of B.1.8(a), the term cabin crew member's base rate of pay refers only to a cabin crew member's base rate of pay and excludes a cabin manager's base rate of pay.</p> <p>B.1.9 Meal allowance</p> <p>(a) The employer must provide meals and/or refreshments on or around the times the meal/refreshments would have been served during the flight the cabin crew member is working.</p> <p>(b) On tours of duty of five or more hours which do not include at least one meal sector, a meal and/or refreshments will be provided where possible in those cases where the cabin crew member does not have access to other catering facilities.</p>	<p>training of trainee cabin crew members; and</p> <p>(ii) ground school trainer means a cabin crew member appointed by the employer to conduct on ground training as required.</p> <p>(b) For the purpose of A.1.8(a), the term cabin crew member's minimum weekly rate refers only to a cabin crew member's minimum weekly rate and excludes a cabin manager's minimum weekly rate.</p> <p>A.1.9 Meal allowance</p> <p>(a) The employer must provide meals and/or refreshments on or around the times the meal/refreshments are served during the flight the cabin crew member is working.</p> <p>(b) On tours of duty of five or more hours which do not include at least one meal sector, a meal and/or refreshments will be provided where possible in those cases where the cabin crew member does not have access to other catering facilities.</p>
<p>B.2 Ordinary hours of work</p> <p>B.2.1 Ordinary hours of work for employees are 1872 hours each year, including attendance caused by flight delays and roster changes. Planned duty hours will be rostered:</p> <p>(a) over 13 roster periods of 28 days of up to 144 duty hours plus reasonable additional hours;</p> <p>(b) over 12 roster periods of a calendar month of up to 156 duty hours plus reasonable additional hours; or</p> <p>(c) over a 14 day roster period up to 72 hours plus reasonable additional hours.</p> <p>B.2.2 Ordinary hours of work for employees include weekends and public holidays. If required by the employer, employees may be required to perform work in any pattern of hours, including work on weekends and public holidays.</p>	<p>A.2 Ordinary hours of work</p> <p>A.2.1 Ordinary hours of work for employees are 1872 hours each year, including attendance caused by flight delays and roster changes. Planned duty hours will be rostered:</p> <p>(a) over 13 roster periods of 28 days of up to 144 duty hours plus reasonable additional hours;</p> <p>(b) over 12 roster periods of a calendar month of up to 156 duty hours plus reasonable additional hours; or</p> <p>(c) over a 14 day roster period up to 72 hours plus reasonable additional hours.</p> <p>A.2.2 Ordinary hours of work for employees include weekends and public holidays. If required by the employer, employees may be required to perform work in any pattern of hours, including work on weekends and public holidays.</p>
<p>B.3 Rostering</p> <p>B.3.1 The employer must prepare a roster for the roster period for full-time and</p>	<p>A.3 Rostering</p> <p>A.3.1 The employer must prepare a roster for the roster period for full-time and</p>

<p>part-time employees showing sign-on and sign-off times, stand-by, duties, rostered days off, flight details, dates and ports of overnight stays.</p> <p>B.3.2 The roster must be provided to employees at least seven days before the commencement of the roster period.</p> <p>B.3.3 The employer may reassign employees an alternative duty at any time during the roster period for an operational reason.</p> <p>B.3.4 With the consent of the employer, employees may exchange duties, stand-by or rostered days off.</p> <p>B.3.5 An employee will not be rostered beyond a maximum of six sectors in any duty period and will not be rostered to work on more than six consecutive days.</p> <p>B.3.6 The employer will make every endeavour to ensure that a cabin crew member has a 20 minute paid meal break at least five hours after sign-on. A cabin crew member's meal break will be assigned on the day taking account of operational needs. Meal breaks can be taken in flight or at turn around but will not affect operations or service delivery.</p>	<p>part-time employees showing sign-on and sign-off times, stand-by, duties, rostered days off, flight details, dates and ports of overnight stays.</p> <p>A.3.2 The roster must be provided to employees at least seven days before the commencement of the roster period.</p> <p>A.3.3 Subject to clause 24, the employer may reassign employees an alternative duty for an operational reason at any time during the roster period.</p> <p>A.3.4 With the consent of the employer, employees may exchange duties, stand-by or rostered days off.</p> <p>A.3.5 An employee will not be rostered beyond a maximum of six sectors in any duty period and will not be rostered to work on more than six consecutive days.</p> <p>A.3.6 Meal breaks</p> <p>The employer will make every endeavour to ensure that a cabin crew member has a 20 minute paid meal break at least five hours after sign-on. A cabin crew member's meal break will be assigned on the day taking account of operational needs. Meal breaks can be taken in flight or at turn around but will not affect operations or service delivery.</p>
<p>B.4 Rostered days off</p> <p>B.4.1 Employees will be entitled to eight calendar days off at home base in each completed 28 day period.</p> <p>B.4.2 Where an employee works on a calendar month roster the employee's days off will be a minimum of nine days off in every month.</p> <p>B.4.3 The employer may contact employees on a rostered day off and request employees to work. The employee may refuse to work if to do so would be unreasonable having regard to:</p> <p>(a) any risk to employee health and safety; or</p> <p>(b) the employee's personal circumstances including any genuine family or carer's responsibilities.</p> <p>B.4.4 The employer may call employees in to undertake duty as required.</p> <p>B.4.5 Where a duty inadvertently infringes a rostered day off, an employee will</p>	<p>A.4 Rostered days off</p> <p>A.4.1 Employees will be entitled to eight calendar days off at home base in each completed 28 day period.</p> <p>A.4.2 Where an employee works on a calendar month roster, the employee's days off will be a minimum of nine days off in every month.</p> <p>A.4.3 The employer may contact employees on a rostered day off and request employees to work. The employee may refuse to work if to do so would be unreasonable having regard to:</p> <p>(a) any risk to employee health and safety; or</p> <p>(b) the employee's personal circumstances including any genuine family or carer's responsibilities.</p> <p>A.4.4 The employer may call employees in to undertake duty as required.</p> <p>A.4.5 Where a duty inadvertently infringes a rostered day off, an employee will</p>

<p>be entitled to a substitute day off which will be assigned on a day agreed with the employee. If agreement on a substitute day off cannot be reached the substitute day off will be assigned in the next roster period.</p>	<p>be entitled to a substitute day off which will be assigned on a day agreed with the employee. If agreement on a substitute day off cannot be reached the substitute day off will be assigned in the next roster period.</p>																																																												
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<p>B.6 Overtime</p> <p>B.6.1 Overtime for domestic flying will be paid as follows:</p> <p>(a) For all time worked in excess of 1872 hours in a year, the cabin crew member will be paid a penalty of 100% additional to the employee's base hourly rate, pro rated for time less than a complete hour.</p> <p>(b) For all time worked in excess of the cabin crew member's roster cycle maximum as specified in clauses B.2.1(a), (b) or (c) as applicable, the cabin crew member will be paid a penalty of 100% additional to the employee's base hourly rate, pro rated for time less than a complete hour.</p> <p>(c) Where unplanned extensions exceed the daily limit, the affected cabin crew member may agree to a further extension. Agreement will also include agreement on an appropriate payment. Such agreement will be made in accordance with clause 8—Facilitative provisions of the award.</p>	<p>A.6 Overtime</p> <p>A.6.1 Overtime for domestic flying will be paid as follows:</p> <p>(a) For all time worked in excess of 1872 hours in a year, the cabin crew member will be paid a penalty of 100% additional to the employee's minimum hourly rate, pro rated for time less than a complete hour.</p> <p>(b) For all time worked in excess of the cabin crew member's roster cycle maximum as specified in clauses A.2.1(a), (b) or (c) as applicable, the cabin crew member will be paid a penalty of 100% additional to the employee's minimum hourly rate, pro rated for time less than a complete hour.</p> <p>(c) Where unplanned extensions exceed the daily limit, the affected cabin crew member may agree to a further extension. Agreement will also include agreement on an appropriate payment. Such agreement will be made in accordance with clause 7—Facilitative provisions of the award.</p>
<p>B.7 Call in and work on days off</p> <p>B.7.1 Employees may elect to work on up to three of their days off within a 28 day period with the consent of the employer. The hours worked will count towards the roster period hourly total.</p> <p>B.7.2 Subject to clause B.7.1 employees may elect to reduce their day off period if the employee wishes to resume their next rostered duties.</p> <p>B.7.3 Rest periods and days off may overlap.</p>	<p>A.7 Call in and work on days off</p> <p>A.7.1 Employees may elect to work on up to three of their days off within a 28 day period with the consent of the employer. The hours worked will count towards the roster period hourly total.</p> <p>A.7.2 Subject to clause A.7.1 employees may elect to reduce their day off period if the employee wishes to resume their next rostered duties.</p> <p>A.7.3 Rest periods and days off may overlap.</p>
<p>B.8 Deadhead</p> <p>B.8.1 Deadhead sector(s) may occur at any stage during a duty period.</p> <p>B.8.2 Employees must deadhead in uniform or carry on board their uniform on every occasion in case employees are required to operate. Employees may be directed to operate on deadhead duty.</p>	<p>A.8 Deadhead</p> <p>A.8.1 Deadhead sector(s) may occur at any stage during a duty period.</p> <p>A.8.2 Employees must deadhead in uniform or carry on board their uniform on every occasion in case employees are required to operate. Employees may be directed to operate on deadhead duty.</p>
<p>B.9 Reserve</p> <p>B.9.1 Any period in a roster that is not assigned as a duty period, rest period, or</p>	<p>A.9 Reserve</p> <p>A.9.1 Any period in a roster that is not assigned as a duty period, rest period, or</p>

