

'SAME JOB SAME PAY' AGREEMENT REACHED WITH FAAA FOR QANTAS MAINLINE CABIN CREW

29 August 2024

In December 2023, the Labor Government passed their 'Same Job Same Pay' legislation which affects some long-standing workforce arrangements used by Qantas and a number of other businesses across the economy.

Following discussions with the Flight Attendants Association Australia (FAAA), today Qantas has confirmed it will support the union's three Same Job Same Pay applications for its short-haul cabin crew with the Fair Work Commission (FWC).

Separate to these applications, Qantas has also reached an in-principle agreement with the FAAA around its long-haul cabin crew workforce.

Qantas and the FAAA have been in discussions about balancing the impacts of the new legislation on the short-haul and long-haul cabin crew workforces in a way which enables the airline to maintain the best competitive position possible and a sustainable business for the future.

The decision to support the applications will result in up to 800 Qantas short-haul cabin crew soon receiving pay increases, with the final amounts to be worked through as part of ongoing discussions with the FAAA and approval from the FWC.

The in-principle agreement to vary the current Long Haul Cabin Crew Enterprise Agreement for around 2,500 international crew to receive pay increases in line with Qantas short haul crew, also ensures that they have access to the new A350-1000 Ultra Long Range aircraft, including Project Sunrise flights.

Qantas will continue to engage with long-haul cabin crew and their representatives about the proposed changes, which are also subject to an employee vote.

Qantas expects the gross cost impact of the proposed changes in FY25 to be around \$60 million, and to commence from 1 November 2024, subject to finalisation with the unions and the Fair Work Commission. Qantas is looking to offset the impact through revenue and cost savings. Importantly, we need to ensure Qantas continues to have a strong, profitable business that can keep reinvesting in new aircraft, which benefits customers and employees, as well as delivering shareholder returns.

Comments from Qantas Group Chief People Officer, Catherine Walsh:

"Our people continue to deliver exceptional service to our customers every day. We have had positive engagement with the FAAA as we work together to meet the requirements of the legislation while ensuring our business can continue to grow and compete.

"The decision to support the Qantas Domestic Same Job Same Pay applications will result in wage increases for hundreds of our short haul cabin crew. The in-principle agreement we have reached with the FAAA will, if voted-up by employees, also mean an increase in pay for most long-haul cabin crew, while also ensuring our international business can continue to grow in a fiercely competitive environment."

In June and July 2024, the FAAA submitted Same Job Same Pay applications to the Fair Work Commission for several short-haul cabin crew workgroups that operate on Qantas' Boeing 737 and Airbus A330 fleets.

Other businesses within the Qantas Group are currently reviewing the more recent applications made by the FAAA and TWU in relation to some cabin crew workforces within Jetstar and National Jet Systems (part of QantasLink) and no decisions have been made.

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