

ENTERPRISE AGREEMENT

NO: E.A. 34 /1993

DATE REGISTERED: 8 - 3 - 93

PRICE: \$ 48 - 00

SECTION 126 INDUSTRIAL RELATIONS ACT 1991

NURSES (QANTAS AIRWAYS LIMITED) ENTERPRISE AGREEMENT

CLAUSE 1 - PARTIES TO THE AGREEMENT

An Enterprise Agreement, made in pursuance of the NSW Industrial Relations Act 1991 in accordance with the provisions of Section 115 - 142 of the said Act, entered into between

Qantas Airways Limited of the one part

And

New South Wales Nurses Association

of the other part

It is agreed by the parties as follows:-

CLAUSE 2 - TITLE

This Agreement shall be known as the Nurses (Qantas Airways Limited) Enterprise Agreement.

CLAUSE 3 - INTENTION

The Agreement shall only apply to employees in the occupation of Occupational Health Nurse situated at Mascot, Sydney, N.S.W.

CLAUSE 4 - DURESS

This Agreement was not entered into under duress by any party to it.

CLAUSE 5 - INCIDENCE

The Agreement shall regulate partially the terms and conditions of employment previously regulated by the Nurses (Qantas Airways Limited) Award.

Apart from Clauses 6 and 7 specified in this Agreement, all other clauses of the Award shall apply.

CLAUSE 6 - RATES OF PAY AND ALLOWANCES

In consideration of the undertakings between the parties set out in Schedule 1 hereto, the following shall apply:-

(a) Wages, salaries and allowances shall be increased in accordance with pages 7 and 8 of Schedule 1.

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- (b) With effect from the date of registration of this Agreement, the rates will be those set out in Column 1 of Schedule 2.
- (c) Wages, salaries and allowances shall be increased by a further 2.5% with effect from 1st July, 1993. Those rates are set out in Column 2 of Schedule 2.

This adjustment will be capable of further increases only in significantly changed circumstances, unknown to the parties at the time of negotiation.

- (d) Wages, salaries and allowances may only be further adjusted in accordance with Section (4) on page 8 of Schedule 1 to this Agreement.
- (e) No wage increase arising out of a State Wage Case during the life of this Agreement shall apply.

CLAUSE 7 - DISPUTES/GRIEVANCE SETTLEMENT PROCEDURE

- (i) Where a dispute, difficulty or grievance arises at a workplace involving an employee employed pursuant to this Agreement it shall initially be dealt with as close to the source as possible.
- (ii) The Company, or employee as the case may be, shall notify the other party of the substance of the dispute, difficulty or grievance, request a meeting for bilateral discussions and state the remedy sought.
- (iii) Where an employee has submitted a request concerning any matter directly connected with employment to a supervisor or a more senior representative of management and that request has been refused, or the matter has not been resolved, the employee may, if he or she so desires, submit the matter to management and the appropriate executive within the Company.
- (iv) If, at the conclusion of the discussions referred to in subclause (ii) above, the dispute, difficulty or grievance is not resolved, then the Company must provide a response detailing the outcome of the discussions including reasons for not implementing any proposed remedy.
- (v) If not settled at this stage, the matter shall then be discussed between such representatives of the Union as the Union may desire and the Company, who may be accompanied by or represented by such officers or representatives of an Association of Employers as the Company may desire, including, where agreed, processing the dispute through locally organised boards or committees set up by the parties for this purpose.

- (vi) If the matter is still not settled, it shall be submitted to the NSW Industrial Relations Commission.
- (vii) Where the above procedures are being followed, work shall continue normally. No party shall be prejudiced as to final settlement by the continuance of work in accordance with this subclause.
- (viii) Notwithstanding anything contained in the previous paragraphs, the respondents shall be free to exercise their rights if the dispute is not finalised within seven (7) days of notification.
- (ix) This clause shall not apply to any dispute as to a bona fide safety issue.
- (x) An employee may be represented by the New South Wales Nurses' Association during any stage of this procedure.