<p>rostered day off may be assigned as a reserve duty either at roster build or during the roster period.</p> <p>B.9.2 A reserve duty may be at an airport, home or other location.</p> <p>B.9.3 If employees are on reserve duty (other than an airport stand-by) employees must be contactable and ready to perform duties within 90 minutes of contact. This time limit may be extended in particular circumstances and employees will be advised of any such extensions.</p> <p>B.9.4 Employees may be released from reserve duties at any time.</p> <p>B.9.5 Where the employee has not been assigned a duty before the employee's stand-by period commences and the employee is subsequently called in, the hours elapsed during the planned stand-by period will be credited on a 1:4 basis up to the sign-on for the duty. Such credited hours will count towards the roster period hourly total, but will not be included in any duty period limitation for the purposes of clause B.5.1.</p> <p><i>Example of how the reserve period ratio in this clause works:</i></p> <p>If an employee is rostered to commence reserve duty at home at 0900 hours, and they are called in to work to sign-on at 1100 hours, in respect to the two hours elapsed on stand-by the employee will be credited with 30 minutes towards the roster period hourly total (and zero minutes for the purposes of duty period limitation calculations).</p> <p>B.9.6 Where reserve duty occurs at an airport, all elapsed hours spent on reserve before the allocation of a flying duty will be credited towards the roster period hourly total but not to duty period limitations.</p> <p>B.9.7 Notwithstanding clause B.9.6, where reserve duty occurs at an airport and the employee is rostered to perform primarily domestic flying, all elapsed hours spent on standby before the allocation of a flying duty will be credited towards the roster period hourly total and towards duty period limitations for a call out for domestic flying.</p>	<p>rostered day off may be assigned as a reserve duty either at roster build or during the roster period.</p> <p>A.9.2 A reserve duty may be at an airport, home or other location.</p> <p>A.9.3 If employees are on reserve duty (other than an airport stand-by) employees must be contactable and ready to perform duties within 90 minutes of contact. This time limit may be extended in particular circumstances and employees will be advised of any such extensions.</p> <p>A.9.4 Employees may be released from reserve duties at any time.</p> <p>A.9.5 If an employee commences a planned stand-by period without having been assigned a duty and is subsequently called in, the hours elapsed between the commencement of the stand-by period and the sign-on for the duty must be credited on a 1:4 basis. Such credited hours will count towards the roster period hourly total, but will not be included in any duty period limitation for the purposes of clause A.5.1.</p> <p><i>Example of how the reserve period ratio in this clause works:</i></p> <p>If an employee is rostered to commence reserve duty at home at 0900 hours, and they are called in to work to sign-on at 1100 hours, in respect to the two hours elapsed on stand-by the employee will be credited with 30 minutes towards the roster period hourly total (and zero minutes for the purposes of duty period limitation calculations).</p> <p>A.9.6 Where reserve duty occurs at an airport, all elapsed hours spent on reserve before the allocation of a flying duty will be credited towards the roster period hourly total but not to duty period limitations.</p> <p>A.9.7 Notwithstanding clause A.9.6, where reserve duty occurs at an airport and the employee is rostered to perform predominantly domestic flying, all elapsed hours spent on standby before the allocation of a flying duty will be credited towards the roster period hourly total and towards duty period limitations for a call out for domestic flying.</p>
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<p>Schedule C—Regional Flying</p> <p>C.1 Allowances</p> <p>C.1.1 Uniform and grooming allowances</p> <p>(a) Where uniforms are required by an employer to be worn by a regional cabin crew member, the regional cabin crew member must be reimbursed by an employer for the cost of purchasing the required uniforms, and for the cost of such further replacement items as may be necessary to replace from time to time as a result of fair wear and tear on duty.</p> <p>(b) The provisions of this clause do not apply where the employer elects to provide the uniforms and replacement of items free of charge.</p> <p>(c) A regional cabin crew member must at their own expense replace any uniform items if replacement becomes necessary as a result of conditions other than fair wear and tear.</p> <p>(d) A regional cabin crew member must be paid a uniform and grooming allowance of \$152.13 per month.</p> <p>(e) Casual regional cabin crew members must be paid uniform and grooming allowance at the rate of \$7.00 per day worked.</p>	<p>Schedule B—Regional Flying</p> <p>B.1 Allowances</p> <p>B.1.1 Uniform and grooming allowances</p> <p>(a) If an employer requires a regional cabin crew member to wear uniforms, the employer must reimburse the regional cabin crew member for the cost of purchasing the required uniforms, and for the cost of such further replacement items as may be required as a result of fair wear and tear on duty.</p> <p>(b) The provisions of clause B.1.1(a) do not apply where the employer elects to provide the uniforms and replacement of items free of charge.</p> <p>(c) A regional cabin crew member must replace at their own cost any uniform items if replacement becomes necessary, except as a result of fair wear and tear.</p> <p>(d) A full-time or part-time regional cabin crew member must be paid a uniform and grooming allowance of \$152.13 per month.</p> <p>(e) Casual regional cabin crew members must be paid a uniform and grooming allowance of \$7.00 per day worked.</p>
<p>C.1.2 Travel at employer’s direction</p> <p>(a) Where a regional cabin crew member’s family is travelling at the direction of the employer, the employer will reimburse the regional cabin crew member for the cost of air travel for the regional cabin crew member, the regional cabin crew member’s spouse or de facto partner and dependants under 21 years of age. If a regional cabin crew member or their family are off-loaded overnight the employer will reimburse the regional cabin crew member for transport to and from the airport, appropriate accommodation and meals on each such occasion.</p> <p>(b) Clause C.1.2(a) does not apply when an employer elects to provide equivalent transport and appropriate accommodation free of charge.</p>	<p>B.1.2 Travel at employer’s direction</p> <p>(a) Where a regional cabin crew member’s family is travelling at the direction of the employer, the employer will reimburse the regional cabin crew member:</p> <p>(i) for the cost of air travel for the regional cabin crew member, the regional cabin crew member’s spouse or de facto partner and dependants under 21 years of age; and</p> <p>(ii) if a regional cabin crew member or their family are off-loaded overnight, for transport to and from the airport, appropriate accommodation and meals on each such occasion.</p> <p>(b) Clause B.1.2(a) does not apply when an employer elects to provide</p>

