

QF: 005/2009

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❖ NOTICE ❖

TO: QANTAS MEMBERS

RE: A380 COURSE SELECTION

In the past few weeks ALAEA Executive members and our office have received numerous enquiries regarding the selection of candidates for A380 training in Melbourne. The nature of the enquiries has been wide and varied and often the views of one member have conflicted with the opinions put forward by others. The selection of candidates for training has always been contentious and so long as our member's careers can be so adversely affected by bad choices, there will be ongoing quarrels.

The ALAEA position towards training selection has been based on some simple ideals that have grown from the informal arrangements that many of us will remember when leading hands selected those for training based on whose turn it was. Unfortunately these days Qantas and many companies have exponentially expanded their HR and IR departments with these employment experts constantly applying their university learned expertise to areas where they are not needed. As a result, the application of common sense for training selection has been replaced with interviews, performance based marking systems and other impracticable means of determining selection.

The ALAEA raised objections to the new systems and as most would be aware, a clause for a set course selection criteria was inserted in EBA 8 for the parties to develop an agreed system for A380. When preliminary discussions reached an impasse, assistance was sought from the AIRC and convened by Vice President Watson. Our opening position was for our input to equate to 50% of the means to determine who would be selected and this was to be based predominantly on time since last course. The company wanted more input than us and sought to limit the weight given to previous training allocation. The Vice President suggested that rather than demand our portion remain at 50%, we should consider allowing this portion to be reduced but for the ALAEA to have a greater say in how the company ranks applicants in its scored system.

We accepted this concept and agreed that the on the job scored component could equate to 75% of the total mark subject to one condition. If applicants were not marked to their full potential, they needed to know why and how they could improve to attain full marks. This position was agreed and the parties developed a formal marking sheet with areas marked out

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

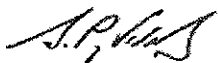
of 5 and the inclusion of a justification column to ensure that this transparent process would be followed.

Alarms were raised with us several weeks ago when members reported that they would not be informed of their score and applicants should not receive more than 3/5 (60% of their full working potential) without a justification for a higher mark. At no stage did Qantas explain that a marker who rated an applicant at 60% (3/5) or even 80% (4/5) of their full capacity should explain to that person why they didn't rate higher and how they could improve. We consider that Qantas have not complied with the agreed position and are now manipulating the system by artificially ranking applicants lower than they deserve in order to bypass any practical effect of the 25% allocated to time since previous training.

To make matters worse, the trial of the new system was agreed to be in place for the first Melbourne A380 course selections only. It was widely known that 5 positions would be available. We have now be advised that 13 interim selections have been made under the agreed trial provisions. As there are only a maximum number of 12 seats in each classroom, this clearly demonstrates that Qantas do not intend to honour the agreed terms.

Discussions with management regarding these selections are ongoing and any rumour or innuendo that involves names should be disregarded. We have not been told who has been selected and do not endeavour to find out until the process is concluded. The concern of the ALAEA is only to have in place a fair and transparent process that allows access to this and future training for all with preference for those who have waited longer. We do not like the on the job marking system but acknowledge that a compromise requires movement from both parties and there will be aspects of the compromise that each is not happy about. Unfortunately Qantas want it all their way.

The ALAEA have a backup plan that will be rolled out in the goodness of time should Qantas continue to dishonour the terms and intent of the Agreement made in the AIRC.



STEVE PURVINAS
Federal Secretary