

QF: 046/2007

17th October 2007



25 Stoney Creek Rd Bexley 2207 NSW
Ph: (02) 9554 9399 Fax: (02) 9554 9644
Email: alaea@alaea.asn.au
Web: www.alaea.asn.au
ABN: 84 234 747 620

❖ NOTICE ❖

TO: ALL ALAEA QANTAS MEMBERS ACS

RE: A330 BASE MAINTENANCE ROSTER ACS

During September and October 2006 the ALAEA and Qantas negotiated a new extended hours roster for the A330 crews in Base Maintenance. As part of the process it was agreed that volunteers from Base Maintenance would man the roster. Following posting of the proposed Roster and manning levels, which included Licence coverage for Composite crews, to man the roster in accordance with the proposed Agreement; an Expression of Interest process took place of both LAMEs and AMEs. Upon receiving the EOIs Qantas carried out a selection process and notified applicants of their success or otherwise. A Roster ballot was held of successful candidates only on the grounds that Engineers would not be forced into A330 Crews on A330 Rosters from any area within Qantas Engineering and it was envisaged by Qantas Engineering Management that this would assist ensure a successful vote.

On the 23rd October 2006, the ALAEA and Qantas Airways Limited signed the A330 Base Maintenance extended hours agreement, which was implemented in November 2006. The roster was implemented on a 12-month trial basis with final vote to be taken in November 2007.

The ALAEA is of the opinion that A330 crews have worked diligently in spite of overwhelming negative odds, some of which include the lack of Licence coverage, training for A330 personnel, under manning of the roster, employees not being able to take leave, and Qantas expectation that A330 crews should work unreasonable amounts of overtime.

Of particular concern has been the lack of Licence coverage and training for A330 personnel. Qantas have attempted to rectify the situation by the use of A330 Licenced staff from other areas of Qantas Engineering within Sydney, however this has also fallen short of expectation and resulted in its own difficulties including maintenance errors and Human Factor defects.

Concerned members have advised the ALAEA that volunteers have been called to fill A330 Licence "secondments" within Base maintenance from SIO and SDT on a temporary basis. The ALAEA has not agreed to this at this time and inform members of the following paragraph from the A330 Base Maintenance Extended Hours agreement:

"With regard to A330 crew in Sydney Base Maintenance, the company will undertake in the first instance to open opportunities for transfer to this roster on a voluntary basis.

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

If there are insufficient volunteers, the company commits to then discuss the next options in the process with the employee group and the ALAEA. Any changes to the volunteer manning arrangement shall be negotiated with the employee group and the ALAEA and subject to the approval of the majority of employees proposed to be affected."

As stated above the ALAEA has not agreed to any changes of this agreement and informs members that they are under no obligation to accept posting/ secondment on a voluntary basis or otherwise to Base Maintenance Sydney to work the A330 Roster.

The overall lack of A330 coverage globally is a major problem that Qantas management has failed to adequately address.

The ALAEA has attempted to communicate to Qantas Management on numerous occasions the above problems. Our calls have fallen on deaf ears in spite of recognition by several ACS Managers of the above problems including the Group General Manager ACS, Murray Harris, who on the 30th January 2007, gave the following evidence under oath in the Australian Industrial Relations Commission in matter number C2006/3250 to questions asked by the ALAEA's Solicitor, Lisa Doust, as follows:

**** MURRAY ATWELL-HARRIS

XXN MS DOUST

PN1632

You talk there about it not meeting the ongoing operational requirements of the business?---*Yes.*

PN1633

Can you just tell me - perhaps you might tell me in point form what are those operational requirements?---*In each of the ACS ports that we have adequate licence coverage and experience to make sure that the operational needs of the business are met.*

PN1634

In Sydney ACS, do you have licence coverage problems?---*Yes, we do.*

PN1635

Which licences do you have a problem with?---*A330 is probably the main one at the moment.*

PN1636

Any secondary?---*No. That's the main one that we have issues with.*

PN1637

Can I just clarify so that we're absolutely clear about it? Are you saying that you have problems with licence coverage in any area other than A330s?

---*Look, we always have licence coverage issues and again project lighthouse is designed to make sure that we optimise the licence coverage in each of the ACS ports going forward, so there's always peaks and troughs in licence coverage and issues with licence coverage that need to be carefully managed.*

PN1638

You currently have training programs in place to extend your licence coverage in Sydney ACS?---*Yes, we do.*

PN1639

What are those training programs?---*I'd have to refer back to the training programs themselves. I again don't carry that sort of information around with me.*

PN1640

You say the A330 - sorry, I'll just go back a little bit. I asked you what the operational requirements were referred to in paragraph 22. Now, I think you said that that really refers to licence coverage and were there any other issues contained within that?---*Well, licence coverage and experience are the main ones and obviously as you move through the teams and the way the business is structured, leadership is obviously an issue, to make sure that we have the right people running the business at the various levels of leadership, but certainly licence coverage, experience and leadership capability."*

Despite the evidence given above the A330 Licence coverage shortfall to meet operational requirements remains.

We understand that a meeting of A330 Base Maintenance team members is to be held on the 24th October 2007 with Qantas Management and the ALAEA advises members to raise their concerns to Management at this time.

Qantas Engineering Management is yet to consult the ALAEA in regard to the future of the A330 Roster agreement and the ALAEA has written to Qantas requesting a meeting. We envisage the meeting with Qantas would take place following the scheduled meeting on the 24th October with A330 Base Maintenance team members.

The ALAEA intends to hold a ballot of affected members as soon as any proposed solutions are made to us, or around the beginning of November should no proposals be forthcoming on the future of the A330 agreement.



Wayne Vasta 
Assistant Federal Secretary