<p>(c) Where a regional cabin crew member, at the employer's direction, is required to undertake travel by means of taxi or public transport, the employer will reimburse expenses incurred in such travel.</p> <p>(d) Clause C.1.2(c) does not apply when an employer elects to provide equivalent transport free of charge.</p>	<p>equivalent transport and appropriate accommodation free of charge.</p> <p>(c) Where a regional cabin crew member, at the employer's direction, is required to undertake travel by means of taxi or public transport, the employer will reimburse expenses incurred in such travel.</p> <p>(d) Clause B.1.2(c) does not apply when an employer elects to provide equivalent transport free of charge.</p>
<p>C.1.3 Uniform fittings in another base</p> <p>(a) A regional cabin crew member who is required to travel to another base for uniform fittings must be reimbursed by the employer for the cost of air travel from home base to the other base and transport between the airport and the premises where the uniform fitting is required.</p> <p>(b) Clause C.1.3(a) does not apply when an employer elects to provide equivalent transport.</p> <p>(c) Uniform fittings where travel to another base is required must take place on a day free of rostered duty (other than a designated day off).</p> <p>C.1.4 Transport provided where regional cabin crew member is away from home base more than 48 hours</p> <p>(a) Where a regional cabin crew member will be away from home base for more than 48 hours the employer must, upon request by the regional cabin crew member, either:</p> <p>(i) provide suitable transport, or reimburse for the cost of suitable transport, between the regional cabin crew member's home and their base airport irrespective of time of departure or return; or</p> <p>(ii) pay the regional cabin crew member an allowance of \$0.78 per kilometre instead of the provision of transport up to a maximum of 30 kilometres each way.</p> <p>(b) Clause C.1.4(a) does not apply when an employer elects to provide the suitable transport free of charge.</p>	<p>B.1.3 Uniform fittings in another base</p> <p>(a) A regional cabin crew member who is required to travel to another base for uniform fittings must be reimbursed by the employer for the cost of air travel from home base to the other base and transport between the airport and the premises where the uniform fitting is required.</p> <p>(b) Clause B.1.3(a) does not apply when an employer elects to provide equivalent transport.</p> <p>(c) Where travel to another base is required, uniform fittings must take place on a day free of rostered duty (other than a designated day off).</p> <p>B.1.4 Transport provided where regional cabin crew member is away from home base more than 48 hours</p> <p>(a) Where a regional cabin crew member will be away from home base for more than 48 hours the employer must, upon request by the regional cabin crew member, either:</p> <p>(i) provide suitable transport, or reimburse the cost of suitable transport, between the regional cabin crew member's home and their base airport irrespective of time of departure or return; or</p> <p>(ii) pay the regional cabin crew member an allowance of \$0.78 per kilometre up to a maximum of 30 kilometres each way.</p> <p>(b) Clause B.1.4(a) does not apply when an employer elects to provide the suitable transport free of charge.</p>

<p>C.1.5 Transport provided on a layover</p> <p>(a) A regional cabin crew member staying at any designated place away from home base must be reimbursed for reasonable costs necessary to transport the regional cabin crew member, between the airport and the place of accommodation.</p> <p>(b) Clause C.1.5(a) does not apply when the employer provides transport free of cost to the regional cabin crew member, between the airport and their place of accommodation and return at the required time.</p>	<p>B.1.5 Transport provided on a layover</p> <p>(a) A regional cabin crew member staying at any designated place away from home base must be reimbursed for reasonable costs necessary to transport the regional cabin crew member, between the airport and the place of accommodation.</p> <p>(b) Clause B.1.5(a) does not apply when the employer provides the suitable transport free of charge at the required time.</p>
<p>C.1.6 Accommodation and meals on a layover</p> <p>(a) General entitlement</p> <p>(i) The employer must reimburse the regional cabin crew member for the cost of appropriate accommodation and meals when the regional cabin crew member is on a layover.</p> <p>(ii) The provisions of this clause do not apply when the employer elects to provide the appropriate accommodation and meals free of charge. If the employer and regional cabin crew member agree, the employer may only provide the appropriate accommodation and pay the regional cabin crew member the allowances in clause C.1.9 instead of providing a meal.</p> <p>(iii) Where appropriate accommodation was not available or provided on the layover in accordance with clause C.1.6(a)(i), a regional cabin crew member will be paid a disability allowance of \$84.97 per night.</p> <p>(iv) If the employer and the regional cabin crew member agree, a regional cabin crew member may arrange and pay for their own accommodation and meals, and the employer will pay an allowance of \$122.75 and be deemed to have discharged the obligations in this clause.</p>	<p>B.1.6 Accommodation and meals on a layover</p> <p>(a) General entitlement</p> <p>(i) The employer must reimburse the regional cabin crew member for the cost of appropriate accommodation and meals when the regional cabin crew member is on a layover.</p> <p>(ii) The provisions of this clause do not apply when the employer elects to provide the appropriate accommodation and meals free of charge. If the employer and regional cabin crew member agree, the employer may only provide the appropriate accommodation and pay the regional cabin crew member the applicable allowances in clause B.1.9 instead of providing meals.</p> <p>(iii) Where appropriate accommodation was not available or provided on the layover in accordance with clause B.1.6(a)(i), a regional cabin crew member will be paid a disability allowance of \$84.97 per night.</p> <p>(iv) If the employer and the regional cabin crew member agree, a regional cabin crew member may arrange and pay for their own accommodation and meals, and the employer will pay an allowance of \$122.75 and be deemed to have discharged the obligations in this clause.</p>

<p>C.1.7 Stopover of four hours or more</p> <p>(a) Where in any tour of duty there is a break of four hours or more between successive flights, an employer must reimburse a regional cabin crew member for the cost of obtaining adequate rest facilities, as appropriate to the area, which allow horizontal rest.</p> <p>(b) The provisions of this clause do not apply when the employer elects to provide the rest facilities free of charge.</p>	<p>B.1.8 Stopover of four hours or more</p> <p>(a) Where in any tour of duty there is a break of four hours or more between successive flights, an employer must reimburse a regional cabin crew member for the cost of obtaining adequate rest facilities, as appropriate to the area, which allow horizontal rest.</p> <p>(b) The provisions of this clause do not apply when the employer elects to provide the rest facilities free of charge.</p>																														
<p>C.1.8 Layover allowance</p> <p>When a regional cabin crew member is on a layover, they must be paid a layover allowance of \$20.14 per layover.</p>	<p>B.1.7 Layover allowance</p> <p>A regional cabin crew member on a layover must be paid a layover allowance of \$20.14 per layover.</p>																														
<p>C.1.9 Meal periods and allowances</p> <p>Where a regional cabin crew member commences a tour of duty from a layover port, which involves duty in excess of 30 minutes in a meal period, as specified below, they must be provided with a meal or paid the appropriate meal allowance.</p> <table border="1" data-bbox="197 837 952 1157"> <thead> <tr> <th>Meal period</th> <th>Time period</th> <th>Allowance</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td style="text-align: center;">\$</td> </tr> <tr> <td>Breakfast</td> <td>0630 to 0800 hours</td> <td>20.19</td> </tr> <tr> <td>Lunch</td> <td>1200 to 1330 hours</td> <td>23.28</td> </tr> <tr> <td>Dinner</td> <td>1800 to 2000 hours</td> <td>52.57</td> </tr> </tbody> </table> <p>C.1.10 Telephone allowance</p> <p>Where an employer requires a regional cabin crew member to have a telephone or paging service, the employer must reimburse the employee the cost of installation or transfer for one telephone or pager at any one base. The employer must also reimburse the employee 50% of the rental charge of that telephone or pager.</p>	Meal period	Time period	Allowance			\$	Breakfast	0630 to 0800 hours	20.19	Lunch	1200 to 1330 hours	23.28	Dinner	1800 to 2000 hours	52.57	<p>B.1.9 Meal periods and allowances</p> <p>Where a regional cabin crew member commences a tour of duty from a layover port, which involves duty in excess of 30 minutes in a meal period, as specified below, they must be provided with a meal or paid the appropriate meal allowance.</p> <table border="1" data-bbox="1220 810 2011 1161"> <thead> <tr> <th>Meal period</th> <th>Time period</th> <th>Allowance</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td style="text-align: center;">\$</td> </tr> <tr> <td>Breakfast</td> <td>0630 to 0800 hours</td> <td>20.19</td> </tr> <tr> <td>Lunch</td> <td>1200 to 1330 hours</td> <td>23.28</td> </tr> <tr> <td>Dinner</td> <td>1800 to 2000 hours</td> <td>52.57</td> </tr> </tbody> </table> <p>B.1.10 Telephone allowance</p> <p>Where an employer requires a regional cabin crew member to have a telephone or paging service, the employer must reimburse the employee:</p> <p>(a) the cost of installation or transfer for one telephone or pager at any one base; and</p> <p>(b) 50% of the rental charge of that telephone or pager.</p>	Meal period	Time period	Allowance			\$	Breakfast	0630 to 0800 hours	20.19	Lunch	1200 to 1330 hours	23.28	Dinner	1800 to 2000 hours	52.57
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C.1.11 Loss or damage to personal effects allowance