CLAUSE 8 - TERM

This Agreement shall operate from the date of registration and shall remain in force for a period of two years unless varied or terminated earlier by the provisions provided by the Act.

CLAUSE 9 - RENEWAL

The parties shall commence negotiations on a new agreement at least three months prior to the expiration of this Agreement.

Signed for and on behalf of)
Qantas Airways Limited)

Colin Lyttle
Industrial Relations Director)

)
The Common Seal of Qantas)
Airways Limited was hereto)
affixed in pursuance of a)
resolution of the Board)
and in the presence of:)

Witness)

Date)

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Colin Lyttle

John Tucker

Director

John Tucker

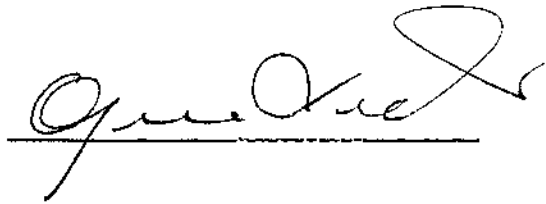
Director

Secretary

Julia Fellows

10/12/92

Signed for and on behalf of the)
New South Wales Nurses Association)



Printed Name and Occupation)

VELMA GERSBACH

Witness DWILCOX)



Date)

8 DECEMBER 1992

SURVIVAL PACKAGE - AN AGREEMENT BETWEEN QANTAS, ACTU & AIRLINE UNIONS

FOR NURSES (QANTAS AIRWAYS LIMITED) ENTERPRISE AGREEMENT

In June, 1991, the ACTU, airline unions and the Company committed themselves to negotiate constructively a Survival Package for Qantas and its wholly-owned subsidiaries. In order for this survival package agreement to fulfil its aims, it requires a continuing commitment by all staff and management to develop a better way of working co-operatively together to achieve a revamped, restructured Company.

It was agreed that the Survival Package would include:-

- o acceptance by the unions of staff reduction processes which would not undermine the future viability of the airline, nor weaken its skills base and payments for redundancy, as proposed by Qantas following discussion with the ACTU and airline unions; and
- o union agreement to co-operate in the process of restructuring the Company to again make it efficient and internationally competitive by:-
 - * achieving staff reductions consistent with the redundancy agreement;
 - * changing the management structures, organisation, approach and modus operandi;
 - * improving industrial relations, consultation and implementation of work changes and efficiency improvements necessary for the Company's survival.

For its part, the Company acknowledges that there shall be no negative cost off-setting, or overall reduction in award and non-award conditions, other than by agreement, as a result of the productivity/efficiency/flexibility negotiations. It is agreed that the focus would be on addressing Qantas-specific arrangements, not national standards.

All of the above points have been satisfactorily addressed:-

- agreement was reached between the parties on a process for staff reductions, which ensured that the future viability of the airline was not undermined and that its skills base was not weakened;
- the unions actively co-operated in achieving the identified outcomes under the staff reduction programme;

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- new organisational structures have been implemented;
- this Agreement is the next vital step in providing a mechanism for improving industrial relations in Qantas and Qantas subsidiaries and implementing productivity/efficiency improvements. The parties recognise that real improvements in industrial relations and productivity/efficiency relies on line management handling day to day issues with staff and unions;
- management has committed itself to materially changing its approach and introducing a more consultative framework to permit greater employee involvement in decision-making. For Qantas to provide meaningful job security for its employees, it will be essential for management, unions and the workforce to reach agreement on significant efficiency improvements which deliver a substantial increase in the Company's competitiveness. Implementation of the improved efficiencies and an increasing concentration on continuous improvement embraced in this agreement will substantially contribute to Qantas' survival;
- so far in excess of 3,000 staff have already separated from the Company, reducing the staff strength from over 21,200 in January 1991 to approximately 18,000 as at the end of December, 1991.

However, the staff reduction programme was only the initial phase in positioning Qantas for continued survival. Now that the structural change has been undertaken, we must all focus our attention on:-

- o achieving a cultural change which will be driven by management reflecting the revamped organisation;
- o improving productivity;
- o improving customer service by doing things better with less waste;
- o providing better jobs for employees; and
- o finding ways of improving the Company's cost efficiency and reducing its cost structures.

