



Restoring Wages

Same Job Same Pay

In December 2023, legislation enacted, Closing Loopholes Bill included the Same Job, Same Pay (SJSP).

The SJSP approach allows unions to request that the Fair Work Commission (FWC) to implement orders to ensure permanent employees on an enterprise bargaining agreement (EBA) .

The legal framework includes severe penalties for underpaying wages and industry-related fatalities due to manslaughter.

Labour unions have endorsed the amendments despite opposition from business organisations predicting financial doom.

Reinstating worker rights, the legislation aims to promote fairness and equitable practices.

These laws will apply to airlines or any employer that uses labour-hire companies or subsidiary companies when staff wear the same uniform and do the same job but are underpaid.

Our Proposal

The FAAA has a war chest that will be used to restore equity in the workplace.

Our strategy utilises the full scope of the legislation lawfully and sensibly to ensure that the multi-tiered pay structure adheres to the SJSP standards brought to the FWC. We will be using the full extent of the law and do what is lawful and reasonable to ensure the multi-tier system of a Same Job Same Pay is brought to the FWC.