- (a) A regional cabin crew member is entitled to claim up to \$1769.00 for loss or destruction of their personal baggage while on a tour of duty. This amount will be varied in accordance with the employer's Condition of Carriage.
- (b) Permanent loss is deemed to have occurred if such baggage has not been recovered within 40 days from the date of loss.
- (c) Any such entitlement will not apply to circumstances in which compensation is payable under the airline's passenger liability provisions.
- (d) The employer must provide standard traveller's baggage and personal effects insurance to the value of \$1564.00 for regional cabin crew members travelling overseas under the employer's direction.
- (e) Where loss of personal baggage occurs to a regional cabin crew member while away from base on duty, they must be reimbursed reasonable expenses incurred.
- (f) Where a payment has been made and the baggage is subsequently recovered, the employer will be entitled to reimbursement of the payment made.

C.1.12 Reimbursement for legal claims allowances

- (a) A regional cabin crew member must be reimbursed by an employer for the monetary amount of any successful legal claim made by any member of the public, passenger or happening against a regional cabin crew member when duly performing their nominated duty, whether efficiently or, as may be subsequently determined, negligently.
- (b) An exception to this is when the regional cabin crew member knowingly performs duty in a manner contrary to law or the employer's policy and direction.

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B.1.12 Reimbursement for legal claims allowances

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- (b) An exception to this is when the regional cabin crew member knowingly performs duty in a manner contrary to law or the employer's policy and direction.

<p>C.1.13 Death benefits allowances</p> <p>(a) An employer will provide each regional cabin crew member with accident insurance for a death benefit only of not less than \$125,186.00 over and above any entitlement available under workers compensation legislation.</p> <p>(b) A regional cabin crew member's entitlement to a death benefit under a superannuation scheme provided by their employer of not less than the amount prescribed in clause C.1.13(a) will satisfy the employer's obligations under this clause.</p> <p>(c) Should an employer's insurer reject a proposal for cover of a regional cabin crew member under clause C.1.13(a), and should the regional cabin crew member be able to obtain insurance, the regional cabin crew member will be reimbursed, upon production of a receipt up to \$312.74 per annum. This will be deemed to discharge the employer's obligation in clause C.1.13(a).</p>	<p>B.1.13 Death benefits allowances</p> <p>(a) An employer will provide each regional cabin crew member with accident insurance for a death benefit only of not less than \$125,186.00 over and above any entitlement available under workers compensation legislation.</p> <p>(b) A regional cabin crew member's entitlement to a death benefit under a superannuation scheme provided by their employer of not less than the amount prescribed in clause B.1.13(a) will satisfy the employer's obligations under this clause.</p> <p>(c) Should an employer's insurer reject a proposal for cover of a regional cabin crew member under clause B.1.13(a), and should the regional cabin crew member be able to obtain insurance, the regional cabin crew member will be reimbursed, upon production of a receipt up to \$312.74 per annum. This will be deemed to discharge the employer's obligation in clause B.1.13(a).</p>
<p>C.2 Hours of work</p> <p>C.2.1 Monthly hours</p> <p>(a) A regional cabin crew member must not fly and the employer must not roster the regional cabin crew member to fly in excess of 100 hours in a 30 day period.</p> <p>(b) Subject to the provisions of clauses C.2 to C.4, regional cabin crew member duty periods will comply with the flight time limitations and rest periods applicable to pilots as prescribed in CAOs Part 48 Section 48.1 as varied from time to time.</p> <p>C.2.2 Weekly hours</p> <p>A regional cabin crew member must not fly and the employer must not roster the regional cabin crew member to fly in excess of 30 hours in a seven day period.</p> <p>C.2.3 Fortnightly hours</p> <p>An employer must not roster a regional cabin crew member to fly when completion of the flight will result in the regional cabin crew member exceeding 90 hours of duty of any nature associated with the regional</p>	<p>B.2 Hours of work</p> <p>B.2.1 Monthly hours</p> <p>(a) A regional cabin crew member must not fly and the employer must not roster the regional cabin crew member to fly in excess of 100 hours in a 30 day period.</p> <p>(b) Subject to the provisions of clauses B.2 to B.4, regional cabin crew member duty periods will comply with the flight time limitations and rest periods applicable to pilots as prescribed in CAOs Part 48 Section 48.1 as varied from time to time.</p> <p>B.2.2 Weekly hours</p> <p>A regional cabin crew member must not fly and the employer must not roster the regional cabin crew member to fly in excess of 30 hours in a seven day period.</p> <p>B.2.3 Fortnightly hours</p> <p>(a) An employer must not roster a regional cabin crew member to fly when completion of the flight will result in the regional cabin crew member exceeding 90 hours of duty of any nature associated with the</p>

<p>cabin crew member’s employment standing alone. For the purpose of this clause duties associated with a regional cabin crew member’s employment include reserve time at the airport, tour of duty, deadhead transportation, administrative duties and all forms of ground training. The operator must designate the day on which the first of the fortnightly periods will start.</p>	<p>regional cabin crew member’s employment standing alone.</p> <ul style="list-style-type: none"> (b) The operator must designate the day on which the first of the fortnightly periods will start. (c) For the purpose of this clause duties associated with a regional cabin crew member’s employment include reserve time at the airport, tour of duty, deadhead transportation, administrative duties and all forms of ground training.
<p>C.2.4 Daily duty hours</p> <ul style="list-style-type: none"> (a) A regional cabin crew member must not be rostered for a tour of duty in excess of 11 hours. (b) A tour of duty already commenced under clause C.2.4(a) may be extended to 12 hours. (c) A regional cabin crew member must not be rostered to fly in excess of eight hours flight time in any one tour of duty. (d) The flight time in a tour of duty already commenced under clause C.2.4(c) may be extended to nine hours. <p>C.2.5 Maximum number of consecutive working days</p> <p>A regional cabin crew member must not be required to work more than six consecutive days.</p> <p>C.2.6 Maximum number of sectors</p> <p>A regional cabin crew member must not operate more than nine sectors in any tour of duty. Where the rest period prior to the commencement of a tour of duty is less than 11 hours, at other than home base, the regional cabin crew member must not operate more than six sectors in that tour of duty. All deadhead travel will count as sectors flown for the purpose of this clause.</p>	<p>B.2.4 Daily duty hours</p> <ul style="list-style-type: none"> (a) A regional cabin crew member must not be rostered for a tour of duty in excess of 11 hours. (b) A tour of duty already commenced under clause B.2.4(a) may be extended to 12 hours. (c) A regional cabin crew member must not be rostered to fly in excess of eight hours’ flight time in any one tour of duty. (d) The flight time in a tour of duty already commenced under clause B.2.4(c) may be extended to nine hours. <p>B.2.5 Maximum number of consecutive working days</p> <p>A regional cabin crew member must not be required to work more than six consecutive days.</p> <p>B.2.6 Maximum number of sectors</p> <ul style="list-style-type: none"> (a) A regional cabin crew member must not operate more than nine sectors in any tour of duty. (b) Where the rest period prior to the commencement of a tour of duty is less than 11 hours, at other than home base, the regional cabin crew member must not operate more than six sectors in that tour of duty. (c) All deadhead travel will count as sectors flown for the purpose of this clause.