In accordance with the parties' undertakings to improve industrial relations, consultation and implementation of work changes and efficiency improvements necessary for Qantas' survival, management, unions and employees are committed to:-

- o jointly examining and introducing, where practicable, more productive work practice/process changes;

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- o jointly eliminating waste by establishing mechanisms/ processes to identify problems/inefficiencies; developing solutions/proposals for more efficient ways of operating, trialling (where appropriate) and taking corrective action;
- o maintaining and developing further the co-operation and assistance achieved between the ACTU/unions and management throughout the restructuring of Qantas by establishing Continuous Improvement Committees (CICs) throughout the various Branches/Departments and subsidiaries of the Company. The function of these Committees and the role of union/management representation needs to be further discussed and determined nationally. The unions will nominate representation from Qantas employee members of unions from the relevant area/s and may include officials;
- o giving effect to the operation of a single bargaining unit within the Company.

To translate these commitments into outcomes will involve the following being undertaken and implemented:-

- * jointly review and examine the existing dispute avoidance and settlement arrangements and agree on a procedure to operate throughout the Company and its subsidiaries.
- * jointly review the problems/proposals related to hours of work identified in Appendix 1 (i.e. rostered days off, shift rostering, spread of working hours, overtime meal breaks, allowances and after hours coverage arrangements), make recommendations on the best practicable means of overcoming these problems and implementation of appropriate outcomes;
- * within guidelines to be formulated at a corporate level and agreed with the ACTU and national bodies of unions, Continuous Improvement Committees (CICs) to develop over time branch/departmental/subsidiary performance indicators and productivity targets and jointly work on achieving continuous improvement to productivity, efficiency and customer service relevant to the local area (refer Appendix 2);
- * jointly examine the problems/proposals outlined in Appendix 3, in relation to the formula for daily travelling allowances, identify any inconsistencies between groups in the Company or double-counting for the compensating of items associated with daily travel and make appropriate recommendations for the elimination of inappropriate inconsistencies/double-counting identified. A sub-committee comprised of management and appropriate union representatives will report to the steering committee.

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- * jointly examine and identify allowances, award or otherwise, that:-
 - are redundant;
 - could be rationalised by incorporation with wages or other allowances;and make recommendations for appropriate award inclusion/variation (Appendix 4);
- * jointly examine, identify and make appropriate recommendations consistent with award structures and training for the elimination of artificial and inappropriate demarcations inhibiting efficiency;
- * jointly develop appropriate procedures for objective performance appraisals, including necessary skilling of appraisors, for all areas of the Company;
- * jointly examine options in relation to introducing performance-related pay adjustments for management and supervisory levels on the basis that this exercise is progressed from the top classifications in the Company down;
- * over time simplify, rationalise and modernise the number of Qantas awards and their provisions;
- * finalise agreement on the use of contractors/consultants to ensure they are only engaged on fixed term projects where staff with the necessary skills are not available within the Company and Qantas cannot reasonably be expected to train or recruit staff or where it can be demonstrated that it is more efficient and cost effective in the long term to use contractors/consultants;
- * develop an agreement for appropriate consultative processes for contracting out of work, where the Company and/or its wholly-owned subsidiaries can demonstrate that it is more efficient and cost effective in the long term to contract the work out;

similar guidelines will be developed in respect to appropriate consultative processes with the unions on the contracting in of work;
- * in the medium term, jointly examine and make recommendations on ways to cope better with and minimise the cyclic nature of the international airline industry, with particular emphasis on skill-based areas involving long training lead times;

