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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: QANTAS MEMBERS

RE: A380 COURSE SELECTION PROCESS

As part of the introduction of the A380 aircraft, there was a requirement for the ALAEA to negotiate a payment for the training and other associated clauses regarding the introduction of the new type into the Qantas fleet. During those negotiations, we were concerned that access to this training would only be given to a chosen few as selected by Qantas management. A clause was inserted into the introduction document that required a joint selection process to be developed between the parties and subsequently this clause formed part of EBA VIII.

After some differing of opinion on how this clause should operate when the first selections were made in Sydney, the matter was referred for conciliation to Fair Work Australia's Vice President Watson for advice. VP Watson made it clear early on that a true jointly developed criteria would have some aspects that were pleasing to the company and others that were based on long standing union principles. The ALAEA's opening position on the selection was that 50% (our share) should be calculated simply by measuring the time since previous training. Qantas argued that selection should be based on performance and this needed to be scored at an interview with that component equalling 80% of the mark. After some debate, Qantas would not move to a position where 50% of the total score was based on the ALAEA's ideals. VP Watson suggested that rather than increasing our component, we should have a greater say in the way the company scores staff when measuring their on the job performance.

Although opposed to the notion of interviews, scores and other components that could be highly subjective, we did want a fairer system implemented than the current policy that allowed staff to be constantly overlooked when a manager selects his favourites at the exclusion of less prominent employees. Our input to the company component saw a move away from interviews to an on the job assessment as marked by an employee's immediate superior. VP Watson also made it clear that the marking system should be completely transparent with applicants having the ability to view their scores, to have a full explanation on how they could improve if top marks weren't achieved and a right to appeal if dissatisfied. The parties settled on an input of 25% based on time since last training and 75% on the marks allocated by the on the job assessment. A joint score sheet was developed with an area for comments so each potential candidate could see how they went.

The system was recently trialled in Melbourne and a number of teething problems were noted. The introduction of such a system will always encounter issues that need to be addressed and with such a highly emotive question as course selection, it is only natural that the employees who miss out will

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

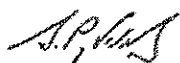
think that the selection process is flawed. The ALAEA however is pleased that we are moving away from a "jobs for the boys" system and recognition is now in place for those candidates who have waited their turn leaving us with a better system than before.

The ALAEA are still concerned that the on the job scores can be manipulated by unfairly inflating the marks of some candidates at the expense of a "quiet achiever" thus keeping the average across a particular crew level. We suggest that every employee who is not selected should demand a review by your marker including full disclosure of your score sheet with comments attached. If you have not achieved 5/5 for any particular on the job aspect, your marker should be able to explain why and how you can improve. If your score is less than 4/5, it would be expected that the boss should be able to give specific examples of opportunities that you have missed to demonstrate your value within your workplace. As a general rule, the ALAEA considers that in nearly all cases, a Qantas LAME is an overachiever and should average at least 4/5 for his on the job performance unless he has been given prior notice that there is room for improvement.

The ALAEA have permitted Qantas to continue use of this system for 380 course selections in Sydney for this round only. The rules governing this selection process are as follows –

- Lames to be marked by Seniors, Seniors to be marked by Supervisors or DMMs as applicable, Supervisors to be marked by DMMs, DMMs to be marked by Ops Managers.
- Full transparency to be allowed to prevent score manipulation.
- Internal full type courses to be considered equal to company recognised external courses as each takes up space in a quota controlled pay system.
- Half courses and differences training not to be included.
- Time since previous course as of the date of EOI release - 0-3 years 0%, 4 years 5%, 5 years 10%, 6 years 15%, 7 years 20%, 8 plus 25%.
- Date of course calculated at time recognised in EQ.
- New employees with existing licences to be calculated from Qantas starting date.
- Other operator types (777, 320) only to be included if currently being paid for licence.

As is demonstrated, the system is intended to give a big kick to those employees who have been overlooked for training over an extended period of time. It is not perfect because our natural engineering views of measurement are offset by some rather obtuse views from people in HR and other back office positions. We do hope that the course selection criteria will open up opportunities for all deserving candidates and I wish you all good luck in the coming selections. Where a member is unsuccessful in selection for training they may appeal in accordance with QF Appeals process and ultimately we can have the matter determined by the AIRC (now Fair Work Australia).



STEVE PURVINAS
Federal Secretary