<p>C.2.7 Meal breaks</p> <p>A regional cabin crew member must not be required to be on duty for a period in excess of five hours without a 30 minute break free of all duty for a meal. The turnaround time for this break must be not less than 50 minutes. Meal breaks must be scheduled at a port with adequate eating facilities. Where a meal break cannot be taken the regional cabin crew member must be paid an allowance of \$8.68.</p>	<p>B.2.7 Meal breaks</p> <p>(a) A regional cabin crew member must not be required to be on duty for a period in excess of five hours without a 30 minute break free of all duty for a meal.</p> <p>(b) The turnaround time for this break must be not less than 50 minutes.</p> <p>(c) Meal breaks must be scheduled at a port with adequate eating facilities.</p> <p>(d) Where a meal break cannot be taken the regional cabin crew member must be paid an allowance of \$8.68 per missed break.</p>
<p>C.2.8 Days off</p> <p>(a) A regional cabin crew member's days off may only be altered by agreement between the employer and the regional cabin crew member.</p> <p>(b) Where a regional cabin crew member is on temporary assignment away from home base the regional cabin crew member may elect to defer designated days off and in such an event they must, upon return to home base, receive the deferred designated days off.</p> <p>(c) A regional cabin crew member must not be rostered for a tour of duty terminating after 2200 hours on the day preceding a designated day off and must not be rostered to commence duty prior to 0600 hours on the day following the designated day off.</p> <p>(d) Where a tour of duty, rostered to terminate before 2200 hours on the day preceding a designated day off, is extended by delays so that it terminates after 2200 hours, the regional cabin crew member must be regarded as having worked on a designated day off and the provisions of clause C.2.9 will apply.</p> <p>C.2.9 Working on a designated day off</p> <p>(a) A regional cabin crew member will not be required to work on a designated day off. In unforeseen circumstances an employer may request a regional cabin crew member to work on a designated day off. A regional cabin crew member may agree to work on a</p>	<p>B.2.8 Days off</p> <p>(a) A regional cabin crew member's days off may only be altered by agreement between the employer and the regional cabin crew member.</p> <p>(b) Where a regional cabin crew member is on temporary assignment away from home base the regional cabin crew member may elect to defer designated days off and in such an event they must, upon return to home base, receive the deferred designated days off.</p> <p>(c) A regional cabin crew member must not be rostered for a tour of duty terminating after 2200 hours on the day preceding a designated day off and must not be rostered to commence duty prior to 0600 hours on the day following the designated day off.</p> <p>(d) Where a tour of duty, rostered to terminate before 2200 hours on the day preceding a designated day off, is extended by delays so that it terminates after 2200 hours, the regional cabin crew member must be regarded as having worked on a designated day off and the provisions of clause B.2.9 will apply.</p> <p>B.2.9 Working on a designated day off</p> <p>(a) A regional cabin crew member will not be required to work on a designated day off. In unforeseen circumstances an employer may request a regional cabin crew member to work on a designated day off. A regional cabin crew member may agree to work on a</p>

<p>designated day off and will be entitled to:</p> <ul style="list-style-type: none"> (i) a substitute designated day off date within the current roster period or the next roster period as agreed between the employer and the regional cabin crew member; and (ii) an allowance of 13.95% of the standard rate for each day. <p>(b) Substitute designated days off will not accumulate beyond the roster period after the one in which the substitution occurs.</p>	<p>designated day off and will be entitled to:</p> <ul style="list-style-type: none"> (i) a substitute designated day off date within the current roster period or the next roster period as agreed between the employer and the regional cabin crew member; and (ii) an allowance of \$104.63 for each day. <p>(b) Substitute designated days off will not accumulate beyond the roster period after the one in which the substitution occurs.</p>
<p>C.3 Rest periods</p> <p>C.3.1 A tour of duty or period of reserve time at home must be preceded by a rest period on the ground of at least:</p> <ul style="list-style-type: none"> (a) nine consecutive hours embracing the hours between 2200 hours and 0600 hours local time; or (b) 10 consecutive hours. <p>C.3.2 Despite the provisions of clause C.3.1, when an aircraft is scheduled to arrive at such a time that the regional cabin crew member would be free of duty not later than 2200 hours local time and the aircraft is delayed beyond that time, the nine hour rest period prescribed may be commenced up to 2300 hours local time, provided the succeeding tour of duty does not exceed six hours.</p> <p>C.3.3 Where a regional cabin crew member is rostered to fly eight hours or less and that rostered flying has been extended under clause C.2.4(d) up to nine hours the regional cabin crew member must receive a rest period on the ground of not less than:</p> <ul style="list-style-type: none"> (a) nine consecutive hours which must include the hours between 2200 hours and 0600 hours local time, plus one additional hour for each 15 minutes or part thereof by which the regional cabin crew member's tour of duty time exceeds 11 hours; or (b) 10 consecutive hours plus one additional hour for each 15 minutes or part thereof by which the regional cabin crew member's tour of duty time exceeds 11 hours. <p>C.3.4 Where a regional cabin crew member is rostered for a tour of duty of 11</p>	<p>B.3 Rest periods</p> <p>B.3.1 A tour of duty or period of reserve time at home must be preceded by a rest period on the ground of at least:</p> <ul style="list-style-type: none"> (a) nine consecutive hours including the hours between 2200 hours and 0600 hours local time; or (b) 10 consecutive hours. <p>B.3.2 Despite the provisions of clause B.3.1, when an aircraft is scheduled to arrive at such a time that the regional cabin crew member would be free of duty not later than 2200 hours local time and the aircraft is delayed beyond that time, the nine hour rest period prescribed may be commenced up to 2300 hours local time, provided the succeeding tour of duty does not exceed six hours.</p> <p>B.3.3 Where a regional cabin crew member is rostered to fly eight hours or less and that rostered flying has been extended under clause B.2.4(d) up to nine hours the regional cabin crew member must receive a rest period on the ground of not less than:</p> <ul style="list-style-type: none"> (a) nine consecutive hours which must include the hours between 2200 hours and 0600 hours local time, plus one additional hour for each 15 minutes or part thereof by which the regional cabin crew member's tour of duty time exceeds 11 hours; or (b) 10 consecutive hours plus one additional hour for each 15 minutes or part thereof by which the regional cabin crew member's tour of duty time exceeds 11 hours. <p>B.3.4 Where a regional cabin crew member is rostered for a tour of duty of 11</p>