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- * jointly review the class of travel on other carriers and make appropriate recommendations to apply throughout the Company (Appendix 5);
- * jointly review uniform entitlements to ensure that the provision of uniforms reflects operational requirements and make appropriate recommendations for implementing changes;
- * jointly examine the problems/proposals in relation to Higher Duties Allowances as outlined in Appendix 6 and make appropriate recommendations, where necessary, for award variations;
- * on a joint basis, identify staff requirements for part-time work which will improve the efficiency of the Company. The Company will provide justification for the number of part-time employees it wishes to engage, the proposed hours of employment and the span of hours. Part-time employees will be engaged on a permanent basis without undermining the necessary protection for full-time employment and will receive pro-rata conditions of employment. The parties will make appropriate and practicable recommendations to meet the identified need. This will include:-
 - the continuation and finalisation of current negotiations with the TWU, on a port-by-port basis, of appropriate award variation and its implementation;
 - jointly review the part-time loading in the Aircraft Industry Award, with a view to bringing it into line with other airline awards and general industry standards. Current recipients of the loading will not be disadvantaged during their continuing unbroken engagement;
 - negotiation of award variation to ASU and FCU awards;
- * develop and finalise an agreement on the use of temporary/casual staff having regard to:-
 - duration of employment;
 - conditions of employment;
 - criteria of seasonal peaks and special circumstances for such employment;
- * reducing the number of unions within the Company by eliminating award/agreement respendency from unions which currently have only minimal or no membership within the Company;

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- * eliminate, where appropriate, the provisions for Australian-based cashing functions, having regard to available cashing facilities;
- * eliminate salary pre-payments in accordance with Appendix 7 and consistent with ensuring the integrity of the payroll system and its interface with line areas.
- * The parties agree to a study of unauthorised absenteeism and excessive sick leave without medical certificate, its causes and mechanisms to overcome identified problems without reduction overall conditions.

Given the commitment of the parties to the successful operation of this agreement, it is expected that appropriate and practicable recommendations resulting from the above-mentioned joint reviews will be forthcoming. In the unlikely event that either party frustrates the achievement of such appropriate and practicable recommendations, either party may invoke dispute avoidance and settlement procedures for purposes of gaining appropriate and practicable resolution. Where a matter is referred to the New South Wales Industrial Relations Commission, at the conclusion of such dispute avoidance and settlement procedures, the parties agree to accept the recommendation of the Commission as final and conclusive.

Issues affecting more than one branch/subsidiary will have to be addressed with any particular outcome being relevant to those areas. This may result in differing solutions.

During the life of this Agreement, the parties will continue to jointly examine productivity and efficiency issues as they arise, make practicable recommendations and implement them. The joint ACTU/Qantas steering group will monitor the continuous improvement process.

Working parties of joint management and union representatives will be established, where necessary, to undertake the above reviews/examinations, to investigate the necessary changes that should apply and to make the practicable recommendations. These working parties will provide progress reports to the joint ACTU/Qantas Steering Group. Agreement on performance indicators for all areas of the Company, recommendations on all other identified issues and outcomes and implementation schedules will be monitored by the joint ACTU/Qantas Steering Group.

Quantum of Wage Adjustments

- (1) Effective from the time of registration by the Commissioner for Enterprise Agreements, a productivity/efficiency/flexibility adjustment of 5% in wages and wage related allowances will apply in recognition of:-
- o the productivity and efficiency improvements resulting from the achieved staff reductions and consequential work changes;
 - o the restructuring of the Company;
 - o the anticipated gains in terms of operational and cost efficiencies resulting from the implementation of this Agreement;
 - o the joint commitment to the disputes avoidance and settlement procedure, for the life of this Agreement to operate for all matters, to ensure that the maintenance and continuity of operations is achieved.

In order to give effect to this joint commitment to the Dispute Avoidance and Settlement Procedure, an education programme will be introduced for management, unions and staff to ensure that they fully understand the objective of avoiding work stoppages through the use of the Dispute Avoidance and Settlement Procedure, as well as comprehending the terms of the Agreement, its background and their roles and responsibilities in implementing it.

The parties agree to operate under existing Dispute Avoidance and Settlement Arrangements until replaced by a negotiated Company-wide Dispute Avoidance and Settlement Procedure.

