



Shorthaul Policies

Four Pay Structures – Same Job, Same Pay

The Fair Work Legislation Amendment (Closing Loopholes) Bill 2023 passed through the Senate on 7 December 2023.

There is a four-tier system of pay for those flying with Qantas domestic. The complexity is even worst with multiple pay and condition structures in MAM.

Altara crew are not paid a Daily Travel Allowance (DTA), this must be reviewed and actioned.

All crew perform the same work and wear the same uniform, and thus, they deserve what they are worth.

Our Proposal

We will take the necessary action and lodge with the Fair Work Commission (FWC) what is called the 'Regulated Labour Hire Arrangement Order' in order to ensure a 'full rate of pay' that would be paid to employees.

Secondments – 2 to 3 year transfers between SH and LH

Many crewmembers are interested in switching between the short-haul and long-haul divisions, but since the change is permanent, they're hesitant to make the move. People's needs can evolve over time, and the airline could support this by offering more adaptable options.

A solution could be temporary job swaps called secondments, which last for a specific time and benefit both the airline's requirements and the crew personally. Still, we must consider wages and work conditions to ensure these swaps are workable.

Our Proposal

We suggest setting up 2 to 3-year secondments after discussions with the airline.

Transparency Between Division Flying

There's a common feeling among our cabin crew that international flying is taking a lot of domestic flying. People are mostly in the dark about why this is happening.

Our Proposal

We plan to put forward a plan that will alleviate crew concerns to management. In the interest of transparency, Divisional Flying arrangements are fully accessible to cabin crew.

Festive Season Days Off

Currently, around 27 years of flying is required to have Christmas Day off. How do we address this issue more equitably and fairly while not undermining seniority?

Our Proposal

As an example, a rotating allocation of duty may well be once every five years. We will work with the Planning and Scheduling Committee to determine the cycle, and this will be put to the crew membership to either accept or decline the proposal.

Trip Swap and Drop Trips

The option to swap or drop flights for SH crew is currently restricted, which disrupts the work/life balance between their flying and personal lives and could be costly for the airline. The current practice where you only have a small 48hr window after bids are published to drop and pick up duties. Currently LH crew have a trip swap system built into Webcis that allows crew to swap trips at any stage during the active bid period.

Our Proposal

We will fight to give crew members the flexibility to trade flights or drop, not just when the roster is first released but throughout the entire bid period. We will advocate and fight to give crew members the flexibility to trade and drop trips during the entire active bid period.

Peak Hour Traffic for CityFlyer

There's a really high need for more cabin crew because we're running with fewer members on the Boeing 737 flights. We also need help handling luggage when we have aircraft full of passengers.

Our Proposal

During peak hours, CityFlyer to increased from 4 to 5. By doing this, we can make better use of our extra crew by having them ready to step in when needed, which means more work for our crew, and more people will likely join the Union from Altara and MAM.