<p>hours or less and that rostered duty has been extended under clause C.2.4(a) up to 12 hours, the regional cabin crew member must receive a rest period on the ground of not less than:</p> <p>(a) nine consecutive hours which must include the hours between 2200 hours and 0600 hours local time, plus one additional hour for each 15 minutes or part thereof by which the regional cabin crew member's flight time exceeds eight hours; or</p> <p>(b) 10 consecutive hours plus one additional hour for each 15 minutes or part thereof by which the regional cabin crew member's flight time exceeds eight hours.</p> <p>C.3.5 Where a regional cabin crew member has commenced a tour of duty of 11 hours or less under clause C.2.4(a) or a tour of duty of eight hours flight time or less under clause C.2.4(c) and the duty exceeds 12 hours or the flight time exceeds nine hours the regional cabin crew member must have, at the completion of the tour of duty, a rest period of at least 24 consecutive hours.</p> <p>C.3.6 Where a regional cabin crew member has completed two consecutive tours of duty, the aggregate of which exceeds eight hours flight time or 11 hours duty time, and the intervening rest period is less than:</p> <p>(a) 12 consecutive hours embracing the hours between 2200 hours and 0600 hours local time; or</p> <p>(b) 24 consecutive hours, if not embracing the hours between 2200 hours and 0600 hours local time,</p> <p>the regional cabin crew member must have a rest period on the ground of at least 12 consecutive hours embracing the hours between 2200 hours and 0600 hours local time or 24 consecutive hours, prior to commencing a further tour of duty.</p> <p>C.3.7 Despite the provisions of clause C.3.6, when an aircraft is scheduled to arrive at such a time that the regional cabin crew member would be free of duty not later than 2200 hours local time and the aircraft is delayed beyond that time, the 12 hour rest period prescribed in clause C.3.6 may be commenced up to 2300 hours provided that the succeeding tour of duty does not exceed six hours.</p> <p>C.3.8 A regional cabin crew member must not commence a flight and an</p>	<p>hours or less and that rostered duty has been extended under clause B.2.4(b) up to 12 hours, the regional cabin crew member must receive a rest period on the ground of not less than:</p> <p>(a) nine consecutive hours which must include the hours between 2200 hours and 0600 hours local time, plus one additional hour for each 15 minutes or part thereof by which the regional cabin crew member's flight time exceeds eight hours; or</p> <p>(b) 10 consecutive hours plus one additional hour for each 15 minutes or part thereof by which the regional cabin crew member's flight time exceeds eight hours.</p> <p>B.3.5 Where a regional cabin crew member has commenced a tour of duty of 11 hours or less under clause B.2.4(a) or a tour of duty of eight hours' flight time or less under clause B.2.4(c) and the duty exceeds 12 hours or the flight time exceeds nine hours the regional cabin crew member must have, at the completion of the tour of duty, a rest period of at least 24 consecutive hours.</p> <p>B.3.6 Where a regional cabin crew member has completed two consecutive tours of duty, the aggregate of which exceeds eight hours' flight time or 11 hours' duty time, and the intervening rest period is less than:</p> <p>(a) 12 consecutive hours including the hours between 2200 hours and 0600 hours local time; or</p> <p>(b) 24 consecutive hours, if not including the hours between 2200 hours and 0600 hours local time,</p> <p>the regional cabin crew member must have a rest period on the ground of at least 12 consecutive hours including the hours between 2200 hours and 0600 hours local time or 24 consecutive hours, prior to commencing a further tour of duty.</p> <p>B.3.7 Despite the provisions of clause B.3.6, when an aircraft is scheduled to arrive at such a time that the regional cabin crew member would be free of duty not later than 2200 hours local time and the aircraft is delayed beyond that time, the 12 hour rest period prescribed in clause B.3.6 may be commenced up to 2300 hours provided that the succeeding tour of duty does not exceed six hours.</p> <p>B.3.8 A regional cabin crew member must not commence a flight and an operator</p>
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<p>operator must not roster a regional cabin crew member for a flight unless during the seven day period terminating coincident with the termination of the flight, the regional cabin crew member has been relieved from all duty associated with their employment for at least one continuous period embracing the hours between 2200 hours and 0600 hours on two consecutive nights.</p>	<p>must not roster a regional cabin crew member for a flight unless during the seven day period terminating coincident with the termination of the flight, the regional cabin crew member has been relieved from all duty associated with their employment for at least one continuous period including the hours between 2200 hours and 0600 hours on two consecutive nights.</p>
<p>C.4 Rosters</p> <p>C.4.1 Cabin crew member rosters will be compiled to cover 14 or 28 day periods and must be provided in writing not less than seven days prior to the commencement of the roster period.</p> <p>C.4.2 A copy of the complete roster must be displayed on the regional cabin crew member notice board prior to the commencement of the roster period.</p> <p>C.4.3 Each roster will specify the regional cabin crew member's designated days off, duty days, tours of duty, flight details, periods of leave and any other form of duty as may be applicable.</p> <p>C.4.4 A rostered tour of duty must not be preceded or followed by a period of reserve duty in any one calendar day.</p> <p>C.4.5 Changes to duties</p> <p>(a) All alterations to rostered duty within the next 48 hours of the roster being provided must be advised as soon as possible and will be confirmed in writing.</p> <p>(b) A regional cabin crew member will only be displaced from rostered duty for the following reasons:</p> <p>(i) disruptions to service;</p> <p>(ii) flight cancellation;</p> <p>(iii) checking or training; or</p> <p>(iv) the operation of any part of this award.</p> <p>C.4.6 Exchange of rostered duty</p> <p>Exchange of duty between regional cabin crew members will be granted by the employer upon the request of regional cabin crew members</p>	<p>B.4 Rosters</p> <p>B.4.1 Cabin crew member rosters covering 14 or 28 day periods must be provided in writing not less than seven days prior to the commencement of the roster period.</p> <p>B.4.2 A copy of the complete roster must be displayed on the regional cabin crew member notice board prior to the commencement of the roster period.</p> <p>B.4.3 Each roster will specify the regional cabin crew member's designated days off, duty days, tours of duty, flight details, periods of leave and any other form of duty as may be applicable.</p> <p>B.4.4 A rostered tour of duty must not be preceded or followed by a period of reserve duty in any one calendar day.</p> <p>B.4.5 Changes to duties</p> <p>(a) Subject to clause 24, all alterations to rostered duty within 48 hours after provision of the roster must be advised as soon as possible and will be confirmed in writing.</p> <p>(b) A regional cabin crew member will only be displaced from rostered duty for the following reasons:</p> <p>(i) disruptions to service;</p> <p>(ii) flight cancellation;</p> <p>(iii) checking or training; or</p> <p>(iv) the operation of any part of this award.</p> <p>B.4.6 Exchange of rostered duty</p> <p>Exchange of duty between regional cabin crew members will be granted by the employer upon the request of regional cabin crew members concerned, provided that regional cabin crew members' ability to complete subsequent</p>

<p>concerned, provided that regional cabin crew members' ability to complete subsequent rostered flying is not affected.</p>	<p>rostered flying is not affected.</p>
<p>Schedule D—International Flying</p> <p>The provisions in Schedule D apply only to cabin crew members when they are rostered to predominantly undertake international flying.</p> <p>D.1 Allowances</p> <p>D.1.1 Relocation expenses</p> <p>(a) An employee is entitled to receive payment from their employer of all reasonable expenses incurred by them for the removal of their furniture and personal effects if required to relocate at the direction of the employer from one base to another base for a period in excess of six months. This subclause applies whether the transfer is permanent or temporary, so long as the actual period of transfer (whether known at the time of initial transfer or not) exceeds six months.</p> <p>(b) This clause does not apply when an employee requests to transfer to another base on a permanent or temporary basis.</p> <p>D.1.2 Uniforms</p> <p>(a) Uniforms required by an employer to be worn by employees must be provided on an adequate scale by the employer and replaced from time to time as may be required as a result of fair wear and tear whilst on duty. The employee must wear the uniform at all times whilst on duty and must keep the uniform in good order and condition and must, at their own cost, replace the uniform if such replacement becomes necessary, other than as a result of fair wear and tear. Uniforms remain the property of the employer at all times, and must be returned by the employee on termination of their employment.</p> <p>(b) Employees who are required to attend a fitting for an employer supplied uniform will receive duty credits of 30 minutes, provided that this period will count for pay purposes only and not otherwise for duty hour calculations or limitations.</p> <p>D.1.3 Accommodation</p>	<p>Schedule C—International Flying</p> <p>The provisions in Schedule C apply only to cabin crew members when they are rostered to predominantly undertake international flying.</p> <p>C.1 Allowances</p> <p>C.1.1 Relocation expenses</p> <p>(a) An employee is entitled to receive payment from their employer of all reasonable expenses incurred by them for the removal of their furniture and personal effects if required to relocate from one base to another base for a period in excess of six months at the direction of the employer. This subclause applies whether the transfer is permanent or temporary, so long as the actual period of transfer exceeds six months (whether known at the time of initial transfer or not).</p> <p>(b) This clause does not apply when an employee requests to transfer to another base on a permanent or temporary basis.</p> <p>C.1.2 Uniforms</p> <p>(a) If an employer requires employers to wear uniforms, the employer must provide an adequate number of uniforms and replace them from time to time as may be required as a result of fair wear and tear on duty.</p> <p>(b) The employee must wear the uniform at all times whilst on duty and must keep the uniform in good order and condition.</p> <p>(c) The employee must replace the uniform at their own cost if replacement becomes necessary, except as a result of fair wear and tear.</p> <p>(d) Uniforms remain the property of the employer at all times, and must be returned by the employee on termination of their employment.</p> <p>(e) Employees who are required to attend a fitting for an employer supplied uniform will receive duty credits of 30 minutes, provided that this period will count for pay purposes only and not otherwise</p>