- (2) This Agreement directly contributes to the overall productivity/efficiency of Qantas and its workforce by -
- o enabling management to take appropriate decisions in the knowledge of pre-determined stable costs which will allow the Company to explore future contracts to enhance workplace productivity and efficiency and to afford the Company greater opportunity to pursue profit-making ventures.
 - o allowing the Company to bid for contractual work on the basis of known wage outcomes that will enable the most competitive tendering and will permit the Company to enter into fixed-price contracts and a more efficient utilisation of the Company's manpower resources.

- o allowing the Company to take into account its future manpower costs in formulating the Company's Business Plan which dictates the budget/profit plan. Such certainty of wage outcome will enable the Company to determine revenue targets against expenditure levels and to plan accordingly.
- o enabling the Company to set the desired productivity levels against the manpower costs which are required to increase the Company's competitiveness vis-a-vis other international airlines.
- o enabling pricing policy, which necessarily has regard to expenditure levels, including manpower costs, to be set with greater surety and focus to achieve the desired competitive positioning of the airline. This, in turn, has an immediate impact on route profitability and can assist the Company in developing the most cost efficient schedules which further optimise the Company's overall productivity levels.

In recognition of this resultant increase in productivity/efficiency:-

- o an adjustment of 2.5% shall be paid with effect from the date of registration of this Agreement;
- o an adjustment of 2.5% shall be paid with effect from 1st July 1993.

These adjustments will be capable of further increases only in significantly changed circumstances, unknown to the parties at the time of negotiations.

- (3) No wage increase awarded by a State Wage Bench during the life of this agreement will be paid.
- (4) In addition to the payments prescribed under (1) and (2) above, two further adjustments will be available no earlier than 1st February, 1993 and 1st October, 1993, where there have been real, measurable and sustainable gains in productivity/efficiency and the recommendations from the joint reviews have been implemented or substantial progress towards full implementation has been achieved.

In determining the real, measurable and sustainable gains in productivity/efficiency, the joint ACTU/Qantas Steering Group will rely upon both Company-wide measures as well as relevant branch indicators, which will be developed by joint management/union/ branch working parties.

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For the adjustment available from February, 1993, the Steering Group will have regard only to the Company-wide indicators and will assess the actual implementation or substantial progression towards full implementation of the recommendations of the joint reviews.

For the adjustment available from October 1993, both Company-wide and Branch level indicators will be assessed.

The five Company-wide performance indicators which the Steering Group will have regard to are:-

1. Available Tonne Kilometre (ATK) per employee;
2. Manpower Cost per ATK;
3. Manpower Cost per Revenue Tonne Kilometre (RTK);
4. Percentage productive man hours per standard man hour;
5. Adherence to Dispute Avoidance and Settlement Procedures.

The joint ACTU/Qantas Steering Group will monitor the indicators on a monthly basis and will evaluate the increase in productivity/efficiency against these indicators, allowing for any necessary corrections to be made to factor out any statistical aberrations.

The two productivity adjustments may provide for differential outcomes between groups of employees, depending upon the quantum of the productivity/efficiency improvements delivered and adherence to the Dispute Avoidance and Settlement Procedures. Where exceptional and clearly differential productivity/efficiency changes are implemented, the Company will discuss an appropriate additional outcome with the ACTU and relevant union(s) at the time having regard to the value to the Company of such exceptional changes. It is the intention of the Company that where any productivity adjustments become available, that the parties will seek to vary the Enterprise Agreement consistent with Section 125 of the Industrial Relations Act 1991.

- (5) It is a term of this Agreement that no extra claims shall be made for the duration of the Agreement, except where consistent with the State Wage Principles. Claims which are currently being processed (but are not spelt out in this Agreement), are to be handled in the normal manner. In such cases, the rights of the parties as to the arbitral processes, are preserved. The parties reserve their right to raise matters in the interests of improved productivity and cost efficiency, either through CICs, the DASP, or directly with the Company or union/s involved. Where these issues are not already spelt out in this Agreement, the rights of all parties are preserved.
- (6) The parties agree to review the Qantas Superannuation Scheme having regard to Government initiatives and guidelines, including vesting provisions.

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The timing of this review shall be determined by the parties.

