

UNITED FIREFIGHTERS UNION OF AUSTRALIA



AVIATION BRANCH



ARFFS EA Negotiations 2024

UNION LOG OF CLAIMS

PART A – AGREEMENT ADMINISTRATION

Clause	Proposed Amendment	Agreed/ Pending /Not agreed
2 Definitions	Definitions Clarification and amendments consistent with proposals made at clause 21 (Rostering Principles) and 22 (Overtime). concerning: <ul style="list-style-type: none"> • Ordinary Hours • Overtime (Accrued, Continuous & Emergency duty) 	Pending
For insertion: 3.3 Period of operation	Period of Operation Negotiations for a new agreement will commence no later than nine (9) months prior to the expiry of this agreement.	Pending
7.5-7.8 Staffing	Minimum staffing levels for every location, derived using Airservices-endorsed Task Resource Analysis methodology, to be specified in agreement. Changes/flexibility to these staffing levels able to be made with agreement of UFUA. Minimum staffing schedule to be inserted to ensure the safe and efficient operation of stations and a suitable ratio of staff, the minimum staffing schedule outlines: <ul style="list-style-type: none"> • The minimum number and rank of employees available on each shift at each station. • The total core numbers across all shifts. • The total relief number across all shifts. • The total number of crews required. • The total number of full-time employees (FTE) required. 	Pending
10 Airservices' duties	Additional clause to be inserted prohibiting Airservices' use of employee's image without their informed consent	Pending
For insertion: Mental health and wellbeing	Airservices to meet the costs/gap (up to \$500) of General Practitioner Mental Health Care Plan/Treatment.	Pending
15 Consultation on change	Made clear that UFUA to be consulted on changes of significant impact or to rosters. This clarification should be made at all employee representative reference points throughout the agreement.	Pending
16 Rights and responsibilities of employee representatives	Rights of UFUA employee representatives, members and HSR's to paid leave to attend Trade Union training, and to take part in Trade Union business, including travel time. <ul style="list-style-type: none"> • Reasonable access to facilities for union delegates • Reasonable access to facilities for union communication with employees Additional detail to be provided.	Pending
For insertion: Infrastructure	Joint UFUA/Airservices panel to review Infrastructure at all locations resulting in Infrastructure Agreement incorporated into enterprise agreement detailing standards facilities must meet (Standardised room data sheets etc).	Pending

PART B – HOURS OF WORK

Clause	Proposed Amendment	Agreed/Pending /Not agreed
21 Principles of Rostering	<p>Rosters to average no more than 42 hours per week over the roster cycle. Made clear that regular rostered hours beyond 38 hours per week constitute 'Accrued Leave' under the terms of the agreement.</p> <p>Disturbance allowance of \$125 per shift to be paid where employees required to make short term move from regular rostered hours. No penalty/loss of pay if changed hours less than regular rostered hours.</p> <p>"RECLINE" "periods retitled" REST and RECLINE" and defined more clearly including obligation on Airservices to provide sleep/recline facilities.</p> <p>Clarification of rostering principles to be applied at non-24 hour, long hours of operation stations.</p>	Pending
22 Overtime	<p>Overtime (Accrued leave, Emergency duty, continuous with regular rostered hours) flat rate 2.0x.</p> <p>Clarification start/finish hours for overtime (Emergency duty, continuous with regular rostered hours)</p> <p>Minimum call out for Emergency Duty changed to 4 hours.</p> <p>Emergency Duty overtime to include payment of applicable meal allowances and motor vehicle allowance, and one hour travel in each direction.</p>	Pending
23 On call allowance	To be increased.	Pending
24 Time off in lieu	TOIL for working overtime to be accrued at rate 2.0x and to be paid out at employee's request 3 months after being accrued.	Pending
25 Rest relief	Payment at 2.0x if required to work without 8 hours rest (+ travel) due to emergency duty/ continuation of regular rostered hours.	Pending
26 Fly in fly out employment	<p>Higher rank maintained/held for 5+ years on FIFO/transfer. Right of return to original location retained following any FIFO/transfer.</p> <p>Airservices ability to designate employees residence for purpose of paying for travel removed.</p> <p>7 days on/7 off roster to be made available, consistent with major mining companies.</p>	Pending

PART C – ALLOWANCES AND REIMBURSEMENTSⁱ

Clause	Proposed Amendment	Agreed/ Pending /Not agreed
28 Business class flights	Clarification provided over 3 hour total/aggregate/combined travel flight time	Pending
30 Transfers	Training Disturbance Allowance In recognition of the inconvenience and alteration to employees work environment. Payable as compensation to an employee who is required to report for duty at a location other than the employee's permanent station. Reimbursable expenses for transfers of any duration. Entitlements beyond 21 days maintained, consistent with clause 27.8	Pending
31 Disturbance Allowance	Renamed to "Transfer" disturbance allowance	Pending
34 Portfolio Allowance	Accredited trainers specified as recipients of allowance.	Pending
35 Remote locality allowance	Employees living and working in Alice Springs, Yulara, Prosperine and Hamilton Island to be recognised as remote locations and paid remote locality allowance.	Pending
37 Overtime meal allowance	To be paid for each meal period worked when overtime continuous to rostered hours coincides with any part of a meal period, or less than 24 hours notice received for emergency duty.	Pending

PART D - LEAVE

Clause	Proposed Amendment	Agreed/ Pending /Not agreed
52 Accrued leave	Clarification provided concerning regular rostered hours.	Pending
53 Personal/ carers leave	Airservices will not unreasonably refuse a request from an employee on restricted duties to work from home.	Pending
56 Emergency service leave	Reworded; to be granted in all cases, except where reduction of category or loss of DRV service results	Pending
For insertion: Fair Work Commission leave	Enshrined right for employees to paid leave and travel time to take part in FWC proceedings/ hearings/ inspections	Pending
For insertion: Special leave without pay to	Recognition of role of a full time UFUA Aviation Branch official in agreement and right to leave without pay for duration of elected term including	Pending

serve as Union Official	right to be reappointed at previous classification level following elected term.	
64 Long service leave	Specified that overtime requirement arising from employee's taking of LSL not grounds for refusing request.	Pending
67 Public Holidays	Crediting of recreation leave balance when rostered on duty for public holidays.	Pending

PART E – PERFORMANCE, CONDUCT, FITNESS AND TERMINATION

Clause	Proposed Amendment	Agreed/Pending /Not agreed
76 Fitness for Duty (Physical fitness)	Participation in Airservices proposed fitness/wellbeing initiatives to be: <ul style="list-style-type: none"> • Voluntary • Confidential • Supportive • Non-punitive 	Pending

PART F – CLASSIFICATIONS AND PAY

Clause	Proposed Amendment	Agreed/Pending /Not agreed
84 Progression	List of required competencies for each rank to be added to table, including requirements for Officer in Charge under MoS Part 139H	Pending
86 Super-annuation	Employer contributions increased to 15.4% of employee's base salary (from 14%).	Pending
89 Salary	Salary increases in this agreement must <ul style="list-style-type: none"> i. recognise that ARFFS agreement salaries have lagged increases in the CPI over the past three years, and, ii. ensure that salaries maintain pace with CPI over the duration of this agreement. Meeting these objectives requires salary increases over a three-year agreement in the region of 20%	Pending