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QF015/2007

SP:GN

3rd April 2007

❖ NOTICE ❖

TO: ALL ALAEA MEMBERS – QANTAS PERTH

RE: LAMEs WORKING on HIGHER DUTIES as SENIOR LAMES

This morning I was made aware by Qantas of a shortage of labour in Perth in particular in the Senior LAME positions as a number of Senior LAMEs are off work on sick leave.

I have received phone calls from concerned members regarding whether or not a LAME can be directed and compelled to work as a Senior LAME?

To assist us answer the above question we have requested information from Qantas as contained in the attached correspondence.

In the meantime members are reminded to work in accordance with the EBAs, Award, Engineering Maintenance Procedures and company policy.

Stephen Purvinas
Federal Secretary

"To undertake supervise and certify for the safety of all who fly."

GN:SP

3rd April 2007

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cc: James Morley

Dear Sue

Perth Manning – Senior LAMEs – Without Prejudice

This morning I received a phone call from James Morley informing me of a situation that has arisen at Perth ACS. As I understand it from our conversation a number of Senior LAMEs (3) have reported as being sick and have not attended for work today. I have made attempts to contact our Site Representatives this morning but most are on days off and I haven't been able to contact anyone of them at this stage.

I have had a phone call from one of our concerned Perth members who as I understand it has had discussions with local management as to whether or not LAMEs can be "directed" to work in the higher duties of Senior LAME and if they do not desire to, whether or not they have the right of refusal. At this stage we have not given any advice to our members save that we are looking at the problem and need to do some research.

We have perused the EBAs, which do not appear to be definitive on this question however it is clear that anyone who is to work in a Senior LAME position has to be provided with the "approved training". In addition the Licensed Aircraft Engineers (Qantas Airways Limited) Consolidated Award 1994 states:

"12. EMPLOYER AND EMPLOYEE DUTIES

12.1 Duties of employers and employees

12.1.1 *The Company may direct an employee to carry out such duties as are within the limits of the employee's skills, competence and training consistent with the classification structure of this award, provided that such duties are not designed to promote de-skilling.*

12.1.2 *The Company may direct an employee to carry out such duties and use such tools and equipment as may be required, provided that the employee has been properly trained in the use of such tools and equipment.*

"To undertake supervise and certify for the safety of all who fly."

12.1.3 Any direction issued by the Company under this clause is to be consistent with the Company's responsibilities to provide a safe and healthy working environment."

To assist us provide the appropriate advice to our members could you facilitate the provision to the ALAEA of:

1. A copy of the Senior LAME "approved training" pursuant to the Qantas Engineering Procedures Manual and Qantas Policy.
2. A list of all those LAMEs in the port of Perth who have completed the approved training.

Then there remains the question of whether or not (and I paraphrase the award clause 12.1.3), *any direction issued by the Company under this clause in the port of Perth is to be consistent with the Company's responsibilities to provide a safe and healthy working environment.*

Please advise as soon as possible.

Yours truly,



Stephen Purvinas
Federal Secretary