The term of this Plan is from the date of registration of the Nurses (Qantas Airways Limited) Enterprise Agreement by the Commissioner for Enterprise Agreements and shall remain in force for a period of two years.

The parties will commence negotiations on a new Agreement at least three months prior to the expiration of this Agreement.

ISSUES RELATED TO WORKING HOURS(a) Rostered Days Off

The following are examples of operational difficulties experienced in many parts of the Company due to the scheduling of RDO's. A joint working party will examine the problems associated with scheduling RDO's and listed below are some of the items which need to be addressed:-

- . RDO's continue to be scheduled during particular projects or operations with a specific timeframe for completion, e.g. the Potomac refurbishment. This limits the resources available during the project.
- . Problems occur that result in overtime being scheduled to overcome an unexpected increase in workloads, e.g. a number of aircraft are unexpectedly rescheduled to Sydney. In such circumstances, absences due to RDO's result in additional overtime costs being incurred.
- . RDO's are currently scheduled across the roster; during the roster period some sections experience unanticipated downtime but remain fully staffed during that period, e.g. work scheduled for the Engineering and Maintenance Paint Shop is held up.
- . Parts of the Company experience specific and defined seasonal workload peaks that extend for over a month, e.g. Airports during summer. During such periods, RDO's continue to be rostered which limits resources available.
- . In customer contact areas, for example Travel Centres, workload peaks often occur on Mondays and Fridays which, therefore, require optimum practical use of staff on those days.

(b) Shift Rostering Arrangements and Hours of Duty

The parties will examine and make recommendations on more efficient and more permanent shift arrangements, including appropriate and practicable shift lengths, and on the most efficient daily spread of hours having regard to:-

- (i) better utilisation of plant and equipment;
- (ii) more efficient patterns of working hours;
- (iii) changes to working hours that occur due to seasonal factors;
- (iv) a greater capacity to meet customer demands within the daily spread of hours;
- (v) stability of rosters to provide for a more consistent pattern of work for employees and deliver optimum flexibility in the workplace;
- (vi) operational requirements and production demands;
- (vii) perceived problems as identified below:-
 - . resistance to night work shifts, i.e. 2100-0500;
 - . refusal to work shifts commencing before 0500;
 - RDO's must not be rostered on weekends;
 - . if a roster must contain X% of multiple start times or 50% penalties, it is expected this should remain in the next roster;
 - . rostering of overtime.

(c) Meal Breaks and Payment

The parties will examine award provisions for the payment of meal breaks and meal allowances whilst working overtime. This review will consider standardisation of the allowances and practice in accordance with improving the Company's cost efficiency and reducing its cost structure.

Initially, management will provide to the unions for examination, discussion and practicable recommendation to improve efficiency and any unwarranted cost impost, instances of particular work, which are, or result in inefficient use of staff and/or result in a greater cost imposition than should otherwise be the case.

Thereafter, the parties will consider the actual provisions for meal breaks and payment having regard to:-

- . the benefits of one standard provision in Qantas;
- . the basis and purpose of the allowance, its use and industry standards;
- . Qantas' commitment that, in reviewing certain conditions, if changes are implemented, individuals will not be worse off.

(d) After Hours Coverage Arrangements

Qantas proposes that the parties review after hours coverage arrangements and recommend changes.

INTRODUCTION OF PERFORMANCE INDICATORS AND DEVELOPMENT OF
PRODUCTIVITY TARGETS

As this Agreement recognises, improving productivity is critical to the Company's long term survival. Integral to this is the establishment of performance indicators and productivity targets in all areas across the Company. To enable wage movements to reflect achieved productivity, performance targets and productivity measures are a mandatory pre-requisite. A joint management/union working party will be established to develop appropriate measures.

The 5 year Business Plan contains the financial, operational and productivity targets for the Company. It is proposed that a small joint working party be formed at a senior level to translate the productivity targets set in the Business Plan for the Company as a whole into measurable performance targets for specific areas. Such targets should reflect appropriate bench-marking against competitor airlines.

