

19 December 2007

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TO: ALL QANTAS MEMBERS

RE: CERTIFICATE IV TRAINERS

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

Some members will be aware of an ongoing dispute between Qantas Airways Limited and ALAEA members that hold a certificate IV qualification. There has been correlation made between Cert IV holders and PCT trainers during this dispute by members and to be fair to both groups it is important to clarify the fundamental differences between the two. Certificate IV holder's carry out training and assessment on ground equipment, aircraft procedures, i.e. Towing, flight deck familiarisation etc. Training and assessment of staff involved in aircraft maintenance procedures has been where correlation is evident, the difference is that Cert IV holders create and take responsibility for the training package they use.

In March 2004 Qantas Engineering Management in Base Maintenance Sydney recognised the important contribution made by Certificate IV holders and as such agreed to a payment for the holders of this qualification on the day they trained. The agreement struck realised payment in the form of Senior 1 allowance any day of training.

Subsequently following a change of management it was decided that this payment would no longer apply, effectively renegeing on an agreement made between the company and the ALAEA in 2004.

The ALAEA was perplexed by Qantas management's decision and contacted management to have the agreement honoured. Unfortunately management were not responsive and the ALAEA had the matter brought before the Commission for conference on the 20th November 2007. As a result of discussions with Qantas IR and People Management, Qantas have made it clear to the ALAEA their position is "carrying out Certificate IV training is voluntary and if the guys are not happy about not being paid that they do not have to do it." The ALAEA refutes that Cert IV trainers in Base Maintenance Sydney were called in by their manager twelve months ago and told they would not be paid and that they have not been paid for carrying out these duties in the last twelve months.

Commissioner Thatcher recommended that a further conference be convened as soon as practicable and directed Qantas to find the appropriate documentation pertaining to when the applicants were last paid higher duties for carrying out training.

As stated by Qantas, Certificate IV training is voluntary and as such it is the ALAEA's view that members should not conduct any Cert IV training unless they are paid the allowance.

The ALAEA will continue resolving the matter through the Disputes Resolution procedure and have the matter progressed with the Commission's assistance again as soon as practicable. Hopefully Qantas management will see the error of their ways and restore the payment, failing that or if required, the ALAEA will seek arbitration in the AIRC to reverse this unfair act.

Wayne Vasta

Assistant Federal Secretary

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