

Question on notice no. 10

Portfolio question number: EEC-AE22-010

2021-22 Additional estimates

Education and Employment Committee, Attorney-General's, including Industrial Relations matters Portfolio

Senator Louise Pratt: asked the Attorney-General's Department on 16 February 2022—

Senator PRATT: I'd like to focus on the impact of Qantas's decision on what I understand are referred to as group 1 international cabin crew. They are our longest-serving, most loyal staff. Many group 1 cabin crew have served Qantas for 20 years, others even longer. Most of them are women. Are you familiar with the enterprise agreement?

Mr Hehir: I'm aware that there is a separate enterprise agreement, yes. I'm not familiar with it.

Senator PRATT: Are you aware of the relevant modern award?

Mr Hehir: I'm not aware of the detail of it.

Senator PRATT: Would you know what the gap is between the enterprise agreement's base rate and the award?

Mr Hehir: Not offhand. I'd have to take that on notice.

Senator PRATT: The EBA has \$73,700 and the award is \$45,864. I know that this is an area that Senator Sheldon has spent much of his working life on-working with Qantas and other TWU members-so I'm happy to hand the call to him now.

Senator SHELDON: We're seeing that a number of people are being forced off the enterprise agreement onto the award. A worker employed as a group 1 flight attendant would have their pay cut by \$27,836. That's how it works, isn't it?

...

Senator SHELDON: The difference between the enterprise agreement and the award that covers the area for group 1 flight attendants; is it \$27,836?

Senator Cash: Is that a statement you are making?

Senator SHELDON: No, it's a question. We've just given you the figures for group 1 flight attendants-

Senator Cash: We'll take it on notice to confirm whether or not that is the case, but I'll take it at face value that you are not misrepresenting that.

Mr Hehir: The qualifier to that is that I don't know what conditions may have been rolled in to reach that figure.

Answer —

Please see attached answer.

SENATE STANDING COMMITTEE ON EDUCATION AND EMPLOYMENT

ADDITIONAL ESTIMATES 2021 - 2022

Attorney-General's Department

EEC-AE22-010 - Qantas cabin crew enterprise agreement and award

Senator Louise Pratt asked the following question on 16 February 2022:

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Mr Hehir: The qualifier to that is that I don't know what conditions may have been rolled in to reach that figure.

The response to the honourable senator's question is as follows:

The Attorney-General's Department is not able to directly compare base rates of pay between the *Flight Attendants' Association of Australia- International Division, Qantas Airways Limited and QF Cabin Crew Australia Pty Limited Enterprise Agreement 2017 (EBA 10)* ('the agreement') and the *Aircraft Cabin Crew Award 2020* ('the award'). However, the department has identified the follow salary rates provided for in the agreement and the award to assist the Committee.

The agreement provides salary rates for flight attendants employed by Qantas Airways Ltd (Part 1 of the agreement) of between \$57,604.42 and \$73,728.43 per annum, depending on length of service. This was calculated by multiplying the hourly rate by 1188.21 (the calculation

rate provided in the agreement). The wage rates specified in the agreement are inclusive of shift loadings, public holiday penalties and annual leave loading.

The agreement provides salary rates for employees of QF Cabin Crew Pty or Transfer Employees (Part 2 of the agreement) of \$47,264 per annum for flight attendants, which is inclusive of allowances for grooming, uniform maintenance, language utilisation (where applicable), miscellaneous expenses, annual leave loadings, shift loadings and public holiday loadings.

As the agreement salary rates are inclusive of various loadings and allowances they are not directly comparable with the minimum pay rates in the award. The award provides for a minimum salary of \$46,084.50 per annum for cabin crew members, which includes flight attendants. This was calculated by multiplying the minimum weekly rate of \$882.00 by 52.25. In addition, the award provides for annual leave loading of 17.5% per hour for the first 28 of 42 days' annual leave falling due each year as well as a range of other allowances, for example allowances for staff rostered to undertake regional or international flying.

Without knowing a specific employee's roster, length of service, and whether the employee is engaged by Qantas Airways Ltd or QF Cabin Crew Pty Ltd the department cannot make a like-for-like comparison between the agreement and award rates of pay.