REVISE FORMULA FOR DAILY TRAVELLING ALLOWANCES FOR GROUND STAFF

The parties commit to jointly examining the problems relating to the formula for daily travelling allowances. Identifying inconsistencies between groups in the Company or double-counting for the compensating of items associated with daily travel and make appropriate recommendations for the elimination of inappropriate inconsistencies for double-counting identified.

Currently, aircrew awards provide for the payment of daily travelling allowances "for each calendar day or part thereof spent away from base station, including the day of departure, but excluding the day of return". No allowance is payable unless the total period of absence exceeds 24 hours.

In Company policy, ground staff receive the payment for both the day of departure and return, provided they are away overnight. The Company views this practice as inappropriate as employees on the day of return do not incur the same level of expenses, for which the allowance is paid, as for the day of departure and other full days away. Accordingly, the Company's proposal is to remove the payment for the day of return and bring this into line with the practice for aircrew.

In addition, there are currently different interpretations within the Company in relation to what is or is not included within Daily Travelling Allowances, i.e. what expenses Daily Travelling Allowances cover and what other expenses can be claimed separately. A sub-committee comprising appropriate union representatives will investigate and report to the joint ACTU/ Qantas steering group.

RATIONALISATION OF ALLOWANCES NOT PRESENTLY PROVIDED FOR IN AWARDS

The parties commit to jointly examine allowances, award or otherwise that:-

- . are redundant;
- . could be rationalised by incorporation with wages or other allowances.

The following allowances are not contained in awards and will require consideration:-

1. Overtime
2. (i) Shift Penalties
(ii) Shift Penalties 0001 to 0700 (Perth)
3. After Hours Duty Allowance
4. Standby/On-Call

The parties will:-

1. investigate the justification or elimination of those allowances that apply only in particular locations; and
2. examine either the elimination of redundant allowances or incorporation into awards or other allowances.

REVISE DUTY TRAVEL PROVISIONS

With the exception of specific award conditions, e.g. LAMES, the current practice for travel on other carriers for ground staff is to provide 50% firm 'P' class tickets.

Aircrew awards also contain provisions relating to the class of travel for positioning crew.

The parties will jointly examine duty travel on other carriers with the view to reducing the cost to the Company. It is the clear understanding of the parties that any agreed changes will result in common standards applying to all staff.

The joint examination of this proposal will be undertaken with all affected groups in the Company. It is acknowledged that implementation of such a proposal will not be possible, unless agreed by all groups. The Company provides the guarantee that should such agreement by all groups not be possible, then the issue would not be pursued with the groups party to this agreement.

REVIEW PROVISIONS FOR HIGHER DUTIES ALLOWANCES

The parties commit to jointly examine the problems/proposals in relation to Higher Duties Allowances and make appropriate recommendations, where necessary, for award variations.

Currently, there is inconsistency across the Company in the application of these duties and allowances. The parties will review the practices, with the object of standardisation of provisions for the payment of partial allowances when not all of the duties are performed. The review will consider any changes in relation to current award prescriptions.

REVIEW PROVISIONS FOR SALARY PRE-PAYMENTS

The parties commit to the elimination of salary pre-payments consistent with ensuring the integrity of the payroll system and its interface with line areas. The current practice is time consuming and in some instances, the cost of manually processing the under-payment is significantly greater than the amount reimbursed.

NURSES (QANTAS AIRWAYS LIMITED) ENTERPRISE AGREEMENT

	<u>Column 1</u> <u>Date of</u> <u>Certification</u> \$ p.w.	<u>Column 2</u> <u>1 July 1993</u> \$ p.w.
<u>CLAUSE 3 - Salaries</u>		
Occupational Health Nurse		
On Commencement	732.20	750.50
After 1 Year's Service	747.70	766.40
After 2 Year's Service	752.40	771.20
After 3 Year's Service	758.00	777.00
<u>CLAUSE 7 - Shift Work</u>		
3(a)(v) - per shift	7.80	8.00
<u>CLAUSE 5 - Training Allowance</u>		
Per Day	11.10	11.40