



# MEMORANDUM

## **AGREEMENT REACHED ON REMOTE LEAVE FARES AND ALTERNATIVE DUTIES AFTER FAIR WORK AUSTRALIA CONFERENCES.**

Earlier this year Fair Work Australia was requested to provide an interpretation on two clauses of the *Airservices Australia (Aviation Rescue and Fire Fighting) Collective Agreement*. The interpretations related to clause 4.13.4 – Remote Locality Airfares, and clause 6.5.12 Fitness For Duty and Alternative Duties.

UFU Aviation Branch and Airservices have reached a mutually agreeable outcome and can advise the following:

### **Remote Locality Airfares**

As a gesture of good will, Airservices is prepared to offer employees in Cairns and Townsville, and their eligible dependents during this period, who, notwithstanding clause 4.13.3 and 4.13.4, are eligible to receive the Remote Locality Allowance, a without prejudice payment equal to one (1) return economy airfare of \$584 gross for Cairns employees, and \$451 gross for Townsville employees for each year of eligible service in these locations commencing from 2009 to 2012. The calculations for this payment will be reduced by any payments or reimbursements already received by the individual employees.

If you are an eligible employee, a member of the Remuneration Services Team will contact you and confirm the applicable payment.

### **Alternative Duties**

The Absenteeism Operational Instruction - HR-024, refers to the rostering and duties of employees who have sustained an injury or illness and are not fit for full operational duties. This procedure only applies to employees where a medical practitioner has determined that

they are fit to return to work and, in some capacity (dependent on the nature of the injury or illness), perform duties that are restricted.

We hope that the amendments made will assist employees with their rehabilitation to return to the workplace, and allow injured or ill employees to remain engaged with their co-workers.

The amended procedure states:

*“Employees who cannot perform operational duties, but are fit for restricted duties as defined by a medical practitioner, will, where it suits the business’ requirements, return to work. The types of duties undertaken by the employee in this circumstance will include duties normally undertaken as a part of the employee’s normal position description and may be agreed to between the manager and employee in accordance with the advice provided by the medical practitioner.*

*An employee who has been certified as fit for restricted duties will remain on their rostered shifts, where the manager determines that shift work is appropriate. If, after a period of two weeks on restricted duty, the employee continues to be certified by a medical practitioner as not fit to return to full operational duties, the employee will be directed to commence day shifts from Monday to Friday (normally) working a 38 hour week as soon as practicable*

**Note:** *Alternative duties are a restricted version (dependent on the injury or illness) of the normal duties an employee may be expected to undertake.”*

Personal leave will only be used and deducted where the employee is certified by a medical practitioner as being unable to perform any duties or attend the workplace.

If you have any questions or require any assistance with these matters contact the Union office on 07 3846 5580.

Authorised by Henry Lawrence Branch Secretary UFU of Aust Aviation Branch