

QF: 011/2008

24<sup>th</sup> January 2008



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# ❖ NOTICE ❖

**TO: QANTAS MEMBERS**

**RE: ONE MAN PUSHBACKS – AIRC Proceedings**

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As a result of proceedings before the Australian Industrial Relations Commission an agreement, as contained in the attached statement of the Commission, has been reached. As a result the ALAEA formally withdraws our previous Notice dated 21 January 2008 (QF: 009/2008) on this issue and the direction contained therein.

**The ALAEA recommends that all aircraft pushbacks be carried out by a minimum of two engineers until a full review of procedures is concluded and the appropriate equipment and training provided.**

Members would be aware that the introduction of the single LAME pushback efficiency was agreed by the ALAEA and Qantas as part of the "Workchange Project" with provisos being that such pushbacks would only be implemented where it was safe to do so, appropriate training, procedures and equipment provided and working effectively. Although Qantas have taken steps to test and supply new equipment such as cordless headsets, all of the above conditions have not yet been met.

In the interest of preventing an imminent risk to ALAEA member's personal safety, prospective damage to aircraft and risk to passenger's safety, for which a LAME maybe held accountable and face disciplinary action, including dismissal, the ALAEA reiterates the previous recommendation to members as highlighted above.

LAMEs should exercise their discretion accordingly and note that as contained in the attached agreement a request for the 2<sup>nd</sup> person will not be unreasonably refused by Qantas.

STEPHEN PURVINAS  
Federal Secretary

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

## AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION

*Workplace Relations Act 1996*

s.496(1) application for order against industrial action (federal system)

**Qantas Airways Limited**

and

**The Australian Licenced Aircraft Engineers Association**  
(C2008/2178)**LICENSED AIRCRAFT ENGINEERS (QANTAS AIRWAYS LIMITED)**  
**ENTERPRISE AGREEMENT VII**  
(AG2005/4776)  
[AG840856]

Airline operations

COMMISSIONER LAWSON

SYDNEY, 23 JANUARY 2008

*alleged threat of industrial action.***STATEMENT**

[1] Below is a Joint Statement of the parties to an application for s.496 orders against threatened, impending or probable industrial action by the Australian Licensed Aircraft Engineers Association (ALAEA) and employees of Qantas Airways Limited (Qantas) employed in providing aircraft customer service.

[2] Proceedings in relation to the application commenced on 23 January 2008. Following opening submissions the proceedings adjourned into private conference. During the adjournment, the parties negotiated the following joint outcome:

- "1. The ALAEA will forthwith withdraw their direction dated 21 January 2008.*
- 2. The ALAEA will reissue their Recommendation to members to consider using 2 engineers on pushbacks.*
- 3. The engineer responsible for the pushback may request a second engineer if necessary to assist with identifying clearances or wing walking.*
- 4. The request for a second engineer will not be unreasonable refused. Where an engineer constantly requests a second engineer in all circumstances then this would need to be identified why and what would need to be done.*

5. *This will not affect particular locations at ports which have previously been identified as usually requiring 2 engineers.*

6. *The ALAEA and Qantas will meet to review this position after the new equipment (cordless headsets) is introduced."*



*Appearances:*

*H.J. Dixon (SC) with D. Perry and J. Morley for the Applicant  
S. Purvinas with G. Morris for the ALAEA*

*Hearing details:*

2008.  
Sydney  
January, 23.