<p>Employees away from home base on duty will be provided with appropriate accommodation and transport between the airport and hotel.</p> <p>D.1.4 Higher duties</p> <p>Where an employee is required to work in a higher classification on a temporary basis, the employee will be entitled to a higher duties allowance. The allowance will be paid at the rate of the higher position.</p> <p>D.1.5 Passports and visas</p> <p>If an employer specifically requires an employee to obtain a passport and visa(s), the employer must bear all costs associated with the issue of the passport and visa(s).</p>	<p>for duty hour calculations or limitations.</p> <p>C.1.3 Accommodation</p> <p>Employees away from home base on duty will be provided with appropriate accommodation and transport between the airport and hotel.</p> <p>C.1.4 Higher duties</p> <p>Where an employee is required to work in a higher classification for a temporary period, the employee will be entitled payment at the rate of the higher classification for that period.</p> <p>C.1.5 Passports and visas</p> <p>If an employer specifically requires an employee to obtain a passport and visa(s), the employer must bear all costs associated with the issue of the passport and visa(s).</p>
<p>D.1.6 Ground transport allowance</p> <p>(a) A cabin crew member who does not have a car registered with the employer must be provided with transport between the airport and the city office if sign-on occurs between the hours of 2000 hours and 0730 hours.</p> <p>(b) A cabin crew member who overnights away from home base must be provided transport from airport to overnight accommodation. The employer will arrange such transport to coincide within 15 minutes of the estimated time of arrival of the aircraft.</p> <p>(c) A reserve cabin crew member called out for duty must be prepared to sign on at the airport as early as possible but not later than 90 minutes after receiving the duty call out. Transport to and from the airport at the employer's expense will be made available to the cabin crew members on request if required to sign on within 90 minutes of call out.</p> <p>D.1.7 International incidentals allowance</p> <p>When on duty on international flying, cabin crew will be paid an incidentals allowance. The allowance will be paid for each hour or part thereof that the employee is actually flying (block hour). The allowance will be paid at the rate of \$1.75 per block hour.</p>	<p>C.1.6 Ground transport allowance</p> <p>(a) A cabin crew member who does not have a car registered with the employer must be provided with transport between the airport and the city office if sign-on occurs between the hours of 2000 hours and 0730 hours.</p> <p>(b) A cabin crew member who overnights away from home base must be provided transport from airport to overnight accommodation. The employer will arrange such transport to coincide within 15 minutes of the estimated time of arrival of the aircraft.</p> <p>(c) A reserve cabin crew member called out for duty must be prepared to sign on at the airport as early as possible but not later than 90 minutes after receiving the duty call out. Transport to and from the airport at the employer's expense will be made available to the cabin crew members on request if required to sign on within 90 minutes of call out.</p> <p>C.1.7 International incidentals allowance</p> <p>When on duty on international flying, employees will be paid an incidentals allowance of \$1.75 per block hour or part thereof.</p>

<p>D.1.8 International meal allowance</p> <p>When on international flying duty, employees must be provided with all meals. Meals must be of an appropriate standard. The employer may pay an allowance instead of arranging the provision of meals. Such allowance must be of an adequate standard and reflect community norms in the expected quality and adequacy of the meals intended to be covered by the allowance.</p>	<p>C.1.8 International meal allowance</p> <p>When on international flying duty, employees must be provided with all meals. Meals must be of an appropriate standard. The employer may pay an allowance instead of arranging the provision of meals. Such allowance must be of an adequate standard and reflect community norms in the expected quality and adequacy of the meals intended to be covered by the allowance.</p>
<p>D.2 Ordinary hours of work</p> <p>D.2.1 Ordinary hours of work for employees are 1872 hours each year. Planned duty hours will be rostered:</p> <ul style="list-style-type: none"> (a) over 13 roster periods of 28 days of up to 144 duty hours plus reasonable additional hours; (b) over 12 roster periods of a calendar month of up to 156 duty hours plus reasonable additional hours; or (c) over a 14 day roster period up to 72 hours per fortnight plus reasonable additional hours. <p>D.2.2 Ordinary hours of work for employees include weekends and public holidays. If required by the employer, employees may be required to perform work in any pattern of hours, including work on weekends and public holidays.</p>	<p>C.2 Ordinary hours of work</p> <p>C.2.1 Ordinary hours of work for employees are 1872 hours each year. Planned duty hours will be rostered:</p> <ul style="list-style-type: none"> (a) over 13 roster periods of 28 days of up to 144 duty hours plus reasonable additional hours; (b) over 12 roster periods of a calendar month of up to 156 duty hours plus reasonable additional hours; or (c) over a 14 day roster period up to 72 hours per fortnight plus reasonable additional hours. <p>C.2.2 Ordinary hours of work for employees include weekends and public holidays. If required by the employer, employees may be required to perform work in any pattern of hours, including work on weekends and public holidays.</p>
<p>D.3 Rostering</p> <p>D.3.1 The employer must prepare a roster for the roster period for full-time and part-time employees showing sign-on and sign-off times, stand-by, duties, rostered days off, flight details, dates and ports of overnight stays.</p> <p>D.3.2 The roster must be provided to employees at least seven days before the commencement of the roster period.</p> <p>D.3.3 The employer may reassign employees an alternative duty during the roster period for valid operational reasons only.</p> <p>D.3.4 With the consent of the employer, employees may exchange duties, stand-by or rostered days off.</p>	<p>C.3 Rostering</p> <p>C.3.1 The employer must prepare a roster for the roster period for full-time and part-time employees showing sign-on and sign-off times, stand-by, duties, rostered days off, flight details, dates and ports of overnight stays.</p> <p>C.3.2 The roster must be provided to employees at least seven days before the commencement of the roster period.</p> <p>C.3.3 The employer may reassign employees an alternative duty during the roster period for valid operational reasons only.</p> <p>C.3.4 With the consent of the employer, employees may exchange duties, stand-by or rostered days off.</p>

<p>D.3.5 A cabin crew member undertaking international flying is entitled to a 20 minute paid break which will be given within six hours after sign on except in the case of exceptional circumstances. Meal breaks can be taken in flight or at turn around but will not effect operations or service delivery. For every additional four hours of operating flight duty following the first six hours, the employee will be entitled to a further 20 minute paid meal break, the timing of which will take into account operational needs.</p>	<p>C.3.5 Meal breaks</p> <p>A cabin crew member undertaking international flying is entitled to a 20 minute paid break which will be given within six hours after sign on except in exceptional circumstances. For every additional four hours of operating flight duty following the first six hours, the employee will be entitled to a further 20 minute paid meal break, the timing of which will take into account operational needs. Meal breaks can be taken in flight or at turn around but will not affect operations or service delivery.</p>
<p>D.4 Rostered days off</p> <p>D.4.1 Employees will be entitled to eight calendar days off at home base in each completed 28 day period.</p> <p>D.4.2 Where an employee works on a calendar month roster the employee's days off will be a minimum of nine days off in every month.</p> <p>D.4.3 The employer may contact employees on a rostered day off and request employees to work. The employee may refuse to work if to do so would be unreasonable having regard to:</p> <p>(a) any risk to employee health and safety; or</p> <p>(b) the employee's personal circumstances including any genuine family or carer's responsibilities.</p> <p>D.4.4 The employer may contact employees on a rostered day off and request employees to work</p> <p>D.4.5 The employer may call employees in to undertake duty as required.</p> <p>D.4.6 Where an employee is assigned to a duty that commences on a rostered day off in accordance with clause D.4.3, a substitute day off will be assigned on an agreed day with the employee. If agreement on a substitute day cannot be reached the substitute day will be assigned in the next roster period.</p>	<p>C.4 Rostered days off</p> <p>C.4.1 Employees will be entitled to eight calendar days off at home base in each completed 28 day period.</p> <p>C.4.2 Where an employee works on a calendar month roster the employee's days off will be a minimum of nine days off in every month.</p> <p>C.4.3 The employer may contact employees on a rostered day off and request employees to work. The employee may refuse to work if to do so would be unreasonable having regard to:</p> <p>(a) any risk to employee health and safety; or</p> <p>(b) the employee's personal circumstances including any genuine family or carer's responsibilities.</p> <p>C.4.4 The employer may call employees in to undertake duty as required.</p> <p>C.4.5 Where an employee is assigned to a duty that commences on a rostered day off in accordance with clause C.4.3, a substitute day off will be assigned on an agreed day with the employee. If agreement on a substitute day cannot be reached the substitute day will be assigned in the next roster period.</p>
<p>D.5 Duty limitations and rest periods</p> <p>D.5.1 For all international flying the following duty period limitations will apply:</p> <p>(a) Duty time is calculated from the sign-on time for that duty.</p>	<p>C.5 Duty limitations and rest periods</p> <p>C.5.1 For all international flying the following duty period limitations will apply:</p> <p>(a) Duty time is calculated from the sign-on time for that duty.</p>

<p>(b) The maximum duty time will be:</p> <table border="1"> <thead> <tr> <th>Duty type</th> <th>Planned duty hours</th> <th>Unplanned duty hours</th> </tr> </thead> <tbody> <tr> <td>Non-flying duty</td> <td>10</td> <td>N/A</td> </tr> <tr> <td>Standby (standby credits do not count towards duty limitations)</td> <td>12</td> <td>N/A</td> </tr> <tr> <td>Only operating—more than one sector</td> <td>14</td> <td>20</td> </tr> <tr> <td>Only operating—one sector</td> <td>18</td> <td>20</td> </tr> <tr> <td>Operating (must not exceed 14 hours) followed by deadhead</td> <td>18</td> <td>20</td> </tr> <tr> <td>Deadhead followed by operating</td> <td>14</td> <td>20</td> </tr> <tr> <td>Deadhead followed by non-flying duty followed by deadhead</td> <td>14</td> <td>20</td> </tr> <tr> <td>Only deadhead</td> <td>24</td> <td>26</td> </tr> </tbody> </table>	Duty type	Planned duty hours	Unplanned duty hours	Non-flying duty	10	N/A	Standby (standby credits do not count towards duty limitations)	12	N/A	Only operating—more than one sector	14	20	Only operating—one sector	18	20	Operating (must not exceed 14 hours) followed by deadhead	18	20	Deadhead followed by operating	14	20	Deadhead followed by non-flying duty followed by deadhead	14	20	Only deadhead	24	26	<p>(b) The maximum duty time will be:</p> <table border="1"> <thead> <tr> <th>Duty type</th> <th>Planned duty hours</th> <th>Unplanned duty hours</th> </tr> </thead> <tbody> <tr> <td>Non-flying duty</td> <td>10</td> <td>N/A</td> </tr> <tr> <td>Stand-by (stand-by credits do not count towards duty limitations)</td> <td>12</td> <td>N/A</td> </tr> <tr> <td>Only operating—more than one sector</td> <td>14</td> <td>20</td> </tr> <tr> <td>Only operating—one sector</td> <td>18</td> <td>20</td> </tr> <tr> <td>Operating (must not exceed 14 hours) followed by deadhead</td> <td>18</td> <td>20</td> </tr> <tr> <td>Deadhead followed by operating</td> <td>14</td> <td>20</td> </tr> <tr> <td>Deadhead followed by non-flying duty followed by deadhead</td> <td>14</td> <td>20</td> </tr> <tr> <td>Only deadhead</td> <td>24</td> <td>26</td> </tr> </tbody> </table>	Duty type	Planned duty hours	Unplanned duty hours	Non-flying duty	10	N/A	Stand-by (stand-by credits do not count towards duty limitations)	12	N/A	Only operating—more than one sector	14	20	Only operating—one sector	18	20	Operating (must not exceed 14 hours) followed by deadhead	18	20	Deadhead followed by operating	14	20	Deadhead followed by non-flying duty followed by deadhead	14	20	Only deadhead	24	26
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<p>D.6 Overtime</p> <p>D.6.1 Overtime for international flying will be paid as follows:</p> <p>(a) For all time worked in excess of 1872 hours in a year, the cabin crew member will be paid a penalty of 100% additional to the employee's base hourly rate, pro rated for time less than a complete hour.</p> <p>(b) For all time worked in excess of the cabin crew member's roster cycle maximum as specified in clauses D.2.1(a), (b) or (c) as applicable, the cabin crew member will paid a penalty of 100% additional to the employee's base hourly rate, pro rated for time less than a complete hour.</p> <p>(c) Where unplanned extensions exceed the daily limit, the affected cabin crew member may agree to a further extension. Agreement will also include agreement on an appropriate payment. Such agreement will be made in accordance with clause 8—Facilitative provisions of the award.</p>	<p>C.6 Overtime</p> <p>C.6.1 Overtime for international flying will be paid as follows:</p> <p>(a) For all time worked in excess of 1872 hours in a year, the cabin crew member will be paid a penalty of 100% additional to the employee's minimum hourly rate, pro rated for time less than a complete hour.</p> <p>(b) For all time worked in excess of the cabin crew member's roster cycle maximum as specified in clauses C.2.1(a), (b) or (c) as applicable, the cabin crew member will paid a penalty of 100% additional to the employee's minimum hourly rate, pro rated for time less than a complete hour.</p> <p>(c) Where unplanned extensions exceed the daily limit, the affected cabin crew member may agree to a further extension. Agreement will also include agreement on an appropriate payment. Such agreement will be made in accordance with clause 7—Facilitative provisions of the award.</p>
<p>D.7 Reserve</p> <p>D.7.1 Any period in a roster that is not assigned as a duty period, rest period, or rostered day off may be assigned as a reserve duty either at roster build or during the roster period.</p> <p>D.7.2 A reserve duty may be at an airport, home or other location.</p> <p>D.7.3 If employees are on reserve duty (other than an airport stand-by) employees must be contactable and ready to perform duties within 90 minutes of contact. This time limit may be extended in particular circumstances and employees will be advised of any such extensions.</p> <p>D.7.4 Employees may be released from reserve duties at any time.</p> <p>D.7.5 Where the employee has not been assigned a duty before the employee's standby period commencing and the employee is subsequently called in, the hours elapsed during the planned standby period will be credited on a 1:4 basis up to the sign-on for the duty. Such credited hours will count towards the roster period hourly total, but will not be included in any duty period limitation for the purposes of clause D.5.1.</p>	<p>C.7 Reserve</p> <p>C.7.1 Any period in a roster that is not assigned as a duty period, rest period, or rostered day off may be assigned as a reserve duty either at roster build or during the roster period.</p> <p>C.7.2 A reserve duty may be at an airport, home or other location.</p> <p>C.7.3 If employees are on reserve duty (other than an airport stand-by) employees must be contactable and ready to perform duties within 90 minutes of contact. This time limit may be extended in particular circumstances and employees will be advised of any such extensions.</p> <p>C.7.4 Employees may be released from reserve duties at any time.</p> <p>C.7.5 If an employee commences a planned stand-by period without having been assigned a duty and is subsequently called in, the hours elapsed between the commencement of the stand-by period and the sign-on for the duty must be credited on a 1:4 basis. Such credited hours will count towards the roster period hourly total, but will not be included in any duty period limitation for the purposes of clause C.5.1.</p>

<p><i>Example of how the reserve period ratio in this clause works:</i></p> <p>If an employee is rostered to commence reserve duty at home at 0900 hours, and they are called in to work to sign-on at 1100 hours, with respect of the two hours elapsed on standby the employee will be credited with 30 minutes towards the roster period hourly total (and zero minutes for the purposes of duty period limitation calculations).</p>	<p><i>Example of how the reserve period ratio in this clause works:</i></p> <p>If an employee is rostered to commence reserve duty at home at 0900 hours, and they are called in to work to sign-on at 1100 hours, with respect to the two hours elapsed on stand-by the employee will be credited with 30 minutes towards the roster period hourly total (and zero minutes for the purposes of duty period limitation calculations).</p>
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<p>Schedule E—2015 Part-day Public Holidays <i>Provision not reproduced</i></p>	<p>Schedule F—2015 Part-day Public Holidays <i>Provision not reproduced</i></p>
<p><i>Clause inserted - proposed new provision</i></p>	<p>Schedule D—Summary of Monetary Allowances <i>Provision not reproduced</i></p>
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